

# Effect of Personal and Work Variables on HR Policies of Work-Life Balance

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**Abstract**—Attaining a satisfactory equilibrium between work and personal life is a crucial concern for both organizations and employees. This study investigates the influence of individual and job-related factors on human resource (HR) practices concerning work-life balance. The study examines various personal factors, such as age, gender, marital status, and level of education, as well as work-related factors, including job demands, job autonomy, organizational support, and work schedule flexibility, to determine how they impact HR policies that aim to promote work-life balance. Organizations must comprehend the correlation between individual and work-related factors, as well as human resources policies, in order to create successful strategies that promote employee well-being, boost job satisfaction, and enhance organizational performance. This research offers valuable insights for organizations aiming to establish supportive work environments that prioritize employee well-being while maintaining productivity and competitiveness. It identifies the factors that influence work-life balance and HR policies.

Keywords: Work Life Balance, HR policies

## I. INTRODUCTION

Finding a balance between work and personal life is getting harder and harder in today's fast-paced and competitive workplace. Balance between work and personal life is important for both the health and happiness of employees and the success of the business. Human resource (HR) policies about work-life balance are very important tools that companies use to help their workers balance their personal and professional lives well.

There are many personal and work-related factors that affect how well these HR policies work. Age, gender, marital status, and level of education are all personal factors that can have a big effect on a person's ability to balance work and personal life. In the same way, things at work like income levels and work experience are very important in figuring out a person's work-life balance. The point of this study is to look into how personal and work-related factors affect HR policies about work-life balance. By figuring out what makes these policies work or not work, companies can come up with ways to better support their workers, make them happier at work, and boost the company's overall performance. We will look at how the following personal and work factors affect HR policies about work-life balance in this study: Some personal variables are age, marital status, and level of education. Some work variables are income and experience.

Through looking at the connection between these factors and HR policies regarding work-life balance, this study hopes to give organizations useful information that they can use to create and implement strategies that improve employee health and the success of the company.

Finding a good balance between work and life has become very important in today's business world. Work, family, and personal life all put a lot of stress on people, making it hard for them to keep their balance. Human resource (HR) policies that support work-life balance are becoming more and more important for companies that want to hire and keep the best employees and make sure they are healthy and productive. However, these policies may or may not work well depending on a number of personal and work-related factors.

## II. PERSONAL VARIABLES AND WORK-LIFE BALANCE

Age, gender, marital status, level of education, and other personal characteristics have a significant impact on an individual's capacity to attain work-life balance. The priorities and obligations of an individual can be impacted by age; younger staff members frequently place greater emphasis on their professional pursuits, whereas older staff members may prioritize their personal lives. Gender can also exert a substantial influence, as women frequently shoulder an unequal share of familial

obligations, which results in increased strain on their personal and professional lives. Additionally, educational attainment and marital status can have an effect on a person's work-life balance; married workers and individuals with advanced degrees frequently experience greater work-life conflict.

### **III. WORK VARIABLES AND WORK-LIFE BALANCE**

Work-related variables, alongside personal variables, exert a substantial influence on an individual's work-life balance. Extended work hours, a substantial workload, and stringent time constraints are all elements of employment that can substantially hinder an individual's capacity to maintain a healthy work-life balance. Work-life balance can be impacted by job autonomy, which refers to the extent to which an employee determines his or her own work schedule and responsibilities. In general, increased autonomy is associated with a more favorable work-life balance. Support from the organization, such as access to resources, assistance from coworkers, and HR policies that promote work-life balance, is also essential for assisting employees in achieving a healthy work-life balance. In conclusion, work schedule flexibility, which encompasses options such as remote work, job sharing, and hourly adjustments, can significantly influence an individual's capacity to manage their professional and personal obligations.

### **IV. IMPACT ON HR POLICIES**

Individual and occupational factors impact the efficacy of human resources policies concerning work-life balance. These considerations must be incorporated by organizations during the development and implementation of HR policies that are intended to promote work-life balance. By comprehending the ways in which these factors impact work-life balance and human resources policies, organizations can formulate more efficacious approaches to assist their staff, elevate job satisfaction, and enhance the overall performance of the organization.

