

**Dissertation – Proposal**  
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**EXPLORING THE BENEFIT OF WORK-LIFE BALANCE POLICIES FOR EMPLOYEES A CASE  
STUDY OF TRAVIS PERKINS PLC – A CASE STUDY WITH INTERVIEWS**

## Table of Contents

|                                                                                  |    |
|----------------------------------------------------------------------------------|----|
| Introduction.....                                                                | 3  |
| Introduction to the research.....                                                | 3  |
| Background of the research.....                                                  | 3  |
| Aim and objectives.....                                                          | 4  |
| Research questions.....                                                          | 4  |
| Problem statement.....                                                           | 4  |
| Research rationale.....                                                          | 4  |
| Figure 2: different types of work settings affect work-life balance.....         | 5  |
| Proposed method.....                                                             | 5  |
| Scope of the study.....                                                          | 5  |
| Summary of chapter 1.....                                                        | 5  |
| Literature Review.....                                                           | 6  |
| Introduction to chapter 2.....                                                   | 6  |
| Policy context of work life balance within Travis Perkins PLC.....               | 6  |
| Impact of work life balance policies on the employees of Travis Perkins PLC..... | 7  |
| Challenges faced and the overcoming strategies.....                              | 7  |
| Research gap.....                                                                | 8  |
| Summary of chapter 2.....                                                        | 8  |
| Research methodology.....                                                        | 8  |
| Research philosophy.....                                                         | 8  |
| Research choice and approach.....                                                | 9  |
| Research design and data collection.....                                         | 9  |
| Gant chart.....                                                                  | 9  |
| Ethical consideration.....                                                       | 10 |
| Reference list.....                                                              | 11 |

## Introduction

### Introduction to the research

The policies of Travis Perkins PLC have become an advantageous factor for both the organisation and the employees. The people development policy of Travis Perkins PLC has benefited the employees as they have the access to learn new things and increase their skills. According to Picton, (2021) the anti-fraud policy and Human Rights policy of different organisations make employees feel more secure.

### Background of the research

An organisation if succeeds in offering a flexible schedule for the employees then the productivity of the employees can be easily enhanced. There are other ways of providing a work-life balance policy such as giving "paid time off" and helping the employees learn the various ways to better time management in order to maintain a proper work-life balance. This can help in regulating the personal well-being of the employees which can help in making a less stressful workplace which is happier for the employees. Travis Perkins PLC in order to increase the engagement of the employees and improve the job satisfaction level can regulate and implement these kinds of policies so that it can benefit the work-life balance of the employees (Travis perkins plc 2023).



**Figure 1: Travis Perkins plc Share Price**

(Source: travis perkins plc 2023)

### Aim and objectives

#### Aim

The aim of the research is to explore the advantages of implementing work-life balance within an organisation. With the help of proper implementation of such policies, the productivity of the employees can be boosted which can benefit Travis Perkins PLC.

#### Objectives

- To examine the impact of work-life balance policies on employees of Travis Perkins PLC
- To analyse the challenges faced by the organisation while implementing such policies
- To offer mitigating strategies which can help in resolving the issues

### **Research questions**

- How can work-life balance policies influence employees?
- What are the advantages and disadvantages of implementing work-life balance policies within an organisation?

### **Problem statement**

Based on these kinds of policies, employees choose which organisation is better than the rest.

According to the opinion of Picton, (2021) when the work-life balance of an employee is satisfactory, the level of productivity of the employee is higher in comparison to the employee whose work-life balance is inappropriate. On the other hand, Jung *et al.*, (2023) debated by saying that it reduces the rate of absenteeism and highly motivates employees so that they can work sincerely. The problem statement of this research paper is that there are many benefits of work-life balance policies for employees. However, implementing them in an effective manner can be problematic for companies which will explore this paper.

### **Research rationale**

In the past 2 years, 88% of the employees of the United Kingdom have experienced burnout and 3 out of 10 employees (28%) started believing that their productivity is less due to poor work-life balance. 82% of the employees failed to take full lunch breaks due to excessive work pressure (Statista Research Department 2022). The chosen organisation has implemented work-life balance policies and the entire procedure will be discussed in this paper. Based on it, the growth of the firm can be determined.

### **Proposed method**

The proposed method for the research will be based on primary method research which includes a secondary literature search and the methodology is quantitative, structured interviews. Travis Perkins PLC needs to offer holiday and paid sick leaves provisions to all the employees in order to boost job satisfaction among employees. The advantages and disadvantages can also be determined with the help of this study.

