**A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO**

**BIG BAZAAR**

**CHENNAI**

**Submitted in partial fulfillment of the requirement for the award of the degree of Master of Business Administration of Madurai Kamaraj University**

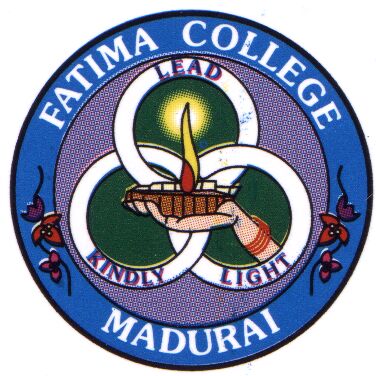
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**DEPARTMENT OF MANAGEMENT STUDIES**

**FATIMA COLLEGE (AUTONOMOUS)**

**MADURAI-625018**

**JAN 2012**

**FATIMA COLLEGE (AUTONOMOUS)**

**DEPARTMENT OF MANAGEMENT STUDIES**

**MADURAI-625018**

**Certificate**

This is to certify that the project work entitled **“A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO BIG BAZAAR LTD, CHENNAI ”,** is a bonafide record of work done by **R.AIYSWARYA (Reg. No. 2K10MBA03).**

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**DECLARATION**

I hereby declare that the project done under the title **“A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO BIG BAZAAR LTD, CHENNAI ”,** submitted for the award of the Degree of Master of Business Administration is my original work and that no part of this project has been submitted fully or partly for any other recognition earlier.

