

**A STUDY ON WORK LIFE BALANCE DONE AT ZUARI
CEMENT, YERRAGUNTLA**

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ABSTRACT

Achieving a proper work-life balance has become an important aspect of human resource management, especially in industries like cement manufacturing where employees face long working hours, shift duties, and high levels of stress. This study examines the work-life balance of employees at Zuari Cement Limited by analyzing their views on working hours, workload, leave policies, welfare measures, and organizational support. The research follows a descriptive approach and collects data through surveys along with secondary sources such as company records and published materials. The findings indicate that while the company provides satisfactory welfare facilities and job stability, factors such as shift schedules, work pressure, and limited personal time negatively influence employees' balance between work and personal life. The study suggests that adopting flexible work arrangements, implementing stress management initiatives, and enhancing employee engagement can improve satisfaction, productivity, and overall organizational performance.

Keywords : Work-Life Balance, Cement Industry, Employee Welfare, Job Stress, Human Resource Management

INTRODUCTION

WORK-LIFE BALANCE

Maintaining a job and climbing the corporate ladder may be a full-time job in and of itself. Every hour of every day—and perhaps even weekends—are jam-packed with employees in their workplaces. Because of this, they are unable to spend much time with their loved ones. Family members are often overlooked due to the intense job pressure. Additionally, workers' health declines due to demanding occupations. The concept of Work-Life Balance enters the scene at this point. The idea of work-life balance helps people strike a healthy balance between their professional and personal lives. A quality of work life may be achieved by maintaining a healthy work-life balance.

Since the worker is less worried about his personal obligations, he is able to put more effort into his job. The worker is also able to take time off to visit with loved ones, relax, focus on self-care, etc. Hence Employees' desire to work for the firm is increased when they have a work-life balance, which is incredibly crucial.

Maintaining a healthy equilibrium between one's work and personal life is the goal of work-life balance initiatives. The concept of work-life balance promotes the idea that people should prioritise their time so that they may attend to their families, health, holidays, and other important aspects of their lives in addition to their careers and business trips. Because it encourages workers to feel a sense of belonging and pride in their work, it is a crucial idea in business.

Taking care of oneself adequately, especially in terms of eating well, exercising regularly, and getting enough sleep, may be difficult. Realising that our time, energy, and resources are limited and that making the most of the spaces in our lives is crucial is the essence of self-management.

Making the most of each day and any available resources helps you stay on top of your game when your resources are proportional to the difficulties you face. Setting reasonable objectives and learning to differentiate between critical and urgent tasks improves time management.

As a general rule, civilizations grow in complexity throughout time. Individuals will inevitably experience stress due to the ever-increasing complexity. Every one of us has to become good at being calm and finding solutions to stressful circumstances since there are more people, distractions, and noise than ever before.

OBJECTIVES

- To identify key influences like organizational policies, working hours, and employee satisfaction.
- To measure the impact on job performance, retention, and overall quality of work life.
- To know the relationship between employee's job and its impact on employee's personal life.
- To study the impact of work-life balance on employee performance

SCOPE OF THE STUDY

The study focuses on evaluating how organizational practices influence employees' ability to balance their professional and personal lives. It covers factors such as working environment, working hours, workload and job pressure, family time, stress levels, job satisfaction, and the effectiveness of welfare and HR policies.

The study also examines employees' perceptions of support from management and the availability of flexible work practices. The research is limited to selected departments and employees of Zuari Cement Limited and is based on responses collected through structured questionnaires. The findings aim to help the organization identify key areas for improvement in promoting a healthy work-life balance and enhancing employee well-being and productivity.

LIMITATIONS OF THE STUDY

- The study considers only selected factors such as organizational policies, working hours, and employee satisfaction, and does not include all possible influences on work-life balance.
- The impact of work-life balance on job performance, retention, and quality of work life is measured based on employees' perceptions, which may differ from actual performance records.
- The relationship between employees' job and personal life is subjective and depends on individual experiences, which may vary from person to person.
- External factors such as family background, health issues, and personal responsibilities were not studied in detail, even though they may influence work-life balance.
- While the study focuses on organizational policies and employee satisfaction, not all employees are fully aware of existing work-life balance policies, which may affect the accuracy of their responses.

