

AN OVERVIEW ON WORK LIFE BALANCE

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ABSTRACT

Both academics and businesspeople have lately been interested in work-life balance. Almost everyone who works in a professional capacity is interested in this topic. Part of the reason for this broad interest is because it reflects on all areas of life. For individuals who believe that working is the most important goal in life, their job becomes the center of their existence. People, on the other hand, have limited time and must engage in a variety of activities in addition to their work. Many mistakes may occur in both if there isn't a balance between the two. Work-life balance is examined in the context of the organization in this research. This research has the potential to help working individuals rethink their perspectives on work-life balance, as well as executives acquire fresh perspectives on how to deal with such an issue.

KEYWORDS: *Business, Life, Organization, Work-Life Balance, Working.*

1. INTRODUCTION

Work-life balance is described as a person's capacity to balance work and family obligations, as well as other non-work duties and hobbies. Work-life balance encompasses not just the relationships between work and family functions, but also other aspects of life. The notion of work-life balance is chosen in this research owing to its broader connections. Scholars have characterized work-life balance in a variety of ways. Some definitions will be given in order to expand our views. Work-life balance, according to Greenhouse (2002), is described as contentment and well-functioning at work and at home with a minimum of role conflict. In cultures where money is primarily produced and dispersed via labor markets, work-life balance is defined as the connection between the institutional and cultural times and places of work and non-work. the topic solely to work and family, and instead presented the idea of "life balance" from a broader viewpoint.

Scholars defined life balance as satisfying demands in the three main areas of life: job, family, and personal life. Work necessitates work hours, work intensity, and the percentage of time spent working. Job hours are taken away from family time, and excessive work intensity or pressure may lead to tiredness, anxiety, or other physiological problems that impair the quality of home and family life[1][2]. Family needs encompass topics such as individual duties (e.g., father, mother, etc.), family obligations (e.g., childcare, home tasks, etc.), and caring for elderly relatives and children. Aside from family and work life balance, there are additional demands in

work life balance such as vacations, sports, and personal development programs. Job–life balance does not imply an equal distribution of time between work, family, and personal obligations. Work-life balance is also highlighted in literature as a subjective phenomenon that varies from person to person. In this sense, work-life balance may be defined as intelligently distributing available resources such as time, thinking, and labor among the many aspects of life. While some people believe in the concept of "working to live" and view work as the goal, others believe in "living to work" and place work at the center of their lives.

1.1.The Factors That Influence Work-Life Balance:

Work-life balance is influenced by a variety of factors. The topics in the literature that are most closely linked to work-life balance are put together here

1.1.2. Individual:

The most significant factor of work–life balance is the person. Rosen man and Friedman, two American cardiologists, identified two kinds of personality based on cardiac diseases and individual behaviors: type A and type B. Type A people are more energetic, work-oriented, passionate, and competitive, while Type B people are calm, patient, balanced, as well as right-minded. It might be claimed that since type A is more focused on work, there would be a detrimental impact on work–life balance. Work holism, on the other hand, is a kind of compulsive behavior that wreaks havoc on work-life balance. While it comes to work, holism means being addicted to it, staying at a job for a long time, overworking, and being preoccupied with work even when not at work. Workaholics suffer from alienation, family difficulties, and certain health issues since life isn't all about work. Alcoholics and workaholics, according to Porter (1996), ignore their families, friends, relatives, and other social duties[3].

1.1.3. Family:

The pressures that one encounters in family life which have an impact on life balance include work load demands, family role expectations, and assistance to be provided to the spouse. Marriage, childbirth, and caring for the elderly at home, according to the research, all have an impact on work-life balance since they need additional family obligations. Those who must care for a kid or the elderly may be forced to put their careers at risk by reducing their working hours, which may be stressful. Those without children or elderly relatives at home, on the other hand, have a less severe work-life balance.