**Signature of the Student**

**( R.Aiyswarya)**

**ACKNOWLEDGEMENT**

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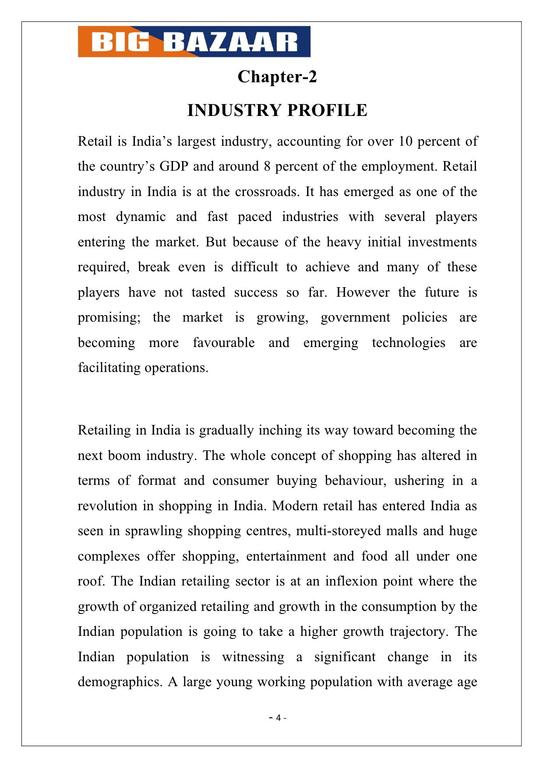
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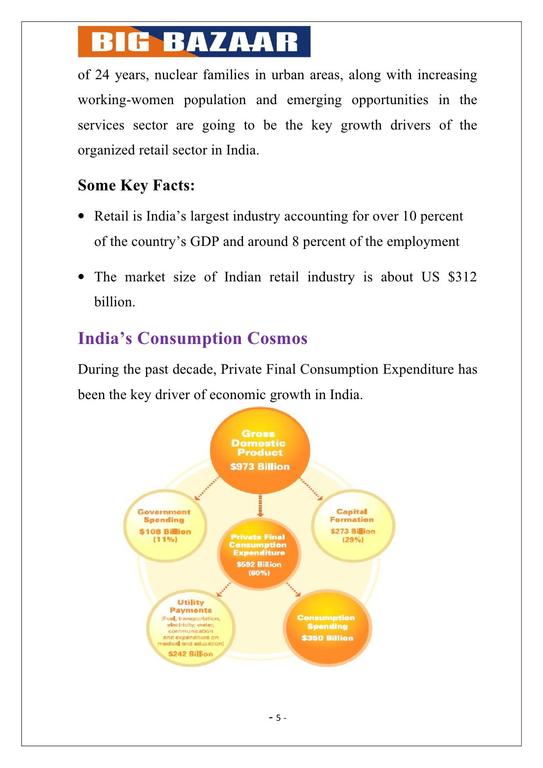
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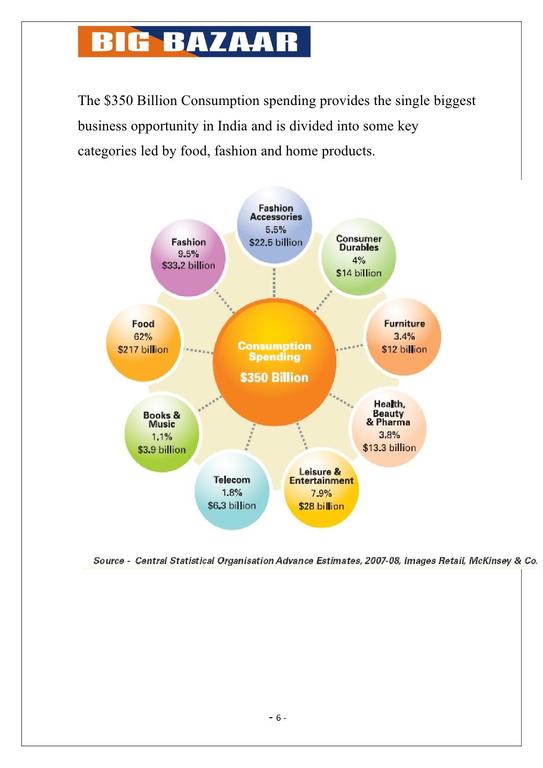
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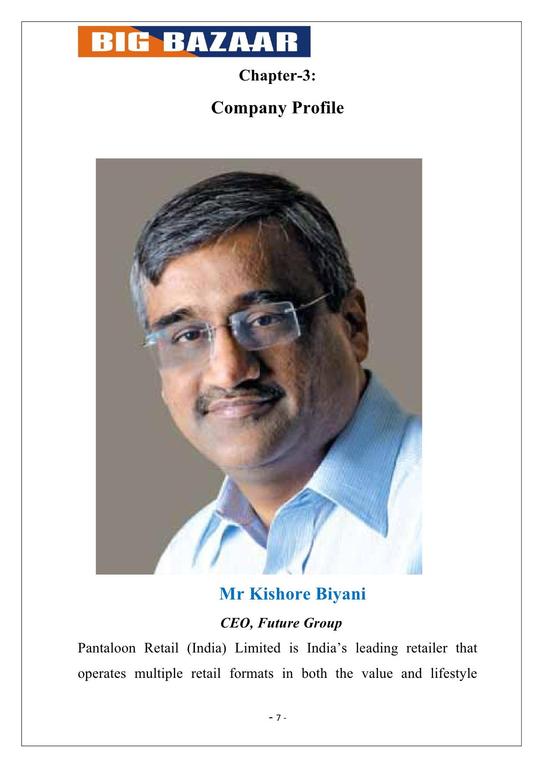
INTRODUCTION

