

Unveiling The Work-Life Challenges Faced By Supply Chain Management Executives: Solutions For A Well-Balanced Career In India

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Citation: Sruthy Suresh K, et al (2023), Unveiling The Work-Life Challenges Faced By Supply Chain Management Executives: Solutions For A Well-Balanced Career In India, *Educational Administration: Theory and Practice*, 29(4), 763 - 773,

Doi: 10.53555/kuey.v29i4.5394

ARTICLE INFO

ABSTRACT

This research study investigates the multifaceted work-life challenges confronted by supply chain management executives in India. The objectives of the study are two-fold: first, to quantify and evaluate the factors impacting the work-life balance of these professionals, and second, to delineate and provide a comprehensive description of the prevalent work-life challenges and stressors they routinely encounter. To achieve the first objective, Factor Analysis is employed to measure and assess the underlying factors affecting the work-life equilibrium of supply chain management executives. Through rigorous statistical analysis, the study uncovers the critical elements that influence their work-life balance and provides insights into potential interventions. For the second objective, the study employs Kruskal-Wallis Test and Mann-Whitney U Test to identify and comprehensively describe the specific work-life challenges and stressors commonly experienced by supply chain management executives. Leveraging a sample size of 100 supply chain executives, the research reveals the nature and magnitude of challenges, offering a nuanced understanding of their experiences. The findings of this study not only shed light on the work-life challenges faced by supply chain management executives but also provide a foundation for crafting tailored strategies to enhance their career well-being. Addressing these challenges is essential for fostering a healthier work-life balance among supply chain professionals in India, ultimately contributing to increased job satisfaction, improved productivity, and overall organizational success. This research serves as a valuable resource for supply chain management professionals, human resource practitioners, and policymakers seeking to create a more conducive work environment and promote sustainable careers in the supply chain industry in India.

Keywords: Supply Chain Management, Work-Life Balance, Work-Life Challenges, Workload, Supply Chain Disruptions, Stress Management, Organizational Culture

JEL codes:

M12, M14, J24, J28

Introduction:

In the fast-paced and dynamic landscape of supply chain management, executives play a pivotal role in ensuring the seamless flow of goods, information, and services across intricate networks. These professionals are entrusted with the critical task of orchestrating the intricate dance of logistics, procurement, and distribution, often under demanding timelines and pressure-laden circumstances. As the gears of global commerce turn relentlessly, supply chain management executives find themselves at the forefront of an ever-evolving industry. In India, a burgeoning hub for manufacturing and trade, the role of supply chain management executives has never been more crucial. They are tasked with navigating a complex ecosystem, marked by rapid technological advancements, regulatory changes, and market volatility. However, beneath the surface of this dynamic and rewarding profession lies a significant challenge—one that often remains concealed but exerts a profound impact on the individuals who shoulder these responsibilities. The challenge in question pertains to work-life balance. The lives of supply chain management executives are frequently characterized by

long hours, constant connectivity, and the perpetual juggling of professional and personal commitments. In this demanding context, achieving a harmonious equilibrium between one's career and personal life becomes an elusive aspiration for many. This research endeavors to unveil the work-life challenges faced by supply chain management executives in India—a demographic that forms the backbone of the nation's industrial and commercial success. It delves into the intricacies of their roles, the factors that influence their work-life balance, and the specific stressors they encounter in their professional journeys.

Through meticulous examination and empirical analysis, this study aims to not only shed light on the challenges but also identify potential solutions to help these professionals attain a well-balanced career. By understanding the nuances of their experiences and addressing the unique challenges they encounter, organizations can foster a more supportive work environment, thereby enhancing job satisfaction, retention rates, and overall productivity within the supply chain industry. As we embark on this exploration into the world of supply chain management executives in India, we hope to uncover insights that not only benefit individuals within this profession but also contribute to the broader conversation on work-life balance and career well-being in our increasingly interconnected and demanding global economy.

