

## Original Research Article

# Various Dimensions of Personal and Professional Work Life Balance of Employees in Power Industry in India

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**Abstract:** In today's organized sector, work-life balance assumes a critical importance as this facilitates the development of a productive work culture and minimization of tensions between work and other aspects of people lives. There are three key components that are needed to achieve a healthy lifestyle, namely paid work, unpaid work and personal time. Bringing a balance between all these there is the optimum one can accomplish. Power is among the most critical components of infrastructure, crucial for the economic growth and welfare of nations. The existence and development of adequate power infrastructure is essential for sustained growth of the Indian economy. The fundamental principle of India power industry has been to provide universal access to affordable power in a sustainable way. The purpose of this study is to highlight the necessity of adopting work-life balance in a power sector. The paper examines different elements of work-life balance especially with reference to employees working in power sectors.

**Keywords:** Employees, India, Personal Work, Professional work, Power Industry, Work Life Balance.

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## 1. INTRODUCTION

Work-life balance as the extent to which a person can concurrently balance the emotional, behavioral and time demands of both paid work, personal and family responsibilities. Work-life balance is about how well employees can balance tasks based on demands placed on them and resources available to them, while at the same time having adequate time for recovery during working life and private life. Many people spend a large part of their lives at work. As a large part of peoples waking hours is spent at work, it is important to consider that the workplace and the work environment may affect health and well-being, both physically and mentally. People work to make ends meet in everyday life, and to be able to support themselves and/or their family. The workplace may affect employees even after working hours, thereby affecting everyday life. It is vital for employers to ensure that their employees have good working conditions and a balance between work and private life. Employees who feel good and thrive at work benefit the company as they tend to work more efficiently and reach production goals.

### 1.1 Power Scenario in India

The Ministry of Power has made significant efforts over the past few years to turn the country from

one with a power shortage to one with a surplus by establishing a single national grid, fortifying the distribution network, and achieving universal household electrification. India's energy sector is one of the most diverse in the world. Power generation sources range from conventional sources such as coal, lignite, natural gas, oil, hydroelectricity, and nuclear energy to viable non-conventional sources such as wind, solar, agriculture, and domestic waste. The country's demand for electricity has been growing rapidly and is expected to continue to do so in the coming years. To meet the country's growing electricity demand, installed generating capacity needs to be significantly expanded. India ranked 4th in wind and solar power generating capacity and 4th in renewable energy installed capacity in 2021. India is the only G20 country that is on track to meet the goals of the Paris Agreement.

#### 1.1.1 Generation

The sources of electricity generation in India can be broadly classified into conventional and non-conventional. The conventional sources of power generation are thermal (coal, lignite, natural gas, and oil), hydro and nuclear power, whereas non-conventional sources of power generation (renewable energy sources) include solar, wind, agricultural and domestic waste, etc.

Table-1(a) and Figure-1(a) show the installed electricity generation capacity in India by different sources.

**Table 1(a): Installed Electricity Generation Capacity in India (GW), 2008-09 to 2022-23**

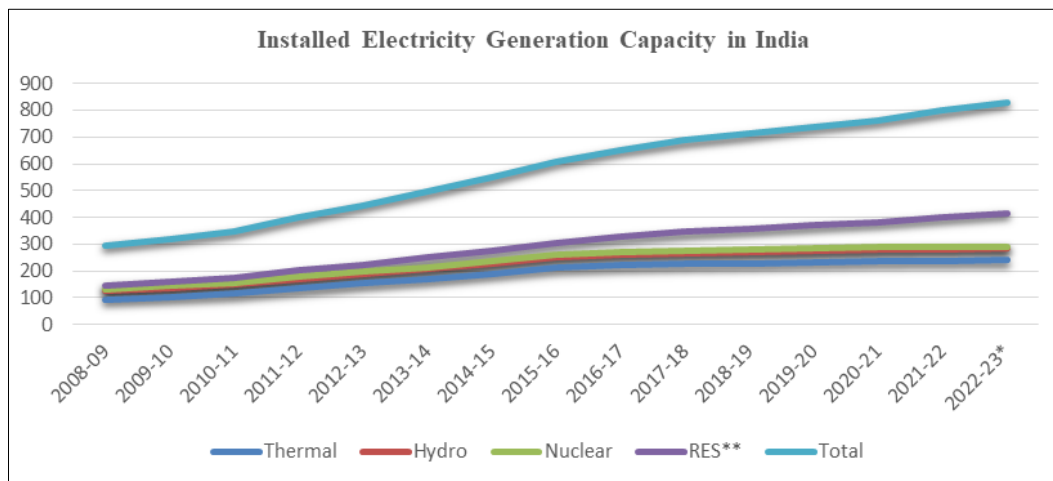
Year	Thermal	Hydro	Nuclear	RES**	Total
2008-09	93.73	36.88	4.12	13.24	147.97
2009-10	102.45	36.86	4.56	15.52	159.40
2010-11	112.82	37.57	4.78	18.45	173.63
2011-12	131.60	38.99	4.78	24.50	199.88
2012-13	151.53	39.49	4.78	27.54	223.34
2013-14	168.26	40.53	4.78	34.99	248.55
2014-15	188.90	41.27	5.78	38.96	274.90
2015-16	210.68	42.78	5.78	45.92	305.16
2016-17	218.33	44.48	6.78	57.24	326.83
2017-18	222.91	45.29	6.78	69.02	344.00
2018-19	226.28	45.40	6.78	77.64	356.10
2019-20	230.60	45.70	6.78	87.03	370.11
2020-21	234.73	46.21	6.78	94.43	382.15
2021-22	236.11	46.72	6.78	109.89	399.50
2022-23*	237.27	46.85	6.78	125.16	416.06

**Source:** CEA, Growth of Electricity Sector in India, various issues.

\*\* RES includes Small Hydro Project ( $\leq 25$  MW)

As shown in Figure 1(a), heat is one of the major sources of electricity generation in India, accounting for 57% of the total installed capacity in 2022-2023, followed by renewable energy sources (RES) (30.1%), hydropower (11.3%) and nuclear (1.6%). However, the share of thermal power generation capacity in the total installed capacity is gradually declining from 63.3% in 2008-2009 to 57% in 2022-23.

During this period, the share of hydropower generation capacity also declined from 24.9% to 11.3%, while renewable generation capacity increased from 8.9% to 30.1%. The average annual growth rate of total installed electricity generation during this period was around 7.7%, compared to 17.4% for RES and 5.7% for all other sources.



**Figure 1(a)**

**Source:** CEA, Growth of Electricity Sector in India, various issues.

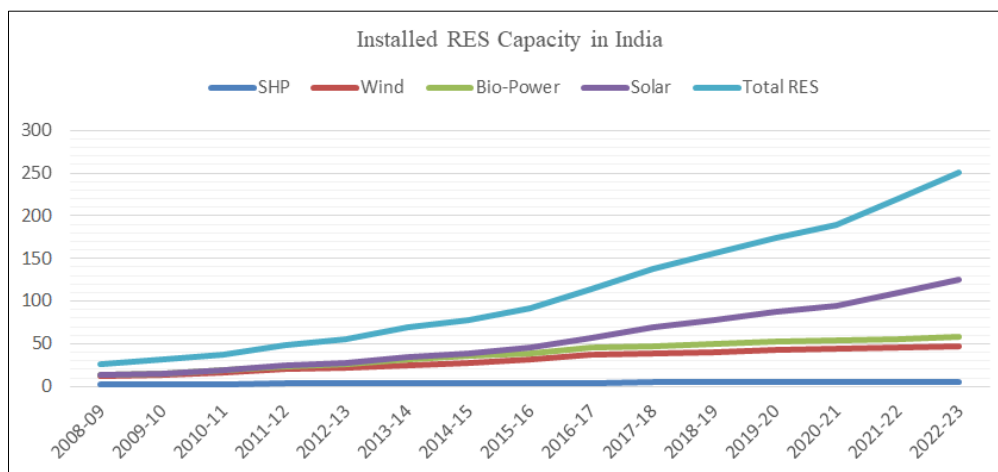
Table 1(b) shows the installed RES capacity from different sources and Figure 1(b) shows the share of different sources in the installed RES capacity. As shown in the figure, solar energy will account for about 53.4% of India's total renewable energy capacity in

2022-23, followed by wind (34.1%), bioenergy (8.6%) and small hydro (4%). Though the capacity from all sources has increased over the years, the relative share of solar energy has increased significantly from less than 1% in 2008-2009 to about 53% in 2022-23.