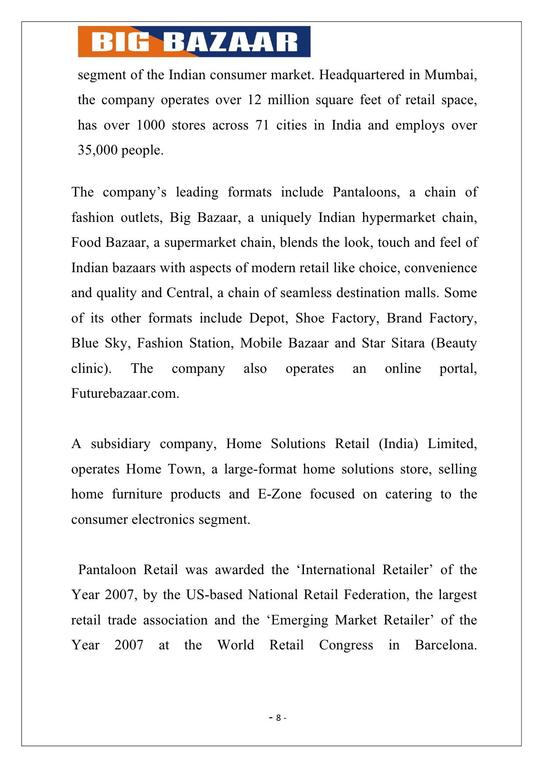


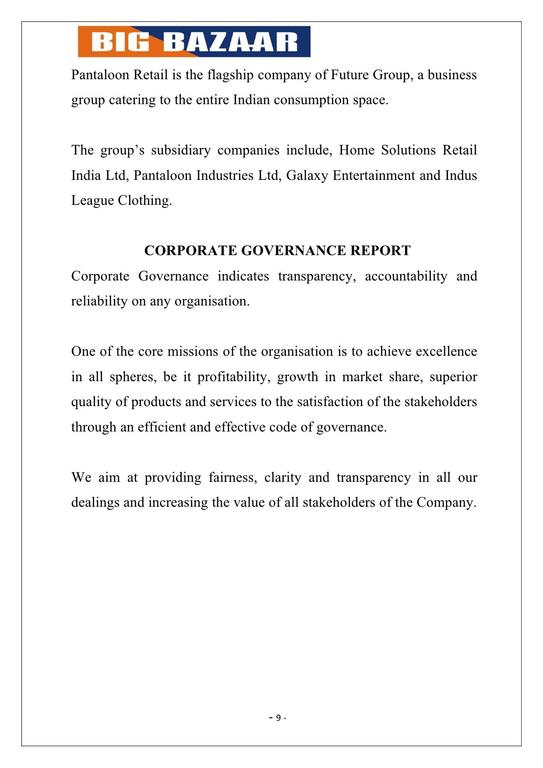


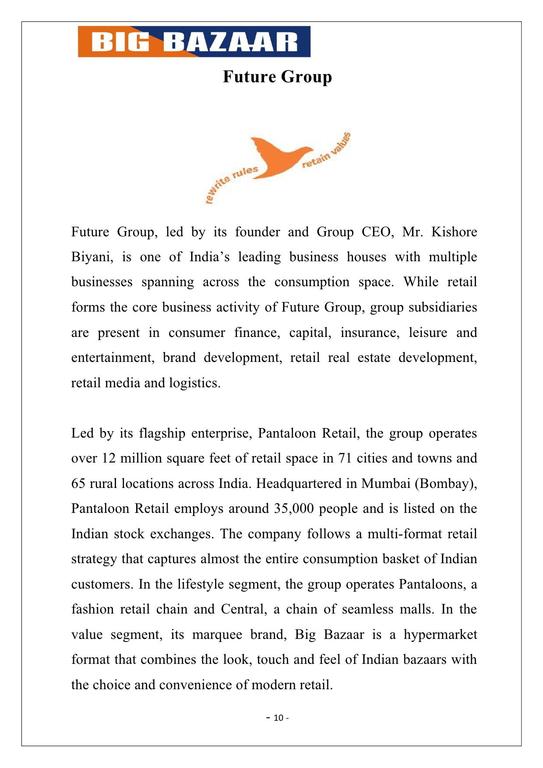


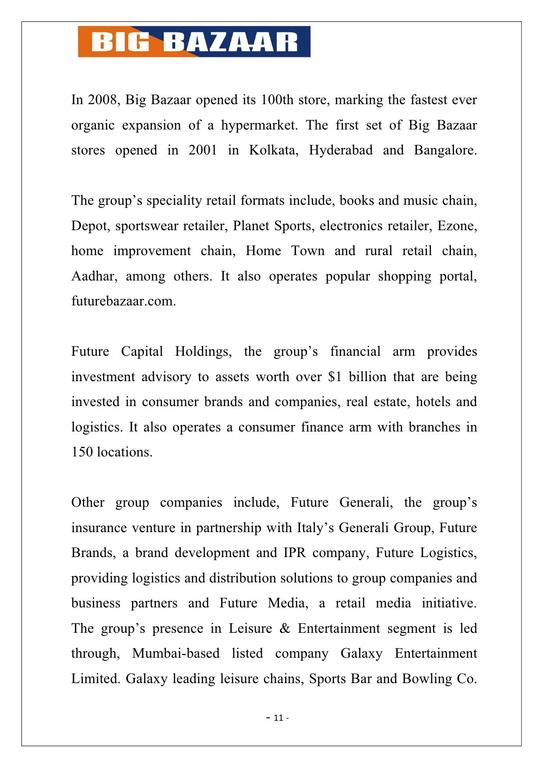
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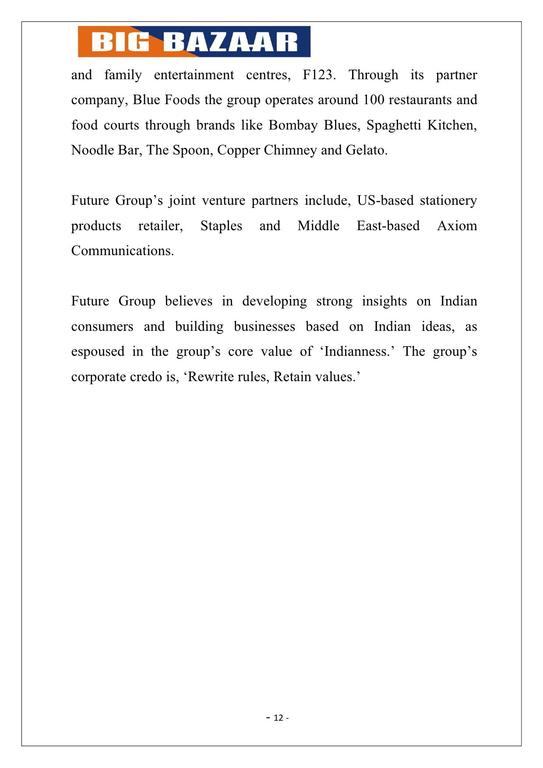












ABOUT THE TOPIC

Work life balance

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 (Hudson, 2005).

People’s perception of work-life balance is very subjective, as reflected by various

descriptions of work-life balance by employees:

“A good balance is a four-day workweek. This allows me to get all the ’stuff’ (groceries, laundry, cleaning) done in one day and still have two to do what I want.”

“If the dream job has stress within in tolerable / manageable limits, then I will have achieved a Work - Life balance.”

“For me, a good work-life balance means something simple: to work to support my life,

and not the other way around. I don’t want to use my life to support my work, I want to

use my work so I can live my life in the way I want it. If I can do this, then I have good

work-life balance”

Work-life balance for any one person is having the ‘right’ combination of participation in paid work (defined by hours and working conditions) and other aspects of their lives. This combination will change as people move through life and have changing responsibilities and commitments in their work and personal lives.

Work-life balance is about effectively managing the juggling act between paid work and other activities that are important to us - including spending time with family, taking part in sport and recreation, volunteering or undertaking further study.