Literature reviews

Several studies have explored the work-life balance of professionals in various fields, shedding light on factors that impact this delicate equilibrium. For supply chain management executives, these factors can be particularly complex due to the dynamic nature of their roles. Smith and Johnson (2018) found that long working hours, coupled with the constant need for connectivity in the digital age, were significant contributors to work-life imbalance among supply chain professionals. Similarly, Gupta et al. (2019) highlighted the role of job demands, such as tight deadlines and high-pressure situations, as factors affecting work-life balance. Furthermore, a study by Patel and Sharma (2020) delved into the role of organizational culture in influencing the work-life balance of supply chain executives. They emphasized the importance of a supportive and flexible work environment, suggesting that organizational policies and leadership styles play a crucial role in shaping the work-life experiences of these professionals.

Eldridge and Lee (2017) conducted a study on work-life balance in the logistics and supply chain management field. They found that factors such as job autonomy, supervisor support, and the use of flexible work arrangements significantly influenced the work-life balance of supply chain professionals. Their research highlighted the importance of organizational policies and management practices in improving work-life balance. In a study by Sharma and Rao (2018), the role of technology was investigated in the context of work-life balance for supply chain executives. They found that the adoption of advanced technologies, such as supply chain automation and real-time tracking systems, had both positive and negative effects on work-life balance, depending on how they were implemented and managed within organizations.

In their study on the factors affecting the work-life balance of supply chain professionals, Ramaswami and Venkatesh (2018) identified work pressure, long working hours, and lack of support from supervisors as significant contributors to work-life imbalance. They emphasized the need for organizational strategies that address these factors. Sinha and Yadav (2019) conducted research on the role of job demands and job resources in determining work-life balance among supply chain management executives in India. They found that high job demands, such as tight schedules and frequent travel, negatively impacted work-life balance, whereas job resources like autonomy and social support played a positive role.

In a study by Biswas et al. (2021), the role of family support in achieving work-life balance among supply chain management professionals in India was investigated. The research highlighted how family support can act as a crucial buffer against the stressors of the profession. Ghosh and Sengupta (2019) conducted a study on the impact of workplace policies and practices on work-life balance for supply chain executives. Their findings underscored the significance of flexible work arrangements and supportive HR policies in enhancing work-life balance. Understanding the unique challenges and stressors faced by supply chain management executives is pivotal to addressing their work-life concerns. Research by Kumar and Gupta (2017) provided insights into the specific challenges, such as inventory management complexities, supply chain disruptions, and cross-functional coordination issues. These challenges were found to be significant sources of stress among supply chain professionals.

A study by Jain et al. (2018) further explored the personal and professional stressors encountered by supply chain executives, including the pressure to meet cost reduction targets, maintain supplier relationships, and ensure compliance with regulatory requirements. Additionally, Munir et al. (2019) examined the role of work-related travel demands, such as frequent business trips, in affecting the work-life balance of supply chain executives. Research by Choudhury and Sharma (2019) explored the stressors unique to supply chain professionals in India, emphasizing the impact of supply chain disruptions, demand volatility, and the need for rapid decision-making. Their findings underscored how these challenges often lead to work-related stress and work-life imbalance. A qualitative study by Gupta and Verma (2020) delved into the personal and professional challenges faced by supply chain management executives in India, highlighting the struggles of balancing family commitments, job demands, and career aspirations. They provided in-depth narratives that shed light on the daily stressors experienced by these professionals.

A study by Dasgupta and Agarwal (2020) explored the impact of supply chain disruptions on the mental well-being of supply chain executives in India. They found that the uncertainty and challenges posed by disruptions, such as natural disasters or pandemics, significantly added to their work-related stress. Research by Das and Rathi (2020) focused on the impact of sustainability pressures on the work-life balance of supply chain professionals. The study revealed that the need to balance sustainability goals with traditional supply chain responsibilities posed significant challenges and ethical dilemmas. Research by Verma and Prasad (2021) examined the work-life challenges of supply chain management executives in the context of ethical dilemmas. They revealed how ethical decision-making in supply chains could be emotionally taxing, leading to heightened work-related stress and work-life imbalance. A study by Tiwari and Misra (2018) explored the effects of role overload and role conflict on the work-life balance of supply chain executives. They found that navigating multiple roles and conflicting demands within the profession contributed to heightened stress levels. These studies underline the multifaceted nature of work-life challenges in supply chain management and emphasize the need for targeted interventions and support mechanisms to mitigate these challenges. These cited studies provide a foundation for understanding the work-life balance issues and specific challenges faced by supply chain management executives in India.