1.1.4. Workplace Management:

The work environment is more successful than the home environment in resolving work-life balance. Both his employment and the facility in which he works put a strain on his time, effort, and mental ability. One of the topics managers concentrate on when trying to improve organizational efficiency is increasing employee organizational loyalty.

1.1.5. Social Situation:

The social environment is another factor that influences work-life balance. Individuals, particularly in nations with culturally collectivist features, have obligations to specific social groupings to which they belong.

1.2. Work-Life Imbalance's Consequences:

When one of an individual's responsibilities at work or in the family creates stress, and this stress impacts the individual's other roles, it is called stress-based conflict. When people's conduct at work and at home is discordant and contradictory, it causes behavior stress.

1.3. Personal Consequences:

Work-life balance has an impact on an individual's general well-being, producing issues such as discontent with life, persistent sorrow, and the use of drugs or alcohol.

1.4. Implications for the Family:

The organization wants individuals to devote more time to their job, while the family expects him to fulfill his duties as well. Those who are unable to maintain a work-life balance are likely to have a variety of issues in their families, including reduced family satisfaction, less participation in family responsibilities, and so on.

1.5. Organizational Consequences:

Those whose familial and social requirements are not being addressed in a timely manner naturally choose to sacrifice their working hours in order to meet their personal needs.

1.5.1. From an organizational standpoint:

Family-friendly organization structure including human resource applications have lately been on the executive agenda in order to reduce the negative effects of work-family conflict on working people. Flexible working hours, a child care and senior care program, home working, and job sharing are all part of the organizational approach. Workplace initiatives that support workers' family lives help to achieve work-life balance. Employees will be motivated, their attendance will be reinforced, and their efficiency will improve as a result of these initiatives. One approach for achieving work-life balance is to utilize flexible working hours. Employees who work flexibly, for example, must complete a specific amount of hours each week. Allowing workers to work from home, away from the conventional workplace, is another option[4], [5].

1.6. Health-Care Costs and Stress-Related Illnesses Reduced:

Work/life programs are becoming a smart option to help reduce the number of health care claims as companies concentrate more on the high expense of health care. According to the American Institute on Stress, 1 million employees miss work owing to stress-related issues, and American businesses lose more than 5 million workdays each year due to sickness, with more than half of those days being attributable to stress. "72 percent of all employees questioned had three or more stress-related diseases 'somewhat or very often,'" according to a 1992 research by Northwestern National Life Insurance Co. 19 However, quantitative measures alone cannot tell the whole picture of work/life programs. The positive but difficult-to-measure aspects of work/life initiatives—corporate reputation, public relations, better community relations, greater employee loyalty, including enhanced recruitment—should also be examined to make a strong case for work/life policies or practices[6], [7].

1.7. Benefits that are good for the whole family:

“Working in family-friendly companies has a major effect on the lives and careers of business professionals.”

20 According to a study of more than 30 studies on work/life balance conducted between 1997 and 2003, the number of companies offering family-friendly perks has risen significantly. According to the Society for Human Resource Management's Benefits Survey, the number of companies providing family-friendly benefits continues to rise. 21 The top five family-friendly perks, according to the study, are:

- Dependent care flexible spending accounts (71 percent of respondents).
- Work-from-home opportunities (55 percent of respondents).
- Family leave in addition to the federal Family and Medical Leave Act (FMLA) mandated leave (39 percent of respondents).
- Working from home on a part-time basis (34 percent of respondents).
- Workweeks that are crammed (31 percent of respondents).
- Is your company's culture ready for work-life balance initiatives?

1.8. “Organizational culture is a common thread that connects the reasons why work/life advantages go underutilized.

Before launching work/life initiatives, it's critical to determine if the company's culture is receptive to and supportive of such efforts. The process of evaluating cultural preparedness may be as formal as utilizing an employee survey evaluation or as simple as an organization's considered judgment. The following points may help you decide if your company is ready to start implementing work/life initiatives. Work/life programs, like other change efforts, need top management backing. Furthermore, it is beneficial to have a "company culture that encourages workers to look at business in a completely new manner and supports and welcomes employees as people with goals outside the office" in order for the work environment to be ready for work/life advantages[8].

