

Evaluating The Work Life Balance Of Employees: A Case Study At Ledgerwebb Stocks And Forex

Kevin Jilu¹, Vidhya Balachandran²

¹3rd Year BBA, Department of BBA, Bharata Mata College, Thrikkakara

² Assistant Professor, Department of BBA, Bharata Mata College, Thrikkakara

ABSTRACT

Work-life balance has become a significant concern in modern organisations due to increasing work pressure, long working hours, and performance-driven work environments. Employees in the stock and forex trading industry face unique challenges such as continuous market monitoring, high mental stress, and time-sensitive decision-making, which can affect their personal and family life. Maintaining a healthy balance between work responsibilities and personal commitments is essential for employee well-being, job satisfaction, and organisational productivity.

This study aims to analyse the work-life balance of employees working at LedgerWebb Stocks and Forex, Kalamassery. The research focuses on identifying the factors influencing work-life balance, understanding the level of stress experienced by employees, and examining how work responsibilities affect their personal life. Primary data was collected through a structured questionnaire from 60 employees using convenience sampling. Secondary data was collected from journals, articles, websites, and previous research studies. The data was analysed using percentage analysis and the Chi-Square Goodness-of-Fit Test. The findings of the study provide insights into employees' perceptions of work-life balance and offer suggestions to improve employee well-being and organisational effectiveness.

Key Words : Work-Life Balance, Employee Satisfaction, Job Stress, Financial Services Industry, Stock and Forex Trading

INTRODUCTION

Work-life balance refers to the ability of employees to effectively manage their professional responsibilities along with their personal and family life. In today's fast-paced and competitive work environment, employees often struggle to maintain this balance due to increased workload, long working hours, and rising performance expectations. An imbalance between work and personal life can lead to stress, burnout, reduced job satisfaction, and poor overall well-being.

The stock and forex trading industry is one of the most demanding sectors, as it requires employees to constantly monitor market fluctuations, analyse data, and make quick decisions. Employees working in this industry often experience mental pressure, irregular working hours, and extended screen time, which can negatively affect their physical and emotional health. Due to the volatile nature of financial markets, employees are frequently required to stay alert and responsive, leaving limited time for personal activities and family commitments.

LedgerWebb Stocks and Forex, located in Kalamassery, operates in this highly dynamic financial environment. The organisation provides stock trading support, forex advisory services, account handling, and market research assistance to its clients. Employees at LedgerWebb play a crucial role in delivering timely and accurate services, which may expose them to work-related stress and time pressure. Therefore, understanding the work-life balance of employees at LedgerWebb is important to ensure employee satisfaction, productivity, and long-term organisational success.

Why is this research important?

This research is important because work-life balance plays a vital role in employee well-being, job satisfaction, and overall organisational performance. Employees working in the stock and forex trading industry often face high work pressure, long working hours, and mental stress due to continuous market monitoring and time-sensitive decisions. If these challenges are not managed properly, they may lead to burnout, reduced productivity, and poor quality of life. This study helps in understanding the work-life balance of employees at LedgerWebb Stocks and Forex and provides insights that can assist the organisation in improving employee support systems and workplace policies.

OBJECTIVES

This study's main goals are to:

1. To analyse the work–life balance of employees working at LedgerWebb Stocks and Forex, Kalamassery.
2. To identify the factors influencing work–life balance among employees.
3. To understand the level of job stress experienced by employees.
4. To examine the impact of work responsibilities on employees’ personal and family life.
5. To suggest measures for improving employee well-being and organisational effectiveness.

