

**Assessing the influence of work life balance On Job Satisfaction -
A Study in Kanchipuram District, Comparing satisfaction level
between Employees in Public & Private Sectors.**

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ABSTRACT

Aim: This study aims to investigate the relationship between work-life balance and job satisfaction among public and private employees in Kanchipuram District. It utilizes quantitative methods to gather data from employees, followed by statistical analysis. Results indicate significant correlations between work-life balance and job satisfaction, providing insights into improving workplace well-being. In conclusion, enhancing work-life balance positively impacts job satisfaction, highlighting the importance of organizational support for employee well-being.

Materials and Methods: The data collection methodology for this study was the distribution of surveys to Kanchipuram District employees, with the aim of collecting their perspectives on work-life balance and evaluating their job satisfaction levels. In order to explore the complex linkages between work-life balance and job satisfaction, the obtained data conducted thorough statistical analysis using techniques including anova , Independent test and One Sample Test . Using an analytical method, it was possible to gain a thorough understanding of the interactions between these variables in the context of the local workforce, which produced insightful information for plans aimed at improving the organization.

Result and Discussion: The study utilized one-way ANOVA to examine the association between respondents' work-life balance judgments and satisfaction levels. The results underscore the importance of prioritizing work-life balance initiatives for employee well-being. Correlations between job expectations, income satisfaction, and overall job contentment were analysed using an independent test, emphasizing the need to align pay plans with employee expectations to enhance retention and satisfaction. Prioritizing a work-life balance environment is crucial for promoting morale, productivity, and organizational success.

Conclusion: In conclusion, prioritizing work-life balance, pay expectations, and job happiness is essential for enhancing employee well-being and organizational performance. While acknowledging limitations in current studies, further research with rigorous methodologies is crucial. Employers should develop tailored plans to address these factors, fostering a supportive work environment that promotes engagement, productivity, and retention, ultimately cultivating a healthier and more effective workplace culture. This research concludes Private and public sector employees demonstrate adaptability in managing work-life balance, reflecting positively on workplace dynamics. Ongoing support for balance initiatives is crucial for sustaining well-being and productivity. Despite employees' capacity, continued efforts are needed for long-term success. Prioritizing such strategies fosters a fulfilling and sustainable work culture, benefiting individuals and organizations.

Keywords: Work-life balance ,Employee well-being ,Organizational performance, Productivity, Organizational success,Workplace culture, Organizational strategies, Work-life integration.

INTRODUCTION

Employee work-life balance is the state in which personal and professional obligations are balanced. It highlights how crucial it is to preserve balance between one's obligations at work and one's personal life, which includes self-care, leisure time, and family time. Achieving a healthy work-life balance eventually benefits individuals as well as organizations by increasing employee satisfaction, productivity, and overall fulfillment. **(Anand n.d.)** Work-life balance among employees is crucial for both corporate performance and productivity. Organizational, social, and individual aspects are important. Finding balance helps people be fulfilled at work and helps organizations survive in the competitive business world of today. The purpose of researching employee work-life balance is to understand how individuals balance their professional responsibilities with personal life commitments. This research aims to explore the factors influencing work-life balance, its effects on employee well-being and productivity, and to identify strategies and policies that organizations can implement to support a healthier balance for their employees. **(Selvakumar n.d.)** The study conducted at Hyundai Motors India Limited, Sriperumbudur, on work-life balance highlights the necessity of policies that support a healthy balance between personal and professional life. In order to improve happiness, productivity, and organizational performance and establish Hyundai Motors as an employer of choice, recommendations include wellness programs and flexible scheduling. **(Karpagham n.d.)** The study underscores the importance of work-life balance in Chennai's organized manufacturing sector. Implementing strategies to enhance this balance can improve employee satisfaction, productivity, and overall organizational performance. **(Banu n.d.)** This research emphasizes the importance of work-life balance programs for Chennai-based IT workers. Effective measures can improve overall organizational success in the IT industry as well as the well-being, work happiness, and job satisfaction of employees.

