
MODELING THE IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION USING ANALYTICS

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ABSTRACT: These days, the majority of individuals believe that it's important to have a healthy work-life balance. The goal is to strike a balance between one's professional and personal responsibilities. Definition, significance, and potential pitfalls of work-life balance are all covered in this idea. A less stressful and more enjoyable life can be yours by establishing personal and work boundaries, as discussed in this essay. Improving the art of limit setting is the central argument. Finding a balance between one's personal and professional lives is the subject of an extra section of this research. Some examples include prioritizing self-care, effectively managing your time, and creating a flexible strategy. This abstract discusses the merits of an office culture that promotes a healthy balance between work and leisure time. A few advantages include happier workers, more staff retention, and more output per worker. The significance of maintaining a healthy work-life balance for the success and happiness of individuals and organizations is discussed in this abstract. A lucid explanation is required for this.

Keywords: *Flexibility, TimeManagement, Boundaries, Well-being, Stress Management.*

1.INTRODUCTION

An increasing number of news outlets have reported on instances where kids are polite by patiently waiting for their dads to get there on time so they can cut the birthday cake. With his arms stretched out, the little boy eagerly waited for his father to arrive so that he could give him a big hug and a birthday cake.

They woke up from their scary dream when they heard the strange voice of an unknown companion. This will be fixed as soon as possible by learning how to do it. My workplace is giving me trouble right now because of an important meeting. Parents usually try to give their kids what they want and need. But the child's confidence would drop just being around them, not because they were with them, and no amount of happiness could make

up for that. Within response to the event, each person expressed regret and apologized. Some parents may even think it's very important to remember their kids' birthdays on a regular basis. No matter how embarrassed he was, the young man would still have to pay for everything.

Who is the person who is fully responsible for this? Several signs point to the fact that the father is skilled. When he finishes this, he will have formally fulfilled his duty to meet the basic needs of his family. Because the child doesn't understand and is only interested in themselves, they will not be punished. When a strong authority figure that he respects can't make it to an important event in his life because of their mental health, it makes him feel very upset.

Hey there The group's main goal is to help people find a good balance between work and personal life. Having a good "work-life balance" means that your personal and professional goals are in balance with each other. Building strong emotional bonds with coworkers should be more important than strictly following through on high standards of work.

In order to have a good work-life balance, it is important to keep your personal and professional lives in balance.

For people, the best work-life balance is good for both their personal and professional lives. They are also more likely to work hard and see their coworkers as family.

2.PROCESS OF WORK LIFE BALANCE

Getting your work and personal life to work together in a balanced and harmonious way is important for both success and happiness. Maintaining a balance between your work and personal life can be helped by doing the things below:

Self-reflection:

Think about the situation you're in now. Right now, think about the duties you have in both your personal and professional life. Find the root cause of the stress or anxiety that is affecting you right now.

Carefully handle it: Please make your professional and personal goals clear and stand out. Finding the most important parts of your life and writing them down in full will help you remember them.

Set Clear Boundaries:

Plan out your time. Think carefully about your goals and do everything you can to stick to your schedule. At the same time,

this makes it much easier to keep your personal and professional lives separate.

Use technology in the right way. If you're not using your device for work, make sure to turn off any notifications that might be connected to it. No matter what time of day it is, everyone is expected to answer emails and messages that come in during normal business hours.

Effective Time Management:

Sorting and categorizing tasks should be done based on how important and urgent they are. Setting clear priorities for your tasks is important if you want to get the most done in the time you have.

Time blocking is the practice of setting aside specific times during the day to do different things, like work, leisure, and travel. At this point, you are able to effectively manage and allocate your time.

Learn to Say No:

Being honest with yourself about your performance is important if you want to know what level of skill you currently have. To keep a good balance between work and personal life, it is important to cut down on the number of responsibilities one takes on.

Smile and politely say no when someone asks for something. If your health is already in bad shape, you can say no to more social or professional obligations.

Delegate and Collaborate:

Giving tasks to coworkers encourages a more fair distribution of duties. Taking this advice will make the place of work more pleasant and less stressful.

Ask people who have a good opinion of you for help. Assign tasks that need to be done to keep the living space clean and in good shape. Spending time with people you care about can help you concentrate during important times.

**Create a Support System:**

Take an active role in the discussion with the group. A good work environment lets employees share personal information and goals without fear of repercussion.

Communicate with people you have a strong emotional connection with in order to get help. Thank you for telling your close family and friends about your professional and personal goals. It is very important to get their understanding and agreement.

