

Work Life Balance- Creating Satisfied Workforce

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Abstract

"The balance between work and an individual's life is significant in modern society because the concept suggests that the person has some form of control over his or her existence.

Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with clients and the pressures of job can interfere and affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if you have a kid or aging parent, financial problems or even problems in the life of a dear relative. It can lead to absenteeism from work, creating stress and lack of concentration at work.

Key Words: Work life balance, Absenteeism, family, imbalance, satisfied workforce

Introduction

Work life balance could be defined because the conflicts between the strain of labor and thus the demand of personal life (family commitments, leisure activities etc). Related, though broader, terms include "lifestyle balance" and "life balance".

The phrase Work Life Balance owes its origin to Working Women Association in UK dating back to 1970 but it got popularized from mid 1980s. Work related pressures and demands are consuming far an excessive amount of of the workers leaving them with no time for family & leisure. Poor time management, delegating skills and last but not the littlest amount , the diehard attitude towards the work is cited because the explanations for workers getting into stressful situations. The growing competition thanks to globalization is adding fuel to the hearth . the results are rise in rate of attrition , strained domestic relation resulting in divorces and therefore the worst of all life threatening ailments. It also increases work place violence, alcoholism, absenteeism. Commuting to & from workplace has also become stressful & tiresome experience involving long hours of private life. Women employees suffer most, trying to balance between office & personal work. As more employees are falling sick because of work related stress, organization has now realized the need to make them feel reception even at work. they need taken various initiatives like recreational facilities, flextime, gymnasium, family holiday package, meditation &

yoga centers. No career success is often enjoyable if it comes at the value of the family life. Ensuring quality time with family should be the joint effort by the worker & the management.

The meaning of work/life balance has chameleon characteristics. It means various things to different groups, and thus the refore the meaning often depends on the context of the conversation and therefore the speaker's viewpoint.

1. Work/family: A term more frequently utilized in the past than today. the present trend is to use titles that include the phrase work-life, giving a broader work/life connotation or labeling concerning specific areas of support (e.g., quality of life, flexible work options, life balance, etc.)
2. Work-family conflict: The push and pull between work and family responsibilities.
3. Work-life balance from the worker viewpoint: The dilemma of managing work obligations and personal/family responsibilities.
4. Work-life balance from the employer viewpoint: The challenge of making a supportive company culture where employees can specialise in their jobs while at work.
5. Family-friendly benefits: Benefits that provide employees the latitude to deal with their personal and family commitments, while at an equivalent time not compromising their work responsibilities.
6. Work-life programs: Programs (often financial or time-related) established by an employer

that provide employees options to deal with work and private responsibilities.

7. Work/life initiatives: Policies and procedures established by a corporation with the goal to enable employees to urge their jobs done and at an equivalent time provide flexibility to handle personal/ family concerns.
8. Work-family culture: The extent to which an organization’s culture acknowledges and respects the family responsibilities and obligations of its employees and encourages management and employees to figure together to satisfy their personal and work needs.

- There has been a substantial need felt for the introduction of work-life practices by the organizations thanks to shift in interest of employee from extrinsic to intrinsic rewards.
- The standard of labor improves and therefore the productivity rises as they're more focused on work.
- There’s reduced number of sick leaves, because the employee stay healthier.
- The recruitment and training cost are often brought down thanks to improved staff retention.

Need for work-life balance practices

- A decade back, employees want to have fixed working hours or rather a 9 to five job from Monday to Friday.
- The boundary between the work and residential has disappeared with time. But with globalization and other people working across countries, the concept of fixed working hours is dwindling. Instead of just 7 or 8 each day, people are spending the maximum amount as 12-16 hours a day in office.
- The technological blessings like e-mail, text messaging and cell phones which were thought of as tools to attach them to their work being faraway from their workplace, have actually integrated their personal and professional lives.
- Now professionals find themselves working even once they are on vacations.
- The ever-increasing working hours leave the individuals with less time for themselves and to pursue his hobbies or leisure activities. This hinders the expansion of the person as a private in terms of his personal and spiritual growth.
- Professionals working within the BPO industry, doctors and nurses and particularly IT professionals are the few examples who face the brunt of the hazard constantly.
- The concept of work-life balance has gained considerable importance due to demographic and sociological trend changing employee perception of work, workforce diversity, changing role of men & women and skill shortage.

Who Benefits from Work Life Balance?