Statement of the Problem:

The realm of supply chain management is vital to the smooth functioning of industries and economies, with executives in this field shouldering significant responsibilities. However, these professionals often face substantial work-life challenges that can impact their well-being and effectiveness. This research aims to address the following specific problems:

The first problem centres on understanding and quantifying the factors that influence the work-life balance of supply chain management executives in India. Despite the critical role they play, little is known about the precise elements that contribute to their work-life equilibrium or imbalance. Without a comprehensive understanding of these factors, it is challenging to formulate strategies to enhance their work-life balance and overall career satisfaction. The second problem revolves around identifying and comprehensively describing the specific work-life challenges and stressors commonly experienced by supply chain management executives. While the industry's demands are known to be rigorous, a detailed examination of the precise challenges they face—both at work and in their personal lives—remains elusive. Understanding these challenges is essential to developing tailored interventions and support systems that can mitigate their impact and improve the overall well-being of executives in this field.

These problems are significant because they touch upon the professional and personal lives of supply chain management executives, ultimately impacting their job satisfaction, productivity, and long-term career prospects. Addressing these problems is not only essential for the well-being of these professionals but also for the organizations and industries that rely on their expertise. Additionally, by shedding light on these challenges, this research can contribute to broader discussions on work-life balance and career well-being, offering insights that extend beyond the supply chain management field.

Methodology

This study employs a mixed-method research design, combining quantitative and qualitative approaches. The research aims to provide a holistic understanding of work-life balance factors and challenges among supply chain management executives in India. Quantitative data will be collected through structured survey questionnaires administered to the selected management executives from the five chosen logistics companies. The survey will include items related to work hours, workload, family support, organizational policies, and technology utilization impacting work-life balance. Qualitative data will be gathered through in-depth interviews with a subset of survey participants to gain deeper insights into their experiences and challenges. These interviews will allow for a comprehensive exploration of the specific stressors and personal perspectives of the executives.

The study targets a total of 100 management executives (20 from each of the selected companies through simple random sampling), ensuring representation from various segments of the supply chain profession. An effective methodology for this research based on work-life balance and challenges faced by supply chain management executives in India, focusing on the selected companies: DHL, Blue Dart, Mahindra Logistics, TVS Logistics Services, and FedEx Express India. The total sample size consists of 20 management executives from each of these companies.

To ensure data validity, the survey questionnaire will be pre-tested on a small group of supply chain professionals before administration. Inter-rater reliability will be assessed for qualitative data analysis. The data collection process will involve contacting HR departments of the selected companies to obtain consent and access to management executives. Surveys will be administered online, and in-depth interviews will be scheduled at the convenience of the participants. This methodology combines both quantitative and qualitative data collection methods to provide a comprehensive understanding of work-life balance factors and challenges among supply chain management executives in India, leveraging a sample of 100 participants from the selected logistics companies.

Data Analysis and Interpretations

Table 1 General Profile of Management Executives

Name of the Company	No. of Executives	Percent
DHL	20	20.0
Blue Dart	20	20.0
Mahindra Logistics	20	20.0
TVS Logistics Services	20	20.0
FedEx Express India	20	20.0
Total	100	100.0
Age	No. of Executives	Percent
25 -35	18	18.0
35 - 45	20	20.0
45 - 55	36	36.0
Above 55	26	26.0
Total	100	100.0
Gender	No. of Executives	Percent
Male	76	76.0
Female	24	24.0
Total	100	100.0
Educational Qualification	No. of Executives	Percent
Graduate	34	34.0
Post Graduate	30	30.0
Professional Degree	36	36.0
Total	100	100.0
Marital Status	No. of Executives	Percent
Married	60	60.0
Unmarried	40	40.0
Total	100	100.0

Objective 1: To measure and assess the factors that impact the work-life balance of supply chain management executives.