REVIEW OF LITERATURE

1. Prasad et al. (2025) studied stress and emotional regulation among financial traders and found that long working hours and constant market monitoring significantly affect employees’ work–life balance. The study highlighted that stress management techniques and organisational support are essential to improve employee well-being in trading environments.
2. Barokah (2025) examined the relationship between work–life balance and employee performance in demanding industries. The study revealed that employees who maintain a healthy work–life balance show higher job satisfaction, motivation, and organisational commitment. This finding is highly relevant to the stock and forex trading sector.
3. Kutebayev (2024) analysed work-related stress among financial professionals and concluded that traders experience higher stress levels due to continuous decision-making and performance pressure. The study also noted that younger employees are more vulnerable to work–life imbalance because of career pressure and lack of experience.
4. Vinod (2024) conducted a study on burnout among banking and financial sector employees and reported that excessive workload and long working hours contribute to emotional exhaustion. The study emphasized the need for flexible working hours and employee welfare initiatives to support work–life balance.
5. The CFA Institute (2024) reported that financial professionals face continuous stress due to market volatility and information overload. The report stated that insufficient recovery time and lack of work boundaries negatively affect employees’ mental health and personal life.
6. Harvard Business Review (2024) discussed the impact of an “always-on” work culture and found that employees in market-driven industries experience higher burnout due to constant availability expectations. The article suggested that organisations should encourage boundaries between work and personal life.
7. Opatrná (2023) examined work–life balance policies across organisations and found that flexible schedules and wellness initiatives significantly reduce employee turnover and improve job satisfaction. The study recommended that such policies are essential in high-pressure industries like financial trading.

STATEMENT OF THE PROBLEM

Employees working in the stock and forex trading industry face intense work pressure due to long working hours, continuous market monitoring, and the need to meet client expectations. At LedgerWebb Stocks and Forex, employees are involved in time-sensitive tasks such as trading assistance, market analysis, account handling, and client support. These responsibilities may lead to high stress levels, reduced personal time, and difficulty in maintaining a healthy balance between work and personal life.

If work–life imbalance continues, it can result in mental fatigue, burnout, reduced job satisfaction, and lower productivity. Therefore, it becomes essential to study the work–life balance of employees at LedgerWebb Stocks and Forex to understand the challenges they face and to identify measures that can help improve employee well-being and organisational effectiveness.

RESEARCH PROBLEMS

The following research questions guide the present study:

1. Do employees experience work-related stress due to their job responsibilities?
2. Are employees able to maintain a balance between their work and personal life?
3. Does the organisation provide adequate support to help employees manage work–life balance?
4. Does work pressure affect employees’ family time and personal well-being?

RESEARCH METHODOLOGY

In this research primary data is collected by distributing questionnaire to the employees of the company to obtain their perspectives and secondary data is obtained from the published materials and websites.

The population of the study comprises the employees of the company and the sample size for this research is 60 and the sampling technique adopted in this study is simple random sampling. Data analyse is done by Chi-Square Goodness-of-Fit Test and percentage analysis.

- Chi-square A Chi-square statistics which is used to test the measure of expectations compare above or model result.

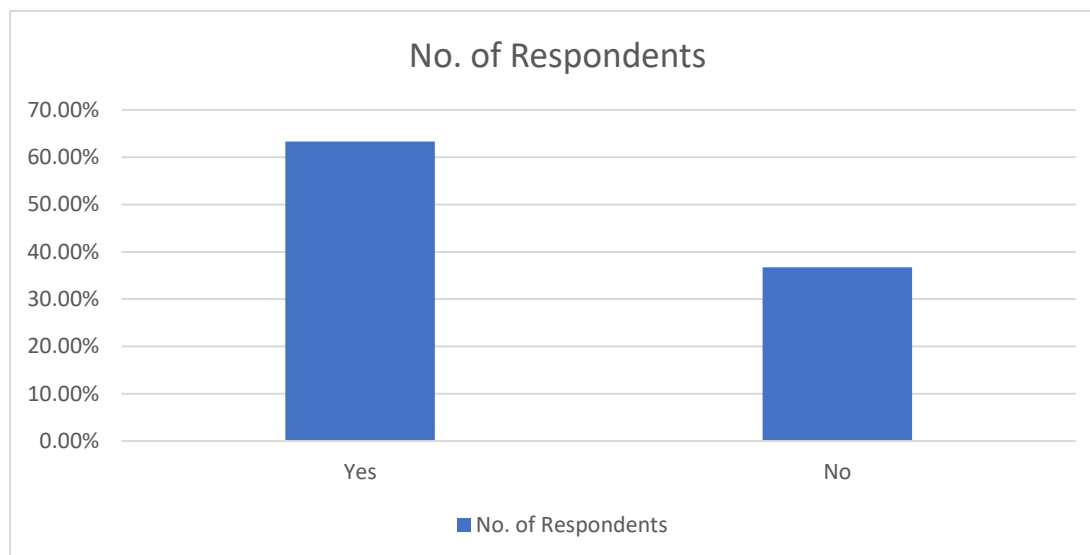
$$X^2 = \sum [(Observed\ Frequency - Expected\ Frequency)^2 / Expected\ Frequency]$$

