

THE ROLE OF WORK LIFE BALANCE IN EMPLOYEES LIFE

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ABSTRACT

The work-life balance of an employee and tries to provide some solutions to this contemporary globe crisis which demands for greater stability in the corporate world. It also reflects on the factors influencing work-life balance and on the solutions entailing wider scope for employers and employees to relate the same and attain optimum results and satisfaction in their lives. This could appropriately be understood as the harmony between office and personal life. People are usually either at work or at home. Any individual usually spends a major part of the day's productive time at work and this is an important facet of his life. His productivity depends, not only on factors related to his work, but also on various other factors related to his personal life. Work-life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic /personal life. Work-life balance enhances efficiency and thus, the productivity of an employee increases. It enhances satisfaction, in both the professional and personal lives. With the advent of globalization, the demands of workplace are ever increasing and highly dynamic. Employees spend more time at the work place rather than at home. Although businesses are witnessing new height, the work-life balance of the employee is no longer in control. Growing number of suicides, divorces, disturbed families and relationships, outrage or conflicts in the organizations, etc. are the reflections of disturbed work-life balance of the employees. It is high time employers must draw out strategies or plan to cope with the problem and help the employees to enjoy their work and live life to the fullest. This article discusses some aspects of balancing work and life.

Keywords: Work-life balance, attitude, performance, psychological factors, emotions management, quality of work, contentment.

I. INTRODUCTION

In this influx of globalization, organizations feel the heat in the form of competition to perform better or fulfill the promises made to the customers in time to survive the business. This heat to large extent percolates down to the employees, putting pressure on them to show at work places, leading to very high stressful situation. In this process lot of demands pile up from the personal side of the life which is equally important for the employees, which they cannot afford to ignore. Balancing professional and personal life, better productivity and harmonious life have become challenging. Work life balance can be defined as the perfect integration between work and life both not interfering with each other.

Importance of Work life balance

Work is one dimension of life and should not distort our personal life. The vice-versa is also true as work is a means of livelihood. The concept is gaining prominence since it helps in maintaining balanced life at the work place as well as at home. Maintaining balance encourages optimum working hours that ultimately enhances overall efficiency. It is a common fact that increase in quantity tends to deteriorate quality. If the employee is not over loaded with work, he is motivated to shoulder responsibilities. He does not feel exhausted and is ready to perform every day. Work load does not kill his working spirit and he is eager to work. When someone works willingly, he attains satisfaction and

a contended person is bound to succeed not only at work but also in life.

Factors influencing Work life balance

There can be many factors that affect the balance of work and life. The first such factor is the attitude of the employee. Attitude defines ones likes and dislikes. Attitude is the way of thinking or feeling about something. Balance is considerably affected by various psychological factors. How one reacts to a particular situations, handles that situation, how he manages work and peer pressure are some aspects of psychological behaviors. Emotions management also plays an important role in achieving and maintaining such balance. Another important factor is the environment in which the individual stays. The working environment should be comfortable or it can negatively affect efficiency. Similarly, the environment at home should be calm and congenial. The type of job can also influence balance. A job, which is monotonous and not challenging, can make the worker lethargic. The job profile should match the employee's profile, in order to enhance his work efficiency and give him job satisfaction. Since balance is related to both personal and professional life, factors like, family background, financial and social status of the family, life stage of the employee, financial standing, family structure, daily routine, friends circle and social life would also affect his work life. An employee who is struggling financially or who has a large family to support or other family problems may spend more time in taking care of those issues. To focus on his work it is necessary that he is free from any domestic encumbrances. It is equally important to create a healthy working environment at the work place. The comfort and ease at the working place enhances the efficiency as well as the effectiveness of the performance.

OBJECTIVES OF THE STUDY:

The main objectives of the study are as follows:-

- ❖ To study about how the representative helps in balancing both work and family
- ❖ To study about the Provision of low maintenance work
- ❖ To understand about Job sharing

- ❖ To understand Sick youngsters and representatives mind
- ❖ To study about the Telecommunications
- ❖ To understand about the Executive exchanges

II. THE ROLE OF HR IN ACHIEVING WORK-LIFE BALANCE:

The HR department should assist the employee to maintain a Work-Life Balance. The HR manager must carefully identify the issues and find a solution with the cooperation of the employer. Organizations must include providing Work-Life Balance as an HR policy. Some of the decisions which HR can help in are :

- Planning the work
- Providing a Flexi approach towards work
- Job analysis specifications/ descriptions
- Being empathetic towards the employees
- Proving space for the personal lives of the employees
- Family get-to-gather's at the work place
- Conduct frequent training programs
- Effective communication system
- Organizational culture
- Worker's participation in management