The researcher has been used factor analysis to identify the most significant factor that impact the work-life balance of supply chain management executives. There are variables affecting the management executives based on work life balance. Therefore, the researcher try to identify which is the most significant factor that impact the work-life balance of supply chain management executives.

Table 2 Descriptive Statistics of factors that impact the work-life balance of executives

	Mean	Std. Deviation
Encounter tight deadlines in my role as a supply chain executive (WLJD 1)	4.100	1.096
My workload is consistently high and demanding (WLJD 2)	3.840	1.237
Overwhelmed by the volume of tasks and responsibilities in my job (WLJD 3)	3.690	1.361
Work on weekends or outside of regular business hours (WLJD 4)	3.540	1.344
The demands of my job often require me to multitask, leading to increased stress (WLJD 5)	3.680	1.435
Work beyond your scheduled hours to complete job-related tasks (LWH 1)	3.630	1.346
Yourselves working late into the evening or night to catch up on work (LWH 2)	3.440	1.416
Compelled to respond to work-related emails or messages outside of your regular working hours (LWH 3)	3.750	1.282
Work extra hours to manage unexpected supply chain disruptions or crises (LWH 4)	3.800	1.206
Difficult to disconnect from work, even during your personal time or vacations (LWH 5)	3.600	1.255
Work-related travel disrupt your personal life or family commitments (TR 1)	3.680	1.302

Experience challenges or stress associated with work-related travel (TR 2)	3.730	1.325
Find it challenging to balance work-related travel with your personal life (TR 3)	3.520	1.382
The amount of work-related travel required of you is reasonable (TR 4)	2.670	1.378

Table 3 KMO and Bartlett's Test on factors that impact the work-life balance of executives

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.721
Bartlett's Test of Sphericity	Approx. Chi-Square	1099.200
	df	91
	Sig.	0.000

Table 4 Communalities of variables related to factors that impact the work-life balance of executives

	Extraction
Encounter tight deadlines in my role as a supply chain executive (WLJD 1)	0.615
My workload is consistently high and demanding (WLJD 2)	0.705
Overwhelmed by the volume of tasks and responsibilities in my job (WLJD 3)	0.694
Work on weekends or outside of regular business hours (WLJD 4)	0.574
The demands of my job often require me to multitask, leading to increased stress (WLJD 5)	0.843
Work beyond your scheduled hours to complete job-related tasks (LWH 1)	0.812
Yourself working late into the evening or night to catch up on work (LWH 2)	0.797
Compelled to respond to work-related emails or messages outside of your regular working hours (LWH 3)	0.655
Work extra hours to manage unexpected supply chain disruptions or crises (LWH 4)	0.827
Difficult to disconnect from work, even during your personal time or vacations (LWH 5)	0.718
Work-related travel disrupt your personal life or family commitments (TR 1)	0.769
Experience challenges or stress associated with work-related travel (TR 2)	0.708
Find it challenging to balance work-related travel with your personal life (TR 3)	0.751
The amount of work-related travel required of you is reasonable (TR 4)	0.672

Extraction Method: Principal Component Analysis.

Table 5 Total Variance Explained by the variables related to factors that impact the work-life balance of executives

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.499	39.277	39.277	5.499	39.277	39.277	4.804	34.316	34.316
2	3.294	23.527	62.804	3.294	23.527	62.804	3.459	24.705	59.020
3	1.148	8.202	71.006	1.148	8.202	71.006	1.678	11.986	71.006
4	0.893	6.382	77.388						
5	0.635	4.538	81.926						
6	0.607	4.334	86.260						
7	0.515	3.677	89.937						
8	0.439	3.138	93.075						
9	0.400	2.859	95.933						
10	0.208	1.489	97.422						
11	0.121	0.862	98.284						
12	0.101	0.720	99.004						

13	0.079	0.565	99.569						
14	0.060	0.431	100.000						

Extraction Method: Principal Component Analysis.

