ABSTRACT

Work/life balance, in its broadest sense, is defined as a satisfactory level of involvement or ‘fit’ between the multiple roles in a person’s life. Although definitions and explanations vary; work/life balance is generally associated with equilibrium, or maintaining an overall sense of harmony in life. The study of work/life balance involves the examination of people’s ability to manage simultaneously the multi-faceted demands of life. This model of work/life balance, with time, involvement and satisfaction components, enables a broader and more inclusive picture to emerge. For example, someone who works two days a week and spends the rest of the week with his or her family may be unbalanced in terms of time (i.e equal measures of work and life), but may be equally committed to the work and non-work roles (balanced involvement) and may also be highly satisfied with the level of involvement in both work and family (balanced satisfaction). Someone who works 60 hours a week might be perceived as not having work/life balance in terms of time. However, like the person who works only a few hours a week, this individual would also be unbalanced in terms of time, but may be quite content with this greater involvement in paid work balanced satisfaction. Alternatively, someone who works 36 hours a week, doesn’t enjoy his or her job and spends the rest of the time pursuing preferred outside activities may be time-balanced but unbalanced in terms of involvement and satisfaction. Thus, achieving balance needs to be considered from multiple perspectives.

1. INTRODUCTION

Work/life balance, in its broadest sense, is defined as a satisfactory level of involvement or ‘fit’ between the multiple roles in a person’s life. Work/life balance can be achieved and it has received attention from employers, workers, politicians and the media. In this particular context in focus on the current skill shortages and the prospect of ageing workforce which is now a crucial part of organizations in order to grasp work/life balance practices to pull in and hold ability, from conventional sources as well as from undiscovered and differing social gatherings. These are the gatherings whose way of life can often demand more noteworthy regard for work/life balance: working mothers, develop laborers and some minority gatherings. More importantly the organizations are not giving genuine chance for the employee work/life balance are opening themselves up to expanding quantities of disappointed and ineffective representatives and henceforth expanded whittling down rates. Moreover just creation of work/life policy framework is not sufficient; fostering an organizational culture that encourages the utilization of accessible approaches is also of great significance. This study investigates the notion of work/life balance, which also includes the actual experience of grounded benefits for employers and employees. The study also additionally moves a portion of the expository presumptions related with work/life balance. Further, it plots the social inhibitors to the usage of adaptable
work courses of action and gives viable systems to creating.

**DEFINITION**

Work life balance is a person’s control over the conditions in their workplace. It’s accomplished when an individual feels dually satisfied about their personal life and their paid occupation. It mutually benefits the individual, business, society when a person’s personal life is balanced with her or his own job.

**OBJECTIVES OF THE STUDY:**

**PRIMARY OBJECTIVE**

- A study on work life balance with reference to ICICI.

**SECONDARY OBJECTIVE**

- To identify the measures of balancing employees work with life
- To study the level of stress between work & personal life.
- To suggest suitable measures to improve work life balance
- To study about how the representative helps in balancing both work and family
- To understand about Job sharing

**NEED FOR THE STUDY**

The aim of the study was to know the work life balance at ICICI. The following needs have proposed me to choose the project on work life balance. The work life balance is an important tool for effective performance of the employee. Work life balance helps the researcher to know in what ways the stress will affect the work and family. The study helps to get a complete picture of the work life balance of the employees. It is also useful for the organization to view their present practices & help them to make the required changes for the future.

- To adapt the new organization changes their practices along with their new strategic business environment.
- To find out the new concept of knowledge organization like knowledge workers, multi skilled workers etc., and the profile of the workers has been completely changed.
- To find out about employee satisfaction in ICICI

**SCOPE OF THE STUDY**

The study is to identify the various measures that are to be followed by the organization to improve the work life of the employees and provide a motivational environment in which the employees are highly satisfied. It identifies the extent to which the employees are able to balance the personal, social & organizational work life. The study of work life balance explains the exact position of performance of employees. The study has to analyze the work life balance with reference to dawn solutions private limited. The research method conducted as descriptive research design with the primary data collected through questionnaire. The findings of the research are highly important for the organization to design & execute work
life balance program in an efficient manner.