### **Scope of the study**

Instead of evaluating what motivates employees, the research paper which is cited above will focus on the negative effect of the whole work-life balance on both the employees and the organisation. The research has chosen Travis Perkins PLC for further investigation and analysis based on its policies and regulations in the workplace. Apraku *et al.*, (2020) argued that if an organisation offers development opportunities to employees then it can motivate the employees to work more which

leads to enhancement of employee engagement rate. The significance of the research paper is that with the help of this research paper, an individual can get to know the benefits which an employee can avail due to proper implementation of work-life balance policies.

### **Summary of chapter 1**

Travis Perkins PLC can run into loss if the firm invests more time and money in the implementation of work-life balance policies which can lead to a decrease in the productivity of the company. It has also been taken into account that personal relationships between employees and employers can be improved and can benefit both the employees under employer in achieving their desired objective if workless balance is appropriate and effective in organisation. It can be concluded that if the organisation succeeds in implementation of policies regarding time management which reduces stress level of employees then it can be beneficial for Travis Perkins PLC.

## **Chapter 2-Literature Review**

### **Introduction**

This research proposal will evaluate and explore the different advantages of work-life balance for employees. The pattern which is being followed Travis Perkins PLC and the policy and regulations implemented by the firm will also be critically analysed in a proper manner. Along with that, the challenges faced by the organisation while implementing policies related to proper work-life balance will be provided along with the overcoming strategies which the organisation has used in order to solve the challenges.

### **Policy contact of work life balance within Travis Perkins PLC**

As per the perspective of Jorgenson *et al.*, (2020) the organisation has multiple initiatives and policies in order to support the work-life balance of employees. For example, Travis Perkins PLC offers remote working facilities, family leave policies, assessment tools, mindfulness resources. In addition to that the organisation even provides mental well being app, staff assistant program, shared parents leaves (Pinnington *et al.*, 2023). The organisation even has a progressive approach towards giving training to new and pre-existing employees.

According to Feeney and Stritch, (2019), the policies and regulations related to work-life balance in most of the cases have an optimistic impact on the lives of the employees. This helps boost productivity as well as helps staff learn the various ways to manage time in a better manner. This has improved the physical and mental health of the employees which decreases the rate of absenteeism and sickness (Kelliher *et al.*, 2019). This can help Travis Perkins PLC as employees will feel that they are being valued by the company which can motivate them to execute their tasks in a better manner and in this way engagement rate among employees can be increased (Le *et al.*, 2020). Work-life balance policies have a positive impact on an organisation as it tends to decrease turnover and

increase diversity of the company and in this way, the financial performance of Travis Perkins PLC can be improved.

### **Impact of work life balance policies on the employees of Travis Perkins PLC**

According to the perception of Pinnington *et al.*, (2023) due to proper work life balance facilities, the employees of Travis Perkins PLC are being able to spend quality time on improving their work quality. The level of engagement and focus of employees towards their work also increased. There is other versus such as employees have been able to pursue their hobbies and spend time with their family and friends which has impacted the work quality of the employees in a positive way and are encouraged to work harder so that the company can grow (Jorgenson *et al.*, 2020).

As per the point of view of Kelliher *et al.*, (2019), inappropriate work-life balance rules and policies can impact the culture of the organisation as well as the pre-existing policies. Even though these kinds of policies improve the thinking capability and productivity of the employees, implementing them in the workplace can be a challenging task for the organisation. Managers are considered to be the internal processors of work-life balance and maintaining task management. It is the duty of the supervisors and managers to train employees and improve poor work-life balance among co-workers (Feeney and Stritch, 2019). This can help Travis Perkins PLC in meeting the KPI target which could lead the firm to burn out. Inappropriate work-life balance regulations and policies can lead to unclear work priorities which can lead to miscommunication and low output results for the employees (Le *et al.*, 2020).

### **Challenges faced and the overcoming strategies**

According to the perception and perspective of Irawanto *et al.*, (2021), Work-life balance is all about prioritising both work-life as well as personal life. Travis Perkins PLC In order to reduce the challenges of implementing age can make a flexible work arrangement which enables staff to work in an office and remotely by adjusting their schedules (Wood *et al.*, 2020),. The management can encourage employees so that they take short breaks at work and this can improve the work quality executed by employees. Employees are to prioritise in accordance with deadlines and set boundaries so that they can complete them within the allotted time without any issues. In order to mitigate the issues, Travis Perkins PLC has supported their employees with modern technology which can help in executing the tasks easily (Bellmann and Hübler, 2021). The implementation and execution of the policies can be solved by supporting employees so that they can take the initiative of taking their annual leave. If the employees are able to prioritise the work as per their significance, then the productivity of the employees can automatically increase and the implementation problems can also be resolved without any issue.

