ANALYSIS OF WORK-LIFE BALANCE AMONG EMPLOYEES OF A LOGICTICS COMPANY: A CASE STUDY

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ABSTRACT
In the present era, Work-Life Balance (WLB) can be viewed as the marquee under which workers feel completely satisfied with the working terrain and extend their hearty cooperation and support to the operation to ameliorate productivity and healthy work terrain. Especially utmost of the Professionals moment, seems to be plaint towards the jobs which increases inflexibility at work. WLB can be viewed as a volition to manage people in the Organizations. The WLB approach considers people as an 'asset' to the organization rather than as 'costs'. It believes that people perform better when they're allowed to participate and share in managing their work and make opinions.
This study performed on the Work Life Balance among employees working in a Logistics of Indore Cluster using Python Programming and Jeffrey's Amazing Statistics Program (JASP), the responses were collected from 53 respondents using well-structured questionnaire for analyses. Some modern tools were used for analysis on WLB of employees like Chi-Square, Python and JASP and compared the results. Karl Pearson Correlation and Linear Regression analysis was conducted and it is found that working conditions, employee welfare, working environment and social environment have significant relationship with Work Life Balance. Highest strength of correlation was found for working conditions i.e., 0.617. And therefore, working conditions found to be more responsible for altering Work Life Balance in the organization. Present analysis was also validated by standardized coefficient (beta) and it was found higher value i.e., 0.592.

Keywords: Work Life Balance; Work Environment; Productivity; Work force; Job Satisfaction; Working Condition; Facilities.

Abbreviation:
WLB- Work Life Balance
WC- Working condition
SE- Social environment
FF- Facilities Factor
WE- Working Environment
EW- Employee Welfare
QWL- Quality-Work Life
JASP- Jeffrey's Amazing Statistics Program

Introduction
In today's scenario Logistics is serving as the backbone of supply chains that enable the efficient movement of goods and services. Effective logistics management enhances efficiency, reduces costs, minimizes delays, and enhances customer satisfaction. Employees working in logistics often face unique challenges when it comes to achieving work-life balance. The nature of the industry, which involves coordinating the movement of goods, can be demanding. Logistics refers to the process of planning, implementing, and controlling the efficient and effective flow of goods, information, and

resources from the point of origin to the point of consumption. It involves transportation, warehousing, inventory management, packaging, and distribution, all aimed at ensuring that products or services reach their intended destinations in a timely and cost-effective manner. In this era of e-commerce and just-in-time production, logistics has become indispensable, facilitating the seamless exchange of products and services across borders and supporting the complex networks of today's supply chains.

These days Python is using very popularly in research across various domains due to its versatility, ease of use, and rich ecosystem of libraries and tools. Python is used in social sciences research for data analysis, social network analysis, and sentiment analysis on social media data. For Data Analysis and Visualization, Researchers use libraries like pandas, NumPy, and Matplotlib to analyze and visualize data. Python's data manipulation capabilities make it ideal for processing and exploring research data.

Work Life Balance (WLB) is a term that had been used to describe the broader sense with job-related experience of an individual employees. Work-Life Balance helps to make an experimental analysis among the employees for satisfaction and work force relationship and target accomplishment, that will bring easy management to constrict the understand between the organization and employees. The different affecting key factors are shown in figure1.
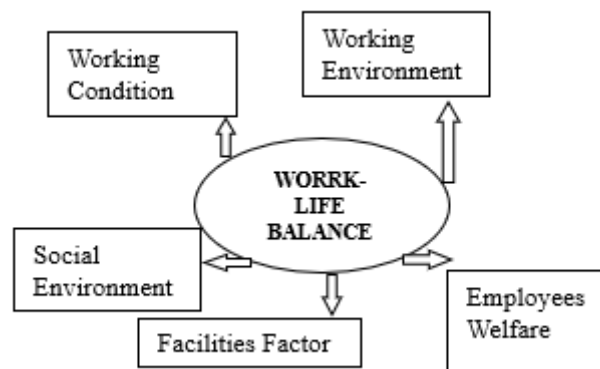

