

Importance of Work-Life Balance

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Abstract— The question which arises is whether we are enjoying a healthy Work-Life Balance in Reality? This is a big question which stands like Gibraltar for all of us. Work-Life Balance refers to the concept of managing and the excellent execution of the responsibilities at the workplace as well as in Business organization. With the passage of time and age, the responsibilities increase making it extremely important to streamline our work-life balance. If an employee is able to execute the workplace and personal responsibilities in a balanced way, it leads to decrease in the appearance of tell-tale signs of poor work-life balance like absenteeism, stress, job dissatisfaction and many other morale deteriorating signs. Let's face it, working fewer hours frees up the time so that an employee can give some time to community, family, hobbies and so on. It's important to keep assessing work-life balance. This article is written with a perspective of understanding the importance of having a healthy work-life balance.

Index Terms— Career, Orientation, Policies, Recreational, Telecalling.

I. INTRODUCTION

Work Life Balance Strategies include the concepts of providing up various benefits, incentives and laying down policies. These strategies had a great impact on the working mothers who found it difficult to cope up with the simultaneous execution of the work place duties and taking care of their kids and family. During the 1980s, organizations such as Merck, Deloitte & Touche, and IBM were among the first few companies who had taken initiatives to analyze the problems faced by the women employees and thus emerged the concept of provision of Maternity leave, Creche provision, Provision for lactating mothers, Work from home etc. It was an appreciating effort initiated which helped in the overall birth of the concept of work-life balance. Keeping the problems faced by working mothers in mind, employees' work-life balance was given an elementary and analytical thought. Let us understand the various issues which are given birth due to the improper work life balance adopted by.

II. ISSUES:

Unhealthy system of work-life balance gives rise to a number of stressors such as:

- Job Stress gets developed.
- Inability to focus at the workplace responsibilities.
- Decrease in Motivational level.
- Poor Mental and Physical health.
- Employee Absenteeism.
- Low Productivity levels.
- Emotional exhaustion and fatigue generation.
- Inability in giving time to family life which creates a number of personal conflicts which ultimately result in work life conflict at the workplace.
- Intention of leaving the job rises among the employees in the organization.

III. FORMULATING VS IMPLEMENTING:

There lies a huge difference between making an effort of doing certain things and getting them done. Organizations may provide employee a number of benefits including health benefits, vacations but still it may not yield positive results as it depends largely on the manner in which a particular aspect is implemented.

It is important to ensure that whatever policies are designed keeping in mind the employee work-life balance, they are properly implemented in the organization and also keep a check as to the outcome generated after they are implemented. Reinforcing of the policies, procedures is must and they must be publicized as a package so that employees can get a complete vision, as to the policy laid and thus will help in building up job satisfaction and job commitment.

The various ways in which an employer can cater to the aspect of work life balance are discussed as followed:

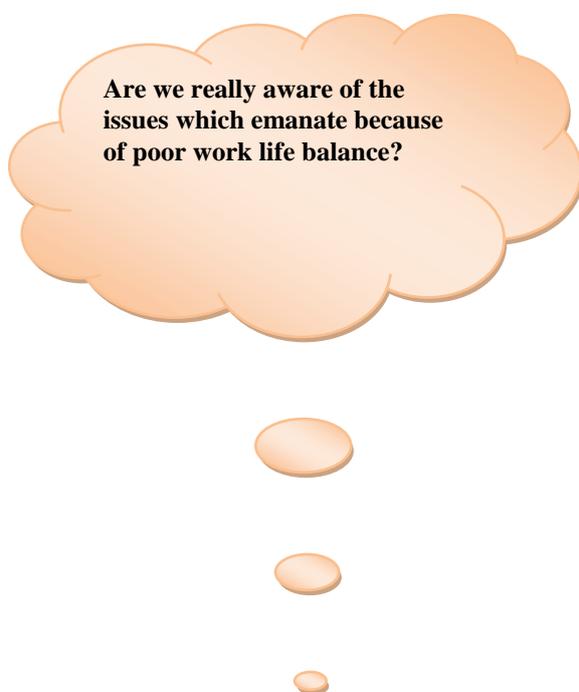
IV. WORK-LIFE BALANCE PRACTICAL STRATEGIES AND TECHNIQUES:

- Half days can be given on Fridays so that employees can spend some time with their families.

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- Work from home facility must be provided.
- Recreational Trips - Employees should be given recreational trips so that they can enjoy time with their family which helps them in understanding that the employer is concerned with their welfare and thus will amount to greater job satisfaction and commitment. This form of concept will improve the output of individual employee and will get the person serving the organization with zest.
- Mind Relaxing Games - Employees can be made to play certain mind relaxing games so that it reduces any kind of boredom which gets developed while working for long hours.
- There must be work life balance options for men and employees without children.



Numerous efforts are taken by the organizations to cater to the welfare of the employees. Does it all end up here? The answer is No. Every individual is different and thus work-life balance for every employee may be different. Certain employees may find working for long hours as a source of value creation and on the contrary some feel it as a burden or overloading of the job responsibilities. It is very important that every individual is able to establish his or her own work-life balance in the organization. The efforts have to be put by both the entities to have remarkable effects of work-life balance policies laid down by the organization.

