



IMPACT OF WORK-LIFE BALANCE AND STRESS AMONG EMPLOYEES OF ONGC, RAJAHMUNDRY ASSET

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Abstract

The main subject of this abstract is the study of WLB(work-life balance) and stress among employees at Oil and Natural Gas Corporation Limited (ONGC), a sizable company in the oil and gas sector. Due to their positions and responsibilities, ONGC's personnel frequently confront particular difficulties, making it crucial to comprehend the impacts of stress and work-life balance on their general well-being and job performance. To acquire complete data, the study used quantitative surveys. An ONGC sample of employees from all departments was chosen to participate in the study. According to the findings, long working hours, high levels of responsibility and accountability, workload and deadline demands, operational difficulties, and shift work requirements all contribute to the severe work-related stress employees in ONGC suffer. They suffer negative effects on their well-being and WLB due to these stressors. The study also emphasized how crucial organizational culture affects stress levels and work-life balance. Stress levels were found to be lower and work-life integration stronger in organizations that emphasize work-life balance and give supervisors the support and resources they need. The report put forth a number of recommendations to solve the problems found. They included optimizing job distribution, offering stress management training and mental health assistance, establishing flexible work arrangements to aid employees in managing their responsibilities, and fostering a work-life balance culture across the organization. The study emphasized the value of a healthy work-life balance in improving the general job satisfaction, productivity, and well-being of employees at ONGC Limited. The company can create healthier and more efficient staff, increasing performance and employee retention, by adopting techniques to reduce stress and promote WLB.

Introduction

WLB and workplace stress are important issues impacting an employee's health, happiness, and general productivity. Employees must maintain a positive WLB in order to feel satisfied on both professional and personal levels. Organizations may build a healthier and more productive work environment that will boost job satisfaction and overall success by tackling WLB and stress in the office. It is impossible to overestimate how important work-life balance is because it greatly impacts people's health and general quality of life, as well as how successful organizations are. WLB is the harmony between a person's professional and personal activities, including family, leisure, and other pursuits. In Oil and Natural Gas Corporation Limited (ONGC) or any other large organization, employee WLB and stress levels can be a major concern. It's important to address work-life balance and stress issues unique to the employees because they frequently face more obligations and expectations than regular employees.

Employees began working from their homes rather than from offices due to the recent Covid-19 Pandemic breakout. "working from home" was first popularised during the post-pandemic

period. The rapid rate of change, immense pressure, ongoing decreases, shifting demographics, and growing use of technology characterize the workplace today.

The study's goal is to understand the stress associated with WLB among the

Literature Review

The main goal is to understand the WLB at Madurai-based Endhai Innovations Private Limited (Divyabharathi et al., 2014). (Melin et al., 2014) look into how work environments in higher education affect academic staff members' well-being and WLB, as well as how they manage their excessive workloads. to look into how the head AT helps staff members in the National Collegiate Athletic Association Division (Mazerolle et al., 2014) set achieve work-life balance. Analyzing how perceived stress varies among employees and how it correlates to employee performance (Benson et al., 2018) seeks to understand better how construction workers perceive their work-related stress. The goal of (Heiden et al., 2020) was to investigate the relationship between the frequency and volume of telework and academics' perceptions of their health, stress levels, recovery times, work-life balance, and intrinsic motivation for their work. (Cirstoveanu et al., 2020) Investigate the connection between physicians' assessed levels of the most important stressors and emotional intelligence. Based on a survey of healthcare professionals in Bangalore conducted in November and December of 2020 using pre-established variables measured on a Likert scale, (H.S. et al., 2021) study the support sources—the family and workplace—and their effects on the work-life balance. A quick survey of 168 clinical and administrative employees who are working in an urban behavioural health institution in the US evaluated the pandemic's effects on their health (Morse et al., 2021). 18 CNAs from four nursing homes participated in five focus groups that used an expressive-collaborative paradigm to explore topics related to trauma and resilience (Amateau et al., 2022). Among other important works is (Varma et al., 2016).