**Table 1(b): Installed RES Capacity in India (GW), 2008-09 to 2022-23**

Year	SHP	Wind	Bio-Power	Solar	Total RES
2008-09	2.16	9.34	1.74	0	13.24
2009-10	2.6	10.65	2.26	0.01	15.52
2010-11	2.91	12.81	2.7	0.03	18.45
2011-12	3.41	16.9	3.26	0.94	24.5
2012-13	3.64	18.49	3.73	1.69	27.54
2013-14	3.8	21.04	7.51	2.63	34.99
2014-15	4.06	23.35	7.81	3.74	38.96
2015-16	4.27	26.78	8.11	6.76	45.92
2016-17	4.38	32.28	8.3	12.29	57.24
2017-18	4.49	34.05	8.84	21.65	69.02
2018-19	4.59	35.63	9.24	28.18	77.64
2019-20	4.68	37.69	10.02	34.63	87.03
2020-21	4.79	39.25	10.31	40.09	94.43
2021-22	4.85	40.36	10.68	54	109.89
2022-23	4.94	42.63	10.8	66.78	125.16

Source: CEA, Growth of Electricity Sector in India, various issues



**Figure 1(b)**

Source: CEA, Growth of Electricity Sector in India, various issues

The Electricity Act of 2003 liberalised the process of electricity generation by shifting towards a license-free regime. This has resulted in increased competition in the generation segment and the share of private players witnessed a significant increase in the total electricity generation. The players in the electricity generation segment can be divided into three types based on ownership and operations. These are: (i) Central public sector undertakings, (ii) State public sector undertakings/State Electricity Boards, and (iii) Private

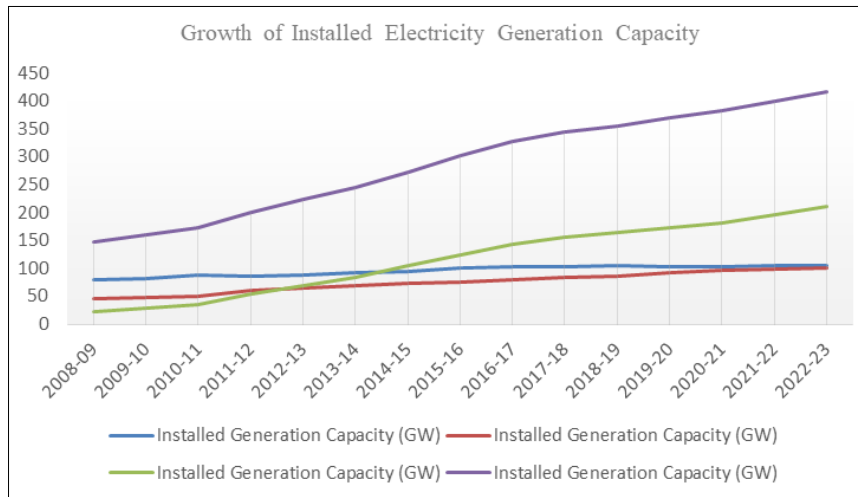
sector companies. The sector-wise growth in installed generation capacity is shown in Table 2 and Figure 2. From the table, it can be seen that the average annual growth rate of total installed generation capacity during the period 2008-09 to 2022-23 was around 7.7%. During this period, the share of state sector in total installed generation capacity declined from 54% to 25% and the central sector share declined from 31% to 24%, whereas the private sector share increased significantly from 15% to 51%.

**Table 2: Sector-wise Growth of Installed Electricity Generation Capacity, 2008-09 to 2022-23**

Year	Installed Generation Capacity (GW)			
	State	Central	Private	Total
2008-09	79.31	45.78	22.88	147.97
2009-10	82.91	47.48	29.01	159.40
2010-11	87.42	50.76	35.45	173.63
2011-12	85.92	59.68	54.28	199.88
2012-13	89.13	65.36	68.86	223.34
2013-14	92.27	68.13	84.87	245.26
2014-15	95.08	72.52	104.12	271.72

Year	Installed Generation Capacity (GW)			
	State	Central	Private	Total
2015-16	101.79	76.30	124.00	302.09
2016-17	103.97	80.26	142.62	326.85
2017-18	103.97	84.52	155.51	344.00
2018-19	105.08	86.60	164.43	356.10
2019-20	103.32	93.48	173.31	370.11
2020-21	103.87	97.51	180.77	382.15
2021-22	104.85	99.00	195.64	399.50
2022-23	105.73	100.05	210.28	416.06

Source: CEA, Growth of Electricity Sector in India, various issues.



## 1.2 Company Profile

AP Power Sector Reforms envisage creation of Distribution Companies as Government Undertakings. The Andhra Pradesh Gazette No.37 published by the Government of Andhra Pradesh on Friday the 31<sup>st</sup> of March 2000 declared formally formation of Distribution Companies. In this process, Andhra Pradesh Southern Power Distribution Company was formed for the following six districts of Andhra Pradesh. The Corporate Office and Headquarters of APSPDCL is at Tirupati City Quality power at economic rates acts a catalyst in transforming the state by fostering growth in agricultural, industrial and commercial areas while meeting the increasing domestic demand. On Feb 1, 1999, Government of Andhra Pradesh initiated the first phase of reforms and restructuring in AP's power sector by unbundling APSEB into APGENCO and APTRANSCO to cater to Generation and Transmission & Distribution respectively. APTRANSCO was further reorganized into four distribution companies to cater to the needs to the different districts of AP. APSPDCL was formed in April 1, 2000 to serve Krishna, Guntur, Prakasam, Nellore, Chittoor and Kadapa districts with a vision to become an efficient utility supplying reliable and quality power, promoting economic development and being self-reliant commercially. After the bifurcation of the erstwhile Andhra Pradesh into the two new states of Andhra Pradesh and Telangana on 2<sup>nd</sup> June-2014, two more districts Anantapur and Kurnool were added to the Southern Power Distribution Company of AP Ltd.

### 1.2.1 Andhra Pradesh Power Sector at a Glance

The total installed capacity in Andhra Pradesh is 19,832 MW as on March 31, 2023. The total number of consumers in the state is 207.18 million, of which 16.317 million are in residential sector, 1.96 million in commercial sector, 1.4 million in industrial sector and 19.34 million in agricultural sector (as on February 28, 2023). The total energy consumption (around utilities) in Andhra Pradesh is 72,400 MU in FY 2022-23 with the previous peak demand being 12,653 MW in May 2023. The maximum daily network consumption is 251 MU. The State Electricity Plan (SEP) of Andhra Pradesh for the period 2023-24 to 2028-29 takes into consideration the projection of energy demand for the said period. Various factors were taken into consideration while projecting the energy demand of the state up to 2033-34, including historical trends, growth of cities of Vizag, Vijayawada, Guntur, Tirupati and Kurnool, growth due to Vizag-Chennai Industrial Corridor (VCIC), Kakinada Special Economic Zone, Sri City Special Economic Zone, Vizag Tech Park, irrigation schemes, new airport and seaport, etc.