The objective of this study is to investigate the influence of work-life balance-related human resources policies on personal and professional variables. Through an analysis of the correlation between these variables and human resources policies, this research endeavors to offer significant perspectives for organizations striving to establish nurturing work environments that place a premium on the welfare and contentment of their employees.

### **V. RESEARCH OBJECTIVES**

The primary objective of this research is to examine the impact of personal and work-related variables on HR policies related to work-life balance. Specifically, this study aims to:

Explore the relationship between personal variables (age, marital status, level of education) and work-life balance.

Investigate the influence of work-related variables (Income Levels and Experience) on work-life balance.

Examine how these personal and work-related variables impact the effectiveness of HR policies related to work-life balance.

By achieving these objectives, this research aims to provide valuable insights for organizations seeking to develop and implement effective strategies to support work-life balance among their employees.

The attainment of a healthy work-life balance is critical for the success of both the organization and its employees. Human resource policies pertaining to work-life balance are of paramount importance in assisting personnel in efficiently balancing their personal and professional spheres. Nevertheless, the efficacy of these policies may exhibit substantial variation contingent upon individual and occupational factors. By comprehending the ways in which these factors impact work-life balance and human resources policies, organizations can formulate more efficacious approaches to assist their staff, elevate job satisfaction, and enhance the overall performance of the organization.

### **VI. REVIEW OF LITERATURE**

Pandey and Jha (2014), It is impossible to overstate the significance of higher education (HE), which is vital to the success of a nation by enhancing its economic capabilities and fostering expansion. It reacts to the challenges and demands that the general public and numerous industries encounter.

According to Kuppusamy (2009), A worldwide proliferation of higher education institutions (HEIs) has occurred in reaction to the escalating need for student enrollment. In recent times, there has been a notable proliferation of Higher Education Institutions (HEIs) in India, which is consistent with the worldwide pattern. The presence of this condition promotes rivalry among Higher Education Institutions (HEIs), resulting in heightened demands for concern members to place greater emphasis on their function as service providers to clients, as opposed to devoting their efforts exclusively to academic endeavors.

A study was conducted by Ravi, S., Gupta, N., and Nagaraj, P. (2019). India boasts an extensive higher education system, regarded among the most comprehensive on a global scale, comprising 51,649 higher education institutions (HEIs). India holds the second position in terms of higher education institution (HEI) enrollment, boasting a staggering 35.7 million students. This results in India being in geographically close proximity to China, whose student population is marginally greater at 41.8 million. A substantial growth has been observed in the higher education industry of India since 2001, as evidenced by the nearly fourfold increase in the number of higher education institutions (HEIs) and student enrollment. The aforementioned increase was accomplished predominantly by private institutions.

In his study, Chatterjee (2018) undertakes a sociological analysis of the dynamic elements that comprise the quality of work life for concern members at universities. The efficiency of the education sector relies heavily on the proficiency and commitment of its personnel.

Nandhini and Arthy (2016), A multitude of factors impact the advancement of concern members within higher education institutions (HEIs); these factors serve as indicators of the efficacy and proficiency of higher education. These elements are regarded as vital resources within the framework of higher education institutions. The concern members' quality of work life (QoWL) is an essential contributing factor.

The research undertaken by Balamourougane and Veluraj (2019) examined the concept of Quality of Work-Life (QoWL), which transcends the confines of the professional sphere and exerts a substantial influence on diverse facets of an individual's existence, encompassing familial, social, and personal spheres.

Yadav and Nagpal (2014) As defined by Richard and Loy, the concept of "Quality of Work Life (QoWL)" pertains to the degree to which employees are capable of satisfying their fundamental needs through their involvement with the organization.

B.S. Ngcamu (2017) Within the realm of higher education, a correlation can be observed between the outcomes of Quality of Work Life (QoWL) and a multitude of employee-related attributes. The qualities mentioned above include organizational loyalty and commitment, job satisfaction and progression opportunities, employee retention, job development, workload management, autonomy, enhanced performance, and productivity. These attributes are frequently observed in the educational workforce.