Figure 1: Factors affecting WLB

The study was focused on the employees of the Flipkart Logistics of Indore Cluster, Madhya Pradesh. A well-designed questionnaire consisting six variables viz. work life balance, working condition, working environment, employees welfare, social environment and facilities factors, comprises of fourty items along with demographic information was used. With a 91.66% response rate attained, 55 copies of the questionnaire were returned out of which 53 were taken into considered for analysis in this study that was built around the purpose of hypotheses testing. The data generated from the survey were analyse using frequencies, Chi-Square, Pearson's product moment correlation in assessing the relationship between the variables with the help of Python codes and JASP. Also, data was generated by Regression Analysis on elements of individual differences in other to investigate possible patterns and their influences on the outcome of the study.

Literature Reviews

Pandu et. al. (2013)[1], analyzed work-life balance of professional women among IT and ITES based on demographic information, work load, work environment, feelings about work, family dependants and absence from work. The sector wise regression analysis demonstrated that feelings about work, family dependants and absence from work are the strong contributors for a sense of balance for an employee. However, no significant relationship has been obtained between work environment and work life balance.

Padma and Reddy (2013)[2] have highlighted the role of family support in balancing personal and work life and found that the present study show that the support from family members will play a significant role in balancing Personal and Professional lives. Employees who have adult children can

easily balance than those with younger age kids. Similarly, employees who need to take care of elder parents/in-law's health responsibility have lesser work life balance than their counterparts. The study concluded that lower balance may lead to higher absenteeism, lower job satisfaction and sometimes may turn to higher employee attrition.

Srivastava and Kanpur (2014)[3], founded that quality work-life balance can be reckoned only when the work carries certain strains like, it shouldn't put workers under overdue stress. It shouldn't damage or degrade their humanness. It shouldn't be hanging or overly dangerous. It should at least leave unimpaired, workers' capacities to perform in other life roles, such as citizen, partner and parent.

Nishiriyanargees and Kamath (2016)[4], articulated that QWL (Quality Work Life) has come a pivotal factor to achieve the pretensions in nearly all the organizations. QWL helps to develop healthy working terrain as well as largely satisfied workforce. QWL helps in changing organizational climate by humanizing work, marking the organization etc.

Yadav and Nishant (2013)[5], found that respondents reported average level of work life balance and are generally happy with their working arrangements. The findings of the study reveal that balancing care and work affects career progression. Manager's act as barriers to members achieving appropriate work-life balance and considered WLB is an important determinant of intrinsic aspects of job satisfaction.

Parmar et. al. (2019)[6], analysis various factors and social environment found to be more responsible for retaining quality work life in the organization. For better security of the employees and society, the quality work life is key thoughts for better results.

Goud and Nagaraju (2013)[7], have identified the factors responsible for work life balance and extracted that dependents, time flexibility, role clarity, co-worker support, family culture, working hours and head support are responsible for work life balance. Management has to concentrate on time flexibility, role clarity, co-worker support, working hours and head support for managing work life balance.

Elamparuthi and Jambulingam (2013)[8], observed that employees had their common complaints confederated to stipend and incentives, working conditions. The crucial factors were similar as working times, transportation installations and safety tackle and detention in attendance. However, limited days for leave, extended working time without price and late attendance harshness, If the employees observed that administration pays them to low and derisory stipend. These enterprises produce clashes with employees and director and reduce the job satisfaction.

Kumari (2012)[9], commented that each of the WLB factors such as Psychological distress, organizational changes, working hours, managerial style, job responsibilities, work overload, work life conflict and personal financial problems etc. have been proven to affects or are predictive of job satisfaction. It can also be concluded from the data, that the overall WLB policies positively correlates significantly with level of job satisfaction which shows that job satisfaction increases with the increase in work-life balance.

Bora (2015)[10], anatomized in honing positive workplace behaviour and attitudes like job satisfaction, Organizational commitment, reduced absenteeism and stress situations, employee wellbeing, engagement in job and performance of the employees. The QWL is less stressed in the Asia as compared to North America and European countries. Numerous factors were considered for assessing the relationship between social and working terrain of the employees and dominant factor was determined. And suggested the methodology for perfecting the performance of the employees in the organization.