Work life balance could also be defined because the conflicts between the stress of labor and therefore the demand of private life (family commitments, leisure activities etc). When either side become unbalanced for extended period of your time , the effect is probably going to manifest in healthy symptoms (fatigue, stress, depression).It is the phenomenon of margin and overload .

Humans can handle variety of task at a time .Yet we continually increases the amount of task, until we've exceeded our threshold. The results in frustration exceeding our threshold are what's overload. The cure is that the margin, the space between load and our limits. The multiple roles that a private fill as a worker and therefore the relations are in conflict with one another thanks to the limited amount of your time and energy individuals have to spend on each of the roles.

Reasons of Imbalance

There are various reasons for this imbalance and conflicts in the life of an employee. The speed of advancement of data technology, the increasing competition within the talent supply market has led to a "performance-driven" culture creating pressures and expectations to performance more and better every time. Also, many a times, many of us find it difficult to mention "NO" to others especially their superiors. They usually find you over burdening themselves with work. As the responsibilities increase and as well age also increases, it creates stress on personal and professional front.

Consequences of Work - Life Imbalance to an Employee

Imbalance in WLB for an employee affects them in future. The effect is probably going to manifest in healthy symptoms (fatigue, stress, depression)

- i. Reduced work and family satisfaction
- ii. Increased psychological strain symptoms
- iii. Reduced positive affect and well-being
- iv. Increased work withdrawal (lateness, absenteeism) and consequently,
- v. Decreased work performance
- vi. Increased physical health symptoms – insomnia, fatigue, headaches, heart condition, etc.

1. Consequences of labour - Life Imbalance to an Employer

- I. Turnover of the organization increases.
- II. There's decrease in job satisfaction within the workers.
- III. There's increase in absenteeism of the workers.
- IV. There's also decrease in organizational commitments of the workers.

1. Role of Organization

- Out of multiple players the foremost significant player is that the organization itself, ensuring proper WLB.
- It starts from the mission and statement of the organization which is vital to showcase its thought process and level of its people orientation.
- There could also be numerous tools for adopting WLB culture by the organization stating from morning yoga session to a flexi time period to holding a family day within the office.
- It is that the time thereto organization must start realizing the hidden cost involved in perpetually subjecting the workers to worry. Such employees may quite due to stress as soon as they find alternative job alternatively might affect their performance, both of which have negative impact on the corporate, combating this is often essential and the firm got to be proactive in addressing the matter of professional blow out before it's too late.
- The energized motivated and skilled work force is the biggest asset that the firm could

have and it could decide a firm long-term success of failure.

2. Role of Employees in Ensuring WLB

- An employee can decide the amount of time to be spent on each work.
- There is a growing consensus that working hard is not a synonymous with working long. The self awareness self belief, and self containment of the employee also contribute significantly in ensuring WLB.
- The leisure period should be managed kept available smartly so that an hour of the day is kept available each for self enrichment and work out, both of which act as key de stressor.

3. Role of Family in Ensuring WLB.

- The structure of family has shifted from joint family to nucleus family, with most three or four members.
- Employees expect their family to understand demands of work and the competition in the work place.
- They expect support and cooperation from their family, specially working on important assignment. The respect from spouses and other family members work to ensure less conflict which ensures better team work within the family which is the key requirement for WLB.

4. Role of Industry in Ensuring WLB

These days in the corporate circle, there a lot of about CSR. Often they arrange big seminars on CSR. CSR initiative are welcome, but what about corporate domestic responsibility (CDR). The rapid technological intervention have added new tension of occupational hazards. Along with CSR, side by side domestic responsibility must be maintained

5. Role of HR in Maintaining WLB

- The workers are concerned about several things privately life and a few of them are vital and sensitive.
- These need the attention of the employee and some of them also need that of organization.
- The change within the lifestyle of the society and therefore the refore the priorities and the career plans of the individuals are setting a replacement trend and demand in life.

- The measures should be realistic and productive instead of a mere hypocrisy . The measure should really help the workers to use his creativity and talent, since most distracting issues are taken care by providing convenient office environment in order that the employees can work at his full potential.

Conclusion

Juggling between the obligations towards the families and expectations of the organization and constant struggle to maintain a balance can work can have serious implications on the life of an employee. Therefore, it is important for individuals to maintain a healthy balance between work and their personal lives. Work life balance helps them to achieve their goals and keep their life on track. WLB also helps an organization to achieve the goals through satisfied workforce.

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