
A STUDY ON “WORK LIFE BALANCE” OF EMPLOYEES

Dr.K. Siva Nageswara Rao

Asst. Professor, Department of Management studies, Vignan's Foundation for Science, Technology and Research, Guntur

Ms. Shaik Maseeha

Student, Department of Management Studies Vignan's Foundation for Science, Technology and Research, Guntur

Abstract: It is challenging for both employee and employers to balance their work and family life. This conceptual paper on Work Life Balance give a frame on meaning and importance of Work Life Balance. The push and pull between family and responsibilities. In these the poor Work Life Balance will give suggestion to overcome those obstacles. In this paper, we highlighting about the Work Life Balance and to understand the reader in depth knowledge on balancing their own work and personal life.

1. INTRODUCTION

To go to the higher position in organization it requires to work for long working hours and deal with difficult issues. some days it is quite interesting and exciting and other days stress full and tension. For many people it's a situation arises how they manage their work and life. Employee who believe they have no time for their personal life feel distracted while they are in work. Those negative aspect into employee personal life can lead to job exhaustion disruption of relation with families and increasing work life balance is to maintain and create healthy environment, in which employee has a balance between work and family thus strengthen ones loyalty.

2. NEED OF THE STUDY

1. There is no perfect balance you should be striving for. As we have different life and different priorities for each of us WLB is different.
2. Balancing the work and family life is more important.
3. The possible solutions or measure of work life balance is also mentioned in these paper.

3. SCOPE OF THE STUDY

The study is confined to the secondary data based the analysis of the review given by the various authors and data collected by company websites.

1. In this study the stress between the family and job to handle the situations.
2. In this study all the work life balance practices and how to implement work life balance business strategy

4. OBJECTIVES OF THE STUDY

1. The first objective is the importance of the work life balance and their benefits
2. The second objective is to implement the work life balance strategy and what can organizations do.

5. RESEARCH METHODOLOGY OF THE STUDY

Primary data: Data observed or collected directly from first-hand experience is called primary data. Responses through questionnaires

Secondary Data: Secondary data is the source of information which is already existed in journals is, books, and the company websites etc

- Company Websites
- Journals

- Textbooks
- Magazines

Secondary data is used only to know the importance of work life balance ,and come other factors,

6. LIMITATIONS OF THE STUDY:

1. Due to the time concern the secondary data is used to find out about the work-life balance
2. In these how effectively we can implement work life balance

7. REVIEW OF LITERATURE

Murphy & Doherty (2011) revealed that it is not possible to measure work-life balance in an absolute way, because personal circumstances influence the way this is perceived. Long hours and presentism form “part of job” when accepting a role at higher level. However, modern technology has helped this to some extent by allowing senior managers to be accessible instead of having to be present in office

Eikhofet.al(2007) suggested that re conceptualization is required to analyze both work-life balance and relationship between work& life. This implies current work-life balance policies are myopic in terms of addressing needs & aspirations of employees.

Jawaharani (2011) and Rania.Set.al(2011) found that work-life balance is key driver of employee satisfaction which include recruitment & retention of valuable work force, reduced absenteeism, reduced employee stress, health benefits, job satisfaction and better life-balance.

DATA INTERPRETATION:

It is clear that for the better balance should handle the both work and family. the work life balance is very important. women is also good in work life balance.

8. WORK LIFE BALANCE IMPORTANCE

It is important to draw a distinction between work and personal life. Employees who are constantly fed up with the job deals with stress and burnout. The person doesn't have time to relax and recharge their performance suffers. It important person to take time off from the work instead of working longer hours. A proper schedule is to be maintained for their work, family, friends so that the mental stress decreases.

The individual is running out for doing their best from adding additional task to his brain and not handling the situation. Once the time of work is over the person need to learn to walk away from laptop and not answering the call.

In this busy world, because of work pressure no one will close to their loved once and not available for the friend and family. They also suffer from illness and medical disorders from prolonged stress such as heart diseases and diabetes.

Work Life Balance Benefits:

Employee in company already availing the benefits of the work life practices

- ❖ Without guilt or regret effectively managing multiple tasks as well as responsibilities at home and work.
- ❖ Earning an income and managing the personal life.
- ❖ As a part of supportive work place that values and trusts staff.

And people want to have:

- A good life.
- A career progress and joyful work life.

- Training and development.
- Good health.
- Available of child care and elder care.
- Further education.
- More money.
- Time to travel.
- Time with friends and family.
- Time for sports.
- Time to do voluntary work

There is no single definition on WLB is to translate with satisfaction with one's whole life –professional and personal—and working long hours.