There may be different reasons for employees to be under stress at the work place. As per the study conducted by TeamLease Staffing Solutions it was found that in Bangalore 74 per cent of the employees

were under pressure due to the lacking up in matching with the advancements in technology. In Delhi, 73 per cent considered the work load as the birth factor of stress and 71 per cent said that political interference in the office led to stress. In Kolkata, 78 per cent employees found stress during the times of getting someone else's work from them and 77 per cent in Mumbai felt stressed because of their relations with their colleagues. In Hyderabad, 64 per cent employees felt stressed out at the time of decision making and strategic planning design.

V. INITIATIVES TAKEN BY VARIOUS ORGANISATIONS:

A number of well mentioning initiatives taken by the some of the companies are:

- Cisco India has started up with the setting up of dedicated wellness centre with both a doctor and a dietician for the employees. They can consult the doctor free of cost and also the dietician help them in understanding the dietary process and the certain things to be adhered to which will help an employee live a healthy life. Also Employee Assistance Programmes are initiated where employees can get themselves counseled and discuss amongst the various problems they are undergoing.
- In DIRECTI, employees have a provision of asking for the beanbags so that they can relax at certain intervals of time. Intelenet Global Services have given their employees doctor in call service so that at any time of the day, they can use tele-calling if doctor's consultation is needed. Also in-house gymnasium is provided so that Employees can carry out gym related activities and thus keep themselves fit and energetic
- Colgate-Palmolive management sets achievable expectations in the minds of employees, promotes skills based on the concept of time management and clearly communicates. In addition, Colgate-Palmolive offers some great benefits, such as flexible work hours, nearby childcare centers. As a result the company has high rate of employee retention and hence enjoys the work ethics being laid down.
- Cognizant Technology Solutions started up a welfare amenity program for Lactating mothers where they could get all the facilities and products related to baby care and can take care of their kids or babies.
- Wegmans is a family-owned business, where management works to make employees feel independent and valuable. Wegmans is known for its work orientation with part-time employees who are given chance to create flexible schedules. The work day is fun filled so that employee does not feel bored at any point of time.

- Google is known for promoting flexible schedules and personal and professional balance, where employees learn how to manage their time, perform different sorts of tasks and achieve the level of collaboration and coordination.

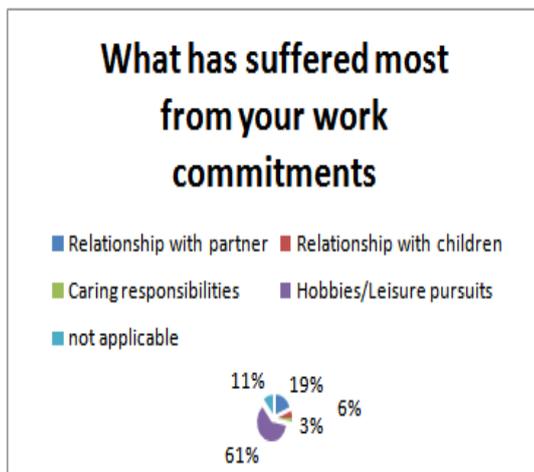
VI. FINDINGS

The findings after the survey was conducted depicted the percentage of population who have given thought of considering a career change.

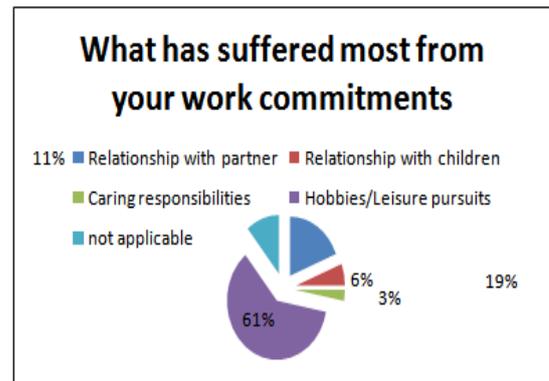
The interpretation shows that often the employees have considered the option of career change as a

result of work life balance implementation in the organization. Thus, effective work life balance policies are of great importance in managing the aspect of employee retention under talent management effectively

The above graphical representation shows the effect in terms of percentage wise distribution on the various aspects of personal life like relationship with partner, hobbies etc. The graph interpretation shows that highly affected aspect is the hobbies or the pleasure activities as an employee fails to give time to them because of poor work-life balance.



Effect of Ineffective Work Life Balance on Various personal Aspects



VII. RECOMMENDATIONS:

After completely analyzing the aspect, I would like to recommend that in order to have an employee enjoy healthy work-life balance it is very important that employee and employer both join hand in hand. Employees must cooperate with the employer and also try to find out their level of work life balance and map it with the suitable policy or the procedure laid down by the employer. Effectively working for the proper work life balance maintenance will help the employer in becoming employer of the choice. Employer will also enjoy the inputs put in by healthy human assets which will ultimately lead up to improved job commitment, job satisfaction, productivity etc.

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