

Work-Life Balance among Technical Personnel: An Analysis of Public and Private Sector Employees in Sundergarh and Jharsuguda Districts of Odisha

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Abstract: This study examines the work-life balance amongst technical employees working in both the public and private sector companies operating in Sundergarh and Jharsuguda districts of Odisha. We use a descriptive and comparative research design. Primary data are collected through structured questionnaires distributed to employees in selected organisations. The results reveal that employees in the public sector report higher levels of work-life balance due to work structured, predictable hours, job security and support from managerial staff in comparison to the technical employees working in private sector who experience high job pressures, conflicting with their ability to meet personal obligations. However, the private sector offers technical employees more opportunities for advancement and larger monetary rewards which partially alleviates the negative personal impact resulting from the above pressures. Both sectors must adopt a greater employee-centred approach regarding their employees' overall business and work-life balance expectations and needs.

Keywords: Work-life Balance, Technical Personnel, Public Sector, Private Sector, Employee Well-being

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