The balance is changing when it from a single life and will be different when you marry or you have children; it place a key role of right balance of today lead to different from you tomorrow.it is based on the daily basis or it will vary over time.

Life is and should be more fluid and that. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and realistic. Work life balance does not mean an equal balance.

There is no perfect balance you should be striving for. As we have different life and different priorities for each of us WLB is different

Work Life Balance In Women vs Men

It was a tremendous change from the past 20years in work place and families. Women are working equally with men and relatively earning along with them sometimes more than them. Some people still behave as the men's primary job is to earn and women to take care of their home and families.

How to Implement a Work Life Balance Strategy

Before going into the concept of work life balance strategy, it is important to discover the needs of the business. For this, the organization is introducing some help desks for the employees or staffs in between the working hours. These help desks will be useful to get their view, it may also generates the new and innovative ideas for the improvement of WLB. With these views, the organization will review the existing policies and develop the new work-life balance strategy.

What can the organization do?

- ✓ Make some awareness programs in organization
- ✓ Use success stories and case studies as an inspiration
- ✓ Promote flexible options for balancing the work-life
- ✓ Demos and suggestions from seniors
- ✓ Establishing the brainstorming sessions to get more reviews on WLB.
- ✓ Focus on outcome not on a time that has spent in office
- ✓ As a part of regular performance the question “what can I do to support and achieve work life balance”
- ✓ As a part of it “what barriers are to be removed or challenged?” Ensure that they take an action on the request
- ✓ Shift thinking away from thinking that presence equal professionalism and performance

- ✓ A willingness the way in which the senior role can be re-designed to accommodate greater flexibility in where and when the work is done
- ✓ Ensure that the all the staff has an equal opportunity to have their needs reviewed fairly and objectively
- ✓ Help executive to assess low value work and review work load and work practices so that it reduce the amount of time they have to spent on,work that can be delegated to others
- ✓ Include questions about work life issues and access to senior role as part of the regular employee survey process

The Work Life Conflict And Negative Effect

Long working hours and lots of stress towards job not only stress its ability to harmonize the work and family life and also associate the health risk such as consumption of alcohol and smoking and over -weight and depression it associate on physical and mental health according to Duxbury and Higgins women are more likely than men in caregiver stain and report high levels of role overload all just because women devote more hours per week then men like non work activities like childcare eldercare and more likely responsibilities like domestic work further more like other studies work life conflict have negative effects on family life.

According to the research of Duxbury and Higgins 1 in 4 Canadians report that their work responsibilities are interface with their abilities to fulfill especially the next generation who are faced the long hours increasing the pressure and expectation of 24/7 and the elderly people working the longer then the past are demanding to change their life styles by different work arrangements in one survey of physician, control over work schedule was the greater predictor of reported work life balance.

- Age
- Gender
- Income
- Total weekly hours
- Number of children at home
- Total weekly hours worked
- Control over schedule

9. FINDING OF THE STUDY

- A. To agree and to define the work to be done and to achieve the standards
- B. Implement and process different systems that allow the employees to work productively to form the corporate office
- C. Creating a healthy environment where employees can communicate their concern
- D. Evaluate and monitored and able to modify systems where needed
- E. Providing regular feedback and performance

10. CONCLUSION OF THE STUDY

We can conclude that all the factors that mentioned in the above paragraph is only secondary and the main thing is one should have their own personality traits and personal motivation to manage, balance the Work-life. The organizations should identify that the employee welfare and satisfaction is the most vital things. Love and humanity is also important to be happy along with the work. Companies are implementing new programs and policies on how to balance both work and life. Those are productivity increases, Employee energy, Employee motivation and enthusiasm for work totally increases profits.. Now-a-days most of the organizations are hiring women because they can manage and balance work-life very nicely.

11. SUGGESTIONS OF THE STUDY

1. A proper time should be given to their own interest because it is necessary to refresh to overcome the physical as well as mental stress
2. The people who stay long at home for office work they need a morning walk and long walk for better health and energize them well
3. To refresh the tonic of mind and body people whose nature is not to stay long in office they adopt hobbies like indoor and outdoor games
4. Always give time to spouse children, elders, relatives, friends, even home workers according to their available time
5. Your soul will be thirsty in all this work life management if we ignore, it will effect on health, wealth, joy even any big achievement can felt nothing by ignoring the spiritual activities

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