

AN ANALYTICAL STUDY ON WORK LIFE BALANCE AT RN TOOLS &
MACHINERIES WITH SPECIAL REFERENCE THIRUBHUVANAM

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ABSTRACT

This report examines the work–life balance of employees at R N Tools and Machineries, Thirubhuvanam. The study aims to understand how working hours, workload, organizational policies, supervisory support, and personal factors influence employees’ ability to balance professional and personal life. Using a descriptive research design, data were collected from 120 employees through a structured questionnaire. The analysis reveals that most employees experience a satisfactory level of work–life balance and job satisfaction. Findings also indicate a strong positive relationship between work–life balance and job satisfaction. The study concludes that supportive management practices and employee-friendly policies play a vitalrole in enhancing employee well-being and organizational productivity.

Keywords: Work–LifeBalance¹, JobSatisfaction², Employee Well-being³, Manufacturing Industry⁴, Organizational Support⁵, Human Resource Practices⁶, Work Stress Management⁷

Conclusions and suggestions were drawn based on the findings of the study.

2.1 Limitations Of The Study

- The study is limited only to RN Tools and Machineries, Thirubhuvanam, and hence the findings cannot be generalized to other organizations or industries.
- The study is based on primary data collected through a questionnaire, and the accuracy of the results depends on the honesty and understanding of the respondents.
- The sample size is limited, which may not fully represent the entire employee population.
- Time constraints restricted the researcher from conducting a more detailed and in-depth analysis.
- Some respondents may have been hesitant to express their true opinions due to fear or personal reasons.

3 Analysis And Interpretation

Table no.6.1 Gender wise classification

Gender	No.ofRespondents	Percentage
Male	95	79%
Female	25	21%
Others	0	0
Total	120	100%

Interpretation: The table indicates a gender distribution among 120 survey respondents, with 79% being male and 21% female. No of respondents identify as "Others".

Table no.6.2 Classification based on the age of respondents

Age	No. of Respondents	Percentage
18-25	30	25%
26-35	50	42%
36-45	30	25%
46- ABOVE	10	8%
	120	100%

Interpretation:

The table illustrates the age status distribution of 120 respondents, with 25% being 18-25 age, 42% 26-35 age, 25% 36-45, 8% 46-Above. The percentages cover the complete respondent set.

Table no.6.3 Classification based on the departments of respondents

Departments	No. of Respondents	Percentage
Production	70	58%
Maintenance	20	17%
Admin	4	3%
HR	2	2%
Others	24	20%
Total	120	100%

Interpretation:.

The data shows that 58% of respondents have a Production, 17% have an Maintenance,3% Admin,2% HR and 20% have a Others (please Specify), with a total of 100 respondents.

Tableno.6.4 Classification based on the work experience of respondents

Work Experience (year)	No. of Respondents	Percentage
0-1	30	25%
1-3	50	42%
3-5	20	17%
5-10	5	4%
10+	15	12%
	120	100%

Interpretation:

This data represents the distribution of respondents based on their years of experience. The majority (42%) have 1-3year of experience, followed by 25% with 0-1years,17% with3-5 years, 4% With 5-10 Years, 12% With 10+ Yearsof experience. The total number of respondents is 120.

Tableno.6.5 Classification based on the employment type of respondents

Employment Type	No. of Respondents	Percentage
Permanent	70	58%
Contract	20	17%
DailyWages	30	25%
Total	120	100%

Interpretation:

The data shows that 58% of respondents have a Permanent Type,17% have an Contract,25% Daily Wages, with a total of 120 respondents.