Tariq et. al. (2012)[11], studied the considerable knowledge related to the theory and practices of Work-life balance from extensive meta-analysis of literature found that work-life balance is both important for the organization and for its employee's particularly in current dynamic organizational scenarios. It helps the organization to improve productivity, efficiency, competitiveness, morale and hence gain a competitive edge.

Jain and Thomas (2016)[12], suggested that Employers are decreasingly trying to give better working conditions to their workers as compared to their competitors.

Objectives of the study
The following objectives were decided before starting the research work:
-To understand the employees cerebral balance & stress in the work and their life.
-To identify the most dominant factor which effect WLB.
-To increase the productivity of the organization and effectiveness of an employee.
-To analyze the company's part in sharpening the work life balance among engaged employees.

Research Methodology
The present research work was conducted using the following steps-
Research Design: Research design espoused for the present study was descriptive research. The major purpose of this research is the state of affairs, as it exists as of now. Descriptive research design is concerned with describing the characteristics of a particular individual or a group.
Data Collection: The present study was grounded on primary data, which was collected through structured questionnaire from employees of FLIPKART Logistics Company, INDORE-cluster.
Sample Size: In the total 60 questionnaire were distributed of which, researcher received 55 samples out of which 53 were considered valid and usable for the study. So, the sample size collected for the present study was 53.
Questionnaire Design: Questionnaire was designed in such a manner that it would facilitate the respondents to reveal maximum information. The questionnaire was intricately designed to tap the demographic variables including age, gender, education, marital status of the respondents.
Testing Method: The Sampling technique was used to collect sample by opting groups of sampling units from a population for the analysis. In sampling, the population is broken into groups and a random sample is selected from all clusters.
Statistical Tools: The samples collected in the current study was anatomized through various statistical tools like Chi – Square, Karl Pearson Correlation, Linear Regression etc. using Python Programming and Jeffrey's Amazing Statistics Program.

Data Analysis
Modern tools used for analysing the collected data. The data collected, as per the outlines handed under research methodology, is further anatomized and interpretation with the support of statistical tool like Reliability Test, Chi- Square test, Karl Pearson Correlation, Linear Regression etc. by the use of Python Codes and Jeffrey's Amazing Statistics Program (JASP).
The Demographics of Respondents
In the present study, 53 responses collected from the organization. It was found that most of the respondents were undergraduate, Diploma and Post graduate, single and married working in that organization. Details of responses from the respondents are presented in (Table 1-3) and demographic responses in figure 2.
Table 1: Descriptive Statistics of Age

Valid	53
Mode	22.579
Median	24.000
Mean	24.509

Range	19.000
Minimum	18.000
Maximum	37.000

Table 2: Frequencies for Education

Education	Frequency	Percent	Valid Percent	Cumulative Percent
1.)10th pass	2	3.774	3.774	3.774
2.)12th pass	4	7.547	7.547	11.321
3.) ITI/Diploma	15	28.302	28.302	39.623
4.) Degree	17	32.075	32.075	71.698
5.) Post Graduate	15	28.302	28.302	100.000
Total	53	100.000		

Table 3: Details of Gender and Marital Status

GENDER	PERCENTAGE	MERITAL STATUS	PERCENTAGE
1.MALE	13%	1.MARRIED	32%
2.FEMALE	87%	2.UNMARRIED	68%

The age distribution of the employees is presented in figure 2.
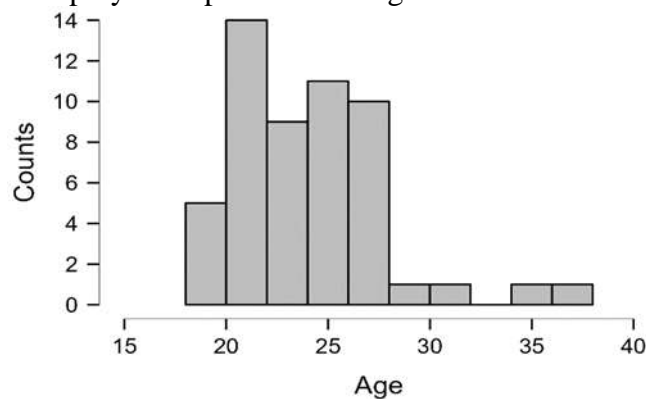