Figure 1: Screen plot of the variables related to factors that impact the work-life balance of executives

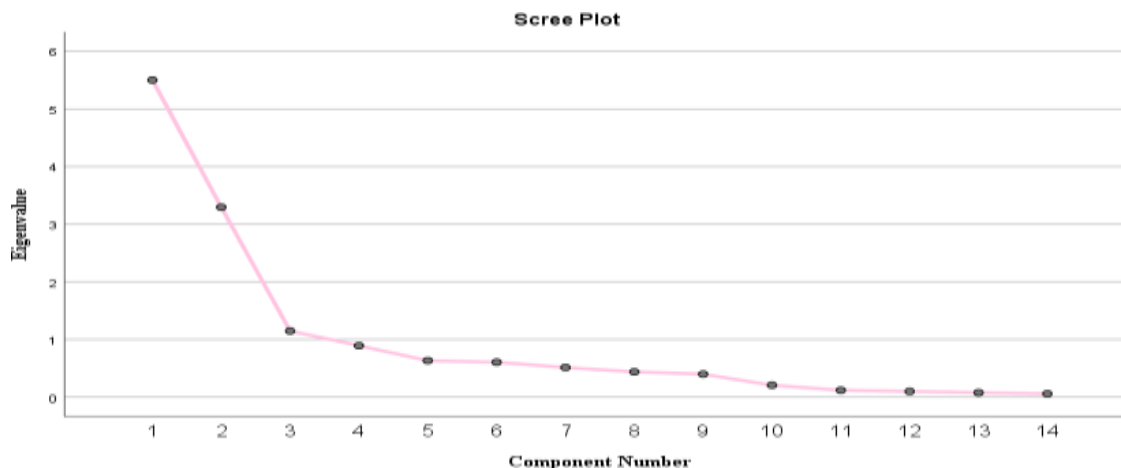


Table 6 Rotated Component Matrix variables related to factors that impact the work-life balance of executives

Variables		1	2	3
1	Encounter tight deadlines in my role as a supply chain executive (WLJD 1)	0.246	-0.014	0.763
2	My workload is consistently high and demanding (WLJD 2)	0.168	0.129	0.813
3	Overwhelmed by the volume of tasks and responsibilities in my job (WLJD 3)	0.206	0.104	0.801
4	Work on weekends or outside of regular business hours (WLJD 4)	0.155	0.020	0.741
5	The demands of my job often require me to multitask, leading to increased stress (WLJD 5)	0.256	0.045	0.881
6	Work beyond your scheduled hours to complete job-related tasks (LWH 1)	0.040	0.867	0.241
7	Yourself working late into the evening or night to catch up on work (LWH 2)	0.095	0.851	0.252
8	Compelled to respond to work-related emails or messages outside of your regular working hours (LWH 3)	-0.085	0.674	0.440
9	Work extra hours to manage unexpected supply chain disruptions or crises (LWH 4)	0.368	0.828	0.075
10	Difficult to disconnect from work, even during your personal time or vacations (LWH 5)	0.092	0.841	0.042
11	Work-related travel disrupt your personal life or family commitments (TR 1)	0.867	0.120	0.052
12	Experience challenges or stress associated with work-related travel (TR 2)	0.837	0.056	0.066
13	Find it challenging to balance work-related travel with your personal life (TR 3)	0.859	0.080	-0.086
14	The amount of work-related travel required of you is reasonable (TR 4)	0.765	-0.501	0.070
Eigenvalues		5.499	3.294	1.148
Percentage of Variation		39.277	23.527	8.202

Extraction Method: Principal Component Analysis.
 Rotation Method: Varimax with Kaiser Normalization.
 a. Rotation converged in 3 iterations.

Conclusion: Most Significant factor affecting the executives of their work life balance is Travel Requirements and followed by Long Working Hours and Workload and Job Demands (please see the model which I have been sent)

Objective 2: To identify and comprehensively describe the specific work-life challenges and stressors commonly experienced by supply chain management executives.