As per the resource plans submitted by DISCOMs, the energy demand is expected to grow at about 6.64% per annum during the said period. The increased availability of power generation from various sources (long and medium term) and increasing generation capacity of various types of fuels (coal, gas, hydro, nuclear and renewable energy) are expected to

meet the growing demand. Between FY2023-24 and FY2028-29, approximately 1,064 MW of thermal power capacity, 100 MW of nuclear power capacity, approximately 8,159 MW of renewable energy capacity, approximately 1,190 MW of hydroelectric power capacity and approximately 1,350 MW of pumped storage capacity are scheduled to be added. No thermal power plant closures are scheduled till FY 2034. Hence, the SEP also takes into account APTRANSCO's planned expansion of substations and transmission lines up to FY 2028-29. Around 71 substations and 4,837.2 kkm of transmission lines are to be added between FY 2023-24 and FY 2028-29. The SEP also takes into account the tentative plans for FY 2029-30 to FY 2033-34.

The Power Sector in Andhra Pradesh has witnessed tremendous development during the past few years. The state is occupied 2,76,754 Sq.km in area spread over 264 towns and 26,586 villages with population around 80 million. The most of the population depends upon electricity. Not only Industry and domestic, the power is essential for Agriculture also. The state of Andhra Pradesh relies heavily on Power for development in Agriculture, Industry or for that matter of overall economic growth. In the state where agriculture is the primary occupation of about 65% of the population. The State Power Sector has a vital role plays in supporting irrigation currently about 75 lakhs acres during Kharif and 35 lakhs acres during Rabi season are supported by pump irrigation thereby boosting Agriculture growth.

### 1.3 Need for the Study

- Work life balance is about finding a way to manage the demands of the work or study with your personal life and the things that top you up.
- A good work life balance means you can be happy and productive at work and also have time for yourself and your family.
- Balancing the family is more important thing for that work life balancing is also more important.
- To gain knowledge of the constitutional clauses and act.
- To determine whether employee work life balance promotes positive work place relations.
- To determine how satisfied employee are with work life balance initiatives.
- To comprehend the value of interpersonal relations between employees and employers.

It is essential to have the proper balance between the family and personal life. The purpose of the study was to measure the sector progress in quality of work-life area with a focus on the organization's administration issues. The study aims at finding the various aspects of work-life balance among the employees, which would impact increased performance.

### 1.3.1 Objectives of the Study

The study aims at the following objectives:

1. The aim is to understand work life balance of employees working in APSPDCL.
2. To find out the satisfaction of employees working at APSPDCL.
3. To study various dimensions of personal and professional work life balance of employees in APSPDCL.
4. To find out the factors that are affecting their personal life in APSPDCL.

### 1.3.2 Hypotheses

**Null Hypothesis (H0):** There is no significant difference in the prioritization of health, wealth, family, and career among APSPDCL employees.

**H0:**

The proportions of employees prioritizing health, wealth, family, and career are equal.

**Alternative Hypothesis (H1):** There is a significant difference in the prioritization of health, wealth, family, and career among APSPDCL employees.

**H1:**

At least one of the proportions of employees prioritizing health, wealth, family, or career is different.

### 1.3.3 Scope of the Study:

Work life balance involves designing and implementing conscious changes in human minds to set a balance between their personal and professional life. This study covers the significance of work-life balance, factors governing it, impact of work life balance and techniques required for it. The scope of work-life balance encompasses various aspects of an individual's life, including their professional career, personal relationships, health, and overall well-being.

### 1.3.4 Research Methodology

The research methodology deals with defining a problem for gathering information for the research process. The research design specifies the method for the purpose of data collection and data analysis. A good research methodology clearly defines the advantages and problems in particular area of research. The key factors that are defining success or failure of any project is the research methodology. Hence once should take care in performing the research methodology such as the way of collecting data, analyzing data or processing it into detailed information.

**1.3.5 Data Base:** The following sources provided the information and data:

**Primary Data:** The primary data information is collected through interviews with the organizations and Filling of questionnaire.

**Secondary Data:** Periodicals, newspapers and online resources, website, and company profile are where the secondary data used here can be found.

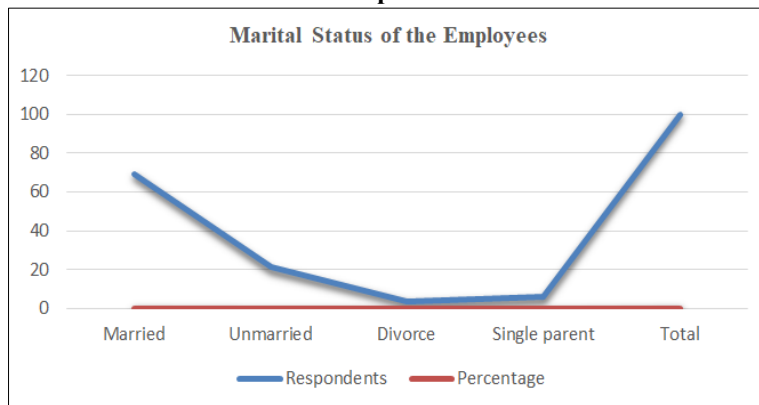
**4. Data Analysis and Interpretation**  
**4.1 Marital Status of the Employees**

**Table 4.1**

Attributes	Respondents	Percentage
Married	69	69%
Unmarried	21	21%
Divorce	4	4%
Single parent	6	6%
Total	100	100%

Source: Primary Data

**Graph 4.1**



**Inference:**

From the above graph, it shows that 69 percentage of employee’s states that they are married and 21 percentage of employees are of unmarried and 4

percentage of employees are divorced and 6 percentage of employees are single parent.

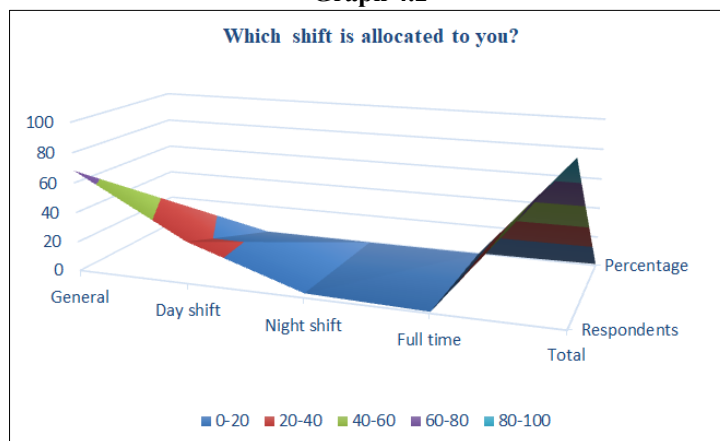
**4.2 Which shift is allocated to you?**

**Table 4.2**

Attributes	Respondents	Percentage
General	68	68%
Day shift	28	28%
Night shift	3	3%
Full time	1	1%
Total	100	100%

Source: Primary Data

**Graph 4.2**



**Inference:**

According to the survey across APSPDCL, 68 percentage of employees are having general shift, 28 percentage of employees are having day shift and 3 percentage of employees are having night shift and

finally only 1 percentage of employees are having full time that too while only work is more.