REVIEW OF LITERATURE

1. Neeti (2020) :The research explored life balance among faculty members in AICTE-approved B-schools. It highlighted academic workload, research pressure, and administrative duties as key stress factors. The study recommended better workload distribution and organizational support.
2. Sharma Narotam (2021) :This comparative study analyzed working women in IT and higher education sectors. It found that IT employees experienced higher stress due to long working hours, while educators faced pressure from academic responsibilities. The study emphasized sector-specific balance strategies.
3. Patel Ashwini Nitesh (2022) :This research focused on female employees in manufacturing industries. It revealed that shift work, physical strain, and family responsibilities created imbalance. The study recommended flexible timings and welfare measures for women workers.
4. Gupta Neha (2022) :The study examined occupational stress and turnover intentions among nursing staff. It found that high stress levels and emotional exhaustion negatively impacted work–life balance. Proper staffing and stress management programs were suggested.
5. Arti (2022) :This research examined the effect of organizational culture on executives' work–life balance. It found that supportive culture and leadership positively influenced employee satisfaction. Rigid organizational practices created imbalance and stress.
6. Marina Paul (2022) :The study analyzed general factors influencing work–life balance among employees. It concluded that job satisfaction, organizational support, and stress management play major roles in maintaining balance. Positive work environment improves productivity.
7. Sreeja P. (2023) :The study analyzed work–life balance among women in shops and commercial establishments. It revealed long working hours and limited leave policies as major concerns. Improved labor policies were suggested for better balance.
8. Vandana (2024) :This research analyzed medical practitioners in Warangal district. It highlighted long duty hours and emergency responsibilities as major stress factors. The study suggested stress management and workload regulation.
9. Narayan (2024) :The study approached work–life balance from a sociological perspective. It emphasized the influence of social roles, gender expectations, and organizational norms. The research recommended inclusive workplace policies.
10. Bhosale Monika P. (2025) :The research focused on police constables in Mumbai. It revealed that shift duties, job stress, and lack of rest time affected family life. Improved shift planning was suggested.
11. Singh Roma (2025) :This study analyzed remote work and its impact on women managers in IT. It found that remote work improved flexibility but increased role overlap. Proper boundary management was recommended.

RESEARCH METHODOLOGY

INTRODUCTION TO RESEARCH METHODOLOGY

Research methodology refers to the systematic framework adopted to conduct the study. It explains the research design, methods of data collection, sampling procedure, and statistical tools used for analysis. The present study focuses on examining the level of Work–Life

Balance (WLB) among employees in the organization and understanding its impact on job satisfaction and productivity.

RESEARCH PROCESS

In any research study, identifying and defining the research problem is the first and most essential step. The researcher initially examined issues related to maintaining balance between employees' professional and personal lives. After recognizing the problem, it was clearly defined within the scope of the study to ensure focused and meaningful analysis.

PRIMARY DATA

Interviews

Structured Questionnaires

SECONDARY DATA

HR records

Research journals

Company reports

Websites

QUESTIONNAIRE PREPARATION

A structured questionnaire was designed based on the objectives of the study. The questionnaire consisted of both close-ended and opinion-based questions to measure:

- Working hours and workload
- Flexible work arrangements
- Leave policies
- Support from supervisors
- Family and personal time management
- Stress levels
- Job satisfaction
- Overall work–life balance

PILOT SURVEY

Before conducting the final survey, a pilot study was carried out with a small group of employees to evaluate the clarity, relevance, and reliability of the questionnaire. Necessary modifications were made based on the feedback received.

SAMPLE SIZE

The total sample size selected for this study is 60 employees.

SAMPLING TECHNIQUE

The study adopted the Convenience Sampling method, where employees who were available and willing to participate during the research period were selected as respondents.

PERIOD OF STUDY

The study was conducted over a period of four months from December 2025 to March 2026.