Figure 2: Age Distribution in organization

From the all above data, 32% of the respondents were married and 68% were bachelor. From education point of view 28.302% of the respondents were diploma holders, 32.075% of the respondents have completed their graduations and 28.302% of the respondents are post graduated. It was concluding from above demographic data is that the organization gives more weightage to the bachelors and graduates candidate for recruitment to enhance the performance of organization.
Reliability Test

Reliability analysis refers to the fact that a scale should consistently reflect the construct it is measuring. Cronbach's alpha is the most common measure of internal consistency or reliability and commonly used when there are multiple Likert questions are used in questionnaire. The Cronbach's Alpha value lies between 1-0. The below Table 4 showing the different Cronbach's Alpha value at different level of acceptance.

Table 4: Cronbach's Alpha value at different level of acceptance

Cronbach's Alpha	Internal consistency
0.91-1	Excellent
0.81-0.9	Good
0.71-0.8	Acceptable
0.61-0.7	Questionable
0.51-0.6	Poor
0-0.5	Unacceptable

A Cronbach's alpha reliability test was conducted on the questionnaire to check the validity of the statements and reliability test revealed a positive result i.e., these questions found reliable with Cronbach's-alpha of 0.886 on a total 40 questions with a respondent size of 53. The results of the alpha coefficients for the questionnaire of various variables are presented in Table 5.

Table 5: Cronbach's alpha for variables

Variables	Cronbach's Alpha	Number of Items
SE	0.807	7
WE	0.894	9
WC	0.847	10
WLB	0.890	5
FF	0.762	3
EW	0.854	6

For analysis some hypotheses are assumed-
H1: Age positively affecting WLB
H2: Gender positively affecting WLB
H3: Marital status positively affecting WLB
H4: Education positively affecting WLB
H5: Social environment positively affecting WL
H6: Working environment positively affecting WL
H7: Working conditions positively affecting WL
H8: Facilities positively affecting WL
H9: Employees welfare positively affecting WL

Chi-Square Test of Independency of different variables

Chi-Square test conducted on age, gender, marital status, education, social environment, work environment, working conditions, facilities factors and employees welfare for finding out the association between variables and WLB and verify the hypothesis.

1)Chi-Square test between Age and WLB

(Null Hypothesis) H01: There is no significance associated with age and WLB.

(Alternate Hypothesis) H1: There is significance associated with age and WLB.

Chi-Square test performed and their results are shown in table 6

Table 6: Chi-Squared Test between age and WLB

	Value	df	p
X^2	160.264	154	0.348
N	53		

From the above test it was found that the significant value (p) was 0.348 which is greater than transition value 0.05. This significance value accepted the hypothesis H01 and can be reveal that there is no association between age and WLB.

2)Chi-Square test between Gender and WLB

Chi-Square test performed and their results are shown in table 7

Table 7: Chi-Squared Test between age and WLB

	Value	df	p
X^2	5.679	11	0.894
N	53		

From the above test it was found that the significant value (p) was 0.894 which is greater than transition value 0.05. This significance value accepted the hypothesis H02 and can be reveal that there is no association between gender and WLB.

3)Chi-Square test between Marital Status and WLB

Chi-Square test performed and their results are shown in table 8

Table 8: Chi-Squared Test between marital status and WLB

	Value	df	p
X^2	5.164	11	0.923
N	53		

From the above test it was found that the significant value (p) was 0.923 which is greater than transition value 0.05. This significance value accepted the hypothesis H03 and can be reveal that there is no association between marital status and WLB.

4)Chi-Square test between Education and WLB

Chi-Square test performed and their results are shown in table 9

Table 9: Chi-Squared Test between education and WLB

	Value	df	p
X^2	63.411	44	0.129
N	53		

From the above test it was found that the significant value (p) was 0.129 which is greater than transition value 0.05. This significance value accepted the hypothesis H04 and can be reveal that there is no association between education and WLB.