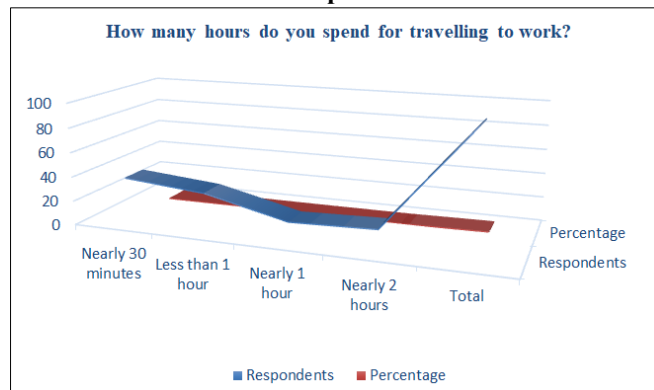
**4.3 How Many Hours do you spend for travelling to Work?**

**Table 4.3**

Attributes	Respondents	Percentage
Nearly 30 minutes	37	37%
Less than 1 hour	31	31%
Nearly 1 hour	15	15%
Nearly 2 hours	17	17%
Total	100	100%

Source: Primary Data

**Graph 4.3**



**Inference:**

According to the research of work life balance, it states that for the employees working in APSPDCL time taken to travel to work place is nearly 37 percentage of employees needs half an hour, 31 percentage of

employees need less than 1 hour, 15 percentage of employees needs nearly one hour and 17 percentage of employees need more than 2 hours.

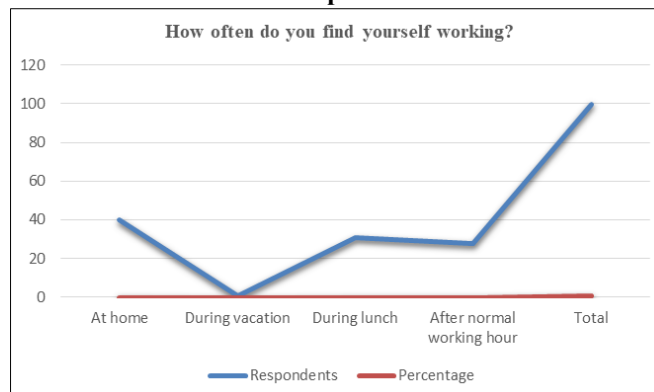
**4.4 How often do you Find Yourself Working?**

**Table 4.4**

Attributes	Respondents	Percentage
At home	40	40%
During vacation	1	1%
During lunch	31	31%
After normal working hour	28	28%
Total	100	100%

Source: Primary Data

**Graph 4.4**



**Inference:**

According to the pie chart, 40 percentage of employees at APSPDCL will work at home, only 1 percentage of employees work during vacations, 31 percentage of employees work during lunch hours and 28

percentage of employees work after the normal working hours i.e., after official working hours allocated.

**4.5 How Many Hours do You Spend with Your Children since you are working?**

**Table 4.5**

Attributes	Respondents	Percentage
2-3 hours	23	23%
3-4 hours	54	54%
4-5 hours	19	19%
More than 5 hours	4	4%
Total	100	100%

Source: Primary Data

**Graph 4.5**



**Inference:**

The above pie chart shows that 23 percentage of employees will be able to spend time with their children for 2-3 hours, 54 percentage of employees are spending time with their children for 3-4 hours, 19 percentage of employees spend for 4-5 hours with their children and

only 4 percentage of employees are spending time with their children for more than 5 hours.

**4.6 Satisfaction about Career Development Activities in Your Organization?**

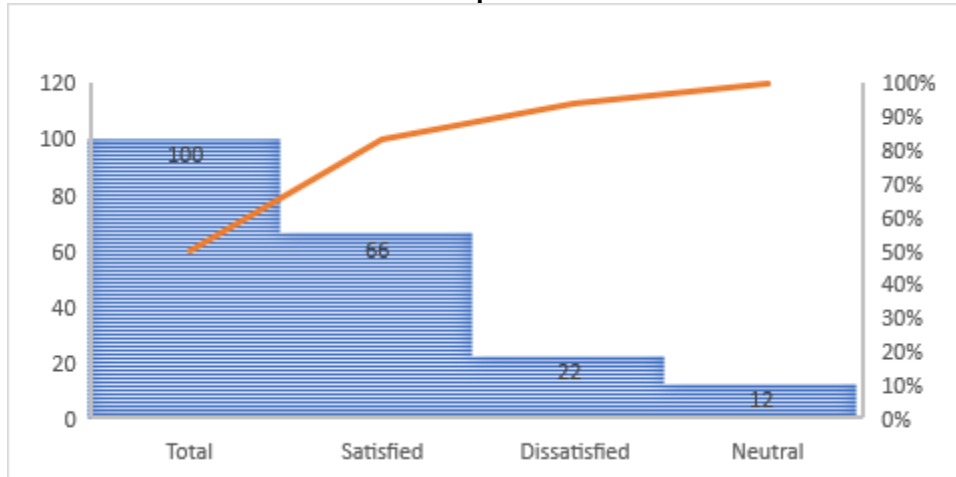
**Table 4.6**

Attributes	Respondents	Percentage
Satisfied	66	66%
Neutral	12	12%
Dissatisfied	22	22%
Total	100	100%

Source: Primary Data



**Graph 4.6**



**Inference:**

From the above table and pie chart, it shows that 66 percentage of employees are satisfied and 12 percentage of employees are neutral and 22 percentage

of employees are dissatisfied with the organizational career developmental activities.

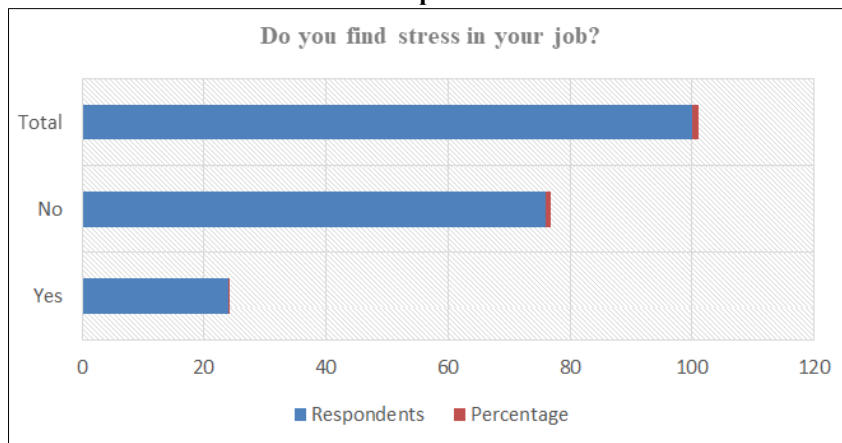
**4.7 Do you Find Stress in Your Job?**

**Table 4.7**

Attribute	Respondents	Percentage
Yes	24	24%
No	76	76%
Total	100	100%

Source: Primary Data

**Graph 4.7**



**Inference:**

From the above table and bar chart, it shows that 24% of employees working in APSPDCL states that they

are feeling stress at working time and 76% of employee's states that they are not feeling stress.