Some studies have looked at work-family balance, which is conceptually connected to WLB and related to a company's commitment, career satisfaction, and job satisfaction (Saraih et al., 2019). (Zivnuska, Carlson, & Grzywacz, 2009). The work-family balance was linked to greater organizational dedication and job satisfaction, according to Aryee, Srinivas, and Tan (2005). The major goal of Alwine Mohnen and Sarah Holly's research, "Impact of working hours on Work-Life balance," was to examine how workers' work schedules affected their job satisfaction. According to their study, lengthy hours often improve an employee's quality of life & general well-being. A study by Russo et al. (2015) found that social support in and outside at the workplace improves work-life balance by managing employees' diverse duties. In addition, to ensure workers are comfortable at work, the management promotes decentralising decision-making. (Mas-Machuca, Berbegal-Mirabent, & Alegre, 2016). The perceived work-life balance may be improved, and stress can be reduced by having a strong social network. Social support might come from loved ones, close friends, or coworkers (George et al., 2015). According to Mohan and Ashok (2015), who focused on the Indian context, job stress often arises when a person is given a significant project or duty without having the necessary skills or authority to manage it.

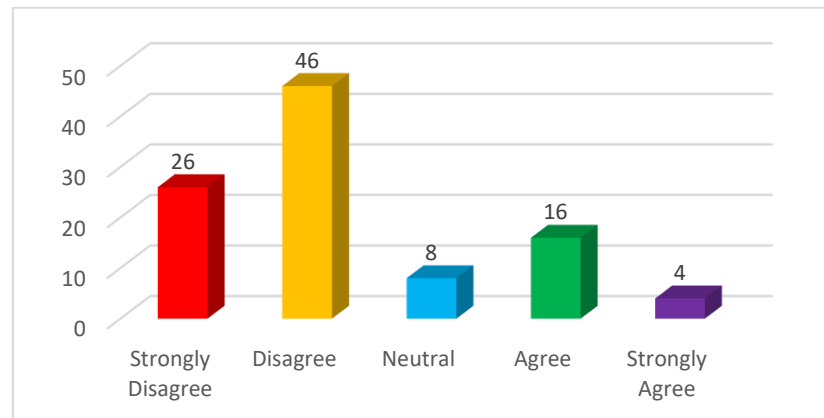
Research Methodology

This research was survey-based. Participants were ONGC employees that were involved in the Rajahmundry Asset. This research is quantitative, and the primary data came from a survey created especially for it. The research will use a non-probability, convenient, and purposeful sampling method. The data that was gathered was examined using spreadsheet software. The Area of Research is the employees, especially executives working in ONGC, Rajahmundry Asset sample size being 100 respondents.

Data Analysis:

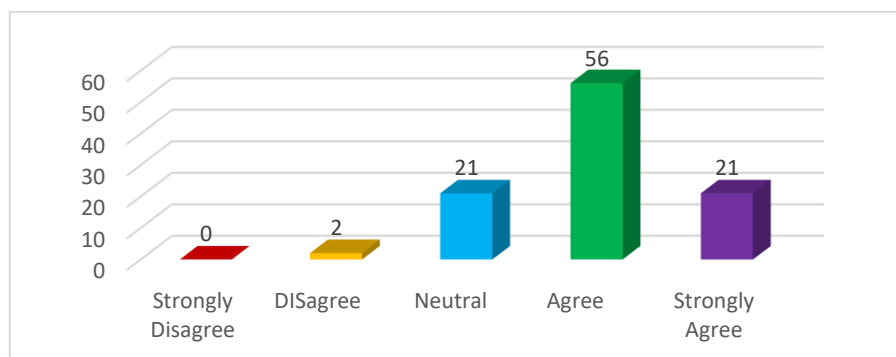
100 participants with a Mean \pm SD of 32.29 ± 2.17 years have been involved in the research. Of the 100 respondents, 71 were males, and 29 were females. The following is the interpretation of the questionnaires filled out by the participants of the study:

1. I have enough flexibility in my work schedule to manage personal commitments and family responsibilities



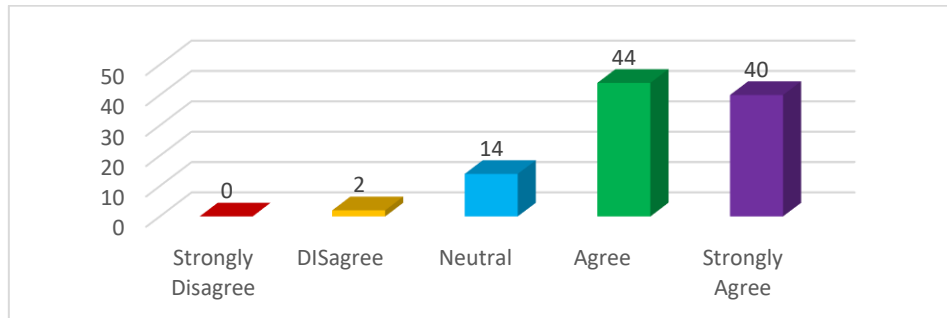
46 participants disagreed that they have enough flexibility in my work schedule to manage personal commitments and family responsibilities, 26 strongly disagreed, 8 gave neutral responses, 16 agreed, 4 strongly agreed

2. I am content with the work-life balance in my present supervisory position.



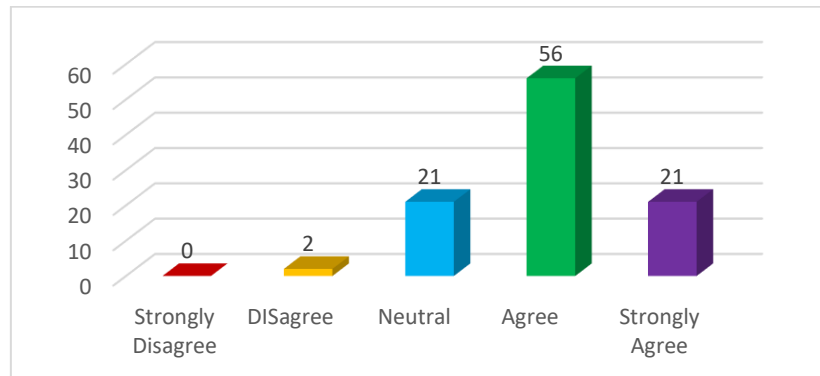
56 agreed that they were satisfied with the work-life balance in my current supervisory role, 21 strongly agreed, 21 gave neutral responses, and 2 disagreed

3. I feel supported by my immediate supervisor in maintaining a work-life balance.



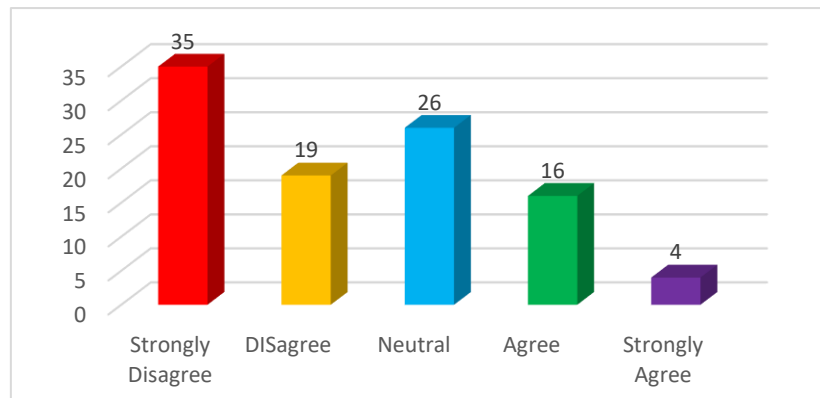
44 participants agreed that they feel supported by my immediate supervisor in maintaining work-life balance, 40 strongly agreed, 14 gave neutral responses, and 2 disagreed

