



# **Institute of Business Administration, Karachi**

## **PGD – HRM PROJECT**

Topic: Relationship Between Work Life Balance &  
Employee Performance

# **Interim Report**

**Client: Cotton Empire Private Limited, Karachi & UAE**



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## **PREFACE**

Being the most important resource of any organization the development of Human Resource plays a vital role in industrial and economical revolution. Human Resource Management studies are developing very fast and each developmental activity is realizing its importance in the smooth functioning of the organization. Caring and due importance to the basic needs of Human Resource creates the culture and workplace so that the employees motivated to give-in their best to the organization leading towards competitive advantage through performance. Work-life balance is one of the important aspect where organizations develops a due importance within the minds of Human Resource that we are caring you.

Difficulties in balancing work and private life are common, considering the fact that most people in employment spend a substantial number of hours at work. According to the Quality of Life Survey, Employees are more dissatisfied with the amount of time they spend with their family than with the amount of time spent at work. Employees reported that their family life is more adapted to employment demands.

This project is about WORK LIFE BALANCE and Employee's satisfaction on certain steps. Employees performance deliverables are acknowledged through policy changes.

Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities.

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## **Executive Summary**

The study examined work life balance and employee performance in M/s Cotton Empire Pvt Limited, SITE, Karachi. The problem identified in this study is long hours working organizational culture in the textile industry sector, which diminishing the work life balance concept for employees working with this industry sector.

We are aware that one of the things that makes people feel positive at work is work life balance. People who feel they have good work life balance work 21% harder than those who don't, according to a survey from the Corporate Executive Board, which represents 80% of Fortune 500 companies.

Contrast with this concept, the negative effect of it develops work-life conflict on employee performance—reduced work effort and increased absenteeism and turnover.

There is a direct and much overlooked link between work life balance and employee engagement. People who feel they have some flexibility in how they do their tasks and take care of their home and life responsibilities respond in a proactive way that mirrors the engagement outcome every organization wants, and they delivered extraordinary performance.

The specific objectives of this research is to determine the extent to which leave policy affects service delivery which is also in line with the research question and hypothesis. The research adopts a descriptive survey research design, the population of the study is 87 and the sample size is 45. Copies of structured questionnaire was distributed and completely filled and returned by the sample employees.

It was discovered that there is a significant positive relationship between leave policy and service delivery. The findings revealed that leave policy motivate employee ability to deliver services efficiently and effectively, in conclusion work life balance practice is an important factor in increasing employee performance. The researcher recommends that management of the company should prioritize creating different work life balance incentives that will improve employee performance.

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