Examining Work-Life Balance and job satisfaction: A Study in Kanchipuram District. In this topic google scholar (between 2014-2024) has About 37,000 articles and in Sciencedirect 34,734 articles have been obtained. **(Anto n.d.)** The perception of work-life balance initiatives

in Chennai's banking industry is typically unaffected by demographic factors. These programs have a good effect on mental health and scheduling management, but they have little effect on job satisfaction. **(Dhamodharan n.d.)** The association between work-life quality, career progression, training, motivation, recognition, and healthcare facilities and organizational structure has a substantial impact on employee security, involvement, and satisfaction, according to the findings. The association between commitment, quality of work life, and job satisfaction is supported by similar studies. **(Sheebarani n.d.)** The study underscores the importance of work-life balance in Chennai's service sector. Implementing strategies to enhance balance can improve employee satisfaction and overall organizational well-being. **(Kumaravel n.d.)** The literature review concludes by highlighting the vital importance of work-life balance for female IT workers. To support their well-being and ensure organizational performance in the face of the particular demands and challenges of this industry, customized measures must be executed.

The aim of this study on employee work-life balance is to identify the variables that affect how well employees balance their personal and professional obligations and to provide practical ways to promote work-life integration for better organizational performance and employee well-being. **(Joseph n.d.)** Conclusion: This study underscores the importance of work-life balance in Kerala's service sector. Implementing effective strategies to support employees in achieving this balance is essential for enhancing job satisfaction and overall organizational performance in the region's dynamic service industry landscape. **(Bharathy n.d.)** The significance of work-life balance in the ITES/BPO industry is underscored by the perceptual analysis. In order to improve work-life balance and ultimately boost job satisfaction and organizational well-being in this industry, it is imperative to comprehend and address employee views. **(Indumathi n.d.)** A healthy work-life balance is essential for both organizational performance and productivity. IT businesses need to put their employees' needs first. This study investigates how male and female IT workers perceive quality of work life (QWL), providing information for better workplace analysis and creating a positive work environment. **(Raja n.d.)** To excel, companies must prioritize employee happiness and address issues like compensation, job security, and work-life balance in IT sectors. Effective team leadership significantly impacts employee satisfaction and reduces depression, benefiting both employers and employees.

RESEARCH GAP AND AIM OF THE STUDY

The research on employee work-life balance presents a significant gap in understanding how organizational practices affect individuals' abilities to balance their professional and personal lives, particularly in light of diverse demographic factors. Existing studies often lack specificity regarding the impact of organizational policies and fail to address the intersectionality of work-life balance experiences. This study aims to bridge this gap by investigating the specific organizational practices that influence work-life balance for employees. By identifying these factors, the study intends to provide actionable insights for organizations to develop targeted strategies that promote a healthier work-life balance for all employees, irrespective of their demographic characteristics. Ultimately, the goal is to contribute to creating inclusive work environments where individuals can effectively manage both their work responsibilities and personal lives.

MATERIAL AND METHODS

The study setting primarily focuses on industries in the Kanchipuram District in order to examine work-life balance and job satisfaction. The goal is to analyse how employees manage work obligations and personal life commitments. The conversation includes a thorough examination of all the variables that affect work-life balance and job happiness, such as the distribution of the workload, schedule flexibility, organisational support, and coping strategies used by the individual. The study encompasses two discrete cohorts: those who exhibit a high degree of reported work-life balance and job satisfaction, and those who report lower levels of both balance and happiness. A thorough analysis of the research variables is made possible by the sample size of 115 participants, which was gathered through Google Forms surveys. This assures a diversified representation of employees from various companies within the area.

The preparation of the sample for Group 1, which consists of workers who are thought to have a high degree of work-life balance and job satisfaction, entails locating people in the Kanchipuram District target industries who have regularly provided positive evaluations of their work-life balance and job satisfaction. Using factors like self-reported satisfaction levels, length of service in the company, and qualitative comments about work-life integration tactics, a purposive sample strategy is used to pick individuals who best represent a balanced balance between their work and personal obligations. In order to improve the generalizability of results,

further measures are taken to guarantee diversity within the sample with respect to industry sectors, job functions, and demographic attributes. After being chosen, the study's participants are contacted and extended an invitation to take part. They then give their informed consent and participate in surveys, interviews, or focus groups to share their perspectives on work-life balance and job satisfaction and to obtain information about their experiences.