4. I can effectively manage my personal and family responsibilities while fulfilling my work duties.



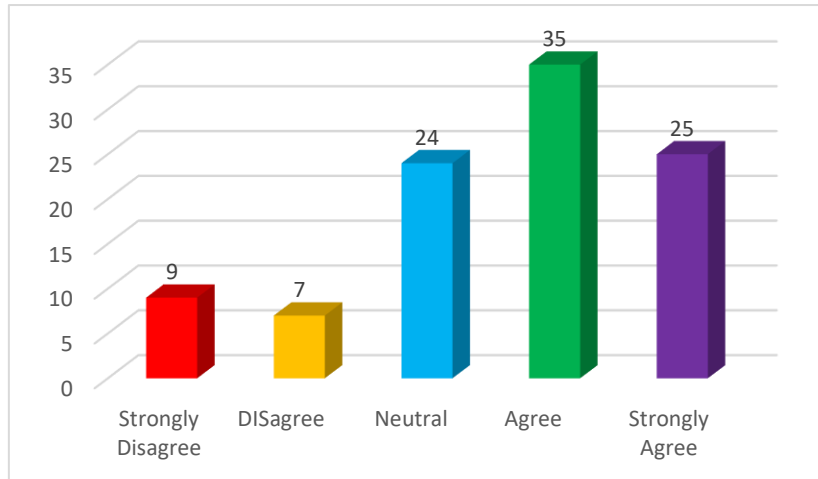
39 participants strongly disagreed that they could effectively manage my personal and family responsibilities while fulfilling my work duties, 29 disagreed, 16 gave neutral responses, 10 agreed, and 6 strongly agreed.

5. When needed, I can take advantage of flexible work arrangements (e.g., remote work, flexible hours).



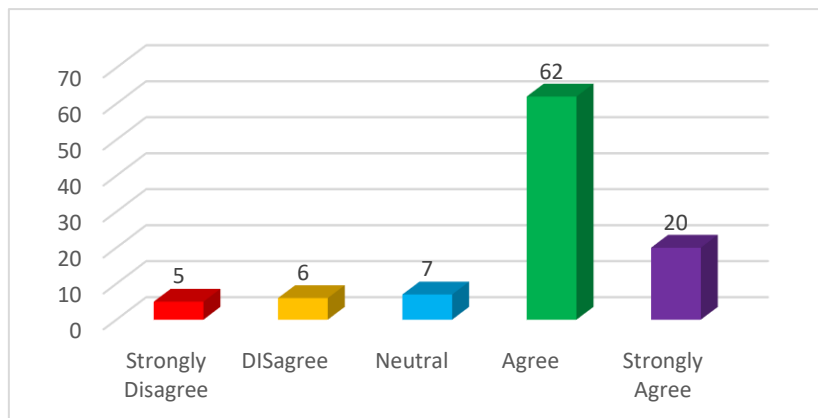
35 strongly disagreed that they could not take advantage of flexible work arrangements (e.g., remote work, flexible hours) when needed, 19 disagreed, 26 gave neutral responses, 16 agreed, and 4 strongly agreed.

6. I experience high levels of stress in my supervisory role.



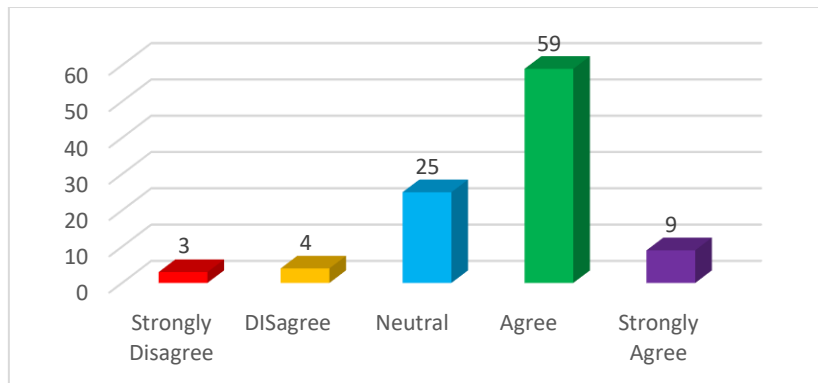
35 participants agreed that they experience high stress levels in my supervisory role, 35 agreed, 9 strongly disagreed, and 7 disagreed.