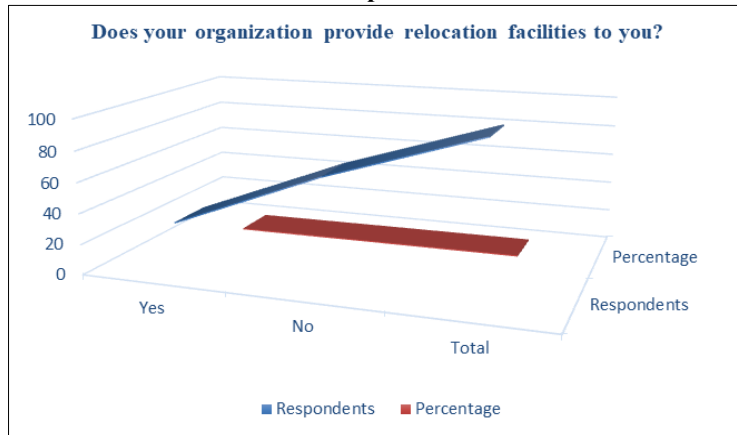
**4.8 Does your Organization Provide Relocation Facilities to you?**

**Table 4.8**

Attributes	Respondents	Percentage
Yes	31	31%
No	69	69%
Total	100	100%

Source: Primary Data

**Graph 4.8**



**Inference:**

The above diagram shows that, 31 percentage of employees have said that there is relocation facilities and choices and then 69 percentage of employee’s states

that there is no relocation facilities and choices in the organization they are working.

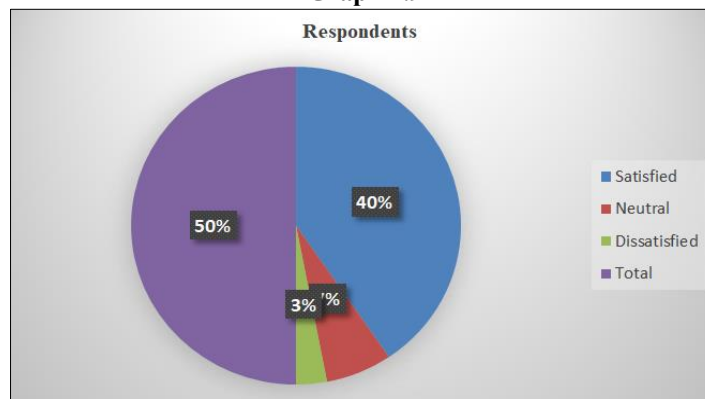
**4.9 Does your Organisation Provide Relocation Facilities to you?**

**Table 4.9**

Attributes	Respondents	Percentage
Satisfied	81	81%
Neutral	13	13%
Dissatisfied	6	6%
Total	100	100%

Source: Primary Data

**Graph 4.9**



**Inference:**

The pie chart shows that, 81 percentage of employees are satisfied with the relationship, 13 percentage of employees are neutral i.e. they are not completely satisfied and they are not completely

dissatisfied with the relationship and only 6 percentage of employees are dissatisfied with the relationship.

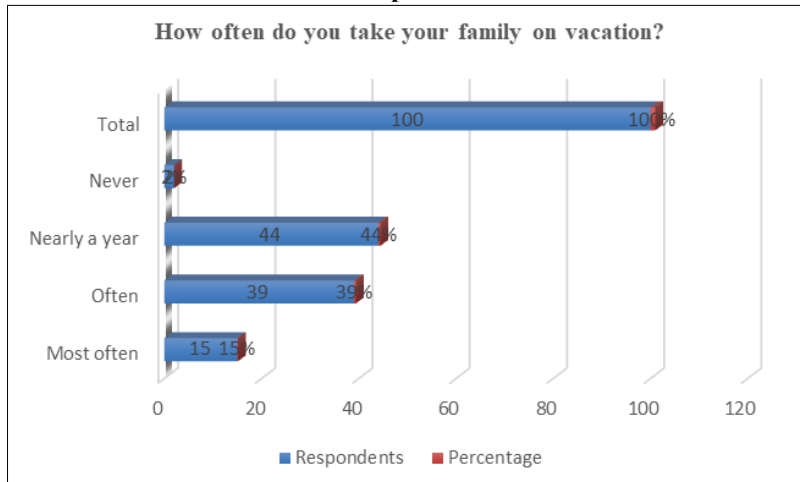
**4.10 How often do you take your Family on Vacation?**

**Table 4.10**

Attributes	Respondents	Percentage
Most often	15	15%
Often	39	39%
Nearly a year	44	44%
Never	2	2%
Total	100	100%

Source: Primary Data

**Graph 4.10**



**Inference:**

According to the survey conducted in the APSPDCL, it was observed that 15 percentage of employees takes their families out for vacation, 39 percentage of employees takes their families often, 44 percentage of employees takes out their families for

vacation nearly once in a year and only 2 percentage of employees says that they never took their families out on vacation.

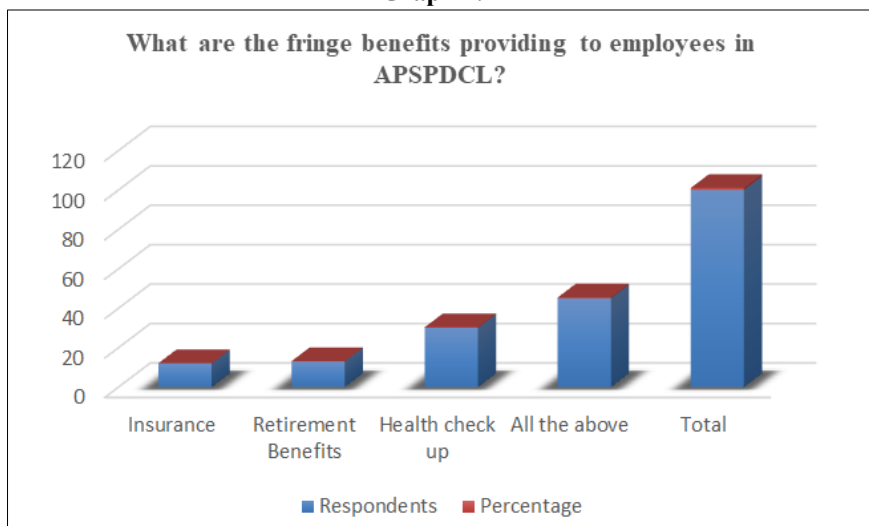
**4.11 What are the fringe Benefits providing to Employees in APSPDCL?**

**Table 4.11**

Attributes	Respondents	Percentage
Insurance	12	12%
Retirement Benefits	13	13%
Health check up	30	30%
All the above	45	45%
Total	100	100%

Source: Primary Data

**Graph 4.11**



**Inference:**

According to the survey, it says that 12 percentage of employee’s states that they have insurance, 13 percentage of employees have states that they have retirement benefits, 30 percentage of employees have

health check-up benefits and 45 percentage of employees will have all of the above benefits for them.

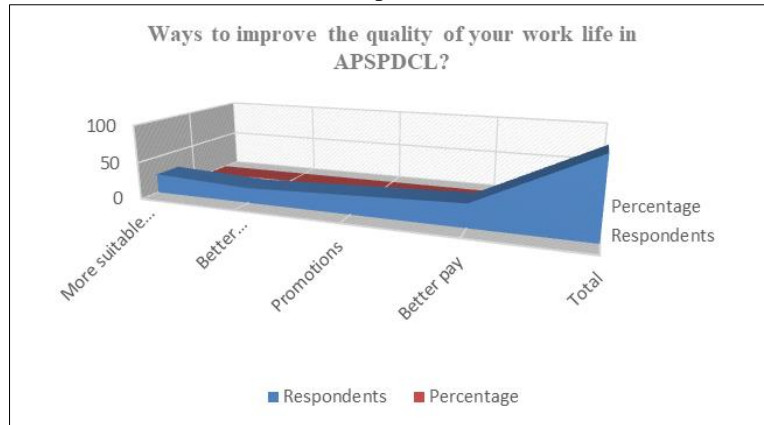
**4.12 Ways to Improve the Quality of your work Life in APSPDCL?**

**Table 4.12**

Attributes	Respondents	Percentage
More suitable working hours	26	26%
Better Management	20	20%
Promotions	25	25%
Better pay	30	30%
Total	100	100%

Source: Primary Data

**Graph 4.12**



**Inference:**

According to the survey conducted in APSPDCL, the employees states that 26 percentage of employees says that if they have more suitable working hours quality of work life will be improved, 20 percentage of employees states that if there is better management quality of work life will be improved, 25

percentage of employees states that if they will have promotions quality of work life will be improves and finally 30 percentage of employees states that better payment will improves the quality of work life.