- Simple percentage analysis Percentage base analysis helps to find which factors is significant among a number of factors.

ANALYSIS

Research question 1: Do employees experience work-related stress due to their job responsibilities?

Options	Number of Respondents	Percentage
Yes	38	63.3%
No	22	36.7%
Total	60	100%



Interpretation

The table shows that 63.3% of employees experience work-related stress, while 36.7% do not. This indicates that a majority of employees feel stressed due to job responsibilities, highlighting the demanding nature of the stock and forex trading industry.

Null and Alternative Hypothesis

- H_0 (Null Hypothesis): Employees do not experience work-related stress due to their job responsibilities.
- H_1 (Alternative Hypothesis): Employees experience work-related stress due to their job responsibilities.

Variables and Frequencies

1. Satisfaction: This is the dependent variable, which measures the respondents' satisfaction with the selection process.

2. Response: This is the independent variable, which categorizes the respondents' answers (e.g., Satisfied, Not Satisfied).

Chi-Square Goodness-of-Fit Test

Category	Observed Frequency(o)	Expected Frequency (E)	(O-E) ² / E
Yes	38	30	64 / 30 = 2.13
No	22	30	64 / 30 = 2.13
Total	60	60	4.26

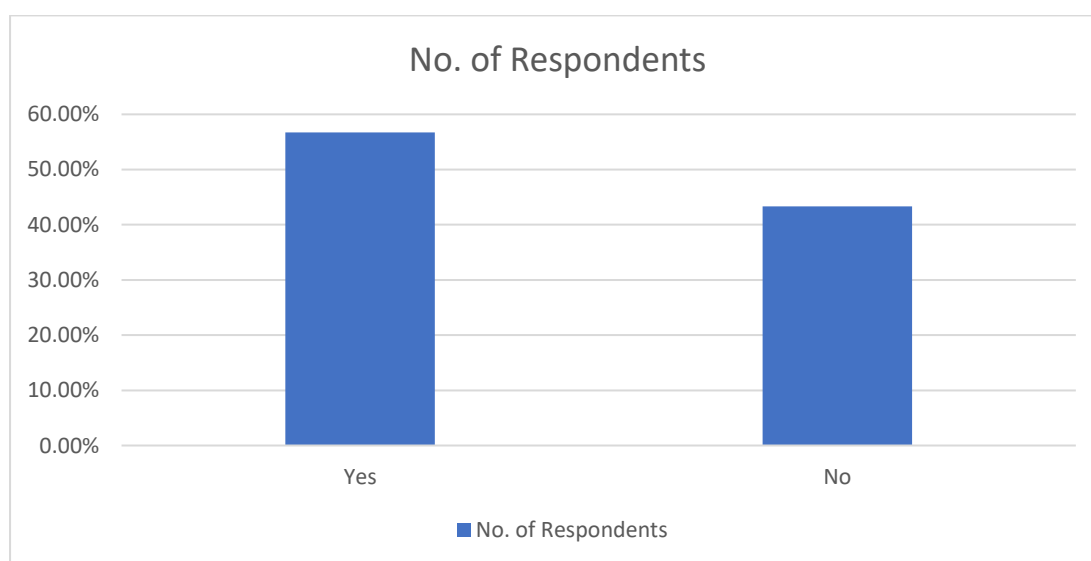
Test Statistics

- Chi-Square Statistic (X^2) = 4.26
- Degrees of Freedom (Df) = 1
- p-value $\approx$ 0.039

Since the p-value is less than 0.05, we reject the null hypothesis (H_0) and conclude that the observed distribution significantly differs from the expected distribution. There is sufficient evidence to support the alternative hypothesis (H_1), indicating that employees experience work-related stress due to their job responsibilities.

