

ROLE OF PERSONAL FACTORS IN WORK LIFE BALANCE; A STUDY ON HDFC BANKS IN BHUBANESWAR CITY OF ODISHA

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Received: 29 Dec 2021

Accepted: 10 Jan 2022

Published: 13 Jan 2022

ABSTRACT

An organisation's objective is achieved through its efficiency, skills and standards of the employees it possesses as its assets. Organisation should ensure that they get the most optimistic outputs from its human resources. One of the major factors which would speed up the process of obtaining the maximum productivity and output from an organization's resources is maintaining and achieving work life balance. The mental health of the employees, the proper balance in their personal and professional life is important as it would create an optimistic environment inside the organization. So, the work life balance is essential in way as every individual inside an organization will have a personal, Family and official life .and the proper balance of these three things gives peaceful life. A peaceful life always creates a productive employee and happy employees are always productive employees. For a proper balance in work and personal life both organisational and personal factors of employees works hand in hand. In this context, this paper analyses about the balancing of work life through some personal factors of employees. This research paper delivers an analysis of the antecedents to work life and family-work in the light of some personal factors of employees. Employees taken for study are 190 bank executives of all HDFC banks of Bhubaneswar, capital city of state of Odisha. It analyses the resolutions that organization may gadget to proliferate the work-life balance of banking professionals.

KEYWORDS: *Work Life Balance*