

A STUDY ON WORK LIFE BALANCE

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ABSTRACT

Work life balance is characterized as a person's capacity to meet their work and family duties just as to meet their non-work obligations and exercises. It withstands the relations among work and family includes different jobs in different issues. Right now its process based on the idea to work in company as well as to balance home needs.

Key words: Work-life, Job security, Job satisfaction, Work life balance

1. INTRODUCTION

Work-life balance is characterized here as a person's capacity to meet their work and family duties, just as other non-work obligations and exercises. Work life balance, notwithstanding the relations among work and family works, likewise includes different jobs in different everyday issues. Right now, to its progressively broad affiliations, the idea of work-life balance is liked. Work-life balance has been characterized diversely by various researchers. So as to expand our viewpoints, a few definitions will be introduced. Greenhouse (2002) characterized work – life balance as fulfillment and great working grinding away and at home with at least job struggle.

DEFINITION:

Feasted characterizes work-life balance as the connection between the institutional and social occasions and spaces of work and non- work in social orders where salary is dominantly produced and appropriated through work markets. Alcan et al. (2007) restricted the subject just with work and family and set forward the idea of "life balance" with an all the more entire viewpoint. Researchers characterized life balance as satisfying the requests acceptably in the three essential territories of life; in particular, work, family and private. Work requests work hours, work force and extent of working hours spent in work. Extra work hours subtract from home time, while high work power or work weight may bring about exhaustion, tension or other

2. DETERMINANTS OF WORK-LIFE BALANCE

Many things in life are the determinants of work life balance. The subjects in the literature that are related the most with work life balance are grouped here.

INDIVIDUAL

An individual is the most important determinant of work –life balance. Two American cardiologists Rosen man and Friedman determined two different types of personality depending on heart disorders and individual behaviors: type A and type B. Type A expresses someone who is more active, more work oriented, more passionate and competitive, while Type B is calm, patient, balanced and right minded. It can be argued that since type A is more work oriented, there will be a negative reflection of it to work – life balance. Yet work holism, which is considered as an obsessive behavior, is another thing that destroys work-life balance. When work holism connotes over addiction to work, being at work for a very long time, overworking and busy with work at times out of work. Since life is not only about work, workaholics suffer from alienation, family problems and some health problems. Porter (1996) states that alcoholics, workaholics neglect their

FAMILY

The demands that one experience in family life and that have effects on life balance can be given as the demand of workload and time, role expectations in family and support to be given to the spouse. It is also included in the literature that such variances as marriage, child rising, caring of the elderly at home have effect on work-life balance since they Demand more family responsibilities. Those who have to look after a child or the elderly might sometimes have to risk their career by shortening their working hours, which becomes a source of stress for them. On the other hand, those without children or any elderly to look after at home experience less work-life imbalance.

3. WORK AND ORGANISATION

Work environment is more effective in work- life imbalance than the family environment. The job and the institution one works in both demands on his time, efforts and mental capacity. Among the efforts to increase organizational efficiency, one of the subjects managers focus on is to raise the organizational efficiency, one of the subjects managers focus on is to raise the organizational loyalty of the staff.

SOCIAL ENVIRONMENT

Another determinant of work-life balance is social environment. Especially in countries that stand out with their culturally collectivist characteristics, an individual also has responsibilities towards certain social groups he belongs.

4. OBJECTIVES OF WORK LIFE BALANCE

1. To increase in commitment and individual productivity.
2. It enhances better team work and proper coordination in between employees.
3. Morale of the employees will be increased.
4. Organizational stress can be decreased.
5. To improve both on the job and off the job levels.
6. To provide safety working conditions...
7. To provide adequate Human Resource Development Programs.
8. To improve employee satisfaction and learning
9. To welcome change factor every time.
10. To shape the organization in such a way that it can develop.

FAMILY IMPLICATIONS PERSONAL IMPLICATIONS

According to Lowe (2005), work life imbalance affects the overall well-being of the individual causing such problems as Organization expects from individual to allocate more time for their work while at the same time the family want him to perform his responsibilities too. Those who can't sustain work-life balance are bound to experience many problems in their families such as lower family satisfaction, decreased involvement in family roles etc.

ORGANIZATIONAL IMPLICATIONS:

Those whose demands of the family and one's social interest are not met duly naturally prefer sacrificing his working hours, and carry out their personal needs.

PRINCIPLES OF WORK LIFE BALANCE

Principle of Security:

Quality of work cannot improve unless and until employees are relieved from fear, frustration and anxiety. The working conditions must be safe and job security and surety should be provided to the employees so that they can work whole heartedly for the development of the Company.

Principle of Equity:

There should be a direct and positive relation between effort and reward. All types of discrimination between people doing similar work and with the same level of performance must be eliminated.

Principle of Individualism:

Employees differ in terms of their attitudes, skills and potentials. Therefore every individual should be provided the opportunities for development of his personality and potential. Humanization of work requires that employees should be given equal status.

ESSENTIALS OF WORK LIFE BALANCE

Self-managed work teams:

These are also called autonomous work groups or integrated work teams. These are formed with 10 to 20 employees who plan, coordinate and control the activities of the team with the help of team leader who is one among them. Each team performs all activities including selecting their people. Each team has authority to make decisions and regulate the activities. Salaries are fixed on the basis on individual and group achievement. Creation of autonomous work groups helps in creating positive feelings among employees.

Career Development:

Career development is very important for ambitious and achievement oriented employees. If employees are provided with opportunities for their advancement and growth they will be highly motivated and their commitment in the organization will increase. Therefore provision for career planning, communicating and counselling the employees about the career opportunities, career path, education and development and for second careers should be made.

Participative Management:

People in the organization should be allowed to participate in the management decisions affecting their lives. A

Participative management style improves the Work life balance. Workers feel that they have control over the work processes and they offer innovative ideas to improve them. Recognition also helps to motivate employees to perform better. Quality circles, Management by objectives, suggestion systems and other forms of employee's participation in management help to improve the Work life balance.

Job security:

Employees want stability of employment. Adequate security of job is a high priority of employees and it should be taken care of. Adequate job security provided to the employees improves the Work life balance to a large extent.

Responsibilities in Work life balance:

1. Provision of physical amenities at the workplace, health and safety and welfare provisions.
2. Involving workers in decision making on all matters.
3. Initiating suitable forms of work design.
4. Formalization of WLB experience for future use.
5. Re-examination of policies of work.
6. Developing an appreciation of changing environment.
7. Educating and making workers aware of WLB
8. Identifying ways and means to satisfy workers needs through monetary alternatives.
9. Organize workshops and seminars to get awareness of WLB

5. CONCLUSION

If one has managed to allocate the required time for every aspect of life duly and not to reflect the problems in one part of life to another it means that he has been able to achieve work-family balance. Life as a whole is composed of many other aspects along with work. Those who have achieved a balance among these aspects are sure to achieve the life balance, which does away with any imbalance.

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