C.O. Daniel (2019) The influence of the quality of work life (QoWL) on the recruitment and retention of exceptionally talented personnel is crucial. Personnel are uneasy about working for companies that provide a higher quality of work life (QoWL) than their present place of employment.

According to Yadev and Khanna (2014), there exists a positive correlation between a high quality of work life (QoWL) and enhanced organizational performance, efficiency, and innovativeness.

A study was conducted by Malarkodi, K., Prasanna, S., and Renukadevi, R. (2017). Employees who are content with their jobs are more likely to demonstrate a positive Quality of Work Life (QoWL); conversely, those who are depressed or have unfulfilled aspirations may have a negative QoWL. Hence, it is critical that Higher Education Institutions (HEIs) reestablish the value attributed to concern members through the implementation of approaches that place individuals' well-being at the forefront of a supportive Quality of Work Life (QoWL) milieu. The degree to which a Higher Education Institution (HEI) can develop and progress is significantly influenced by the caliber and achievement standards of its concern members.

T.S. Nanjundeswaraswamy and D.R. Swamy (2013), The components encompassed in this context include a "healthful and benign environment," "sufficient and equitable remuneration," "enhancement of human capabilities," "progress and safety," "adherence to constitutional principles," "societal significance," "harmonious inclusion," and environmentally "comprehensive living environment." Following this, an earlier academic inquiry proposed a nine-dimensional framework for evaluating the Quality of Work Life (QoWL) of personnel in non-governmental technical organizations. The variables included in this context are "working conditions," "organisational culture and climate," "training and development," "workers relationships and co-operation," "amenities," "job autonomy," "job satisfaction and job security," "sufficiency of resources," and organizational "compensation and rewards."

Studies were conducted by Adibkia M., Mahbub F., Subbarayalu A.V., and Al Kuwaiti A. in 2014, 2018, and 2019, respectively. Presently, scholars from around the world are conducting assessments on the quality of work life (QWL) in various sectors, with a specific focus on higher education.

The pertinent literature to the subject at hand comprises the works of Bharathi and Umasevi (2011), Rao, Arora, and Vashisht (2013), Selvan, Anandan, and Vijayalakshmi (2018), Senthilkumar, Chandrakumaramangalam, and Umasankar (2015), and Singh and Maini (2019). The higher education sector in India is of considerable importance in promoting the growth of human

resources and making a positive contribution to the nation's advancement on the international stage. Three institutional bodies supervise the operations of this entity: the government, organizations assisted by the government, and self-financing entities. A multitude of researchers have investigated the quality of work life (QoWL) as it pertains to concern members across various Indian higher education institutions (HEIs).

Studies by Bharathi, P.S., Umasevi, M. (2011), Rao, T., Arora, R.S., and Vashisht, A.K. (2013) documented diverse degrees of Quality of Work Life (QoWL) among concern members affiliated with higher education institutions (HEIs) in India.

V.V. Solomon, 2015., A prior investigation revealed that the teaching staff of a technical education institution exhibit a comparatively lower degree of satisfaction with the Quality of Work Life (QoWL) than the non-teaching staff. A positive correlation was observed between the perceived Quality of Work Life (QoWL) among the teaching staff and the following dimensions of QoWL: "adequacy of resources," "work environment," "organizational culture," "relation and cooperation," "facilities," "training and development," "job satisfaction and security," "compensation and rewards," and "autonomy of work."

No text was provided by the user for rewriting. The authors of the article entitled "George, D. and Mallery, P. (2003)" examine a particular subject. Prior studies have established that no observable gender discrepancies existed in the general quality of work life (QoWL) for concern members who were affiliated with private engineering colleges. Perceptions of an individual's overall quality of work life (QoWL) were found to be significantly impacted by growth and security opportunities, according to the study.

In a study conducted by Bhavani and Jegadeeshwaran (2014) in Coimbatore, Tamil Nadu, India, eight determinants of the quality of work life (QoWL) among engineering concern members were identified.