Chart 1 Working Hours Per Day

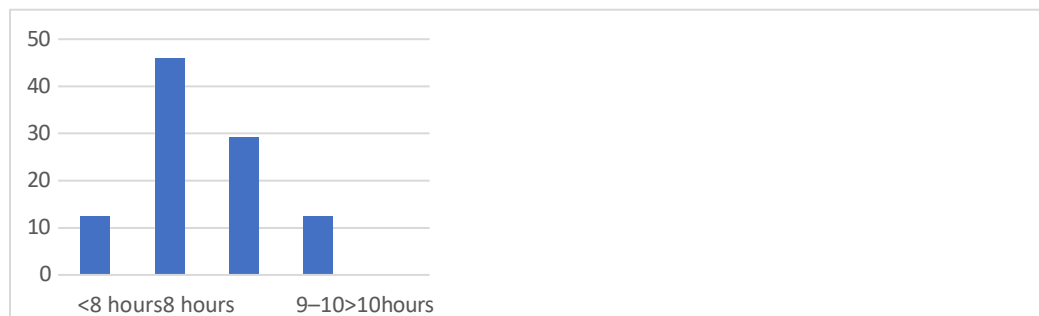


Chart 2 Over time Work

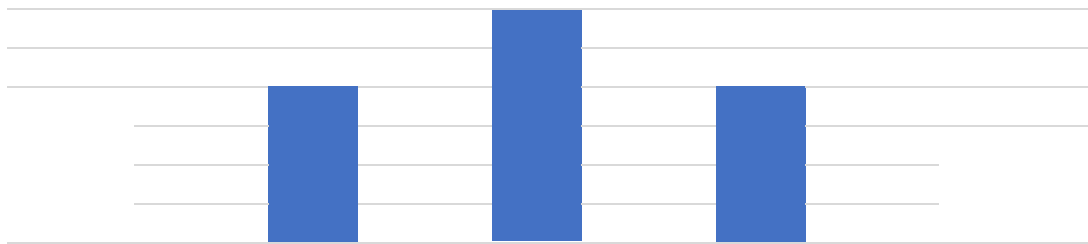


Chart 3 Workload Feeling

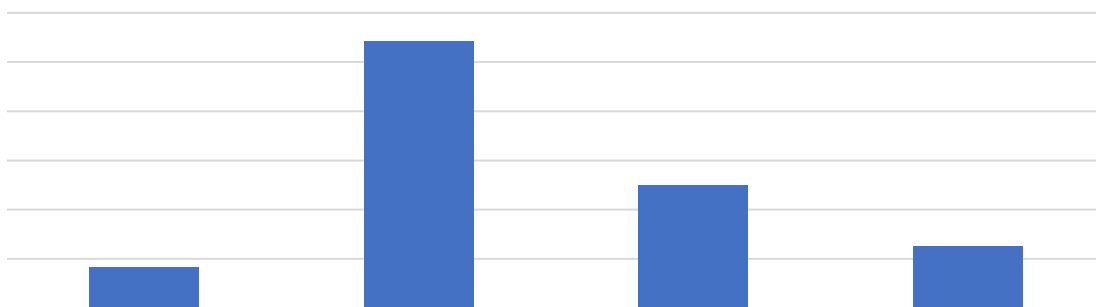


Chart4
Work Pressure Affects Personal Life

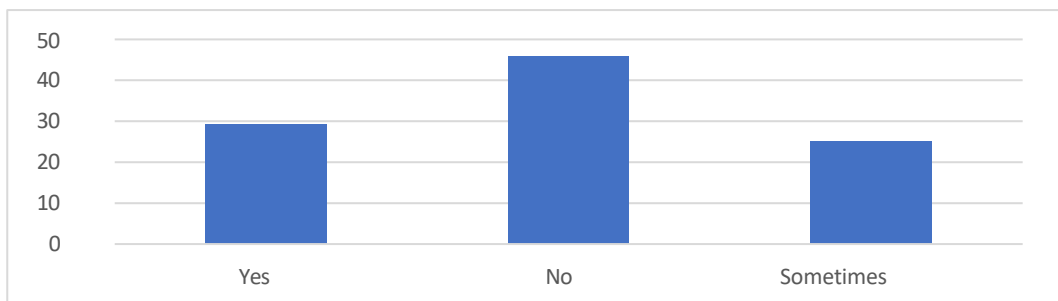
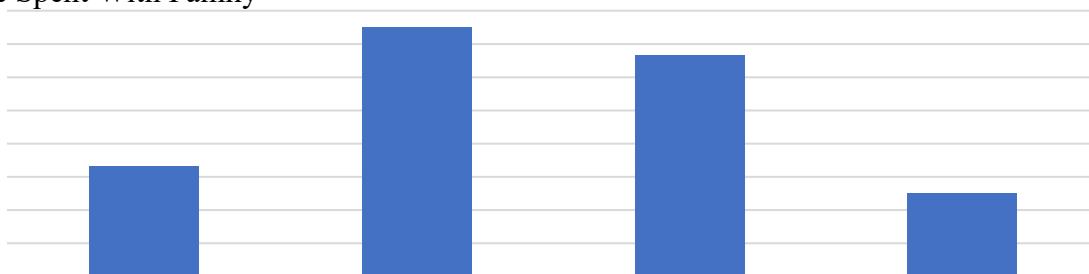


Chart5
Time Spent With Family



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Summary Of Findings

The findings of the study reveal that RN Tools and Machineries, Thirubuvanam, has a predominantly male and young workforce, with most employees working in the production department and having moderate work experience. A majority of employees are permanent staff and work standard daily hours, indicating job stability and a structured work environment. The results show that workload and work pressure are generally manageable and do not significantly interfere with employees' personal or family lives. Employees are able to spend adequate time with their families, attend family functions, and pursue personal interests, reflecting a healthy work–life balance. Organizational policies such as flexible leave arrangements, supportive supervisors, and management concern for employee well-being further contribute to employee satisfaction. Overall, employees report high levels of job satisfaction and work life balance, with a strong positive relationship observed between work–life balance and job satisfaction, confirming that improved work–life balance leads to enhanced employee satisfaction.

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Suggestions and Recommendations

- Although the overall findings are positive, the following suggestions may help further improve employee satisfaction and work–life balance:
- The organization can introduce flexible working hours or occasional remote work options to further enhance work–life balance.
- Stress management programs such as yoga, meditation, or counseling sessions can help employees who experience moderate stress.
- Regular feedback sessions can be conducted to understand employee concerns and expectations more effectively.
- Overtime work can be better monitored and compensated to improve employee motivation.
- Special initiatives can be introduced to encourage employees to spend more time on hobbies and personal development.
- Training programs for supervisors can strengthen leadership skills and improve employee support.
- Wellness programs focusing on physical and mental health can further improve employee well-being.
- Periodic review of workload distribution can help reduce stress among employees experiencing heavy workloads.

9 Conclusion

The study concludes that employees in the organization generally experience a high level of work–life balance and job satisfaction. Most respondents are satisfied with working hours, workload, leave policies, supervisory support, and management concern for employee well-being. The positive correlation between work–life balance and job satisfaction clearly indicates that maintaining a healthy balance between professional and personal life enhances employee morale and productivity.

Overall, the organization demonstrates a supportive and employee-friendly work environment. With minor improvements and continuous focus on employee welfare, the organization can further strengthen its work culture and ensure long-term employee

satisfaction and organizational success.

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