[Research](http://www.dol.govt.nz/er/bestpractice/worklife/research/index.asp) suggests that improving the balance between our working lives and our lives outside work can bring real [benefits for employers and employees](http://www.dol.govt.nz/er/bestpractice/worklife/benefits/index.asp). It can help build strong communities and productive businesses.

Benefits of Work-life balance

Employees in companies already implementing work-life practices enjoy significant benefits such as:

* Being able to effectively manage multiple responsibilities at home, work and in the community without guilt or regret.
* Being able to work in flexible ways so that earning an income and managing family/other commitments become easier.
* Being part of a supportive workplace that values and trusts staff.

People want to be able to have

* a good quality of life
* an enjoyable work life and career progression
* training and development
* good health
* affordable childcare or eldercare
* further education
* more money
* time to travel
* time with friends and family
* time to do sports and hobbies
* time to do voluntary work

## Benefits for the business

Good work-life balance policies and practices are good for business.  Some of the benefits are:

* [Getting and keeping the right staff](http://www.dol.govt.nz/er/bestpractice/worklife/benefits/index.asp#getting)
* [Getting the best from staff](http://www.dol.govt.nz/er/bestpractice/worklife/benefits/index.asp#getting2)
* [Being an ‘employer of choice’ and future proofing](http://www.dol.govt.nz/er/bestpractice/worklife/benefits/index.asp#being)
* [Improving productivity](http://www.dol.govt.nz/er/bestpractice/worklife/benefits/index.asp#improving)

### ****Getting and keeping the right staff****

Finding and keeping good staff can be difficult especially in a tight labour market.

