

## Work Life Balancing: A Case Study

**Manish Khargonkar**

Asst. Professor  
RPL Maheshwari College, Indore  
manishkhargonkar16@gmail.com

**Rajeev Kumar Jhalani**

Principal RPL Maheshwari College Indore

### ABSTRACT

Ajeet Kumar was a management postgraduate having specialization in marketing and two years experience of working as an executive in the field of marketing in Indore. The company Urja Food Products Ltd. was producing snacks in the plant situated in the industrial area at Indore. It had its operation area in all over Madhya Pradesh. Ajeet had the area of working in Indore city and suburbs surrounded the city for the marketing of his company products. He was hard working and used to work for 9 hours per day in the field. The nature of job was to contact the small shopkeepers and take orders from them. It also included collection of payments through cheques as well as in cash. The company was Indore based and it had its head office at Indore. In the last financial year Ajeet was the highest incentive recipient from the company except the salary. He was felicitated by the company management in a ceremony last month and was expecting a promotion in the near future. Ajeet Kumar recently resigned from his company and joined as an area manager in an organization which was a multinational corporation named Overseas Incorporation from United States and had its National Office at New Delhi. The company was basically engaged in the business of food and beverages and planning to launch the products in Indian market. As he was having very less experience as per the marketing head of the company Mr. Chatterjee, he had a probation period of one year. Mr. Chatterjee, asked Ajeet to come over at Delhi for a training of two months. He shifted to Delhi and arranged to live in the company's guest house. During these two months Ajeet worked for more than eight hours a day to prove his hardworking nature. He took part in organizing the customer and dealer meets in Delhi, Haryana state and some part of north India. He travelled extensively and collected the data of customers and potential dealers of the company.

During these two months he was working continuously on Sundays and holidays, but he was disappointed when he did not get permission to come back at Indore. The family of Ajeet was at Indore included parents, wife and a four year old daughter. He started feeling lonely in Delhi. One day his wife made him a phone call to tell that it was important for him to come at Indore as there was a parent's interview in his daughter's school after which her admission was to be confirmed. When Ajeet asked permission for few days leave to go at Indore, Mr. Chatterjee refused as the chairman of the company was about to visit India. Ajeet was asked to prepare a power point presentation for the chairman's visit. He felt very sad as he was away from his family since last two and half month, but still he prepared the presentation with giving extra time despite of the regular work and submitted to Mr. Chatterjee, who rejected it, as per him the data of customers and dealer information collected by Ajeet was not proper. His way of presentation was also very outdated as per Mr. Chatterjee.

Ajeet felt insulting and depressed. He noticed that the nature of his job was uncertain and undefined. In Indore his job chart was defined but it was not so in Delhi. His seniors used to allot him different types of works without any prior information like banking transactions, HR duties etc. He told his boss that he performed the marketing work as he was performing in Indore and suburbs. His boss told him that there is a difference between the type of customers in different states of the country. Ajeet requested to define his area of working or about his transfer to Madhya Pradesh but the senior management replied him that in the starting period it was not possible to appoint him as area manager in Madhya Pradesh. For the entire probation period of one year he had to work at Delhi only. After three months he got leave of one week and returned back to Indore, where he felt sick. The doctor examined him and diagnosed that due to his smoking habit he had an infection in chest. He also had a problem of severe acidity due to regularly working with empty stomach and taking meals at different times in a day while travelling. Ajeet was not having smoking habit when he was in Indore but in Delhi he felt so lonely and exhausted after continuous working hours so he started smoking. His family

members observed the nervousness in him and the dissatisfaction towards the existing job at Delhi. The doctor advised a fortnight rest to Ajeet.

Wife asked him to leave the job and search another job at Indore again, but Ajeet was worried about the promotion and extra monetary benefits he had in the present posting at Delhi as compared to his previous Indore based job. Parents and wife were also worried about the mental and physical health of Ajeet. After 20 days he returned to Delhi and applied for medical leave as prescribed by the family doctor in Indore. Mr. Chatterjee told him that there will be no medical leave entitlement for him in the probation period. He lost salary for the 20 days leave and the guest house manager conveyed him that the company will charge him for the accommodation. Chatterjee also told that the chairman was not satisfied with his overall working and presentation. His colleagues told him that if the superiors are not happy and satisfied with his performance, the probation period may extend for more than one year. He was asked to prepare the presentation again in the next eight working days. Ajeet started feeling frustrated and recalled the developments in his career since last few months. He thought that he was not able to establish coordination between the work and family. Somewhere he thought that he tried to build the career at the cost of his family. There was a lack of flexibility in the new MNC and at the same time the difference in work culture affected badly on his mind. The superiors are supposed to appreciate the subordinates. The working conditions were not in the favour of employee in his new job. Now Ajeet started thinking that he should finally discuss with his family members about whether he should leave this job and return to Indore.

**Questions**

Q1- Make a SWOT Analysis of this case?

Q2-Do you think that there is a problem of work life balancing in this case, how?

Q3- What you would have done if you were in the place of Mr. Ajeet? Justify your answer?