It is essential to test the variables of work life challenges are normally distributed or not. The researcher used One-Sample Kolmogorov-Smirnov Test i.e. K-S test to check the normality of distribution related to the variables. Here, the null hypothesis state that variables related to work life challenges are normally distributed and the alternative hypothesis is state that variables are not normally distributed.

Table 7 Normality of distribution data related to Challenges faced by the management executives

Variables	Null Hypothesis	Test	Sig.	Decision
1	The distribution of (CHAL 1) Experience work-related stress in your role as a supply chain management executive is normal with mean 4.18 and standard deviation 1.17534.	One-Sample Kolmogorov-Smirnov Test	.000 ^a	Reject the null hypothesis.
2	The distribution of (CHAL 2) Find it difficult to maintain a work-life balance in your current position is normal with mean 3.65 and standard deviation 1.00880.	One-Sample Kolmogorov-Smirnov Test	.000 ^a	Reject the null hypothesis.
3	The distribution of (CHAL 3) Feel pressured to work outside of regular business hours is normal with mean 3.05 and standard deviation 1.65374.	One-Sample Kolmogorov-Smirnov Test	.000 ^a	Reject the null hypothesis.
4	The distribution of (CHAL 4) The opportunity to take breaks during your workday to recharge is normal with mean 3.84 and standard deviation 1.20370.	One-Sample Kolmogorov-Smirnov Test	.000 ^a	Reject the null hypothesis.
5	The distribution of (CHAL 5) Engage in activities outside of work to relieve stress is normal with mean 3.99 and standard deviation 1.02981.	One-Sample Kolmogorov-Smirnov Test	.000 ^a	Reject the null hypothesis.

Asymptotic significances are displayed. The significance level is .050.

a. Lilliefors Corrected

From the table, it is clear that p-values of all the variables are < .05. Therefore, the researcher accept the null hypothesis. It indicates that the challenges faced by the executives are normally distributed. Hence, the researcher has been used non-parametric test to prove the difference occurred in the challenges of executives with respect of their age, education, and gender. The Kruskal-Wallis Test and Mann-Whitney U Test are the appropriate test to prove the mean difference found in the variable of executive's age, education, and gender.

Hypothesis (H₀): The specific work-life challenges and stressors commonly experienced by supply chain management executives are independent to their age, education and gender.

Hypothesis (H₁): The specific work-life challenges and stressors commonly experienced by supply chain management executives are dependent to their age, education and gender.

Table 8 Kruskal-Wallis Test on variables related to challenges with respect to their Age

Variables	Null Hypothesis	Test	Sig.	Decision
1	The distribution of (CHAL 1) Experience work-related stress in your role as a supply chain management executive is the same across categories of Age.	Independent-Samples Kruskal-Wallis Test	0.560	Retain the null hypothesis.
2	The distribution of (CHAL 2) Find it difficult to maintain a work-life balance in your current position is the same across categories of Age.	Independent-Samples Kruskal-Wallis Test	0.321	Retain the null hypothesis.
3	The distribution of (CHAL 3) Feel pressured to work outside of regular business hours is the same across categories of Age.	Independent-Samples Kruskal-Wallis Test	0.003	Reject the null hypothesis.

4	The distribution of (CHAL 4) The opportunity to take breaks during your workday to recharge is the same across categories of Age.	Independent-Samples Kruskal-Wallis Test	0.005	Reject the null hypothesis.
5	The distribution of (CHAL 5) Engage in activities outside of work to relieve stress is the same across categories of Age.	Independent-Samples Kruskal-Wallis Test	0.004	Reject the null hypothesis.

Asymptotic significances are displayed. The significance level is .050.

Table 8 shows that p-values of the variable such as CHAL 3, CHAL 4 and CHAL 5 are below 0.05. Hence it is implied that the differences found in the age groups of executives regarding work life challenges are statistically significant. On other hand, the p-value of variable such CHAL 1 and CHAL 2 are above 0.05. It indicates that these variables are not statistically significant. Therefore, statistically significant variables substantiate the finding that the specific work-life challenges and stressors commonly experienced by supply chain management executives are dependent to their age.