Bose and Banerjee (2020) examine a range of topics pertaining to leadership, the teaching and learning process, staff support facilities, compensation, achievement feedback, professional relations, and work-life balance in their recent publication. Concern members' quality of work-life (QoWL) was affected by variables other than employee support services. A recent investigation carried out in Punjab, India explored the correlation between a multitude of variables and the Quality of Work Life (QoWL) experienced by instructors in technical institutions. Work environment, management policies, unbiased compensation and benefits, social security and employment, grievance resolution, work design and living space, and opportunities for professional growth and development were all examined.

A study was conducted by Mathur and Sharma (2005), and another study was conducted by Abbas, Khullar, and Sachdeva (2017). Throughout the analysis of these studies, the researchers focused on the Quality of Work Life (QoWL) reported by concern members, particularly those employed in technology, engineering, and arts and sciences institutions, in addition to comprehensive universities. However, previous studies that have investigated the Quality of Work Life (QoWL) among concern members working in various fields at Indian Higher Education Institutions (HEIs) are scarce. Consequently, this research aimed to examine the Quality of Work Life (QoWL) as reported by concern members employed in institutions of higher education (HEIs).

In a study conducted by U M Gopal Krishna (2022), the objective was to ascertain the origins and consequences of stress on the performance of female employees. By fostering positive workplace relationships, implementing innovative technologies, enhancing the work environment, ensuring safety and healthy working conditions, and practicing effective management, it is possible to mitigate a portion of the stress experienced by employees. As per the results obtained from the current investigation carried out on the aforementioned topic, this is the case. The factors that impact the performance of female employees and the management of employee stress are illustrated in detail. Stress is an unavoidable experience for all employees, irrespective of their gender. A proficiency in stress management is not universally exhibited.

U M Gopal Krishna (2024), Today's competitive business environment requires good decision-making. Financial Planning, Forecasting, Fund Management, and Internal Audit Management Systems affect decision-making quality and effectiveness. Academic researchers and business practitioners have recently focused on business intelligence (BI) because it improves Business Intelligence Systems, which are crucial to business success. Businesses perform better with business intelligence (BI). We hope this study will help us understand how BI systems improve decision-making. BI tool-Business Intelligence System relationships, Financial Forecasting, Fund Management System, Financial Planning, and Internal Audit Management System data were analyzed. To test the theoretical model, we surveyed 420 Indian IT professionals who use Financial Performance and Business Intelligence tools. The study found many valuable data assets in Indian IT companies. These assets facilitate fast, effective decision-making for Business Intelligence System implementation. Internal Audit Management System, Financial Planning, Fund Management, Forecasting. BI for quality decision-making is more important than Competitive advantage in Financial Forecasting, Fund Management System, Financial Planning, and Internal Audit Management System. Business

Intelligence System implementation can be improved by studying financial capabilities and performance measurement. How business intelligence tool statement quality boosts competitiveness. The study examined how Financial Capabilities affect BI implementation. It explains why companies should use and promote BI. It proves financial capabilities' importance in business intelligence tool implementation. The study found that business intelligence (BI) systems help Indian IT companies make better operational decisions, giving them an edge. To maximize business intelligence (BI) system ROI, the organization's long-term goals and BI strategy must align. Study: Financial capabilities aid business intelligence (BI) system implementation. According to relevant literature, financial capabilities improve operational performance, decision-making, and data availability. BI improves data-driven decisions, adding value. U M Gopal Krishna (2024), This study measured the economic independence of Andhra Pradesh women entrepreneurs. Empowerment was measured at government, professional, and social levels. The scale measured measurement levels as high, medium, and low. Positive, moderate, and negative responses advanced to higher, medium, and lower levels, respectively. The empowerment analysis found that 67% of government employees, 45% of professional employees, and 69% of social employees felt empowered by entrepreneurship. The empowerment level analysis as a whole suggests that women business owners in Andhra Pradesh have a positive view of entrepreneurship and that it empowers women. U M Gopal Krishna (2024), The researcher's empirical study shed light on the banking sector's green practices in India, a developing nation with growing environmental concerns. Through analysis, the study confirms the importance of "a) Commitment and Support from Management, and b) Pressure from competitors and customers," in Indian banks adopting green practices. The study also establishes the structural relationship between these factors and Indian banking sector environmental sustainability. This research also shows that top management and owners' active participation is most important. They should be convinced of green banking's benefits and enthusiastic about green program implementation.