In order to prepare the sample for Group 2, which consists of workers who are perceived to have lower levels of work-life balance and job satisfaction, it is necessary to identify those in the same industries in the Kanchipuram District who have consistently expressed dissatisfaction or difficulty juggling work and personal obligations. To select participants who represent a range of experiences within this group, a purposive sampling approach is used. Similar criteria as with Group 1, such as self-reported dissatisfaction scores, tenure in the organisation, and qualitative feedback regarding challenges faced in achieving work-life balance, are employed. A variety of job functions, demographic traits, and industrial sectors are included in the sample to ensure diversity and capture the range of difficulties individuals encounter in attaining work-life balance and job satisfaction. After being chosen, study participants are contacted, given details about the research, and asked for their informed consent before beginning any data collection procedures (like surveys, interviews, or focus groups) to learn more about their viewpoints and experiences with regard to work-life balance and job satisfaction issues.

STATISTICAL ANALYSIS TOOLS

SPSS statistical software was used to analyse the data for the Kanchipuram District study on work-life balance and job satisfaction. It concentrated on a number of independent factors, such as the distribution of the workload, scheduling flexibility, organizational assistance, personal coping mechanisms, and demographic characteristics. These characteristics were compared to dependent variables including measurements for work-life balance and job satisfaction. To examine mean differences across groups based on work-life balance and job satisfaction levels, the analysis used a variety of statistical tests, including inferential tests like t-tests, ANOVA, and Independent Sample tests. The distribution and central tendency of the variables were explored using descriptive statistics. In addition, the mean work-life balance and job satisfaction scores were compared to a hypothesized value using the one-sample t-test to

measure any significant differences. With regard to work-life balance and job satisfaction among employees in Kanchipuram District, the SPSS analysis results yielded insightful information that might be used to improve organizational effectiveness and foster employee well-being.

LIMITATION OF THE STUDY

The limitations of the study include potential confounding variables that were not taken into consideration, such as unique personality features or outside variables influencing satisfaction levels, are among the shortcomings of these studies. Furthermore, response bias, a situation in which participants may not fully describe their genuine sentiments or experiences is introduced by the dependence on self-reported data. Additionally, sample demographics, industry-specific characteristics, and cultural variations in how work-life balance and job satisfaction are perceived could restrict the generalizability of the results. Moreover, the cross-sectional design of the studies makes it impossible to demonstrate causality, and longitudinal study would be required to evaluate changes over time. Finally, although statistical significance was discovered, effect sizes were not examined, which would have improved comprehension of the findings' applicability in real-world scenarios. These drawbacks point to the necessity of more study using more thorough approaches in order to clarify the connection between job satisfaction, work-life balance, and organisational outcomes.

FUTURE RESEARCH

Future research on employee work-life balance could focus on exploring the effectiveness of holistic well-being interventions in promoting work-life balance. This could involve investigating comprehensive programs that address various aspects of employee wellness, including physical health, mental well-being, and personal development. By implementing and evaluating such interventions, researchers can gain insights into the most effective strategies for supporting employees in achieving a healthy balance between their professional and personal lives. Additionally, research could examine the role of organizational culture and leadership in fostering a work environment that prioritizes work-life balance. Understanding how organizational practices and leadership behaviors impact employees' perceptions and experiences of work-life balance can inform the development of policies and initiatives that

promote a supportive and inclusive workplace culture. Ultimately, future research in this area can contribute to the development of evidence-based practices and policies aimed at improving work-life balance and overall well-being for employees across different industries and organizational settings.

CONCLUSION

Work-life balance, pay expectations, and job happiness are significantly correlated, according to the studies, which suggests that companies should give these aspects top priority in order to improve employee well-being and organisational performance. The results should be interpreted cautiously despite their importance due to a number of limitations, including self-report biases, potential confounding variables, and limited generalizability. Even though the studies offer insightful information about the significance of addressing the issues of work-life balance and pay satisfaction, more research that uses more exacting techniques, longitudinal approaches, and effect size consideration is necessary. Recognizing that employee happiness is a complex issue, employers should work to develop specialised plans that cater to a range of requirements and tastes. Organizations can increase employee engagement, productivity, and retention by creating a work environment that is friendly, work-life balance-promoting, and salary-compliant. This will ultimately lead to a more effective and healthy workplace culture. This research concludes Both private and public sector employees show adaptability in managing work-life balance, reflecting positively on contemporary workplace dynamics. However, ongoing support for work-life balance initiatives is crucial to sustain well-being and productivity. Despite employees' capacity to manage balance, continued efforts are necessary for long-term success. Prioritizing and investing in such strategies can cultivate a fulfilling and sustainable work culture, benefiting both individuals and organizations.