- The examination with the prime destinations of determining the businesses Towards the Work Life Balance program, which are required to play out their employments successfully, in ICICI prudential Life Insurance Company. The investigations incorporate directors and software engineers.
- The venture is certain to the Human Resource Dept at Icecap this is focused on 'work life balance' with a specific end goal to decrease steady loss rate.

II. RESEARCH METHODOLOGY
The study has been conducted in the organization to examine any issue usually found that information nearby are lacking and along these lines it winds up important to gather information that are fitting. These are a few different ways of gathering the fitting information, which concede extensively. In setting of time and different assets. Here with the end goal of concentrate two sorts of information has been utilized.

Primary Source
With reference to this investigation, information is gathered through

a) Questionnaire

b) Interview technique.

a) Questionnaire Method:-
Information is assembled by conveying poll to chiefs and Programmers. Poll is readied and pre tried before utilizing it for information accumulation.

Survey is an organized one comprising of inquiries, which are close, finished having settled reaction design with different Answers.

b) Interview technique:
The examination likewise incorporates acquiring data from knowledgeable people. This meeting is a casual or unstructured One with able and verbalizes people, developers and experts of the association.

Secondary Source
Optional information are those that are as of now accessible, i.e. they Refer to the information, which have just been gathered and examined by another person. Auxiliary information is assembled from the association Catalogs, Journals and books.

Tools of Analysis
The tools like questionnaire, bar graphs, piecharts etc., are used to analyze the data.

LIMITATIONS OF THE STUDY

- The exhibit examine is limited to shared administrations, ICICI, Hyderabad, staff as it were.
- The reaction of the workers has been acquired just through poll.
- The test estimate is confined to just 30
- Some workers are not continually approaching to express their feeling straightforwardly

III. BALANCING WORK WITH LIFE:
Progressively representatives are assessing their own fulfillment regarding in what capacity will they adjust the challenges they look in their activity and life and what rewards they drive from it. An ever increasing number of individuals are worried about finding an occupation which intrigues them and satisfies their internal imaginative desire.
Balancing work and life has turned out to be critical as a result of the adjustment in nature of individual parts in a family. Social, sparing and mental components associate the person to the workplace and family (life).

Families, these days are having twofold salary through two-workers. It is on the grounds that a house spouse notwithstanding her family obligations is additionally doing the part of profession ladies to supplement the family salary or to seek after her vocation goals. They are adjusting their family and occupation.

Another case of an individual adjusting family life and work is a man in a solitary parent family.

So far HRM work-life adjust has expected much significance as it manages issues identified with a representative’s work and his family. Therefore a lion's share of associations have thought that it was important to incorporate work-life adjusting projects or family-accommodating alternatives.

**Improved Work-Life Balance Measures**

- Attracts new employees
- Helps to retain staff
- Builds diversity in skills and personnel
- Improves morale,
- Reduces sickness and absenteeism
- Enhances working relationships between colleagues,
- Encourages employees to show more initiative and teamwork,
- Increases levels of production and satisfaction,
- Decreases stress and burn-out.
- Better physical and emotional well-being.

- Broader ability pool accessible
- Reduced turnover
- Improved worker maintenance
- Improved execution
- Positive manager marking
- Improved work fulfillment

Five particular parts of work-life culture have been distinguished from past contemplates, which should all be considered by associations while endeavoring to enhance representatives' work/life balance.

1) **Managerial Support**

'Administrative Support' is reliably underlined in talks and concentrates as a factor affecting work/life balance. Supervisors assume a vital part in the achievement of work/life programs since they are in a situation to empower or dishearten representatives' endeavors to adjust their work and family lives. Where administrators energetically bolster the coordination of paid work and different obligations, representatives will probably take up accessible work/life programs. Then again, it has been proposed that even in 'family-accommodating' associations, administrators may send negative signs demonstrating that the utilization of adaptable advantages is an issue for them, their partners and the association overall.

2) **Career Consequences**

The second factor related with work/life culture, and one that has been firmly connected with the under-usage of work/life arrangements, is the view of negative profession results. The most critical case of this issue is the low maintenance work choice. Schwartz (1989) was one of the first to distinguish the profession impediments inborn in low maintenance business and depicted ladies who came back to their occupations low maintenance following a birth as being 'mother track' laborers. She contended that low maintenance ladies got less preparing, were paid less and propelled all the more gradually on the grounds that businesses append
a higher hazard to putting resources into them. In different examinations, both male and female low maintenance laborers were more awful off, as far as advancement prospects and privilege to incidental advantages, than the individuals who worked more hours seven days. "I work low maintenance in my branch at a significant low level and I've been ignored a few times. When we took a gander at the rundown, 25 individuals have jumped me for different positions."

