

Importance of Work- Life- Balance

Brahmjot Bagga

Lecturer, DAVV, Indore (India)

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ABSTRACT

There is a systematic need for balance between the Work & personal, social life of an individual. Both being an extreme essential part of life. This is a conceptual paper with framework & importance of work life balance to pool out the further researches on this topic.

Corresponding Author

Email: bhrmjot[at]gmail.com

1. Introduction

The term Work-Life-Balance was coined in 90's when there was a deep need for equilibrium between work & life. It can be said that it is the division of work & leisure time with family or society. Stress, long working hours, poor health etc. have devastating effects of bad work & life. The policies of the organization should be efficient & flexible enough to handle both the perspectives easily & as well as the working becomes smooth enough. A key issue lies that the employees have good work & life both with better balance between the two.

2. What Does Work Life Balance Mean?

According to, Ginzerberg (1980), that large number of HR remain unutilized & get wasted due to lack of employment opportunities, poor skills, outdated HR practices and resistance to change. If properly utilized human resources will help in adding value to the economic growth of the country by becoming most vital asset of an organization.

Schuler (2003) says that managing an organization is as important as managing our lives. It is important to neutralize both the platforms of life to have effective & efficiency together.

Census of India (2000) describes that the nuclear families are more prone to have poor work life balance. As they work for longer durations to get more pay which has an effect over their life. This creates an imbalance for them and also upraises issues for bad & poor health, social life etc.

McCordle Research (2007) states that while setting their Employee Value Proposition (EVP), companies have started shifting their focus from job tenure or security to work place flexibility and Work Life Balance provisions.

3. Measurement for Work Life Balance

Various scales are used for assessment for work life balance which are:

- 1.) Personal life interference with work: This situation happens when family duties & responsibilities make work life bitter.
- 2.) Work interference with personal life: It occurs when organizational duties of work hinders personal life.

Factors of work life balance:

Individual Factors	Organizational Factors	Societal Factors	Others
-emotional intelligence	-organizational policies	-family support	-age
-personality	-role & duties at work	-society support	-gender
-well being	-tasks performance	-nurture to children	-marriage
	-technology	-personal & family demands	-experience
	-colleagues & superiors	-dependent care concern	-job & income
	-job stress		-family type
	-payment schemes & incentives		-etc.

4. Work Life Balance: Men Vs. Women

In today's era men & women are treated equally. Where both are less discriminated on the basis of work or gender. But compared to men, women are more likely prone to struggle

over the work & personal life constraints. They face many stereotype & family problems because of their work. On other hand women face stress & family issues at broader pace than men. They are drawn by tight boundaries to tackle household &

work in efficient manner. Whereas men are less prone to family pressure & boundations. Basically it is said to be difference in perceptions & how one manages their work in best possible manner. Family related factors have to be emphasized by both of them equally.

5. Promoting Healthy Work Life Balance

It is the sole responsibility of workers & the organization to keep an effective check to promote ways to balance work & life simultaneously. Those includes:

1. Flexible working hours,
2. Asking workers need,
3. Good inter & intra working relationships,
4. Timely training & developing them,
5. Supporting telecommuting,
6. Promoting health initiatives,
7. Pooling out the creativity,
8. Focusing on outcomes rather than time spending in organization,
9. Flexible work arrangements,
10. Providing feedbacks & follow ups, etc.

6. Adverse Effects of Work Life Imbalance

The balance is very much necessary to create smooth working and not foster down the work & life matters. Heavily burdened worker may not grow & suffer from the adverse consequences at work & in their personal lives too at a greater extent. And this may end up with increase in stress, turnovers, layoffs, absenteeism, internal struggle etc.

Long working hours may affect family & areas of societal pressure on individual's personal profile. This may also lead to chronic dissatisfaction among an individual regarding work. Beside the monetary benefit that may be provided may be neglected by the individual due to low satisfaction from the work. This may affect psychological strain and may affect one's health. Hence both need to be managed to avoid these harsh effects on one's own life.

7. Conclusion

Work & Life are cornerstones of an individual. Both should accompany each other together to have a balance. Perhaps on this basis we can say that it is very much important and necessary to have flexible hours of working and as well as proper management between these two perspectives.

References

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