Wood *et al.*, (2020), have stated that work-life policies of employees as it tends to improve the personal relationships between employers and employees. This helps in decreasing burnout and stress which leads to the improvement in better time management facilities. This has facilitated Travis Perkins PLC as it leads to the enhancement incorporation of innovative and creative strategies

leading to higher levels of customer satisfaction (Bellmann and Hübler, 2021). The work culture of Travis Perkins PLC is inclusive and positive which has attracted more talented employees and the existing employees are always motivated and committed to their tasks. For this reason the work-life balances in the workforce and work culture of an organisation. This can lead to the development of a diverse working environment and workforce which encourages the participation of female workers as they can add value to the company (Irawanto *et al.*, 2021). These policies do not have a direct impact on the workplace; however, it leads to an increase in the capability of the workers to combine personal life and working life by focusing on both of them. It has also been observed that work-life balance policies have always facilitated the employees as well as organisations which have succeeded in implementing the policies.

### **Research gap**

According to the opinion of Xia, (2020) the work life balance policies of the organisation has facilitated most of the employees in creating new and unique ideas. The previous research related to the topic failed to give valid standpoints. With the help of this research paper, an individual will be able to understand the different aspects of the work life balance within the organisation. Kennedy *et al.*, (2019) have argued that proper work-life balance of the organisation has helped the company in attracting talented workers which has become an advantage factor for the organisation.

### **Summary of chapter 2**

In this literature review section with the help of authentic journals and articles the opinions of different authors have been presented. Based on this the argument has been demonstrated with proper argumentative evidence-based sentences. The policies of Travis Perkins PLC have been highlighted in an effective manner in order to enhance the quality of the research proposal.

## **Chapter 3 - Methodology**

### **Research philosophy**

For better execution of the topic, the researcher will use interpretivism research philosophy. interpretivism can be referred to as the philosophy which assists including the perspective possessed by the researcher which is associated with social segments. The researcher will not use pragmatism as it would have been useful if the researcher had used both qualitatives as well as quantitatives information. For the execution of this research paper, the researcher will use qualitatives methodology/ structured interviews which will endeavour the purpose of the study (Dźwigoł, 2019). The researcher will also not use realism or positivism as this research is also based on a secondary investigation process. Interpretivism research philosophy will help the researcher while taking notes of the experiences faced by the researcher in various forms as well as on the internet based on the inferences which are developed based on the topic.

### **Research choice and approach**

The researcher will use an inductive research approach in order to cover all the major aspects of the topic. According to the opinion of Scharp and Sanders (2019), this research approach can help the researcher enumerate the multiple inferences and propaganda from a certain type of observation. The choice for this research paper is the qualitatives methodology as it can enable the researcher to develop a subject observation with the help of individuals. The researcher will be capable of collecting the necessary data in order to analyse theories that have relevance to the topic.

### **Research design and data collection**

The research design which will be used for this research is an exploratory research design with interviews approach towards the study. The data collection method for this research paper and topic will be a secondary data collection process. With the help of exploratory research design, the researcher will be able to analyse validations and in-depth explanations in order to increase the quality of the research (Scharp and Sanders, 2019). The researcher will not use a descriptive research design for the paper as the data collection process is not just primary. The researcher will use relevant and authentic journals and articles in order to gather information regarding the topic. There will be certain exclusion and inclusion criteria for the journals and articles such that the researcher will not use the journals that were published before 2019 in order to maintain the accuracy of data.

### Gant chart

| Activity                             | Month<br>1 | Month<br>2 | Month<br>3 | Month<br>4 | Month<br>5 | Month<br>6 | Month<br>7 |
|--------------------------------------|------------|------------|------------|------------|------------|------------|------------|
| “Topic Selection”                    |            |            |            |            |            |            |            |
| “Introduction and Literature Review” |            |            |            |            |            |            |            |
| “Methodology”                        |            |            |            |            |            |            |            |
| “Data Collection”                    |            |            |            |            |            |            |            |
| “Data Analysis & Discussion”         |            |            |            |            |            |            |            |
| “Conclusion”                         |            |            |            |            |            |            |            |
| “Final Submission”                   |            |            |            |            |            |            |            |

Table 1: Gantt chart

(Source: self-created)

### Ethical consideration

While proceeding with the research, the researcher will make sure of the fact that the privacy of no individual is harmed while doing the research. The researcher will also use the Data Protection Act 2018 so that no one can misuse the information which has been used by the researcher in this paper. Taking authentic information and data that has desert relevance with the topic is crucial and the researcher will have sufficient data and information to make the paper more authentic. The researchers have also taken up the decision that the person will depict different ethical issues of consent and confidential interlink with the research paper. Using proper Data Collection techniques is very important and the author will also make sure that all the books, journals and articles are published before 2019 or in the year 2019.

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