



CERTIFICATE

This is to certify the project work entitled
“A STUDY ON WORK LIFE BALANCE”

is done by

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As a part of their Curriculum in the Department of Commerce

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B

MENTOR: MS.S. BHAGYA LAXMI

ANNEXURE-1
DECLARATION

I here by declare that the project entitled “**A STUDY ON WORK LIFE BALANCE**” is an original work done by me and has been submitted to the Department of Management Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

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ABSTRACT

The aim of this study was to determine the level and relationship between qualities of work life (QWL) with career-related variables. The sample consists of 475 executives from the electrical and electronics industry in the free trade zones in Malaysia for both the multinational corporations (MNCs) and the small medium industries (SMIs). The selection of respondents using stratified random sampling technique involves a complete list of industrial firms registered with Malaysian Industrial Development Authority (MIDA). Construct validity and discriminate validity were conducted on the instruments. Three exogenous variables were studied. The result indicates that the three exogenous variables are significant: career satisfaction, career achievement and career balance with 63% of the variance in QWL. The respondents appeared to be satisfied in respect to the level of QWL (49.5%), career achievement (70.3%), career satisfaction (63.8%) but less so far career balance (36.6%). These findings contribute to an understanding of ways by top management in attempts to attain a career fit between the needs of the employees and the needs of the organization. The role QWL plays in organizations is an understudied issue. The present study opens an avenue for more studies in this direction.

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CONCLUSION

After conducting an intense study on quality of work life program in ICICI prudential Life Insurance Company the following conclusions were derived.

- Organization should focus on the benefits that are aim towards Self-improvement of the employees
- Organization needs to maintain the appropriate balance of work.
- Opportunity for the career growth is very good.
- Benefits provided by the Organization are very good to satisfy the employee personal needs.
- Team work on the organization is very good.
- Organization should focus on training sessions in order to motivate the employees.
- Work stress on the employees is some what high.
- Organization needs to provide scope for the employee development.
- There is some discrimination at the work place.
- on the whole the quality of the work life program in ICICI prudential Life Insurance Company. Is good.