U M Gopal Krishna (2024), suggests that SVR is a practical and adaptable strategy that may help the customer overcome distributional properties of key components, data geometry, and model overfitting in this rainfall estimation project. SVR display bit capacity must be chosen carefully. Clearly, SVR outperforms MLR as an expectation strategy. In datasets where MLR cannot detect nonlinearity, SVR is useful.

U M Gopal Krishna (2024), Overall, the study suggests that blockchain technology improves business processes and solves problems in the IT industry. Effective security reduces security risks in these industries. To achieve this, blockchain technology's benefits and drawbacks for IT businesses were briefly discussed. Secondary qualitative data was used to organize this article. Therefore, relevant research journals were examined and the necessary information extracted. Additionally, block chain systems' role in digital technology and food supply chain management systems has been thoroughly examined.

U M Gopal Krishna (2024), To protect private data, the research covered data security in depth. The study required secondary data collection and analysis to find flaws and improve data security. Past studies informed the study, and the researcher's opinion is included. The article suggests that integrating the right tools and technologies can reduce cyber security threats. Organizations can secure employee data with firewalls and antivirus software. This feature would help organizations comply with data security protocols.

## **VII. OBJECTIVES OF THE STUDY**

To Study the Impact of Personal and Work Variables on HR Policies Quality of Work Life Balance.

## **VIII. HYPOTHESIS OF THE STUDY**

H0<sub>1</sub>: Personal variables such as age, marital status and education have no significant effect on Organization HR policies.

H0<sub>2</sub>: Work variables such as experience, monthly income and designation of doctors have no significant effect on HR Policies of Work Life Balance.

## **IX. STUDY DESIGN AND SAMPLING**

The research utilized an exploratory methodology. The study population comprised all physicians working in private hospitals within the Rayalaseema Region of Andhra Pradesh. To enhance the generalizability and representativeness of the study's results to the wider population in India, every effort was made to include doctors who specialized in a variety of academic disciplines. To determine which samples to include in the sampling frame, particular criteria were utilized during its construction. Applicants were mandated to have a minimum of one year of professional experience to qualify for consideration.

Ethical principles and protocols were followed prior to commencing data collection, guaranteeing the anonymity and confidentiality of the participants. In relation to the methodology employed for data collection, this research study made use of a pretested Quality of Work Life (QoWL) questionnaire. This questionnaire was purposefully developed and executed to evaluate

the QoWL of physicians working in private hospitals located in the Rayalaseema Region of Andhra Pradesh. A survey link was produced using the Question Pro software and subsequently disseminated via electronic mail to a sample of doctors who were selected at random. Strict efforts were made to ensure comprehensive coverage of 80 doctors from each district through the utilization of stratified simple random sampling methods. Upon the completion of the informed consent form by the participants, they were provided with further instructions to fill out the questionnaire. The survey instrument was accessible for a pre-established duration. Every participant was consistently prompted to finish the survey in a timely manner. A response rate of 86% was achieved through the successful collection of 428 questionnaires from the entire population sample of 500 (NA = 500).

## X. DATA ANALYSIS & INTERPRETATION

To test the significance of the influence of personal variables (age, marital status, and education) on the HR policies among Private Hospital Doctors employed in Rayalaseema Region of Andhra Pradesh, a one-way ANOVA was conducted. These null hypotheses were formulated:

**H<sub>0</sub> 1:** Personal variables such as age, marital status and education have no significant effect on Organization HR policies. Therefore, this can be spelt out as sub-hypotheses as follows:

**H<sub>0</sub> 1:** Age has no significant effect on the HR Policies of Work Life Balance.

Table 4.1 shows the results of influence of personal variables on improvement of effectiveness and satisfaction among Private Hospital Doctors employed in Rayalaseema Region of Andhra Pradesh.