5)Chi-Square test between WLB and Social Environment

Chi-Square test performed and their results are shown in table 10

Table 10: Chi-Squared Test between WLB and SE

	Value	df	p
X²	172.708	154	0.044
N	53		

From the above test it was found that the significant value (p) was 0.044 which is less than transition value 0.05. This significance value rejected the hypothesis H05 and can be reveal that there is association between WLB and social environment.

6)Chi-Square test between WLB and Work Environment

Chi-Square test performed and their results are shown in table 11

Table 11: Chi-Squared Test between work environment and WLB

	Value	df	p
X²	224.591	198	0.036
N	53		

From the above test it was found that the significant value (p) was 0.036 which is less than transition value 0.05. This significance value rejected the hypothesis H06 and can be reveal that there is association between WLB and work environment.

7)Chi-Square test between WLB and Working Conditions

Chi-Square test performed and their results are shown in table 12

Table 12: Chi-Squared Test between WLB and working conditions

	Value	df	p
X²	234.022	187	0.011
N	53		

From the above test it was found that the significant value (p) was 0.011 which is less than transition value 0.05. This significance value rejected the hypothesis H07 and can be reveal that there is association between WLB and working conditions.

8)Chi-Square test between WLB and Facilities

Chi-Square test performed and their results are shown in table 13

Table 13: Chi-Squared Test between WLB and facilities factors

	Value	df	p
X²	148.818	121	0.020
N	53		

From the above test it was found that the significant value (p) was 0.020 which is less than transition value 0.05. This significance value rejected the hypothesis H08 and can be reveal that there is association between WLB and facilities factors.

9)Chi-Square test between WLB and Employees Welfare

Chi-Square test performed and their results are shown in table 14

Table 14: Chi-Squared Test between WLB and employees welfare

	Value	df	p
X²	275.332	253	0.160
N	53		

From the above test it was found that the significant value (p) was 0.160 which is greater than transition value 0.05. This significance value accepted the hypothesis H09 and can be reveal that there is no association between WLB and employees welfare.

The comparison of significance value (p) of different variables is shown in figure 3 below.
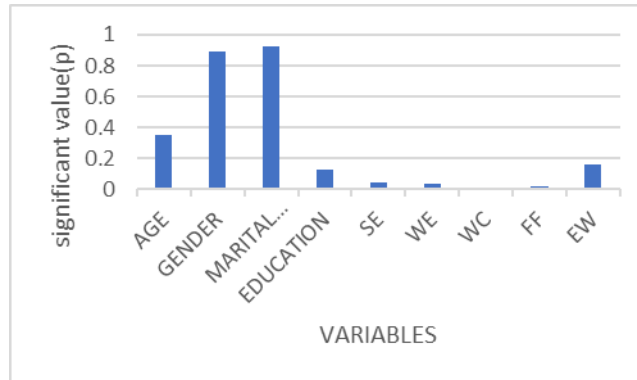
Figure 3: Comparison of significance value (p) of different variables

Karl Pearson's Correlations Test

In order to achieve the objectives of this study, Pearson correlation test was calculated using Python codes to analyze the collected data from response of question are shown in Table 15. The below table 15 is showing positive as well as negative correlations which was excluded from consideration as its affects in not significant.

Table 15: Pearson Correlations

Variable		Age	Gender	Marital Status	Education	SE	WE	WC	WLB	FF	EW
1. Age	Pearson's r	—									
	p-value	—									
2. Gender	Pearson's r	0.022	—								
	p-value	0.439	—								
3. Marital Status	Pearson's r	-0.411	0.149	—							
	p-value	0.999	0.144	—							
4. Education	Pearson's r	0.704***	0.201	-0.208	—						
	p-value	< .001	0.074	0.933	—						
5. SE	Pearson's r	0.396**	0.305*	-0.148	0.498***	—					
	p-value	0.002	0.013	0.854	< .001	—					
6. WE	Pearson's r	0.438***	0.359**	-0.127	0.555***	0.801***	—				
	p-value	< .001	0.004	0.817	< .001	< .001	—				
7. WC	Pearson's r	0.166	0.060	-0.027	0.208	0.735***	0.746***	—			
	p-value	0.117	0.335	0.577	0.068	< .001	< .001	—			
8. WLB	Pearson's r	-0.041	-0.034	-0.020	-0.126	0.336**	0.439***	0.617***	—		
	p-value	0.616	0.597	0.443	0.815	0.001	< .001	< .001	—		
9. FF	Pearson's r	0.134	0.073	-0.097	0.019	0.207	0.435***	0.474***	0.485***	—	
	p-value	0.170	0.301	0.755	0.446	0.069	< .001	< .001	< .001	—	
10. EW	Pearson's r	0.342**	0.134	-0.232	0.358**	0.345**	0.564***	0.474***	0.148	0.527***	—
	p-value	0.006	0.170	0.953	0.004	0.006	< .001	< .001	0.146	< .001	—