Research question 2: Are employees able to maintain a balance between work and personal life?

Options	Number of Respondents	Percentage
Yes	34	56.7%
No	26	43.3%
Total	60	100%



Interpretation

The table shows that 56.7% of employees are able to maintain work-life balance, while 43.3% struggle to do so. This indicates that although a majority manage balance, a significant portion faces difficulty.

Null and Alternative Hypothesis

- H_0 (Null Hypothesis): Employees do not experience work-related stress due to their job responsibilities.
- H_1 (Alternative Hypothesis): Employees experience work-related stress due to their job responsibilities.

Variables and Frequencies

1. Satisfaction: This is the dependent variable, which measures the respondents' satisfaction with the selection process.
2. Response: This is the independent variable, which categorizes the respondents' answers (e.g., Satisfied, Not Satisfied).

Chi-Square Goodness-of-Fit Test

Category	Observed Frequency(o)	Expected Frequency (E)	(O-E) ² / E
Yes	34	30	16 / 30 = 0.53
No	26	30	16 / 30 = 0.53
Total	60	60	1.06

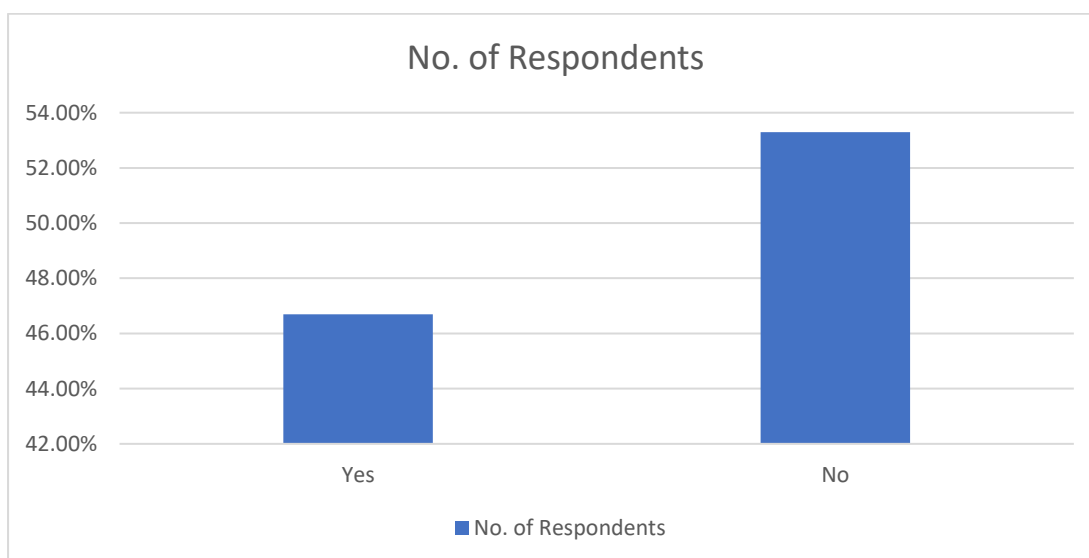
Test Statistics

- Chi-Square Statistic (X^2) = 1.06
- Degrees of Freedom (Df) = 1
- p-value $\approx$ 0.303

Since the p-value is greater than 0.05, we fail to reject the null hypothesis (H_0). There is insufficient evidence to support the alternative hypothesis (H_1), indicating that employees are not significantly different in their ability to maintain work-life balance.

Research Question 3: Does the organisation provide adequate support to manage work-life balance?