STATISTICAL TOOLS USED

The collected data was analyzed using:

- Percentage analysis
- Tabular presentation
- Pie charts
- Bar diagrams

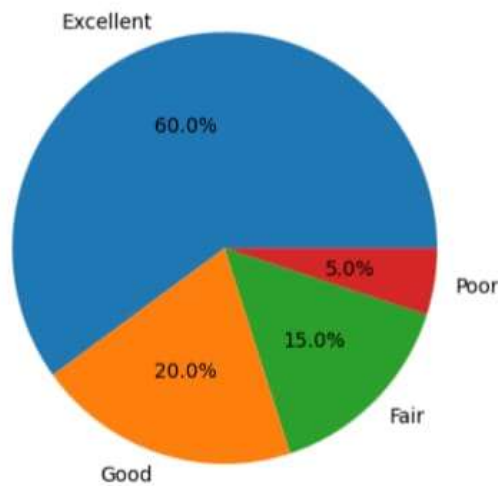
These tools assisted in presenting the data in a clear and understandable manner, enabling accurate interpretation of results.

ANALYSIS AND INTERPRETATION

1. Do you think you are maintaining healthily Work-Life Balance

Table-1

S.no	Opinion	No. of respondents	Percentage%
1	Excellent	36	60%
2	Good	12	20%
3	Fair	9	15%
4	Poor	3	5%
Total		60	100%

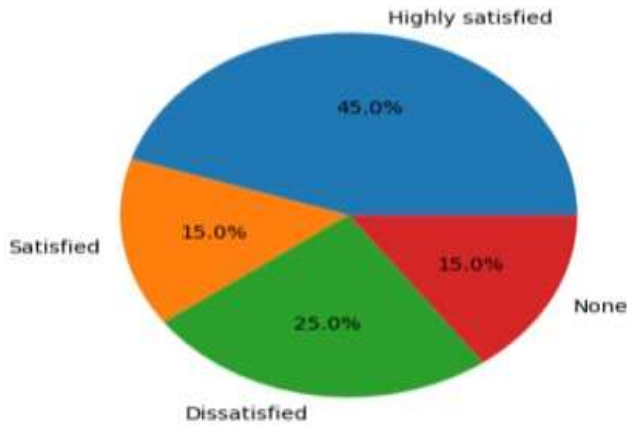


Interpretation: From the above table and graph 60% of the respondents said that they are excellent maintaining their current Work-Life Balance. The 20% of the respondents said that they are good and the 15% of the respondents said they are fair and remaining 5% of the respondents said poor. So, I conclude that majority of the respondents said they are excellent maintaining their current Work-Life Balance.

2. On a scale from 1 to 4, how would you rate your current Work-Life Balance.

Table-2

S.no	Opinion	No. of respondents	Percentage%
1	Highly satisfied	27	45%
2	Satisfied	9	15%
3	Dissatisfied	15	25%
4	None	9	15%
Total		60	100%

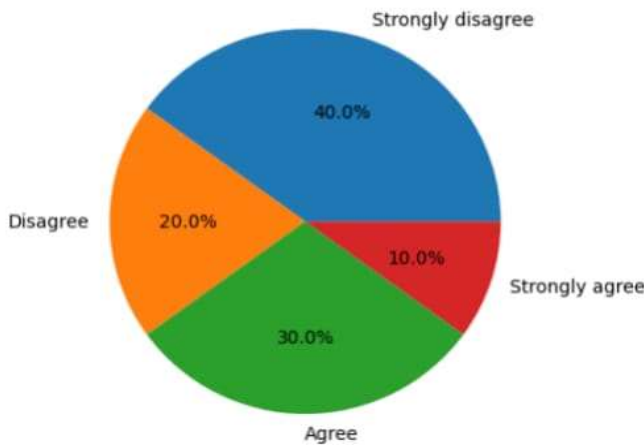


Interpretation: From the above table and graph 45% of the respondents said that they are highly satisfied with their current Work-Life Balance. The 25% of the respondents said that they are dissatisfied and the 15% of the respondents said they are satisfied and remaining 15% of the respondents said none. So I conclude that majority of the respondents said they are highly satisfied with their current Work-Life Balance