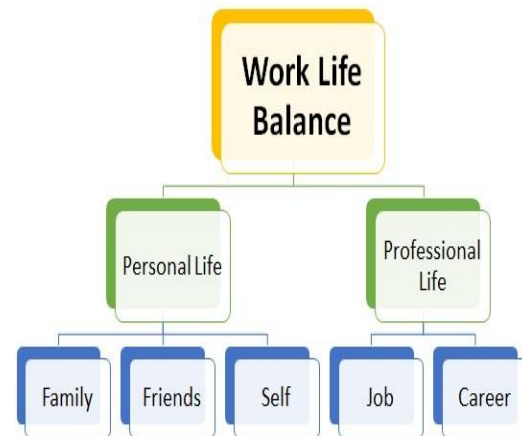
Scheduled Breaks and Relaxation:

Taking short breaks can help you stay focused for longer periods of time. Take it easy and enjoy a short break from your work.

To enjoy enjoyable activities, make sure that you schedule regular times to relax and have fun into your daily schedule. As soon as your energy returns, you can go back to doing what you like, which is work.

Regularly Evaluate and Adjust:

Check to see how much money is in your account right now. It's a good idea to keep track of your progress and make the necessary changes to find a better balance between your work and personal life. There is a bright future ahead, both in your personal and professional life. Because of this, you need to take a different approach.

**5 Steps to improve work life balance**

To keep your personal and professional lives in balance and peace, it is important to stick to the rules and guidelines that have already been set. The following are some important points:

Creating a work leisure plan

People who want to grow personally and professionally while also finding time for fun activities outside of work need to be very good at managing their time. A lot of the time, employees use shorter workweeks as a way to find and keep a good work-life balance.

Leaving out activities that waste time and energy

It is foolish and wasteful to do things that don't make you healthier or more productive.

Employees can cut down on their work by managing their time more efficiently. Managing your time well can help you feel less stressed.

Outsourcing and Delegating work

Give physical work to your staff. Giving this person help makes sure that the current task is done correctly and gives them the freedom to focus on activities that are more in line with their skills and interests, which reduces their stress levels in the long run.

3.TYPES OF WORK LIFE BALANCE

Another benefit is that it encourages current employees to get better at what they do.

Set enough time for relaxation

Relaxing makes you more productive at work and better able to handle your personal and professional obligations. I also think it gives people a lot of chances to grow as people.

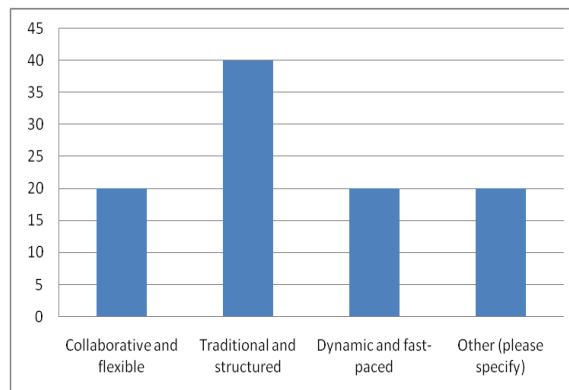
Prioritizing work

When employees wait until the last minute to set goals, they often get a lot of work done in that time frame. More tasks can be done in less time, which makes the business more efficient and gives employees who are good at organizing their time more free time.

4.DATA ANALYSIS AND INTERPRETATION

Could you please let me know what's going on with Surya Handlooms right now?

S.NO	RESPONSE	NO.OF RESPONDENTS	PERCENTAGE
1	Collaborative and flexible	20	20%
2	Traditional and structured	40	40%
3	Dynamic and fast-paced	20	20%
4	Other (please specify)	20	20%
TOTAL		100	100%

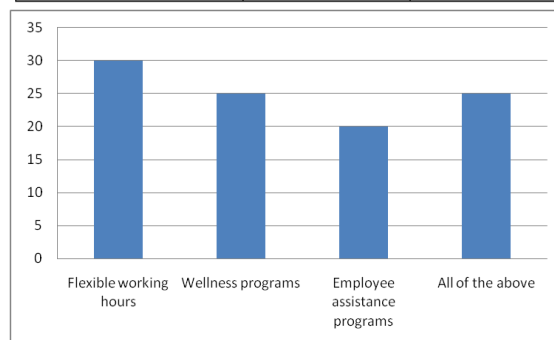


INTERPRETATION:

40% of the people who took part in the study liked a strict approach, while 20% liked a cooperative and flexible one. Most people think that about 20% of the comments are lively and interesting. The other 20% are labeled as "Other," which is a pretty clear term.

How does Surya Handlooms help the people who work there?