* p < .05, ** p < .01, *** p < .001

Correlation coefficients (r) ranges from -1 to +1. A correlation coefficient +1 means there is perfectly positive correlation between the variables and -1 mean there is perfectly negative correlation between the variables. The above table 15 presented that the negative correlation between WLB and the factors Age, Gender, Marital Status and Education which are excluded from consideration as its affects is not significant. The table also presented that the positive correlation between WLB and the factors WC, FF, WE, SE is highly correlated with work life balance.

Karl Pearson Correlation Test, the significant value (p) for the correlation between working conditions and work life balance is less than 0.01 significance level (p) i.e., 99.9% significant with highest correlation coefficient r=0.617. Therefore, it implies that providing a good working condition will leads to employee's better work life balance and wise-versa.

The Pearson correlations coefficient from the table 15 concluded that the Working Condition, Facilities, Working Environment, Social Environment and Employees Welfare is correlated with Work-life Balance. The descending arrangement of correlations are: Working Condition (r=0.617) > Facilities (r=0.485) > Working Environment(r=0.439) > Social Environment(r=0.336) > Employees Welfare(r=0.148) > Marital Status(r=-0.020) > Gender(r=-0.034) > Age (r=-0.041) > Education(r=-0.126). Employees Welfare is weakly correlated with work life balance and also their impact will be less on WLB.

Since the table 15 presented the negative correlation between the factors Age, Gender, Marital Status and Education therefore H1, H2, H3, H4 are rejected and excluded from consideration as its affects is not significant.

The above correlation table also determine a positive correlation between working conditions and work life balance at a significance level of less than 0.01 with r=0.617. The correlation shows that the acceptance of 5st hypothesis H5 of the study i.e., working condition will positively affect employee's work life balance.

Also determine a positive correlation between facilities and work life balance at a significance level of less than 0.01 with r=0.485. The correlation shows that the 6nd hypothesis H6 of study i.e., facilities factor will positively affect work life balance.

A positive correlation between working environment and work life balance also at significance level less than 0.01 with r=0.439. The correlation shows the 7rd hypothesis H7 of study i.e., social environment will positively affect work life balance.

Also determine a positive correlation between social environment and work life balance at significant level of 0.01 with r=.336. The correlation shows the 8th hypothesis H8 of study i.e., working environment will positively affect work life balance.

The above correlation table also determine a positive correlation between employees welfare and work life balance at significance level (p) > 0.01 with r=0.148. The correlation not shows that the 9th hypothesis H9 of study i.e., employees welfare will not positively affect work life balance. The above correlation coefficients of WLB with variables is shown in figure 3 below.
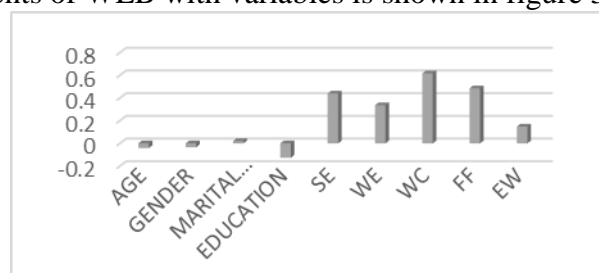

Figure 3: Correlation coefficients of variables with WLB

To know more on the relationship among variables and to evaluate extent to which different factors affect work life balance in Flipkart Logistics, Linear regression analysis was done on combined variables.