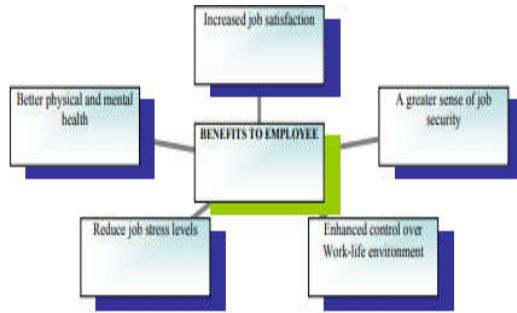
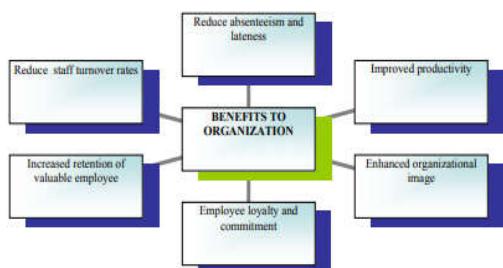
Work-Life Policies as Strategic Human Resource Management Decisions

There are some motives for applying work-life practices by organizations: to increase participation of female personnel and make use of their capacities, to keep employee motivated and well performing, to make the organization more attractive to employees, to have a better corporate social responsibility. During the last decades there have been dramatic changes in the field of Human Resource Management. The focus has been broadened from the micro level to more macro- or strategic perspective, known as strategic human resource management. The basic promise of this perspective is that organizations that achieve congruence between their human resource practices and their strategies should enjoy superior performance (Delery and Doty, 1996). The strategic human resource management perspective emphasizes that a workforce strategy should fit an organization's business goals, culture and environmental circumstances and that human

resource management practices should be interrelated and internally consistent (Dreher, G.F., 2003) While the field has been criticized for lacking theoretical foundation, Delery and Doty, (1996) recognized three theoretical modes that are utilized in strategic human resource management to explain mainly financial performance. The first theoretical approach is the universalistic perspective, which assumes that some practices are always better than others (the so-called best practices) and if organizations adopt them this will result in productivity. A second theoretical approach is the contingency perspective arguing that in order to be effective the organization's human resource management policies must be consistent with aspects like the organization's strategy.

Organizational outcomes and employees' benefits of work-life balance policies

The effects of introducing work-life balance practices on employee attitudes and perceptions include job satisfaction, organizational commitment, job stress and turnover intention. All of these factors, in turn, affect job performance, direct and indirect absenteeism costs, costs associated with the loss and replacement of valued employees, customer satisfaction, and organizational productivity; Although the formal evaluation of work-life practices is often difficult because of the problem of calculating the costs and benefits of different strategies, some companies have attempted to quantify the outcomes of specific policies. The most commonly used measures of organizational outcomes include the follow:



Organizational outcomes and employees' benefits of work-life balance practices.

Steps To Achieve Work-Life Balance

Two main issues in Work-Life Balance are Time and Stress. An individual who maintains time and stress perfectly will have a perfect Work-Life Balance. Time and stress are interrelated in a sense that one is the outcome of mismanagement of the other. If the activities of an employer are not planned properly, he runs out of time and pressure builds up leading to stress—the instrumental factor disturbing the balance between professional and personal life.

Time management + Stress management = Work-Life Balance

Time management:

- Proper planning
- Swot analysis
- Expert advice
- Reminders
- Motivators
- Self-motivation

Stress management:

- Take it easy
- Try to get solution instead of brooding over the problem
- Accept the fact and stop the blame game
- Boost yourself
- Enjoy your work

III. RESEARCH METHODOLOGY

The study has been conducted in the organization to examine any issue usually found that information nearby are lacking and along these lines it winds up important to gather information that are fitting. These are a few different ways of gathering the fitting information, which concede extensively. In setting of time and different assets. Here with the end goal of

concentrate two sorts of information has been utilized.

Primary Source

With reference to this investigation, information is gathered through

- a) Questionnaire
- b) Interview technique.

Secondary Source

Optional information are those that are as of now accessible, i.e. they Refer to the information, which have just been gathered and examined by another person. Auxiliary information is assembled from the association Catalogs, Journals and books.

IV. CONCLUSION

Work-life balance is an issue of great importance that has to be addressed by the organizations at the earliest. After all the employees are the greatest asset and the organization performance is affected by employee performance. The HR department of the organization and the employees together must work out strategies to help attain Work-life balance which makes the organization the happiest place to work in. In spite of higher salaries and other monetary and non monetary benefits, a comfortable working environment, less work load and organizations taking care of employees, it is observed that sometimes employees fail to deliver expected sales. Though there can be numerous factors that affect the performance of an employee achieving balance in work and familial life is considered important in order to perform par excellence. Balance between professional and personal life improves performance at work and also helps in gaining job satisfaction. It gives a feeling of contentment and motivates the individual to shoulder responsibilities with greater accountability. It helps in creating a congenial environment at the work place and also strengthens family bonds of the employees.

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