

## A STUDY ON THE WORK LIFE BALANCE AMONG THE EMPLOYEES AT LUMINA DATAMATICS

*Vaishnavi K.S<sup>1</sup> & Dr. Kabitha R J<sup>2</sup>*

<sup>1</sup>*MBA Student, Sathyabama Institute of Science and Technology, Chennai*

<sup>2</sup>*Assistant Professor, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai*

### **ABSTRACT**

*Work-life balance has become an important aspect in today's fast-paced and competitive work environment. This study focuses on understanding how individuals manage their professional responsibilities along with their personal life. The main objective of this project is to analyze the level of work-life balance among employees and identify the factors affecting it.*

*The study examines various elements such as working hours, job stress, flexibility, family time, and personal well-being. Data for this research is collected through questionnaires and surveys from employees across different sectors. The responses help in understanding the challenges faced by employees in maintaining a balance between work and personal life.*

*This study concludes by suggesting measures such as flexible working hours, proper time management, and supportive organizational policies to improve work-life balance. The research highlights the importance of maintaining a balance for both personal happiness and professional success.*

**KEYWORDS:** *Work-Life Balance, Employees, Job Stress, Working Hours, Flexibility, Personal Life, Professional Responsibilities, Time Management, Job Satisfaction, Mental Health, Productivity, Organizational Policies, Well-being, Survey, Challenges, Performance*

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### **INTRODUCTION**

Work-life balance refers to maintaining a healthy balance between professional work and personal life. In the IT sector, employees often face long working hours, tight deadlines, and high work pressure. Maintaining work-life balance improves employee satisfaction, productivity, and mental well-being. Poor balance can lead to stress, burnout, and decreased performance.

With increasing job demands, long working hours, and high levels of competition, employees often experience stress and pressure, which can negatively impact their physical and mental well-being. A lack of proper balance may lead to reduced productivity, job dissatisfaction, and poor quality of life.

Thus, this study emphasizes the significance of achieving a proper balance between work and personal life for long-term success and well-being.

## REVIEW OF LITERATURE

- **Jeffrey H. Greenhaus & Nicholas J. Beutell (1985)** explained that work and family roles can create conflict when there is imbalance between professional and personal responsibilities.
- **Ellen Ernst Kossek & Brent A. Lautsch (2008)** found that flexible work arrangements improve employee satisfaction and reduce stress.
- **Raghuram Shankar (2012)** highlighted that technology in IT companies increases work pressure but flexible policies can reduce burnout.

## OBJECTIVES OF THE STUDY

### Primary Objective

- To understand the concept of work-life balance among IT employees
- To analyze the impact of work-life balance on employee performance.

### Secondary Objectives

- To identify the challenges faced by IT employees in managing personal and professional life.
- To suggest strategies for improving work-life balance in IT organizations.

## RESEARCH METHODOLOGY

A descriptive research design is adopted to understand the factors affecting work-life balance among employees.

### Sampling Design

The sampling design involves selecting respondents from HR departments and employees of IT team and publishing department in Lumina datamatics

### Sample Size

The sample size for the study is **100 respondents**.

### Sampling Technique

Convenience sampling method is used for data collection.

### Data Collection

- **Primary Data:** Structured questionnaire
- **Secondary Data:** Journals, articles, company reports

## DATA ANALYSIS AND INTERPRETATION

### Do you Feel Stressed because of your Workload

**Table**

Stress Level	Frequency	Percentage
Sometimes	45	45%
Always	30	30%
Never	25	25%

#### Interpretation

The majority of the employees at lumina datamatics feels stressed due to the workload

### Are you Satisfied with Leave Policies in your Organization

**Table**

Satisfaction Level	Frequency	Percentage
Highly satisfied	57	57%
Dissatisfied	47	47%
Neutral	40	40%
Satisfied	60	60%

#### Interpretation

The majority of the employees at Lumina datamatics feels satisfied with their policies.

### Do you Prefer Working from Home or Office

**Table**

Flexibility	Frequency	Percentage
Sometimes	53	53%
Always	33	33%
Never	14	14%

#### Interpretation

The finding says that majority of the employees disconnect after the working hours but 14% of them never disconnected the working hours.

### Are you able to Disconnect from Work after Office Hours

**Table**

Category	Frequency	Percentage
Work from home	50	50%
Office	30	30%
Hybrid	20	20%

#### Interpretation

The majority of the employees choose to work from home.

### Does your Job Affect your Physical Health

**Table**

Category	Frequency	Percentage
Sometimes	40	40%
Yes	23	23%
No	20	20%
May be	17	17%

### Interpretation

The findings says that the employees at Lumina datamatics physical health also affect due to the job.

### Correlation between Physical Health and Flexibility

The correlation coefficient ( $r = 0.68$ ) indicates a **moderate positive relationship** between physical health and flexibility.

### FINDINGS

- A majority of employees are able to disconnect from work after office hours, but a significant number still struggle to maintain clear boundaries.
- The study reveals that a majority of employees experience stress due to their workload, indicating high job pressure.
- The study indicates that employees' physical health is affected by their job, showing the impact of work conditions on well-being.
- The study highlights that work-life balance plays a crucial role in improving employee satisfaction and productivity.

### SUGGESTIONS

- The organization should provide flexible working hours to improve work-life balance.
- Leave policies should be improved to increase employee satisfaction.
- The organization should focus on employee health and wellness programs.
- Employees should avoid overworking and ensure they spend quality time with family and friends.

### CONCLUSION

The study concludes that work-life balance is an important factor in maintaining employee well-being and productivity. The findings show that many employees experience stress due to workload, and their physical health is also affected by their job. At the same time, employees value flexibility and supportive organizational policies.

A proper balance between work and personal life leads to higher job satisfaction, better performance, and improved overall quality of life. Therefore, organizations should take necessary steps to create a healthy work environment by providing flexible work options, manageable workloads, and wellness support.

Overall, maintaining a good work-life balance is essential for both employees and organizations to achieve long-term success.

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