7. I feel comfortable discussing stress-related issues with my immediate supervisor or HR department.



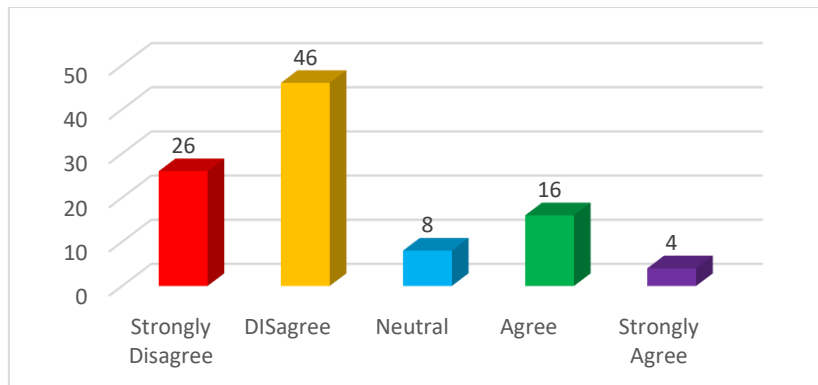
62 participants agreed that they feel comfortable discussing stress-related issues with my immediate supervisor or HR department, 20 strongly agreed, 7 gave neutral responses, 6 disagreed, and 5 strongly disagreed.

8. ONGC provides adequate resources and support to help manage stress and well-being.



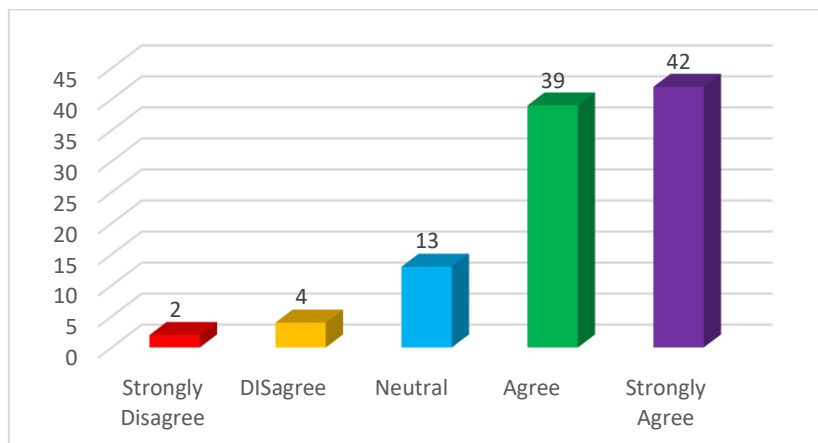
59 participants agreed that ONGC provides adequate resources and support to help manage stress and well-being, 25 gave neutral responses, 9 strongly agreed, 4 disagreed, and 3 strongly disagreed.

9. I know the available stress management programs and resources within ONGC.



46 participants disagreed that they were unaware of the available stress management programs and resources within ONGC, 26 strongly disagreed, 8 gave neutral responses, 16 agreed, and 4 strongly agreed.

10. I feel satisfied with the work environment in terms of promoting employee well-being and reducing stress.



42 participants strongly agreed that they feel satisfied with the work environment in promoting employee well-being and reducing stress, 39 agreed, 13 gave neutral responses, 4 disagreed, and 2 strongly disagreed.