Options	Number of Respondents	Percentage
Yes	28	46.7%
No	32	53.3%
Total	60	100%



Interpretation

More than half of the respondents (53.3%) feel that the organisation does not provide adequate support. This shows the need for improved policies such as flexible working hours and wellness programs.

Null and Alternative Hypothesis

- H_0 (Null Hypothesis): Employees do not experience work-related stress due to their job responsibilities.
- H_1 (Alternative Hypothesis): Employees experience work-related stress due to their job responsibilities.

Variables and Frequencies

1. Satisfaction: This is the dependent variable, which measures the respondents' satisfaction with the selection process.

2. Response: This is the independent variable, which categorizes the respondents' answers (e.g., Satisfied, Not Satisfied).

1. Satisfaction: This is the dependent variable, which measures the respondents' satisfaction with the selection process.

2. Response: This is the independent variable, which categorizes the respondents' answers (e.g., Satisfied, Not Satisfied).

Chi-Square Goodness-of-Fit Test

Category	Observed Frequency(o)	Expected Frequency (E)	(O-E) ² / E
Yes	28	30	4 / 30 = 0.13
No	32	30	4 / 30 = 0.13
Total	60	60	0.26

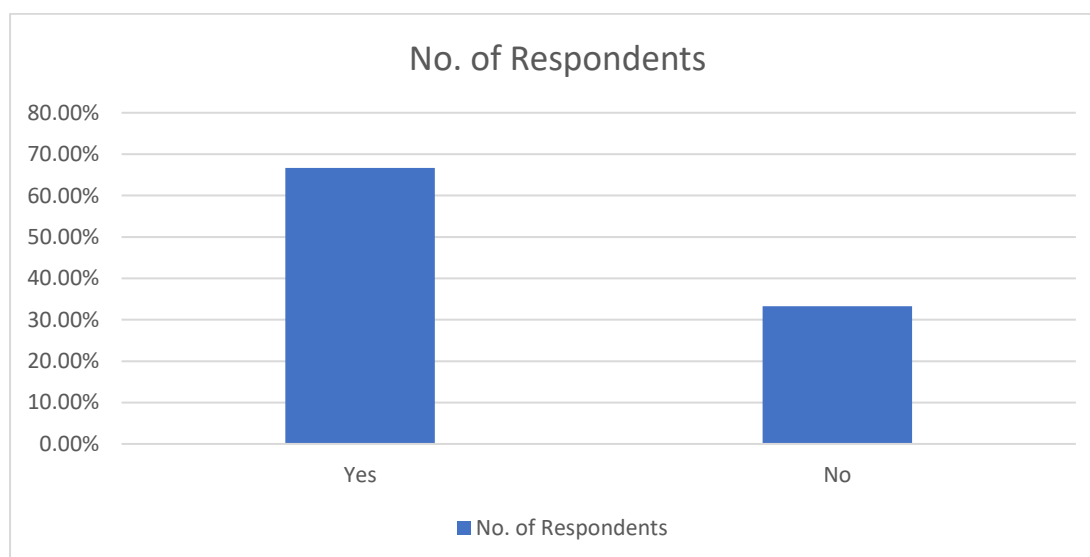
Test Statistics

- Chi-Square Statistic (X^2) = 0.26
- Degrees of Freedom (Df) = 1
- p-value $\approx$ 0.610

Since the p-value is greater than 0.05, we fail to reject the null hypothesis (H_0). There is insufficient evidence to support the alternative hypothesis (H_1), indicating that the organisation does not significantly provide adequate support for managing work-life balance.

Research Question 4: Does work pressure affect employees' family and personal life?

Options	Number of Respondents	Percentage
Yes	40	66.7%
No	20	33.3%
Total	60	100%



Interpretation

A majority of employees (66.7%) reported that work pressure affects their family and personal life. This highlights the serious impact of work demands on personal well-being.

Null and Alternative Hypothesis

- H_0 (Null Hypothesis): Employees do not experience work-related stress due to their job responsibilities.