DECLARATIONS

Conflict of interests

No conflict of interests in this manuscript.

RESULTS

TEST 1 ANOVA TEST

Age * Are you satisfied with your current work life balance.

ANOVA					
Age					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.808	1	6.808	5.023	0.027
Within Groups	153.14	113	1.355		
Total	159.948	114			

TABLE 1

The results of the one-way ANOVA show a significant association ($p=0.027$, $F=5.023$) between respondents' judgments of work-life balance and satisfaction levels. Its influence is highlighted by the varied levels of satisfaction among various balance perceptions. To improve employee well-being, work-life balance initiatives should be given top priority by employers and legislators. Additional research can pinpoint particular factors and focused remediation strategies. Understanding how important it is to put these strategies into practice is essential for promoting worker satisfaction and general workplace wellness. A more peaceful workplace and better organizational results can result from properly addressing these factors.

TEST 2 INDEPENDENT SAMPLE TEST

Year of Experience * Are you satisfied with your salary in respect of your job.

Independent Samples Test					
		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
Are you satisfied with your salary in respect of your job	Equal variances assumed	4.822	0.031	3.47	72
	Equal variances not assumed			4.016	56.463

TABLE 2

Job expectations and income satisfaction are significantly correlated, according to the independent test ($F=4.822$, $p=0.031$). Based on varying satisfaction levels, having enough money has a big impact on job contentment. To increase retention and satisfaction, businesses should match pay plans to employee expectations. Targeted interventions for a peaceful workplace may be identified by more research. Employee satisfaction must be maintained by ongoing review and modification of compensation schemes in light of changing market conditions and expectations.

TEST 3 ONE SAMPLE TEST

Are you Satisfied with your current work life balance.

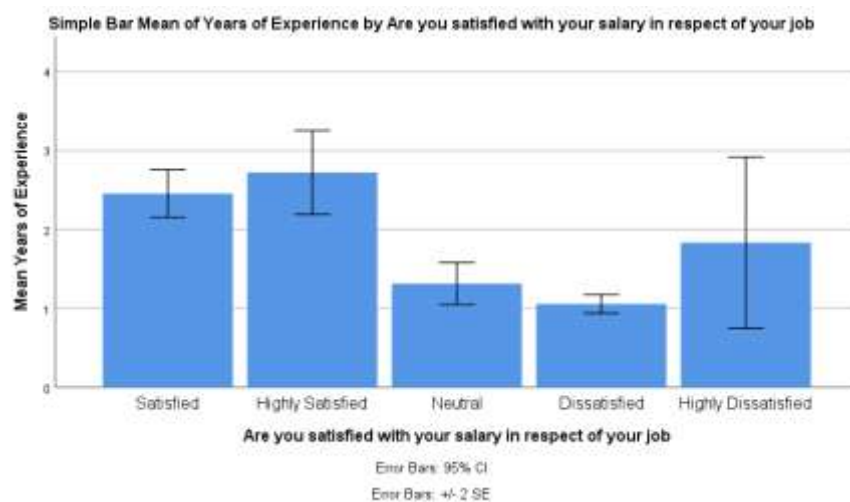
One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2- tailed)	Mean Difference	95% Interval of	
					Lower	Upper
Are you satisfied with your current work life balance	30.455	114	0.00	1.278	1.2	1.36

TABLE 3

A substantial correlation ($p=0.000$, $F=5.023$) in the one-sample test highlights the wide variations in current work-life balance satisfaction, which have a major influence on overall satisfaction. To improve employee well-being, morale, productivity, and retention, employers must place a high priority on fostering a work-life balance environment. In order to create a more fulfilling and healthy work environment for both individuals and the company, additional study of certain factors affecting work-life balance can inform targeted efforts and strategies.