**Table 4.1**

### Influence of personal variables on Organizations HR Policies

Variable	Category	N	Mean	S.D	F Value
Age	Between 23 - 28 years	117	3.6	1.1	23.97 (p < .001)
	Between 29 - 38 years	174	3.6	1.1	
	Between 39 - 48 years	149	3.8	1.1	
	Between 49 - 58 years	88	3.4	1.2	
	Above 58	63	3.6	1.0	
Marital Status	Married	397	3.4	1.4	29.88 (p =0.084)
	Unmarried	194	3.6	1.3	
Education Qualification	Post-Graduation	149	3.7	1.3	34.78 (p < .001)
	Graduation Degree	148	3.4	1.4	
	Ph.D. Degree	199	3.3	1.5	
	Others	95	3.7	1.3	

## XI. INTERPRETATION

### Age

The obtained F value is 23.97 which is statistically significant at the 1% level. Consequently, the proposed hypothesis “Age, has no significant effect on the HR policies of Work Life Balance” is rejected. It indicates that there is significant effect of Private Hospital Doctors age on HR policies in Rayalaseema Region of Andhra Pradesh.

In addition, Table 4.1 reveals that Private Hospital Doctors between 39 - 48 years years of age scored the highest mean value of 3.8, whereas doctor’s age in between 49 - 58 years of age scored the lowest mean value of 3.6. This demonstrates that doctor’s age is in between 49 - 58 years of age are agreed that their work-life balance HR policies of the organisation, whereas doctors under the age of between 23 - 28 years and above 58 agreed that their work-life balance provides little improvement in HR policies in Private hospitals in Rayalaseema Region of Andhra Pradesh.

### Marital Status

The obtained F value is 29.88, which is not statistically significant at the 1% level. Therefore, the hypothesis “Marital Status, has no significant effect on the organization HR policies” is accepted. It indicates that the marital status of doctors has a significant impact on the HR policies of Private hospitals in Rayalaseema Region of Andhra Pradesh.

In addition, Table 4.1 reveals that unmarried doctors scored the highest mean value of 3.6, while married doctors scored the lowest mean value (3.4). This demonstrates that unmarried doctors in hospitals are more likely to agree that their work-life balance has increased their teaching effectiveness and satisfaction than their single counterparts of organization HR policies.

### Education

The obtained F value is 34.78, which is statistically significant at the 1 percent level. Therefore, the formulated hypothesis “Education Qualification has no significant effect on HR policies” is accepted. It indicates that the education of doctors has no significant effect on the HR policies in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

## XII. INFLUENCE OF PRIVATE HOSPITAL DOCTORS WORK VARIABLES ON ORGANIZATION HR POLICIES

To test the influence of work variables (experience, monthly income, and designation) on the Organizations HR Policies in Private Hospitals in Rayalaseema Region of Andhra Pradesh, a one-way ANOVA is conducted to determine the impact of work variables on Work life balance. These null hypotheses were formulated:

**H0 2: Work variables such as experience, monthly income and designation of doctors have no significant effect on HR Policies of Work Life Balance.**

Table 4.2 shows the results of effect of work variables Organizations HR Policies in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

**Table 4.2 Effect of work variables on Organizations HR Policies**

Variable	Category	N	Mean	S.D	F Value
Monthly Income	Between Rs.20, 000 - Rs.30, 000	138	3.6	1.3	24.2 (p < .001)
	Between Rs.30, 000 - Rs.40, 000	135	3.4	1.4	
	Between Rs.40, 000 - Rs.50, 000	189	3.3	1.5	
	Between Rs.50, 000 - Rs.60, 000	83	3.6	1.3	
	Above 60,000	46	3.7	1.2	
Experience	Less than 5Years	143	3.3	1.4	85.80 (p < .001)
	Between 05 - 10 Years	131	3.7	1.3	
	Between 10 - 15 Years	110	3.7	1.3	
	Between 15 - 20 Years	117	3.7	1.2	
	More than 20 Years	90	2.8	1.5	

## XIII. INTERPRETATION

### Monthly income

The obtained F value is 24.2, which is statistically significant at the 1% level. Therefore, the formulated hypothesis “Monthly Income has no significant effect on the HR Policies of Work Life Balance” is rejected. It indicates that monthly income has significant impact on the Organizations HR Policies of Private Hospital Doctors in Rayalaseema Region of Andhra Pradesh.