S.NO	RESPONSE	NO.OF RESPONDENTS	PERCENTAGE
1	Flexible working hours	30	30%
2	Wellness programs	25	25%
3	Employee assistance programs	20	20%
4	All of the above	25	25%
TOTAL		100	100%



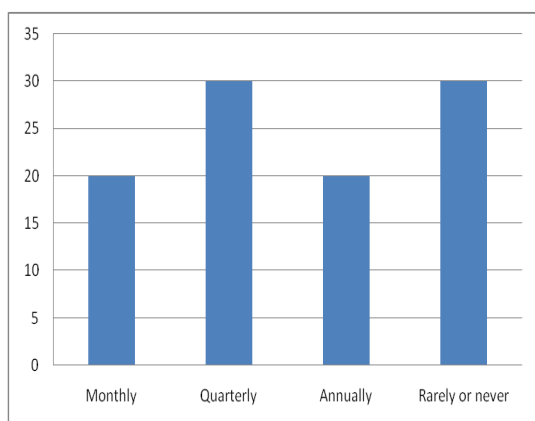
INTERPRETATION:

From the information in the table and graph, we can say that 30% of workers can

change their schedules in some way. 25% of the shows are mostly about health. 25% of the people who answered chose "all of the above," and 20% said they were okay with EAPs.

Employees at Surya Handlooms receive regular stress management training to help them achieve a healthy work-life balance.

S.NO	RESPONSE	NO.OF RESPONDENTS	PERCENTAGE
1	Monthly	20	20%
2	Quarterly	30	30%
3	Annually	20	20%
4	Rarely or never	30	30%
TOTAL		100	100%

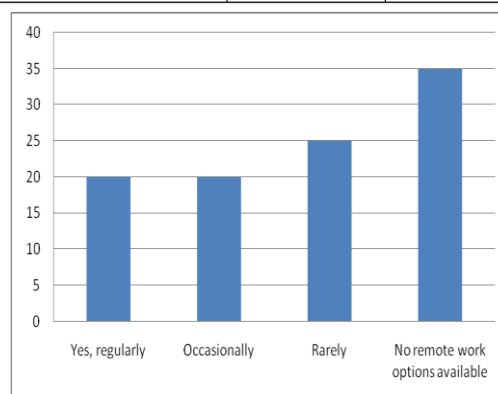


INTERPRETATION:

The payment plan includes a 20% payment every month and a 30% payment every three months, as shown in the table and picture. Twenty percent of the people who answered said it happened once a year, and thirty percent said it happened very rarely or never.

Does giving employees the choice to work from home sound like a good idea to you?

S.NO	RESPONSE	NO.OF RESPONDENTS	PERCENTAGE
1	Yes, regularly	20	20%
2	Occasionally	20	20%
3	Rarely	25	25%
4	No remote work options available	35	35%
TOTAL		100	100%

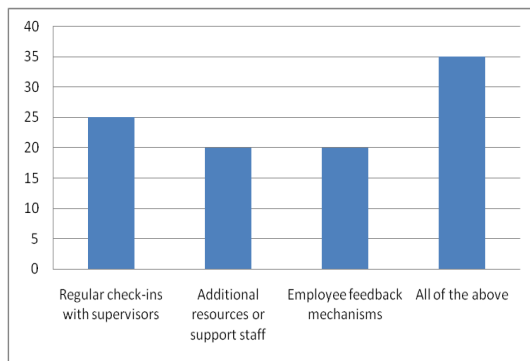


INTERPRETATION:

The information in the table and graph shows that 20% of people do the activity regularly, while the other 20% do it occasionally. 33% of the people who participated said they rarely had access to remote work, and only 25% said they could do it.

How does the company deal with problems caused by staff being tired and overworked?

S.NO	RESPONSE	NO.OF RESPONDENTS	PERCENTAGE
1	Regular check-ins with supervisors	25	25%
2	Additional resources or support staff	20	20%
3	Employee feedback mechanisms	20	20%
4	All of the above	35	35%
TOTAL		100	100%



INTERPRETATION:

As you can see from the table and graph, 25% of employees regularly talk to their bosses, while 20% use extra resources or support staff. 35% of those who answered said they used a mix of all the methods listed to get feedback from staff, while 30% said they only used feedback tools.

5.CONCLUSION

By putting in place Surya Handlooms' full work-life balance program, the company shows that it cares deeply about its employees' health and happiness.

Our goal is to make a good working environment that helps employees in many ways. We plan to do this by allowing flexible schedules, encouraging honest and open communication, and building a positive corporate culture. Making it easier for our employees to find a good balance between work and personal life would be good for both our business and their professional growth.

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