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A STUDY ON THE WORK-LIFE BALANCE OF EMPLOYEES WITH SPECIAL REFERENCE TO SHOE INDUSTRIES PVT. LTD .,MAYILADUTHURAI

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ABSTRACT

This study analyzes the work–life balance of employees at Suja Shoei Industries Pvt. Ltd., Mayiladuthurai, focusing on factors affecting employees' professional and personal life balance and its impact on productivity and well-being. The research is descriptive and based on primary data collected from 100 employees through a structured questionnaire, along with secondary data from company records, books, and journals. Tools such as percentage analysis, mean score, weighted average, ranking method, and chi-square analysis were used. The findings show that employees experience reasonable freedom at work and recognize the positive role of work–life balance in productivity, though moderate work stress and limited participation in decision-making persist. The study concludes that strengthening work–life balance practices through welfare measures, stress management, and career development can improve employee satisfaction and organizational performance.

Keywords: Work–Life Balance [1], Employee Welfare [2], Job Satisfaction [3], Work Stress[4], Employee Productivity [5],