3. Do you agree that by Work-Life Balance the job have security.

Table-3

S.no	Opinion	No. of respondents	Percentage%
1	Strongly disagree	24	40%
2	Disagree	12	20%
3	Agree	18	30%
4	Strongly agree	6	10%
Total		60	100%

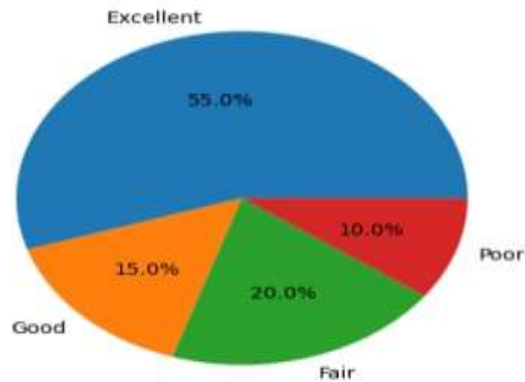


Interpretation: From the above table and graph 40% of the respondents said that they are strongly disagree Work-Life Balance have the job security. The 30% of the respondents said that they are disagree and the 20% of the respondents said they are agree and remaining 10% of the respondents said strongly agree. So, I conclude that majority of the respondents said they are strongly agreeing by Work-Life Balance have the job security.

4. Your opinion about Work-Life Balance.

Table-4

S.no	Opinion	No. of respondents	Percentage%
1	Excellent	33	55%
2	Good	9	15%
3	Fair	12	20%
4	Poor	6	10%
Total		60	100%

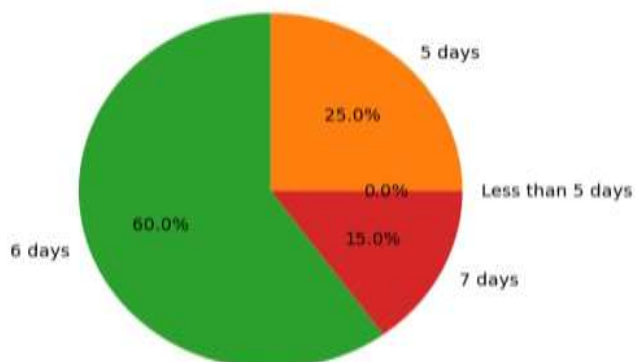


Interpretation: From the above table and graph 55% of the respondents said that they are having excellent opinion about Work-Life Balance. The 20% of the respondents said that they are having good and the 15% of the respondents said they are having fair and remaining 10% of the respondents said poor. So, I conclude that majority of the respondents said they are highly satisfied with their Work-Life Balance.

5. Your work schedule in a week.

Table-5

S.no	Opinion	No.of respondents	Percentage%
1	Less than 5 days	0	0%
2	5 days	15	25%
3	6 days	36	60%
4	7 days	9	15%
Total		60	100%



Interpretation: From the above table and graph 60% of the respondents said that they are working 6 days in a week. The 25% of the respondents said that they are 5 days and the 15% of the respondents said they are 7 days and remaining 0% of the respondents said less than 5 days. So, I conclude that majority of the respondents said they are working 6 days in a week.

FINDINGS

- Majority (60%) of respondents maintain a healthy work-life balance.
- 45% are highly satisfied, but 25% are dissatisfied.
- 60% do not believe work-life balance ensures job security.
- 55% have an excellent opinion about work-life balance practices.
- Most employees (60%) work six days a week.

SUGGESTIONS

- Provide flexible working hours.
- Reduce workload and consider five-day work week.
- Conduct stress management and wellness programs.
- Improve communication about job security.
- Encourage employees to take leave regularly.

CONCLUSION

This study is conducted at Zuari Cement Corporation Private Limited. The aim is to find factors which lead to work life and different levels of stress by respondents at different departments. The purpose is to recognize the work-life balance of respondents in different sectors. As per my analysis, Work-life balance plays crucial role in employees' life and career. Zuari cement actively conducting Work-life balance programs for employees to improve their wellbeing. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organisation. This can be done by giving counselling and incorporating the suggestions given here in at individual.

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