Another factor to consider is life cycles. When addressing the business strategy of work/life initiatives, Sandra Burud, Ph.D., principal of Bright Horizons Family Solutions, says that “people need various things at different periods of their lives.” “Everything was standardized and synchronized in the manufacturing days. that's when the initial benefits package was created. Burud says, "It doesn't fit anymore." “Employers are also recognizing that work should be inherently fascinating and fulfilling to workers, and these are the people who create the greatest work,” she adds. It is the manager's responsibility to stay out of the way. Work/life efforts are impacted by the shift from extrinsic to intrinsic rewards.” Equality, which has been highlighted as a significant issue, is one of the difficulties of work/life efforts from both the company and employee perspectives. in terms of work/life balance initiatives When creating work/life programs, it's critical to think about the programs' goal and who they're intended to help. Do the

work/life programs, for example, benefit all workers or are they geared toward employees who are parents or who are caring for aging parents?

Another factor to consider when assessing organizational preparedness for work/life programs is workers' perceptions of the organization's support. Thompson, Beauvais, and Lyness of the City University of New York and the University of Rhode Island looked at the connections between an organization's work/family culture, the extent to which employees used work/life benefits, the extent of work/family conflict, and the employees' intention to stay with their company in a 1999 study. 13 The researchers developed a series of questions to start measuring supportive work/life culture, trying to address perceived guidance and supervision, negative career consequences for going to devote time to family concerns, and organizational time needs and expectations that interact with family responsibilities, in order to determine an organization's culture readiness for work/life initiatives. More work/family advantages linked to higher commitment, less work/family conflict, and less desire to quit, according to the research. Surprisingly, the study's findings corroborated anecdotal evidence that a friendly work/family culture is connected to positive work attitudes and perceived management support, as well as a lower likelihood of leaving the company[9].

1.9. In the world of humanitarian aid, finding a work-life balance may be difficult.

The needs of an aging population in the next decade are increasing the existing high competition for competent people on whom relief groups rely. "Not only will there be fewer young, eager, and free-to-travel individuals who will want to be convinced that agencies are caring, 'best-practice' employers, but older staff with families and other commitments will have more skills and experience, and thus different priorities for their work/life balance." 26 As a result of the pull of family obligations at home, organizations that offer relief services may have growing difficulties hiring and keeping workers. Furthermore, the difficulties of balancing work and family life will undoubtedly affect recruitment, retention, and willingness to serve in difficult environments. Given these considerations, non-profits and humanitarian organizations whose goals and services are essential in many areas of the globe may have an even larger need for work/life programs to attract and retain employees[10].

2. DISCUSSION

Particularly during tough economic times, work/life initiatives have the ability to substantially increase employee morale, decrease absenteeism, and retain organizational expertise. In today's global economy, when businesses are under pressure to save costs, it is up to the human resource professional to grasp the importance of work/life balance and promote work/life initiatives. Work/life programs provide a win-win situation for employees whose members of the family and friends are called to serve their country, single moms trying to raise their children as well as make a living, Generation X and Y employees who value their personal time, couples struggling to manage dual-career marriages, and companies losing critical knowledge because once employees leave for other opportunities.

3. CONCLUSION

In this paper, researchers looked at the literature on work-life balance and suggested a more integrated work-life balance paradigm. Before developing an integrative definition, we reviewed several conceptualizations of work-life balance. Work-life balance was defined as a high level of

role participation in both work and non-work life, with minimal conflict between work and non-work social obligations. Work-family balance is achieved when one is able to devote the necessary time to each element of one's life and does not reflect difficulties in one area of one's life on another. Along with employment, life as a whole consists of many other elements. Those who have found a balance in these areas are on their path to achieving life balance, which eliminates any imbalance.

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