Findings

The following are the major findings of the study:

- The participants assured that flexibility in their work schedule to manage personal commitments and family responsibilities was given
- They were satisfied with the work-life balance in their current supervisory role
- They felt supported by their immediate supervisor in maintaining a work-life balance
- They effectively managed personal and family responsibilities while fulfilling my work duties
- They were not able to take advantage of flexible work arrangements
- They said they were facing high-stress levels at work, but they were comfortable discussing the issues with peers.
- ONGC provided adequate resources and support to help manage stress and well-being.
- The participants were unaware of the available stress management programs and resources within ONGC.
- Overall, the staff felt satisfied with the work environment in promoting employee well-being and reducing stress.

Suggestions and recommendations

Employees may manage their stress and keep a healthy work-life balance in order to lead successfully and maintain their well-being. Here are some tips to assist managers in striking a good work-life balance and managing stress:

- Specify work hours in detail and try to adhere to them. Unless necessary, avoid checking work emails or texts after these times. Set reasonable goals.
- Concentrate on high-priority tasks, and when necessary, assign responsibilities. Avoid taking on too much, and develop the ability to decline jobs that could put you under excessive stress.
- Plan and organize daily, weekly, and monthly activities to effectively manage time. To remain on top of deadlines and schedules, use time management apps or calendars as productivity aids.
- Create an atmosphere where team members can freely express their worries and difficulties. Issues can be addressed early on and prevented from escalating with open communication.
- Consider team members' need for a work-life balance as well. Please encourage them to take breaks, use their time off, and foster an environment that puts employee well-being first.
- Trust team members with tasks and allow them to decide for themselves. The workload is lessened, and the team is given more room to develop.

- Acquire knowledge of and put into practice stress-relieving practices, including yoga, deep breathing exercises, and mindfulness meditation.
- If you become overburdened, don't be afraid to ask your coworkers, bosses, or HR for assistance. Discussing problems with others can help you come up with insightful answers.
- Schedule time for hobbies, extracurricular pursuits, and socializing. Refuel energy and improve your ability to handle stress by participating in activities you enjoy.
- Make time for professional and personal growth. This can help to become a better boss and give more self-assurance when handling difficult situations.
- Make regular use of vacation days. Taking a break enables one to detach from work and return with renewed vitality and focus.
- The training programs schedule should be intimated to all the employees through what's app groups, intranet etc. ONGC may also interact with their cooperate communications Department to promote upcoming training programmes

Conclusion

Finally, the study on stress and work-life balance among employees at Oil and Natural Gas Corporation Limited (ONGC) provides light on the significant difficulties this particular set of workers faces. The results highlight the enormous negative effects of workplace stress on supervisors' general well-being, professional success, and personal lives. The employees of ONGC are tasked with leading teams, managing intricate operations, and reaching important judgments. This degree of responsibility can cause significant stress and make it difficult for them to maintain a healthy work-life balance, especially when combined with long working hours, hard workloads, and occasionally shift work and on-call responsibilities. However, the study also highlights the significance of organizational support and culture in tackling these issues. Employees are more likely to have lower stress levels and greater work-life integration in companies that value work-life balance, allow flexible work schedules, and offer resources for stress management and mental health support. Enhancing work-life balance and lowering stress among employees of ONGC not only benefits their health and job satisfaction but has wider consequences for the company as a whole. Increased productivity, improved decision-making skills, and higher employee retention rates are all benefits of a healthier and more resilient staff. ONGC should consider implementing several programs and measures to address these problems, including flexible work schedules, stress management training, encouraging open communication, and optimizing workloads and also necessary care in making them aware to all its employees for proper implementation of the programs. ONGC may promote a positive workplace culture that cherishes its workers' personal life and promotes their professional growth by investing in its employees' well-being. In the long run, putting stress management and work-life balance efforts first will have a good knock-on effect on the company. All levels of the organization will likely experience enhanced team dynamics, higher employee satisfaction, and a more favorable work environment if the employee is healthier and more motivated. In conclusion, ONGC can create a supportive and empowering environment, paving the path for ongoing success and sustainable growth in the dynamic and demanding oil and gas

industry by recognizing and resolving the issues linked to work-life balance and employee stress.

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