



A STUDY ON QUALITY OF WORK-LIFE BALANCE AMONG THE EMPLOYEES AT ACC CEMENT, COIMBATORE

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ABSTRACT

This study examines the quality of work-life balance (WLB) among employees at ACC Cement, Coimbatore, with the objective of understanding how organizational policies, work environment, and personal factors influence employee satisfaction and performance. Work-life balance has become a critical aspect of human resource management, directly impacting productivity, job satisfaction, and employee retention. A structured questionnaire was distributed among a representative sample of employees across various departments and roles. The study employed both qualitative and quantitative methods to assess key dimensions such as workload, flexible work arrangements, job stress, personal time, and organizational support. Findings reveal that while ACC Cement provides a moderately supportive environment for work-life balance, employees face challenges in managing personal and professional responsibilities, particularly during peak production periods. The study recommends enhancements in flexible work policies, stress management programs, and periodic assessments to ensure sustained employee well-being. These improvements could contribute to a more balanced, motivated, and productive workforce.



1.INTRODUCTION

The quality of work-life balance (WLB) is a crucial aspect of employee well-being, influencing productivity, job satisfaction, and overall performance. At ACC Cement, Coimbatore, maintaining a positive WLB is an integral part of their organizational culture. The company recognizes that employees who are able to balance their professional and personal lives are more likely to stay motivated, focused, and engaged in their work, which ultimately leads to higher efficiency and innovation. ACC Cement has implemented various initiatives and policies that prioritize employees' mental, physical, and emotional health, such as flexible working hours, wellness programs, and stress management workshops. The company also promotes a supportive environment where employees can manage their professional responsibilities while still having time for family, hobbies, and personal growth.

By fostering a balanced work environment, ACC Cement not only enhances employee satisfaction but also strengthens its position as a leading employer in the cement industry. The focus on work-life balance aligns with the company's long-term vision of creating a healthy, sustainable, and productive workplace, contributing to both employee happiness and the company's overall success. This study explores the effectiveness of these initiatives and their impact on the quality of work-life balance among employees at ACC Cement, Coimbatore. In today's competitive business environment, organizations are increasingly recognizing the importance of work-life balance (WLB) as a crucial factor in enhancing employee satisfaction, productivity, and overall well-being. Work-life balance refers to the ability of employees to effectively manage their professional responsibilities while also maintaining a fulfilling personal life. This balance has significant implications for employee health, morale, and retention, as well as for the overall success of the organization.

ACC Cement, one of the leading cement manufacturing companies in India, has a well-established reputation for promoting operational efficiency and a positive work culture. With its plant in Coimbatore, a major industrial hub in Tamil Nadu, ACC Cement has consistently sought to prioritize the well-being of its workforce. As the modern workforce faces mounting pressure to juggle work responsibilities with personal life, it becomes crucial to evaluate how well ACC Cement manages to support its employees in achieving a healthy work-life balance. This study aims to assess the quality of work-life balance among the employees at ACC Cement, Coimbatore. It will explore how various organizational practices, such as flexible work hours, employee wellness programs, and stress management initiatives, impact the overall work-life balance.

The understanding the relationship between work-life balance and employee outcomes, this research intends to offer valuable insights into how organizations like ACC Cement can further



enhance their policies to create a more balanced and supportive work environment. Ultimately, the findings will contribute to a better understanding of how work-life balance affects both individual employees and the organization's success, helping to shape future human resource strategies in the cement manufacturing sector.

2. LITRATURE MAIN CONTENTS

2.1 Objectives of study

- To understand the employees performance on work after providing all the Necessary welfare facilities
- To understand the expectations of the employees from the top Management
- To find the awareness of welfare facilities to the employees.

2.2 Scope of study

This study examines the quality of work-life balance among employees at ACC Cement, Coimbatore. It focuses on evaluating the effectiveness of existing work-life balance policies such as flexible working hours, wellness programs, and stress management initiatives. The research explores the impact of these practices on employee satisfaction, productivity, and well-being, including stress levels and mental health

2.3 Statement of problem

The study on the quality of work-life balance among employees at ACC Cement, Coimbatore, has several limitations that could impact the results and generalizability of the findings. One of the primary limitations is the **sample size**. Since the study is confined to a specific location, the number of respondents may not fully represent the entire workforce at ACC Cement across all branches. A short study period may not capture the lasting effects or seasonal fluctuations in employee experiences, potentially leading to incomplete conclusions

2.4 Research and methodology

The research on the quality of work-life balance among employees at ACC Cement, Coimbatore, will be conducted using a **descriptive research design**. The study will aim to explore and describe the existing work-life balance practices, their effectiveness, and the impact they have on employees' overall job satisfaction, productivity, and well-being. The research will be both **qualitative** and **quantitative** to provide a comprehensive understanding of the issue.



