WORK-LIFE BALANCE: AN EMPIRICAL AND INVESTIGATIVE CASE STUDY ON OIL AND NATURAL GAS CORPORATION LTD

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ABSTRACT

This study explores an empirical and investigative case study in order to gain different perspectives of Work-life balance in ONGC being round the clock jobs to perform Oil and Gas Exploration & Production activities, numbers of employees irrespective of their position right from staff level to senior technocrats to senior managerial level executives are engaged 24x7 and their balance on work-life is utmost concerned.

The research design comprise of Structured Interviews with 612 ONGC employees of Ahmedabad Asset covering each level from staff to senior managerial level, various departments working varying work schedule and covering both the genders- Male & Female employees with the objectives (a) To Study whether quality work life condition are meeting with the present scenario of competitiveness (b) To study whether individual employee's aspirations are matching with the organization growth (c) To study the work life balance, in the context that whether employees (ONGC) are able to balance their work and family life and what means do they adopt to have proper work life balance (d) To study that quality work life condition would have impact on employees' family relations.

Descriptive research with stratified sampling covering various departments functioning within for a collective goal of Exploration and Production of Oil &Gas were analyzed with statistical tools covering descriptive and inference statistics using SPSS 16.00.

Study finds that there were well defined career path in ONGC which drives the employees to perform quality work for their self-growth and feel valued as an ONGC employee. However, majority of the employees were found committed to have long-term career with ONGC in-spite of competitive environment. Research found that employees of ONGC were having a team spirit that too in high order and every employees takes the responsibility for their action with the thought that their job is important to fulfill the mission of ONGC and found to be significant positive correlations between Employees aspiration with ONGC growth (r= .232** ), and getting an opportunity to do their best at work (M=3.80,
$SD=0.783$) and having good work-life balance ($M=4.00, SD=0.504$), $Pearson \ r (612) = 0.234^{**}, p<0.01$.

Study found to be significantly positive correlation with various individual factors related to employees’ and concerning Work-Life Balance except correlation between employees used to keep work as priority and adjusting family ($r = -.797), n=612, p<.0005$). 94% of ONGC employees generally found to be able to balance their Work and Family Life however there was no significant evidence to reject the null hypothesis and study found that there was a weak but negative association between Quality Work-Life Condition that Impacts to the family relation of ONGC’s Employees ($M=3.46, \ SD=1.007$) and having good work-life balance ($M=4.00, \ SD=0.504$), $Pearson \ r (612) = (-) 0.067, p>0.01$. 81% of employees believed that ONGC supports for reducing Work-Life Conflicts and may be improved by having a separate customized policy for work-life balance considering the present age group of employees to meet their individual needs.

The study can be replicated in large with other public sector undertaking having E&P business and impact of work-life balance policies and programmes on Organizations and employees can be studies.

**Keywords:** Work-Life balance, work-Life Policies, ONGC, Work-Life Conflict, Quality Work-Life Condition