Linear Regression Analysis Test

The regression analysis of WLB with age, gender, marital status, education, working conditions, facilities, working environment, social environment and employees welfare are shown in Table 16

Table 16: Regression Analysis of WLB with different factors

	Variables	Standardized Coefficients(beta)	p	Collinearity Statistics	
				Tolerance	VIF
Model	Age	-0.007	0.966	0.404	2.475
	Gender	-0.064	0.608	0.641	1.561
	Marital Status(MS)	-0.025	0.828	0.745	1.342
	Education	-0.200	0.242	0.347	2.878
	WE	0. 449	0.030	0.221	4.518
	SE	0.353	0.069	0.176	5.675
	WC	0.592	< .001	0.216	4.634
	FF	0.453	< .001	0.549	1.821
	EW	-0.241	0.068	0.511	1.957

Variance Inflation Factor (VIF) less than 10 and it means the linear model fit in good manner and no chance of collinearity. In descending order the standardized coefficients (beta) values came out to be 0.592(WC), 0.453(FF), 0.449(WE), 0.353(SE),
-0.007(AGE), -0.025(MS), -0.064(GENDER), -0.200(EDUCATION) and -0.241(EW). Negative values showing that there is no relation between employees welfare and WLB. The highest beta coefficient value (beta=0.592) shows the relative high significance of each distinct variables, thus it was found that working conditions impacts more among all considered factors on work life balance. Regression analysis of different factors with model summary presented in below Table 17.

Table 17: Model Summarya- WLB

Model	R	R²	Adjusted R²	RMSE
	0.744[b]	0.553	0.506	0.426

a. Predictors: (Constant) WC, FF, WE, SE, EW
b. Dependent variable: work life balance

The table 17 shown the value of R Square is 0.553 it means 55.3% independent variable (Working conditions, Facilities Factor, working environment, social environment and employee welfare) are explaining the dependent variable.
Anova summary presented in below table 18.

Table 18: ANOVAa summary

Model		Sum of Squares	df	Mean Square	F	p^b
	Regression	10.539	5	2.108	11.637	< .001
	Residual	8.513	47	0.181		
	Total	19.052	52			

a. Dependent Variable: WLB
b. Predictors: (Constant) WC, FF, WE, SE, EW

Table 18 presented the value of F>4 and significance value (p). And it was concluded over all model was fit and no need for any modification. In this research work the value of F=11.637 and significance level less than 0.001.

Conclusion

The overall conclusion of the study shows:

•   A reliability test was conducted to check the internal consistency of data and it was found that the data was 88.6% reliable and consistent.

•   A Chi-Square test of independency of different 9 variables (Age, Gender, Marital Status, Education, Social Environment, Working Environmnet, Working Conditions, Facilities, Employees Welfare) with WLB was conducted and found that only four variables i.e., working condition, facilities, work environment and social environment factors have the significance value less than 0.05 and these four factors rejects the hypothesis H0. It shows that these four factors are highly associated with WLB and remaining five factors are less associated with WLB.

•   A Pearson correlation test was conducted to find out the correlation of different nine factors i.e., Age, Gender, Marital Status, Education, SE, WE, WC, FF, EW with WLB. Among these, four factors i.e., SE, WC, SE, FF have significance value (p) less than 0.001. So, it can reveal that working condition, facilities, working condition and social environment are highly correlated with WLB and rejected the hypothesis H0 and remaining five factors accept the hypothesis H0 because their significance value (p) is greater than 0.001.

•   From the present study it can be concluded that one factor doesn't contribute majorly to the work life balance and all the factor doesn't create an equal impact on the employees personal-social life and work life. In order to have a greater and effective work life balance and to enhance the productivity, the organization must focus on improving the WLB of the employees by providing better working condition, working environment and facilities to get the best results to the company. Working conditions and facilities was found to have more weightage.

•   The purpose of this study was to highlight the work life balance of employees and improve productivity as well as efficiency through their job satisfaction in Flipkart-Logistic Company. It was also observed that employee may be said to adore a high value of working life when they have optimistic feelings towards his work, positive attitude towards organization and motivated to stay on the job for better performance.

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