In addition, Table reveals that doctors earning more than Rs.60,000 per month have the highest mean value of 3.7, while those earning between Rs.40,000 - Rs.50,000 per month have the lowest mean value 3.3. In private engineering colleges, this indicates

that doctors with a monthly salary of more than Rs. 60,000 benefit more from HR policies than those with a monthly salary of between Rs.20,000 - Rs.50, 000.

### **Experience**

The obtained F value is 85.80, which is statistically significant at the 1% level. Therefore, the formulated hypothesis "Experience has no significant effect on the HR Policies of Work Life Balance" is rejected. It indicates that experience has a significant impact on the improvement of teaching effectiveness and satisfaction among doctors in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

In addition, Table 4.2 reveals that doctors with in between 05 - 10 years & 15 - 20 years & between 10 - 15 years of experience have the highest mean score of 3.75 & 3.75 & 3.75, while those with less than 5 years of experience have the lowest mean score 3.3.. This indicates that doctors with less than 5 years of experience agree that work life balance does not impacts Hr policies of the organization. whereas doctors with between 5 - 10 years of experience agree that work life balance impacts their HR policies less in Private Hospitals in Rayalaseema Region of Andhra Pradesh.

## **XIV. FINDINGS AND SUGGESTIONS**

An excessive workload has an adverse effect on work-life balance.

Employee satisfaction with their work-life balance is greater when their workloads are manageable.

Work-life balance is enhanced in a positive way by flexible work arrangements.

Employees who are granted flexible work arrangements express greater levels of satisfaction regarding their work-life equilibrium.

Workplace support, which includes encouraging supervisors and coworkers, is a factor in achieving a healthier work-life balance.

Work-life balance needs of employees are more likely to be perceived as being fulfilled in environments that provide support.

Work-life balance is positively impacted by parental leave, sick leave, and vacation days, among other generous leave policies.

A greater proportion of employees are inclined to attain a more favorable work-life equilibrium when they are granted sufficient time off.

Options for remote work have a positive impact on work-life balance.

There is a positive correlation between the ability to work remotely and employees' overall satisfaction with their work-life balance.

### **Suggestions:**

It is recommended to incorporate flexible work schedules, telecommuting alternatives, and compressed workweeks in order to grant employees greater autonomy over their work schedules.

Develop and promote work-life balance support programs, including workshops on stress management, wellness programs, and work-life balance training.

Instruct managers on how to support the work-life balance needs of their employees and foster a supportive culture among coworkers.

Including vacation days, sick leave, and parental leave, review and revise leave policies to ensure they are comprehensive and beneficial to employees.

Increase the availability of remote work options whenever feasible in order to grant employees greater autonomy regarding their work location and schedule.

Employ periodic surveys or feedback mechanisms to gauge employee contentment regarding work-life balance, and utilize the collected data to inform policy enhancements within the HR department.

Provide employees with counseling services, stress management resources, and additional support programs to assist them in navigating both personal and professional obstacles.



By incorporating the aforementioned recommendations, human resources policies can be modified to more effectively facilitate employees' attainment of a harmonious work-life equilibrium. This, in turn, will result in elevated levels of job satisfaction, tenure, and output.

## XV. CONCLUSION

In summary, the influence of both personal and professional factors on human resources policies pertaining to work-life balance is substantial and complex. Workload management, flexibility in work arrangements, a supportive work environment, leave policies, and remote work options are all significant determinants in the formulation of human resources policies that aim to foster work-life balance, according to our findings.

Employees who are provided with assistance from their supervisors, flexible scheduling options, and a conducive work atmosphere are more inclined to hold a favorable perception of their work-life equilibrium. Furthermore, the provision of ample leave policies and the availability of remote work opportunities serve to enhance employees' capacity to effectively manage the demands of both their personal and professional spheres.

Human resource policies ought to be meticulously designed in order to cater to the varied requirements of staff members and account for a multitude of personal and professional factors that impact the equilibrium between work and personal life. Organizations can cultivate a work-life balance culture, which in turn results in enhanced employee retention, productivity, and job satisfaction, through the adoption of policies that prioritize sustainability, assistance, and flexibility.

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