- H_1 (Alternative Hypothesis): Employees experience work-related stress due to their job responsibilities.

Variables and Frequencies

1. Satisfaction: This is the dependent variable, which measures the respondents' satisfaction with the selection process.

2. Response: This is the independent variable, which categorizes the respondents' answers (e.g., Satisfied, Not Satisfied).

1. Satisfaction: This is the dependent variable, which measures the respondents' satisfaction with the selection process.

2. Response: This is the independent variable, which categorizes the respondents' answers (e.g., Satisfied, Not Satisfied).

Chi-Square Goodness-of-Fit Test

Category	Observed Frequency(o)	Expected Frequency (E)	(O-E) ² /E
Yes	40	30	100 / 30 = 3.33
No	20	30	100 / 30 = 3.33
Total	60	60	6.66

Test Statistics

- **Chi-Square Statistic (X^2) = 6.66**
- **Degrees of Freedom (Df) = 1**
- **p-value $\approx$ 0.010**

Since the p-value is less than 0.05, we reject the null hypothesis (H_0) and conclude that the observed distribution significantly differs from the expected distribution. There is sufficient evidence to support the alternative hypothesis (H_1), indicating that work pressure significantly affects employees' personal and family life.

FINDINGS

- The Chi-square test results and percentage analysis indicate that a majority of employees experience work-related stress due to their job responsibilities, as 38 out of 60 employees reported feeling stressed. This shows that the nature of work in the stock and forex trading industry is demanding and mentally pressuring.
- The Chi-square test results and percentage analysis indicate that more than half of the employees are able to maintain a balance between work and personal life, with 34 out of 60 employees reporting a manageable work-life balance. However, a significant number of employees still face difficulty in balancing both aspects.
- The Chi-square test results and percentage analysis indicate that organisational support for managing work-life balance is not adequate, as 32 out of 60 employees felt that the organisation does not provide sufficient support. This highlights the need for improved workplace policies and employee support systems.
- The Chi-square test results and percentage analysis indicate that work pressure significantly affects employees' personal and family life, with 40 out of 60 employees reporting a negative impact. This confirms that work demands interfere with employees' personal well-being.

SUGGESTIONS

- The organisation should introduce flexible working hours to help employees manage work pressure more effectively.
- Stress management programs, counselling sessions, and wellness initiatives should be provided to support employees' mental and emotional health.
- Employees should be encouraged to take regular breaks, leave, and vacations to reduce burnout and fatigue.
- Clear work boundaries should be established to minimise work-related stress outside working hours.

- Management should create a supportive work environment by regularly interacting with employees and understanding their work–life balance concerns.
- Periodic surveys and feedback mechanisms should be conducted to identify issues related to work–life balance and to improve organisational policies accordingly.

CONCLUSION

The results of the study highlight the importance of maintaining a healthy work–life balance among employees working in the stock and forex trading industry. Employees at LedgerWebb Stocks and Forex, Kalamassery face significant work pressure due to long working hours, continuous market monitoring, and time-sensitive responsibilities. While some employees are able to manage their professional and personal life effectively, a considerable number struggle due to stress and inadequate organisational support. The study emphasises the need for flexible work arrangements, stress management initiatives, and supportive workplace policies. By implementing these measures, the organisation can enhance employee well-being, improve job satisfaction, and achieve better organisational performance.

REFERENCES

1. Prasad, S., et al. (2025). Work–life balance and stress management among financial traders.
2. Barokah, R. A. (2025). Work–life balance and employee satisfaction in high-demand industries.
3. Kutebayev, T. (2024). Work-related stress among financial professionals.
4. Vinod, G. (2024). Burnout and stress in the financial services sector.
5. CFA Institute. (2024). Work-life and well-being of financial professionals.
6. Harvard Business Review. (2024). The impact of always-on work culture on employee well-being.
7. Opatrná, Z. (2023). Work–life balance policies and organisational performance.
8. Investopedia. (2023). Work routines and challenges of forex traders.