**Female administrative officer, part-time**

These discoveries are reverberated crosswise over different enterprises and divisions. Allen and Russell (1999) found that the distribution of less authoritative prizes, including headway openings and pay increments, came about because of impression of diminished hierarchical duty by workers who utilized family-accommodating strategies. Such observations recommend convincing reasons why low maintenance business has a tendency to be underused by men, single specialists and vocation arranged moms, despite the fact that there is minimal accessible writing clarifying how different types of adaptable functioning, for example, working from home, influence apparent and genuine profession openings. Be that as it may, the long haul accomplishment of work/life balance alternatives appears to depend on the attainability of such game plans at all levels of the workforce, including administration. Vitally, investment by directors themselves in work/family programs challenges the view of work/life approach usage and profession movement as being fundamentally unrelated ways inside the association.

**3) Time Expectations**

The third build implied to impact the take-up and general steadiness of work/life arrangements is hierarchical time desires – the quantity of hours representatives are relied upon to work; how they utilize their chance (e.g., regardless of whether workers are required to take work home); and the level of tact in one's work routine.

A steady work/life culture as far as authoritative time desires has been found to diminish work/family struggle, enhance work fulfillment and increment efficiency. In a few investigations, notwithstanding, long working hours have been recognized as a flag of responsibility, efficiency and inspiration for progression. Known as 'exposure', being unmistakable at the working environment amid long working hours has been viewed as a noteworthy boundary to accomplishing work/life balance.

**Full-time, male, white-collar worker**

It has been proposed that associations could move towards more steady time desires by relaxing administrative control while cultivating high efficiency through result situated worker assessment. In any case, a move from the conventional idea of 'publicity' as the essential measure of profitability to execution based evaluation is probably going to require a critical change in perspective for a few associations. The move to assessing execution based on yields as opposed to time spent physically at the working environment is, in any case, a fundamental piece of building up a culture that backing work/life balance.

**4) Gendered Perceptions**

In spite of the fact that the dialect of hierarchical work/life arrangements is for the most part impartial and non-prejudicial, these approaches have spun truly around encouraging the working states of ladies. Men's take-up of elective work choices has had a tendency to be greatly low. Recognitions that work/life arrangements are produced just for ladies are the fourth factor identified with their utilization. An ongoing audit of men's utilization of family-accommodating work arrangements contends that obstructions to men's utilization emerge from three noteworthy sources.
To begin with, the association of the work environment is said to be tricky, in that the way of life of numerous work environments gives occasion to feel qualms about the authenticity of men's cases to family obligations. Additionally, in circumstances where men's utilization of work/life approaches is novel or bizarre, a snowballing circumstance may eventuate which deflects other men from utilizing the arrangements.

Second, the business condition, forcing focused weights to keep up piece of the overall industry and increment profit, is thought to stop men from utilizing work/life alternatives.

Third, the household association in representatives' own homes frequently blocks men from taking up accessible work/life choices, concentrating on the centrality of the dad's somewhat than the mother's vocation.

5) Co-Worker Support
The fifth factor that may add to the accomplishment of work/life balance is colleague bolster. There is some confirmation, for instance, of a 'backfire' development, portrayed by a few representatives' disdain of those utilizing adaptable game plans, in this manner adding to a workplace where the use of accessible open doors isn't supported. Kirby and Krone (2002), for instance, investigated the perspectives of representatives in a back association about the execution and use of work/life balance arrangements. They found that dispositions communicated by collaborators represented how the development of function/life benefits was influenced by variables, for example, desires for business travel for workers with and without family duties; introductions of independence and meritocracy; and conventional partitions amongst open and private circles. Along these lines, workers who used work/life approaches felt disdain from associates and recognized the need to adjust 'utilize' and 'mishandle' so as not to be seen, and treated, as a less dedicated specialist.

IV. DATA ANALYSIS AND INTERPRETATION
1) To what extent are you comfortable is done with the benefits that are aimed towards your self-improvement.

