



A Study On Perceived Superior Support To Work Life Balance At Kaleesuwari Refinery Pvt Ltd

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ABSTRACT

This study investigates the perceived role of superior support in enhancing work-life balance among employees in a manufacturing company. With a sample size of 260 respondents selected from a population of 800, the study employs statistical tools such as regression analysis, ANOVA, and correlation to examine the impact of managerial support, leadership styles, and communication practices on employees' personal and professional well-being.

Keywords: Work life balance, superior support, managerial support, leadership style, communication practices, employee well-being, flexible work schedule

I. INTRODUCTION

In today's world, **work-life balance** has become a necessity to be a successful professional as well as empowering personality at home, as the boundaries between the work and personal life have become increasingly blurred. Work-life balance in general refers to maintaining the equilibrium between professional responsibilities and personal life. It involves effective management of time and energy to fulfill work commitments while also dedicating adequate attention to personal well-being, family, hobbies, and relaxation. **Superior support in work-life balance**, especially from a supervisor or manager, means fostering a positive and understanding environment where employees feel valued and supported in their efforts to balance work and personal life. This involves active listening, encouraging breaks, offering flexibility in work arrangements, and promoting a culture of well-being.

II. REVIEW OF LITERATURE

al hakim, M.L, & soetjipto, B.W (2020) This study was conducted to see the effect of leader-member exchange and fun at work engagement and deviant workplace behaviour in Indonesian Telecommunication Company. Respondents are permanent employees of Telkom Indonesia Company located at the headquarters involving 130 respondents. The data were collected using a set of questionnaires and were analyse using SEM technique with LISREL 8.80 application. The results showed that leader-member exchange has a positive significant effect on fun at work and work engagement and negative significant effect on deviant workplace behaviour. In addition, this study also found that fun at work has a positive and significant effect on work engagement but does not have a significant effect on deviant workplace behaviour. This study also compared the direct influence of leader- member exchange on work engagement and deviant workplace behaviour with the indirect one through fun at work.

III.OBJECTIVES OF THE STUDY

Primary objective

To analyse the role of superior supportive factors that affect Work-Life Balance at a manufacturing company.

Secondary objective

- To determine the correlation analysis age and the leadership style in my department is empowering rather than controlling as we receive timely feedback and guidance on my work.
- To examine the Anova analysis martial- status and how satisfied are you with the confidential services provided by your organization.
- To analyse the chi-square test for age and how many hours of overtime do you typically work in a week.

IV. RESEARCH METHODOLOGY

Research Design

The research design for my study is primarily **descriptive research design**, It involves survey and fact finding enquire of different kinds of major purpose of descriptive research is description of state of affairs, as it exists up to present. The main characteristics of this method are researcher has no control over the variable. Questionnaire type is used for this research. **Area of Study**

The study was conducted at the “at **kaleesuwari refinery private limited company**.”

Population and sampling

- **Population Size:** The total employee population at the selected location was approximately **800**.
- **Sample Size:** A Sample of **260 employees** was selected for the study.
- **Sampling Technique: Stratified Random Sampling** is a probability sampling technique where the population is divided into distinct subgroups (strata) based on a specific characteristic (e.g., age, job level, gender), and then a random sample is taken from each subgroup. This ensures that each subgroup is

adequately represented in the final sample.

Sources of Data

- **Primary Data:** Primary data for this research has been collected from Personal Interaction with the employees in at KALEESUWARI REFINERY PRIVATE LIMITED COMPANY IN MAMBAKKAM

Methods of collecting primary data:

- **Questionnaire:** It is a set of printed or written questions with a choice of answers, devised for the purposes of a survey or statistical study.
- **Secondary Data:** Secondary data for this research is collected from the journals, book, and websites.

Tools Used for Analysis

Quantitative data collected from the survey was analysed using **SPSS software**, applying the following statistical tools:

V. ANALYSIS AND INTERPRETATION

Correlation analysis: found strong positive correlation between age and leadership.

ANOVA: revealed significant differences in satisfied for confidential counselling across martial- status.

Chi- square: showed significant association between age and overtime responses.

S. NO	Tool used	Variable Analyses	Test value	Significance (p-value)	Exact Inference
1	correlation	Age vs leadership	$r = 0.812$	$P < 0.01$	Strong positive correlation between age and leadership
2	One- Way ANOVA	Satisfied for confidential counselling across martial- status	$F = 1197.134$	$P = 0.005$	Job satisfaction increase significantly with Satisfied for confidential counselling increases martial- status
3	Chi-square analysis	Age vs overtime	$X^2 = 14.26$	$P < 0.001$	Significant association between age

						overtime.
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VI.FINDINGS

- ❖ It is found that 38% of the respondents are age between 31-40
- ❖ It is found that 139% of the respondents are male
- ❖ It is found that 63.1% respondents are married
- ❖ It is found that 38% respondents are hr departments
- ❖ It is found that 29.6% respondents are 6-10 years work experience with current employer
- ❖ It is found that 38% respondents are strongly disagree of work related or family issues
- ❖ It is found that 59.2% respondents are satisfied for confidential counselling
- ❖ It is found that 26.9% respondents are strongly agree for parental leave and childcare support
- ❖ It is found that 43.5% respondents are over time work in a week for 15-20 hours
- ❖ It is found that 55.8% respondents are agree for flexible work schedule
- ❖ It is found that 56.2% respondents are agree for open to feedback
- ❖ It is found that 55.8% respondents are agree for break and leave entitlement in emergency
- ❖ It is found that 55.4% respondents are agree for work load boundaries.

VII.SUGGESTIONS

- ❖ Address gender data accuracy
- ❖ Enhance communication and feedback channels
- ❖ Promote confidential counselling services
- ❖ Improve work life balance policies
- ❖ Promote leave and childcare support
- ❖ Focus on leadership development
- ❖ Strengthen well-being and mental health initiatives
- ❖ Enhance workload management and emergency leave policies
- ❖ Empower employee voice
- ❖ Provide targeted support for work-life interference

VIII.CONCLUSION

The study reveals critical insights into employee demographics, work satisfaction, and organizational support systems. A significant portion of respondents are aged between 31–40, predominantly male, married, and working in the HR department with 6–10 years of experience. The data reflects moderate to strong employee satisfaction in areas like confidential counselling, flexible work schedules, and supervisor support during stressful periods. Moreover, there is a positive perception of parental leave policies, feedback mechanisms, and emergency leave entitlements. Employees also agree on the importance of clear communication from supervisors, workload boundaries, leadership support, and work-life balance.

However, some responses suggest room for improvement in areas like aligning work with personal life and enhancing overall well-being

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