Employers who can offer work-life balance and flexible work options are likely to have the competitive edge, gain access to a wider recruitment pool, and are more likely to hold onto existing staff.

As a result of the flexible working arrangements and other work-life initiatives, Harrison Grierson have [increased retention of graduates and women returning from parental leave](http://www.dol.govt.nz/er/bestpractice/worklife/casestudies/harrison.asp).

### ****Getting the best from staff****

Poor work-life balance can lead to stress and absenteeism, and low output.  Helping employees achieve work-life balance is integral to their general health and wellbeing, increasing their work satisfaction and motivation.  They are likely to be more committed, more flexible and more responsive to the business and customers’ needs.

### ****Being an ‘employer of choice’ and future proofing****

Being an ‘employer of choice’ can give you the competitive edge for attracting talent.  Employees who are positive about their workplace help to foster a positive attitude in the wider community.  Increasingly businesses are adopting practices that make a positive difference for the environment and society.  Staff are a vital business resource, so it makes sound business sense to develop and protect this resource.

### ****Improving productivity****

Getting and keeping the right staff and getting the best from them will help to increase productivity.  Costs associated with recruitment, training and absenteeism will reduce and employees will be more engaged motivated and committed.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

“A study on work life balance among women employees with special reference to big bazaar Chennai”.

SECONDARY OBJECTIVES:

* To find out effects of work life balance among women employees in “BIG BAZAAR”.

• To find out way to improve work life balance among women employees working in “BIG BAZAAR”.

• To gain an insight into current working time policies and practices, as well as work-life balance issues in “BIG BAZAAR”.

NULL HYPOTHESIS

1. There is no significant relation between experience of the respondent and opinion towards the work satisfaction.

2. There is no significant difference between age of the respondents and opinion towards the working hours.

3. There is no significant difference between marital status of the respondents and opinion towards the leave facility.

NEED FOR THE STUDY

The success of any organization depends largely on the workers, the employees are considered as the backbone of “BIG BAZAAR PVT LTD.”. The Study is to identify the work life balance among women employees. Due to improper work life balance among women employees there will be a loss in productivity level of the organization. The important need for the study is to reduce the stress and to improve the work life balance among the women employees in the organization and improve the quality of work and motivate employees. So there is necessary to conduct the research.

SCOPE OF THE STUDY

This project is based on the work life balance prevailing among women employees working in big bazaar . An attempt is made to analyze the company’s performance through the employees satisfaction about the work life balance. To arrive at suggestions and recommendations to improve the work life balance among women employees in order to increase the ir efficiency level.

LIMITATIONS OF THE STUDY

1. This study was conducted in “BIG BAZAAR PVT LTD in chennai. Therefore its findings may not be generalized.
2. There may be the respondent’s personal bias in providing data.
3. Convincing the respondents to answer the question was time consuming.
4. As the sample size is 120.The finding may not be generalized.

CHAPTER-2

REVIEW OF LITERATURE

REVIEW OF LITERATURE

This part of the study deals with the review of previous study with Reference to the topic “work life balance among women employees”.

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES TVS SRI CHAKRA LTD” by V.S.Harish babu of MBA.K.L.N college of engineering.

In the project topic“ A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES AT CHENNAI PANTALOONS by S.RAMESH RAJA. In the project topic “ A STUDY ON EMPLOYEES WORK LIFE BALANCE IN AIRPORT AUTHORITY OF INDIA MDU. by A.R.JERIL RAJ

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG EMPLOYEES IN BHEL IN TRICHY” done by L.Fredrick john MBA (KALASALINGAM UNIVERSITY)

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG EMPLOYEES IN SOLAMALAI ENTERPRISES” done by s.sudha rani of ANNA UNIVERSITY CHENNAI.

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES IN PENGUIN APPARELS” done by Vishnu priya of suganya of micheal institute of management.

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES IN TVS SRI CHAKRA” done by priya of THYAGARAJA SCHOOL OF MANAGEMENT.

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES INMEENAKSHI MISSION HOSPITAL ” done by FRANKLIN of R.L INSTITUTE OF MANAGEMENT.

In the project topic “ A STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES IN MEENAKSHI TEXTILES” done by guru Prasad MBA of sai institute of management Coimbatore.

CHAPTER-3

RESEARCH METHODOLOGY