2.5 Collection of data

The data was collected through questionnaire.

- The sample size was 110.
- The area of study was Coimbatore.

3.ANALYSIS AND DISCUSSION

TABLE : 3.1

WORK RELATED TECHNOLOGY

S.NO	WORK RELATED TECHNOLOGY	TOTAL RESPONDENTS	SIMPLE PERCENTAGE
1	Very frequently	26	23.64
2	Occasionally	62	56.36
3	Rarely	19	17.27
4	Never	3	2.73
	Total	110	100

***SOURCE:** PRIMARY DATA

Interpretation: The above table shows that 23.64% of Respondents personal life affected very frequently, 56.36% of Respondents personal life affected occasionally, 17.27% of Respondents personal life affected Rarely, 2.73% of Respondents Never

Inference: The Study Shows that majority of 56.36% of the Respondents personal life affected Occasionally

CHART : 3.1

WORK RELATED TECHNOLOGY

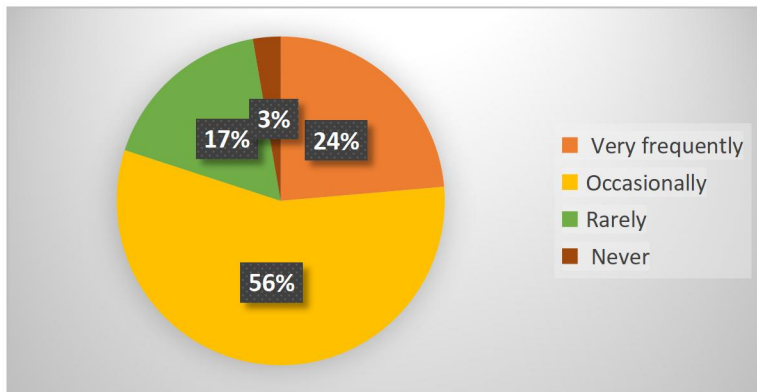


TABLE : 3.2

S.NO	WILLINGNESS TO STAY IN SAME COMPANY	TOTAL RESPONDENTS	SIMPLE PERCENTAGE
1	Yes, definitely	50	45.45
2	Maybe, it could play	39	35.45
3	No, work-life balance	19	17.27
4	I am unsure	2	1.81
	Total	110	100

WILLINGNESS TO STAY IN SAME COMPANY

***SOURCE:** PRIMARY DATA

Interpretation: The above table shows that 45.45% of respondents are willing to stay in same company , 35.45% of respondents may be ,they could play a role, 17.27% of respondents are not willing to stay in same company , 1.81% of respondents are not Unsure



Inference: The Study Shows that majority of 45.45% of the respondent are willing to stay in same company.

CHART : 3.2

WILLINGNESS TO STAY IN SAME COMPANY

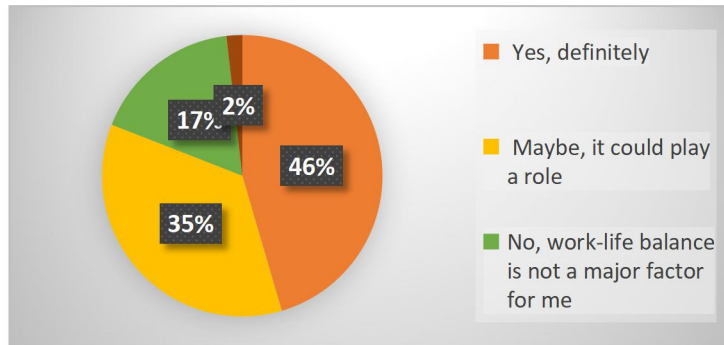


TABLE : 3.3

HEALTH ISSUES

S.NO	HEALTH ISSUES	TOTAL RESPONDENTS	SIMPLE PERCENTAGE
1	NO	28	25.45
2	Yes	82	74.54
	Total	110	100

***SOURCE:** PRIMARY DATA

Interpretation: The above table shows that 25.45% of the respondents are Not facing health issues and 74.54% Respondents are facing health issues



Inference: The study shows that highest of 74.54% of respondents are facing health issues.