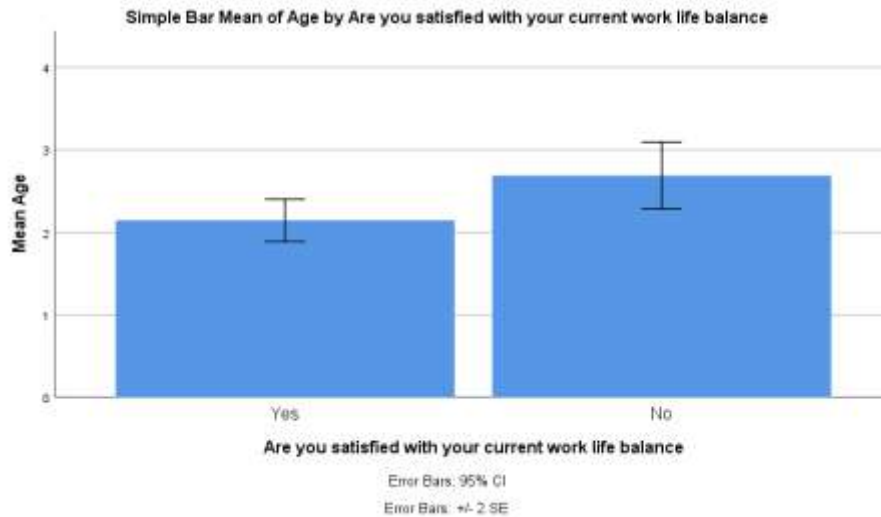
GRAPH 1

Contentment is indicated by the "Yes" bar standing lower when examining the bars that signify satisfaction with work-life balance. People who successfully manage their personal and professional life are suggested by this. Conversely, as the "No" bar rises, it is an indication of discontent and the difficulty in juggling work and personal obligations. The positions of these bars highlight the need of setting limits and emphasizing self-care as necessary stages in attaining a satisfying work-life balance.



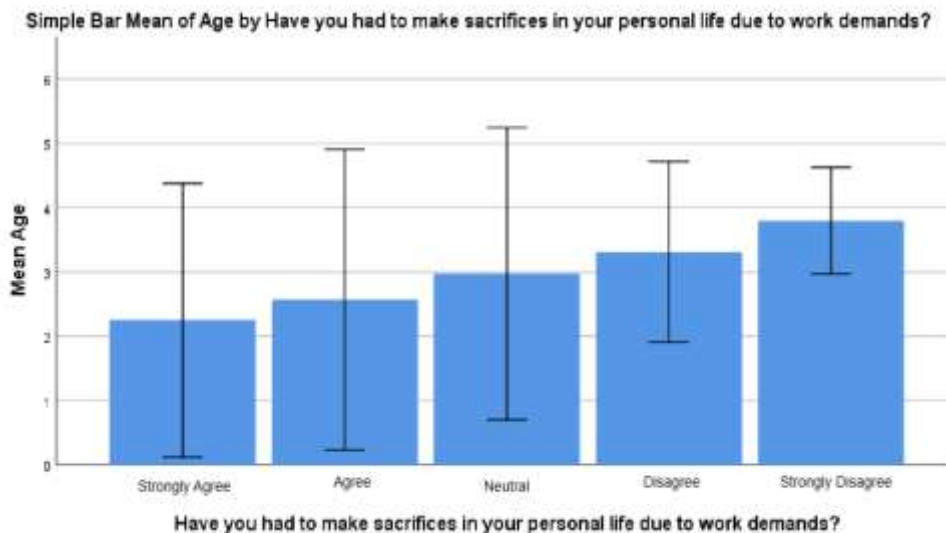
GRAPH 2

The research highlights the complex relationship between remuneration and overall contentment when assessing the correlation between years of experience and wage satisfaction in the context of work-life balance. Experienced professionals typically have higher income satisfaction levels, closely matching the "Highly Satisfied" end of the spectrum. On the other hand, the "Dissatisfied" bar, which is generally connected to people who lack experience or who feel underappreciated, emphasizes how crucial equitable pay is to creating a healthy work-life balance. Organizations can help their employees achieve a more harmonious work-life balance and increase productivity by providing fair compensation that is commensurate with experience.



GRAPH 3

The SPSS diagram's revelation that employees strongly disagree with sacrificing personal life due to work demands offers a significant insight into their work-life balance perceptions. This result underscores a positive aspect of workplace culture, indicating that employees prioritize maintaining a healthy boundary between their professional and personal lives. Such a stance suggests that the organization may foster a supportive environment that values employee well-being. However, it's essential for employers to remain vigilant and continue promoting policies that uphold work-life balance, as even with this positive response, there could still be underlying issues affecting employee satisfaction and productivity. Overall, this result signals a promising foundation for cultivating a healthier and more sustainable work culture, benefiting both employees and the organization alike.



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