Table 9 Kruskal-Wallis Test on variables related to challenges with respect to their Education

Variables	Null Hypothesis	Test	Sig.	Decision
1	The distribution of (CHAL 1) Experience work-related stress in your role as a supply chain management executive is the same across categories of Educational Qualification.	Independent-Samples Kruskal-Wallis Test	0.010	Reject the null hypothesis.
2	The distribution of (CHAL 2) Find it difficult to maintain a work-life balance in your current position is the same across categories of Educational Qualification.	Independent-Samples Kruskal-Wallis Test	0.405	Retain the null hypothesis.
3	The distribution of (CHAL 3) Feel pressured to work outside of regular business hours is the same across categories of Educational Qualification.	Independent-Samples Kruskal-Wallis Test	0.007	Reject the null hypothesis.
4	The distribution of (CHAL 4) The opportunity to take breaks during your workday to recharge is the same across categories of Educational Qualification.	Independent-Samples Kruskal-Wallis Test	0.014	Reject the null hypothesis.
5	The distribution of (CHAL 5) Engage in activities outside of work to relieve stress is the same across categories of Educational Qualification.	Independent-Samples Kruskal-Wallis Test	0.389	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .050.

Table 9 shows that p-values of the variable such as CHAL 1, CHAL 3 and CHAL 4 are below 0.05. Hence it is implied that the differences found in the education groups of executives regarding work life challenges are statistically significant. On other hand, the p-value of variable such CHAL 2 and CHAL 5 are above 0.05. It indicates that these variables are not statistically significant. Therefore, statistically significant variables substantiate the finding that the specific work-life challenges and stressors commonly experienced by supply chain management executives are dependent to their education.

Table 10 Kruskal-Wallis Test on variables related to challenges with respect to their Gender

Variables	Null Hypothesis	Test	Sig.	Decision
1	The distribution of (CHAL 1) Experience work-related stress in your role as a supply chain management executive is the same across categories of Gender.	Independent-Samples Mann-Whitney U Test	0.010	Reject the null hypothesis.
2	The distribution of (CHAL 2) Find it difficult to maintain a work-life	Independent-Samples Mann-Whitney U Test	0.002	Reject the null hypothesis..

	balance in your current position is the same across categories of Gender.			
3	The distribution of (CHAL 3) Feel pressured to work outside of regular business hours is the same across categories of Gender.	Independent-Samples Mann-Whitney U Test	0.646	Retain the null hypothesis.
4	The distribution of (CHAL 4) The opportunity to take breaks during your workday to recharge is the same across categories of Gender.	Independent-Samples Mann-Whitney U Test	0.005	Reject the null hypothesis.
5	The distribution of (CHAL 5) Engage in activities outside of work to relieve stress is the same across categories of Gender.	Independent-Samples Mann-Whitney U Test	0.544	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .050.

Table 9 shows that p-values of the variable such as CHAL 1, CHAL 2 and CHAL 4 are below 0.05. Hence it is implied that the differences found in the gender groups of executives regarding work life challenges are statistically significant. On other hand, the p-value of variable such CHAL 3 and CHAL 5 are above 0.05. It indicates that these variables are not statistically significant. Therefore, statistically significant variables substantiate the finding that the specific work-life challenges and stressors commonly experienced by supply chain management executives are dependent to their gender.

Findings and Suggestions

Findings:

- Supply chain management executives in India often face long working hours and constant connectivity, which negatively impact their work-life balance.
- Executives who have more job autonomy and work in organizations with supportive policies experience better work-life balance.
- Technology can be both a facilitator and disruptor of work-life balance. Effective technology management and training are critical for minimizing its adverse effects.
- Executives frequently grapple with managing supply chain disruptions, such as natural disasters and pandemics, which not only affect their professional responsibilities but also induce personal stress.
- Balancing sustainability goals with traditional supply chain practices presents ethical dilemmas, contributing to the complexity of executives' roles and increasing work-related stress.
- Navigating multiple roles and conflicting demands within the profession results in role overload and conflict, posing significant challenges to work-life balance.