CHART : 3.3

HEALTH ISSUES

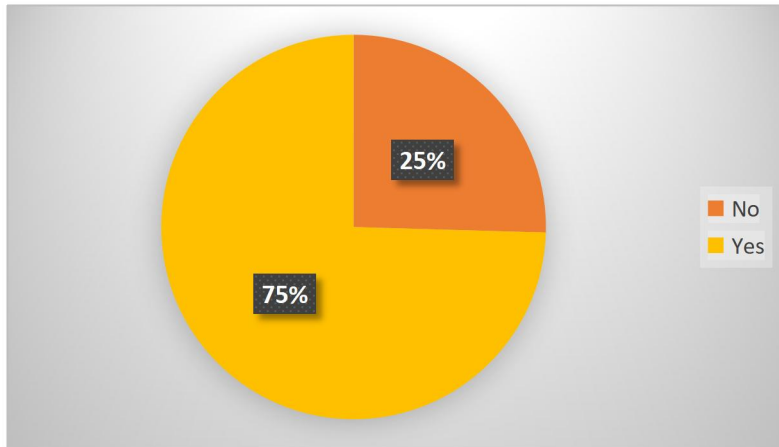


TABLE : 3.4

INTERFERE OF WORK IN PERSONAL LIFE

S.NO	INTERFERE OF WORK IN PERSONAL LIFE	TOTAL RESPONDENTS	SIMPLE PERCENTAGE
1	Always	15	13.64
2	Never	2	1.82
3	Often	36	32.73
4	Rarely	7	6.36
	Total	110	100

***SOURCE:** PRIMARY DATA

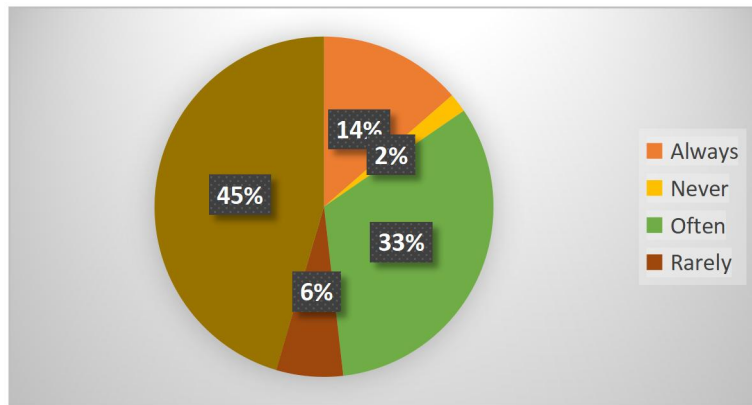


Interpretation: The above table shows that 13.64% of Respondents always had interference, 1.82% of Respondents Never had interference, 32.73% of Respondents Often had interference, 6.36% of Respondents Rarely had interference

Inference: The Study Shows that majority of 45.45% of the respondent only had interference on sometime

CHART : 3.4

INTERFERE OF WORK IN PERSONAL LIFE



4.CONCLUSION

In conclusion, the study on the quality of work-life balance among employees at ACC Cement, Coimbatore, reveals a generally positive work environment that contributes significantly to the well-being of its workforce. The company's policies and initiatives promote a healthy balance between work and personal life, resulting in increased job satisfaction, reduced stress levels, and improved overall productivity. Employees appreciate the flexible working hours, wellness programs, and opportunities for personal development, which have positively impacted their work-life harmony. The findings suggest that ACC Cement recognizes the importance of maintaining a supportive work culture that fosters both professional growth and personal well-being. Employees report feeling motivated, engaged, and valued, contributing to a strong organizational commitment. The efforts to maintain a work-life balance reflect ACC Cement's progressive approach to human resource management, which not only benefits employees but also enhances the company's performance and reputation.

The study emphasizes that a strong work-life balance is essential in creating a motivated and satisfied workforce, which in turn can lead to higher retention rates and greater



organizational success. By continuing to prioritize employee well-being, ACC Cement is on a positive trajectory to maintain a high-quality work environment for years to come. In conclusion, the study on the quality of work-life balance among employees at ACC Cement, Coimbatore, highlights a positive and supportive work environment. The company's efforts to offer flexible working hours, wellness programs, and opportunities for personal growth have contributed significantly to the well-being of its employees. These initiatives have led to increased job satisfaction, reduced stress, and enhanced productivity. Employees feel valued and motivated, which strengthens their commitment to the organization. ACC Cement's focus on maintaining a work-life balance demonstrates its progressive approach to human resource management, benefiting both the employees and the company.

5. REFERENCE

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