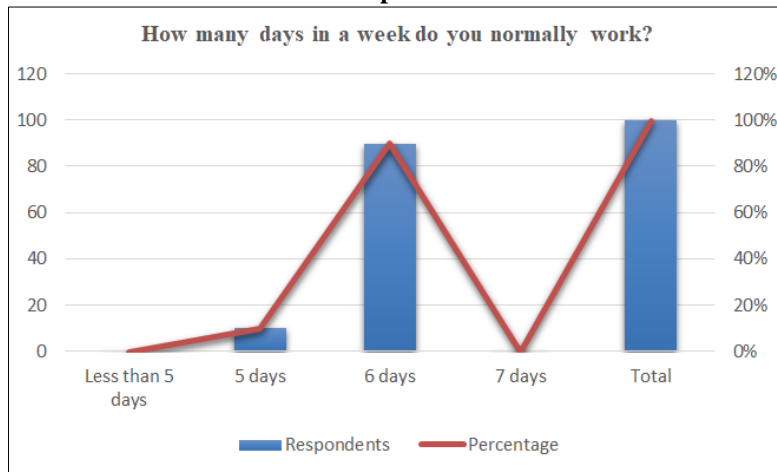
**4.13 How Many Days in a Week do you Normally Work?**

**Table 4.13**

Attributes	Respondents	Percentage
Less than 5 days	0	0%
5 days	10	10%
6 days	90	90%
7 days	0	0%
Total	100	100%

Source: Primary data

**Graph 4.13**



**Inference:**

From the above chart, the employees who are working less than 5 days are 0 percentage, 10 percentage of employee’s states that they are working for 5 days a week, 90 percentage of employee’s states that they are

working for 6 days a week and no employee is working for the entire week.

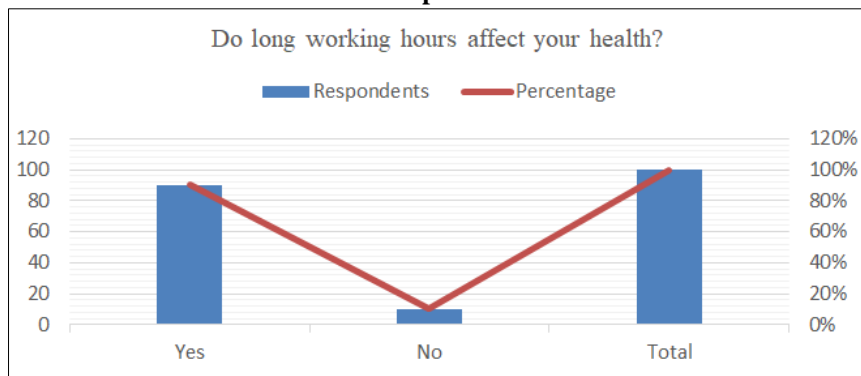
**4.14 Do Long Working Hours Affect your Health?**

**Table 4.14**

Attributes	Respondents	Percentage
Yes	90	90%
No	10	10%
Total	100	100%

Source: Primary Data

**Graph 4.14**



**Inference:**

According to the survey, 90 percentage of employee’s states that long working hours leads to impact on their health and only 10 percentage of

employee’s states that long working hours does not have any impact on their health.

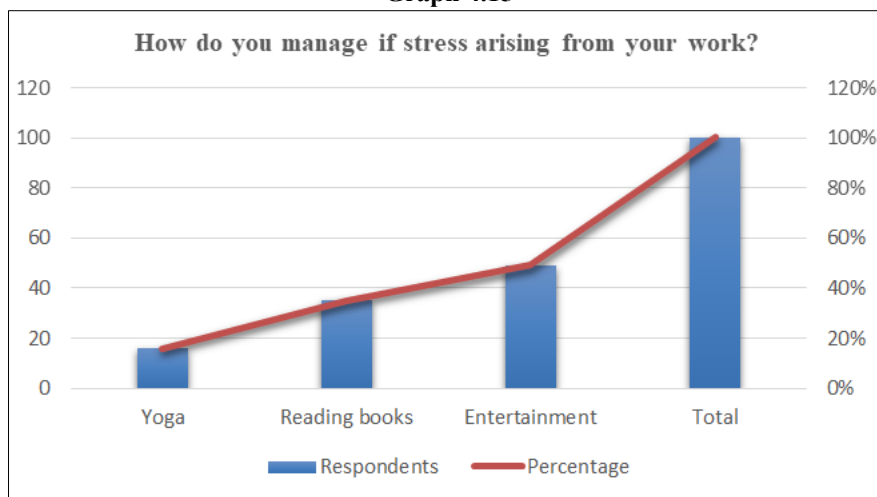
**4.15 How do you Manage if Stress Arising from your Work?**

**Table 4.15**

Attributes	Respondents	Percentage
Yoga	16	16%
Reading books	35	35%
Entertainment	49	49%
Total	100	100%

Source: Primary Data

**Graph 4.15**



**Inference:**

According to the survey, 16 percentage of employees said that they reduce their stress by doing yoga when they feel stress, 35 percentage of employees says that they reduce their stress by reading books and 49

percentage of employees says that they were reduce their stress levels by listening to the entertainment.

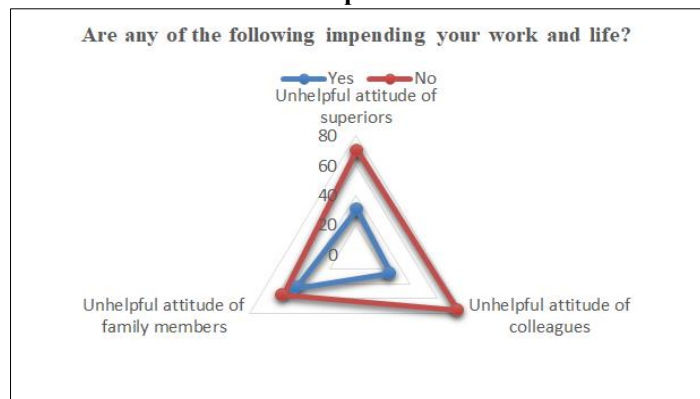
**4.16 Are any of the Following Impending your Work and Life?**

**Table 4.16**

Attributes	Yes	No
Unhelpful attitude of superiors	30	70
Unhelpful attitude of colleagues	25	75
Unhelpful attitude of family members	45	55

Source: Primary data

**Graph 4.16**



**Inference:**

According to the survey conducted in APSPDCL, out of 100 percentage 30 percentage of employees says that unhelpful attitude of superiors will affect their work and life and 70 percentage of employees says that it does not have any impact, 25 percentage of employees out of 100 percentage says that unhelpful attitude of colleagues will have an impact and 75

percentage of employees will not have any impact on their work and life, finally unhelpful attitude of family members with a percentage of 45 percentage out of 100 percentage says that will have an impact on their work and life and 55 percentage of employees says that it does not have impact on their work and life.