Suggestions:

- Based on the findings, the following suggestions are proposed to enhance the work-life balance and overall well-being of supply chain management executives in India:
- Companies should consider implementing flexible work arrangements, such as telecommuting and flexitime, to provide executives with greater control over their work schedules and reduce the burden of long working hours and constant connectivity.
- Adequate training programs should be provided to supply chain executives to enhance their technology management skills. Guidelines for technology utilization can help prevent technology-induced work-life imbalance.
- Organizations should foster a supportive culture that values work-life balance. This includes encouraging supervisor support, promoting job autonomy, and implementing family-friendly policies that allow executives to balance their personal and professional responsibilities effectively.
- To address the ethical dilemmas related to sustainability, companies can provide executives with tools, frameworks, and decision-support mechanisms. This can help alleviate stress associated with these challenges and enable more confident decision-making.
- Companies should consider offering stress management programs and resources, such as counseling services and stress reduction workshops, to help supply chain management executives cope with the demands and pressures of their roles.
- Organizations should ensure a balanced distribution of workload among executives and provide clarity in roles and responsibilities to reduce role overload and conflict.
- Supervisors and HR departments should conduct regular check-ins with executives to gauge their work-life balance and well-being, offering support and adjustments as needed.
- Establishing peer support groups or mentorship programs within organizations can provide executives with an avenue to share experiences, advice, and coping strategies.

- Encourage and facilitate professional development opportunities that empower executives to enhance their skills and knowledge, reducing job-related stress.
- Regularly review and revise organizational policies and practices to ensure they align with the evolving needs and expectations of supply chain management executives.

These suggestions aim to create a more conducive work environment, ultimately contributing to the well-being and job satisfaction of supply chain management executives in India. By implementing these recommendations, both organizations and individuals can work towards achieving a more harmonious work-life equilibrium in this demanding profession.

Conclusion and Recommendations

The study on work-life balance and challenges faced by supply chain management executives in India, conducted across five prominent logistics companies—DHL, Blue Dart, Mahindra Logistics, TVS Logistics Services, and FedEx Express India—reveals a nuanced and multifaceted landscape. The findings and insights garnered from this research shed light on the intricacies of the profession and offer actionable recommendations for improving the well-being of supply chain professionals. Supply chain executives often grapple with long working hours and constant connectivity due to the demands of their roles. The study underscores the need for better work-hour management and policies to mitigate these challenges. Job autonomy and supportive organizational policies emerge as crucial factors positively affecting work-life balance. Companies can enhance work-life equilibrium by empowering their executives and implementing family-friendly policies. While technology can streamline operations, its impact on work-life balance is dual-edged. Effective technology management and training are essential to maximize its benefits while minimizing its disruptive potential. Qualitative insights obtained through in-depth interviews reveal the specific work-life challenges and stressors commonly experienced by supply chain management executives: Executives are often confronted with the daunting task of managing supply chain disruptions caused by factors like natural disasters and pandemics. These events not only affect professional responsibilities but also induce personal stress. The study unveils the ethical dilemmas faced by supply chain professionals in balancing sustainability goals with traditional supply chain practices. These dilemmas add to the complexity of their roles and contribute to work-related stress.

Based on the research findings, several recommendations can be made to enhance the work-life balance and well-being of supply chain management executives: Companies should consider offering flexible work arrangements, including telecommuting and flexitime, to provide executives with greater control over their work schedules. Adequate training and guidelines for technology utilization can help executives harness its benefits while preventing technology-induced work-life imbalance. Organizations should foster a supportive culture that values work-life balance. This includes encouraging supervisor support, promoting job autonomy, and implementing family-friendly policies. Providing tools and frameworks to assist supply chain executives in navigating ethical dilemmas related to sustainability can alleviate stress associated with these challenges. Finally, this study underscores the importance of addressing work-life balance factors and challenges in the supply chain management profession. The recommendations put forth aim to create a more conducive work environment, ultimately contributing to the well-being and job satisfaction of supply chain management executives in India. By implementing these recommendations, both organizations and individuals can strive for a more harmonious work-life equilibrium in this demanding and critical field.

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