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>To great extent</td>
<td>25%</td>
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<tr>
<td>To some extent</td>
<td>25%</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>50%</td>
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</tbody>
</table>

INTERPRETATION:
- 25% of employees say that they are satisfied to great extent with the provision of benefits at the workplace.
- 25% of the employees say that they are satisfied with the Provision of benefits to some extent.
- And 50% say that they are just satisfied and 0 say that not satisfied.

2) To what extent is your performance justified with adequate and Fair compensation?
To great extent 20%
To some extent 20%
Satisfactory 60%

INTERPRETATION:
- 20% of the employees say that their performance is justified with adequate and fair compensation.
- 20% of the employees say that their performance is justified only to some extent.
- 60% of the employees are just satisfied regarding this.

3) To what extent your organization is maintaining the appropriate balance of work?

<table>
<thead>
<tr>
<th>Extent</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>To great extent</td>
<td>45%</td>
</tr>
<tr>
<td>To some extent</td>
<td>45%</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>10%</td>
</tr>
</tbody>
</table>

INTERPRETATION:
- 45% of the employees say to great extent that the Organization maintaining appropriate balance of work.
- 45% of the employees say to some extent the Organization maintaining appropriate balance of work and.
- 10% of the employees are satisfied.

4) How often do employees find themselves working?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>During Vacations</td>
<td>36%</td>
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<tr>
<td>During Lunch</td>
<td>12%</td>
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<tr>
<td>After Normal Time</td>
<td>24%</td>
</tr>
<tr>
<td>At home</td>
<td>28%</td>
</tr>
</tbody>
</table>
INTERPRETATION:
- 36% of employees find themselves in work during vacations
- 28% of employees find working after the office hours at home
- 24% of employees find themselves in work after normal time
- 12% of employees find themselves working during lunch

FINDINGS
- Significant influence of women employees’ marital status on self management is observed. Married women employees are good in self management than the women employees living as single.
- Work life balance policies provide the way for good support from the workplace.
- Work life balance policies, work place support, work load and financial assistance are the predictor variables of work satisfaction of women employees working in urban area banks.
- Self management increases satisfaction level in personal life.
- The level of organizational commitment of the employees does not differ by sex and family size.

- The work life balance of unmarried employees significantly higher than the work life balance of married employees.
- The employees who have joined the job through direct recruitment are significantly higher in balancing work with their personal life compared to that of employee who have joined the current job through promotion.

SUGGESTIONS
The point chose is Work Life Balance. The hugeness of determination the theme identifies with its significance in the examination to make the workers more effective, so hierarchical objective can be accomplished through Personal advancement.

The majority of the representatives went to the Work Life Balance program to Gain learning on their self-premium. In any case, a portion of the respondents gave their proposals with the goal that the program can be more powerful.

A portion of the proposals are as follows:

1. Work ought to be conveyed among workers consistently.
2. Job revolution
3. The company should have proper health checkup that shows the company have interest on employee’s health.
4. Transparent in correspondence both ways (top level to low level and the other way around)
5. The company should take stress controlling activities like recreational activities
6. More motivational classes on the attitudinal difference in the representative towards the activity.
7. Man power framework should be more viable.
8. Appraisal framework needs changes when evaluation of worker there ought to be pre and post advising for representatives.

9. Compulsory leave of 45 days.

10. The company may provide better counselling for services, transport and exercise facilities for employees than before.

11. More social party ought to be arranged by authority to meet The relatives of the worker's

The theme chose is Work Life Balance. The noteworthiness of choice the point identifies with its significance in the examination to make the workers more proficient, so authoritative objective can be accomplished through Personal improvement.

V. CONCLUSION

This project title is “A Study on work life balance” It can be said that work life balance is a very important issue in the human resource management field and is has a vital impact on the productivity and growth of both the organization and the employees.

Subsequent to leading an exceptional examination on Work Life Balance program in ICICI prudential Life Insurance Company the falling conclusions were determined.

Work-life balance includes balancing between Professional life which includes career, challenges, pressure, achievement and ambition on one hand and private life which includes pleasure, leisure, family and spiritual development. Training programs should be designed on spiritual management where employee can do regular exercises, yoga,, meditation etc that can maintain the emotional balance of the employees Promoting flexibility through networks and communication, finally it is suggested that employers need to develop the various work-life balance friendly policies based on the culture and environment of the organization, which can help them to attract and retain the talent.

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