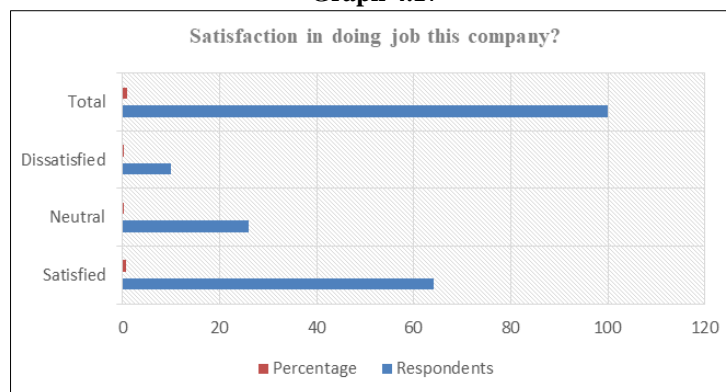
**4.17 Satisfaction in doing Job this Company?**

**Table 4.17**

Attributes	Respondents	Percentage
Satisfied	64	64%
Neutral	26	26%
Dissatisfied	10	10%
Total	100	100%

Source: Primary Data

**Graph 4.17**



**Inference:**

According to the survey conducted in APSPDCL, 64 percentage of employees says that they are satisfied in doing this job, 26 percentage of employees says that they are not completely satisfied that

means they are neutral and only 10 percentage of employees says that they are dissatisfied with the job.

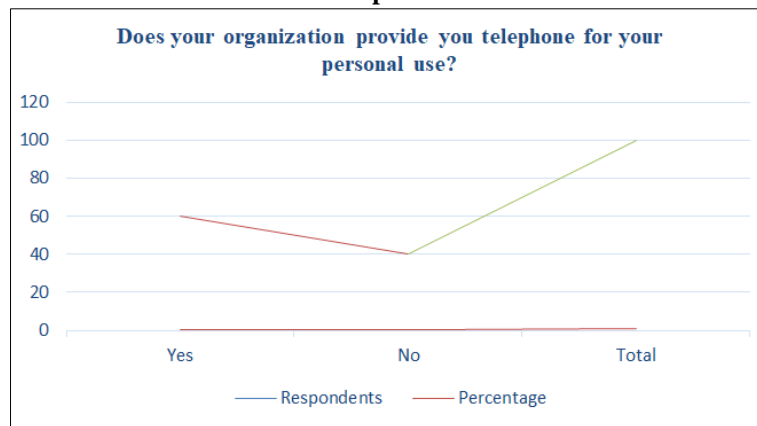
**4.18 Does your Organization Provide you Telephone for your Personal use?**

**Table 4.18**

Attributes	Respondents	Percentage
Yes	60	60%
No	40	40%
Total	100	100%

Source: Primary Data

**Graph 4.18**



**Inference:**

The survey states that, 60 percentage of employees says that they have telephone for their personal use from the organization and 40 percentage of

employees says that they do not have received any telephone from the organization.

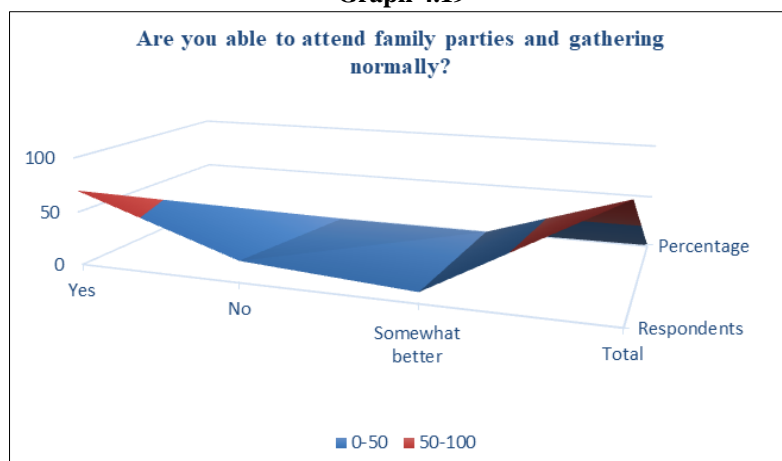
**4.19 Are you Able to Attend Family Parties and Gathering Normally?**

**Table 4.19**

Attributes	Respondents	Percentage
Yes	70	70%
No	20	20%
Somewhat better	10	10%
Total	100	100%

Source: Primary data

**Graph 4.19**



**Inference:**

The survey results states that 70 percentage of employees will be able to attend social family gatherings and 20 percentage of employees will not be able to attend

social family gatherings and 10 percentage of employees says that they were able to attend somewhat better.

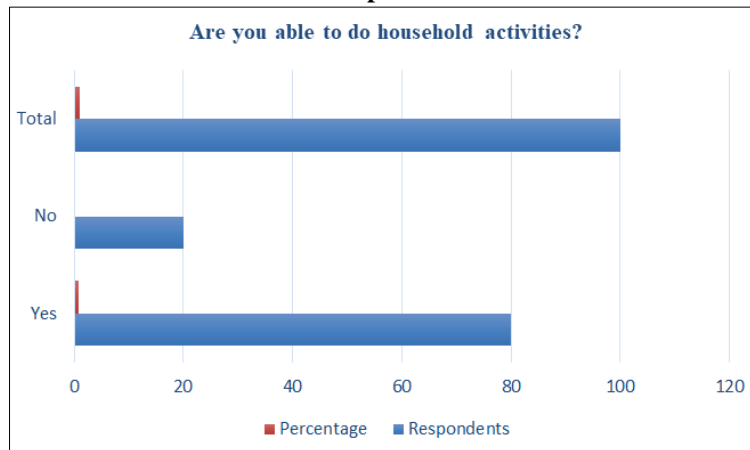
**4.20 Are you Able to do Household Activities?**

**Table 4.20**

Attributes	Respondents	Percentage
Yes	80	80%
No	20	20%
Total	100	100%

Source: Primary data

**Graph 4.20**



**Inference:**

According to the survey conducted in APSPDCL, 80 percentage of employees says that they have enough time for household activities and 20

percentage of employees says that they do not have enough time for doing household activities.

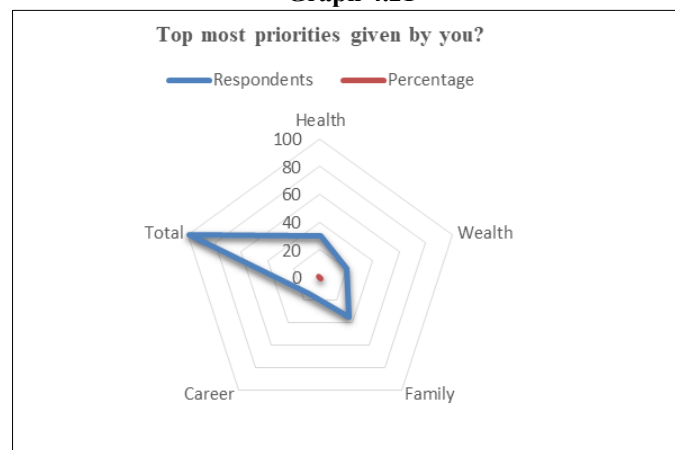
**4.21 Top Most Priorities given by you?**

**Table 4.21**

Attributes	Respondents	Percentage
Health	30	30%
Wealth	20	20%
Family	35	35%
Career	15	15%
Total	100	100%

Source: Primary data

**Graph 4.21**





**Inference:**

According to the survey conducted in APSPDCL about work life balance, out of 100 percentage 30 percentage of employees say that they will give top most priority to their health, 20 percentage of employees that they will give top most priority to the

wealth, 35 percentage of employees says that they will give their top most priority to their family and finally 15 percentage of employees says that they will have their top most priority to their career in the list.

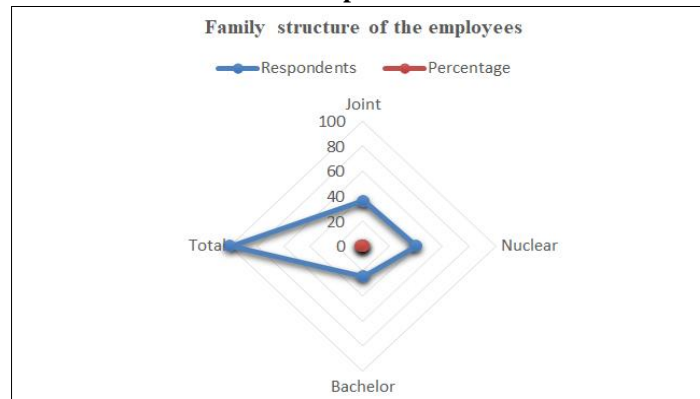
**4.22 Family Structure of the Employees**

**Table 4.22**

Attributes	Respondents	Percentage
Joint	36	36%
Nuclear	40	40%
Bachelor	24	24%
Total	100	100%

Source: Primary data

**Graph 4.22**



**Inference:**

According to the survey, 36 percentage of employees are having joint families, 40 percentage of employees are having nuclear families and 24 percentage

of employees are bachelors who are working in the organization.

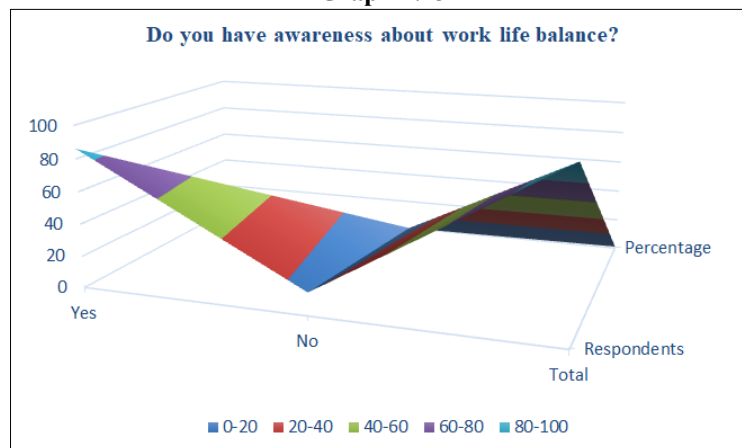
**4.23 Do you have Awareness about Work Life Balance?**

**Table 4.23**

Attributes	Respondents	Percentage
Yes	86	86%
No	14	14%
Total	100	100%

Source: Primary data

**Graph 4.23**



**Inference:**

The survey states that, 86 percentage of the employees are having awareness about the work life balance and 14 percentage of employees do not have any awareness about the work life balance.

**Testing of Hypothesis**

**Descriptive Statistics**

To analyse the survey data using descriptive statistics, we can summarize the findings regarding the priorities of APSPDCL employees in a clear format.

Descriptive Statistics of Employee Priorities

**Data Summary:**

- Health: 30%
- Wealth: 20%
- Family: 35%
- Career: 15%

**Total:** Sum of all priorities = 30% + 20% + 35% + 15% = 100%

**Measures of Central Tendency:**

**Mean:**

$$\text{Mean} = \frac{\text{Sum of percentages}}{\text{Number of categories}} = \frac{30 + 20 + 35 + 15}{4} = \frac{100}{4} = 25\%$$

**Median:**

To find the median, we arrange the priorities in order:

Health (30%), Family (35%), Wealth (20%), Career (15%) → ordered: Career (15%), Wealth (20%), Health (30%), Family (35%)

The median (middle value) is the average of the two middle values:

$$\text{Median} = \frac{20\% + 30\%}{2} = 25\%$$

**Mode:**

There is no mode since all categories have different percentages.

**Measures of Dispersion:**

**Range:** Range=Maximum–Minimum=35%–15%=20%

**Variance:**

First, calculate the squared deviations from the mean:

Health: (30–25)²=25

Wealth: (20–25)²=25

Family: (35–25)²=100

Career: (15–25)²=100

Now, calculate the average of these squared deviations:

$$\text{Variance} = \frac{(25 + 25 + 100 + 100)}{4} = \frac{250}{4} = 62.5$$

**Standard Deviation:**

$$\text{Standard Deviation} = \sqrt{62.5} \approx 7.91\%$$

**Summary of Descriptive Statistics:**

- Mean: 25%
- Median: 25%
- Mode: None
- Range: 20%
- Variance: 62.5
- Standard Deviation: ≈ 7.91%

These statistics provide a clear overview of the distribution of priorities among employees regarding work-life balance at APSPDCL.

**5. FINDINGS**

- It states that most of the employees in the organization are married persons.
- Most of the employees in the organization have general shift to work means depending upon the work and the employees will have the work sometimes to do the work from home after general working hours.
- The employees are supposed to read books, doing yoga and searching for some entertainment when they feel stress.
- The employees are satisfied with their career developmental activities, employee welfare programs, basic facilities, telephone facilities, family support programs and so on.
- Most of the employees are satisfied by doing the job in the organization and some benefits that are provided by the organization are insurance, retirement benefits and health check-ups and so on.
- The relationship between superior and subordinate is good at the organization and it also helps the employees to do work more in a flexible process.

**6. Suggestions**

- We can know that most of the employees are working 6 days and only some smaller numbers of employees are working 5 days a week, and they too need some rest to do their household activities.
- Entertainment programs like sports, recreational activities, some social activities must be conducted in the organization because most employees are interested in those activities to reduce their stress levels.
- The organization can help employees balance their work life by providing relocation facilities and also by providing flexible timings.
- Better management facilities, better pay, promotions and also flexible working hours can improve the flexible work life balance.
- The employees of Power sectors, expecting the following from the company.
- Improvement in rewarding and awarding policies.
- Introduction of Promotion policy at operation

level

- Employees need high motivation from the top management of the company.
- Employees need more compensation from the company
- Employees expect mutual relationship between co-workers
- Employee's needs special training from the company related to their job during working period.
- Employees expect the quality of work to be measured periodically by the company
- Employees expect to stress less work.

## 7. CONCLUSION

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. A desirable work-life balance leads the individual towards feeling less apprehensive in their abilities to manage work and non-work commitments and hence make them less prone to thoughts that may lead to depleting their physical and mental resources. This article done in APSPDCL in Tirupati, we conducted some questionnaire among the employees regarding the work life balance. Employees responded to the questionnaire and it was found that in the analysis, the employees are satisfied about the work life balance. The management is providing all the welfare facilities to the employees and also continuously striving towards improving the work life balance of its employees. Employees also get good facilities from the organization regarding their health, wealth, career activities and also providing leave and canteen facilities for them. All the employees at maximum percentage in APSPDCL Tirupati, expresses their satisfactory levels in maintaining their work life balance. The results of this study show that a variety of elements, such as workplace culture and environment, HR regulations, job insecurity, compensation plans, and other factors, contribute to the persistence of the work-life balance issue. The stress that employees face while juggling work and family obligations has an impact on their performance both at work and at home. Employees should set objectives and excel in both their careers and their families in order to achieve a decent work-life balance. The study will contribute to the ongoing discussion on work-life balance and its importance in creating a sustainable and healthy workforce.

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