

## WORK LIFE BALANCE IN CHANGING SCENARIO



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### INTRODUCTION

In recent years the perception of work-life balance has turned out to be popular for maintaining a balance between working time and leisure time as a result it has been getting much prominence throughout the world. Job seekers are making their service decision that how well their workplace can sustain a balance between their personal lives and job. The concept of Work-life balance forces the issue that as human beings we are equitably committed with our employment and our private life with equal importance at both ends. It is seen that in real working atmosphere the work life balance is hardly sustained, because human resources are rarely consumed efficiently. It is considered as the second most essential workplace aspect, as per study performed by the communal Executive Board along with 50,000 workers globally, which represents that workforce who experience a healthier work-life balance work 21% tougher than those who don't. Additionally, the perception of work-life balance has turned out to be prime concern for management. It is about assisting staff to fulfil their working responsibilities along with their personal life commitments. It increases effectiveness as well as improves satisfaction, in both the professional as well as personal lives. The success of any institution is based on the performance of its employees, which in turn depends on various factors. WLB is recognized as a foundation of job-satisfaction in service sectors like banking, education etc.

#### Definitions:

It's defined as: "a perception together with appropriate estimate among "work" and

"way of life". In order to determine the correlation among conflict of work-life and job satisfaction level of workforce in the entire management levels, taking both public and the private firms. The results showed that job satisfaction at upper management level has negatively correlated with family to work intervention the job satisfaction of medial rank of workforce decline when the conflict work-liferises. While at the junior rank of workforce it has negatively correlated. work-life balance practices can persuade their performance, including, enlarged cost savings, enhanced productivity, and reduced the rate of turnover. Striking a sense of balance among individual's work and personal life is a dilemma in today's workforce that they are not much concerned about their fundamental rights as well as their work-life balance and are therefore more engaged in their professional life activities as compared to personal ones due to the increasing rate of inflation and unemployment. If the lack of work-life balance, the dissatisfaction level of workers are increases so the policies and programs related to work-life balance related to flexible work hours and environment, reduce load of work, and employee's intention to leave a job are important because it is shows that if the need of the workers in respect of work-life balance is met, as result workforce can show superior level of job satisfaction.

### REASONS FOR IMBALANCES

#### LONG WORKING HOURS

Working hours is defined as: "Indicate to the regulation to restraint the working hours". If a worker wants to do additional work, the manager will have compensated workforce

as mandatory by the law. In a research talks about the effectiveness of work-life balance, particularly about the working hours of a workforce and satisfaction of job. He found out a positive correlation in between them. The study suggests that, if workers overtime is properly compensated, satisfaction increases, and as a result working hours mismatch reduces.

#### WORK PRESSURE

Work pressure is defined as “An accommodative reaction of a person which is an outcome of some of the action that puts extraordinary burden on an individual”. A study shows that due to intense workload in universities, employees turn out to be dissatisfied with their job. Therefore, the study suggested that universities must build up such strategies that might be facilitate their staff requirements so that they can maintain a balance between their work and life responsibilities in order to attain competitive advantage.

#### PERSONAL MINDSET

There is an irrefutable correlation between personal and professional lives. Stress in one areableeds out to stress in other parts of life. A happy home life begets happiness and productivity in the workplace as well. If you want to be a happy person, you need happiness in all areas of your life. This happiness stems from living a work-life balance that aligns your values and priorities appropriately. Workers who are happy are more satisfied with their lives and even a short-term boost in happiness can lead to greater productivity. Long-term joy has profound effects on engagement and success in the workplace. This productivity can provide a huge return for the business. Ultimately, work-life balance and flexible work options create happy employees and a positive work environment. This translates to improved productivity, greater employee loyalty and engagement, greater bottom lines, and a stronger definition of success for employees and organizations alike. It's time to start demanding autonomy, flexibility, and happiness in your work.



## SOLUTIONS TO PREVENT IMBALANCES IN WORK-LIFE

### FLEXIBLE WORKING CONDITIONS

Working conditions indicates the environment at workplace while the flexible working conditions are defining as in which workforce are given larger arrangement freedom in how they carry out the responsibility of their positions. Most of the studies show that the flexible Working condition has an additional impact on the satisfaction level of an employee.

### TIME MANAGEMENT AND PLANNING

Time management tips and tools are only effective to the extent they are used. Knowing what to do is not enough. You need to master the “How To” of good time management techniques. Time management is the process of planning and exercising conscious control of time spent on specific activities, especially to increase effectiveness, efficiency or productivity.

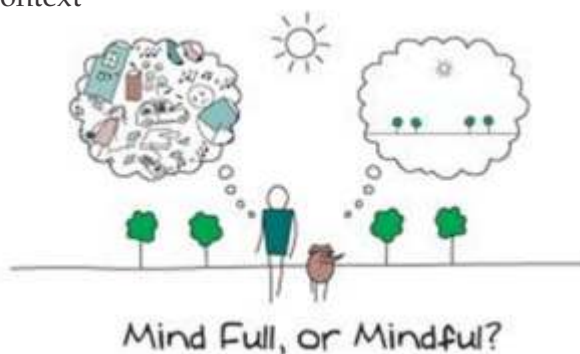
### LEARN TO SAY NO

If you want to say no, be firm and direct. Use phrases such as “Thanks for coming to me but I'm afraid it's not convenient right now” or “I'm sorry but I can't help this evening.” Try to be strong in your body language and don't over-apologize. Remember, you're not asking permission to say no. Interrupt the 'yes' cycle, using phrases like “I'll get back to you,” then consider your options. Having thought it through at your leisure, you'll be able to say no with greater confidence. Only do so if you want to agree with the request, but have limited time or ability to do so. Suggest ways forward to suit both of you. Avoid compromising if you really want or need to say no. Remember you're turning down a request, not a person. People

usually will understand that it is your right to say no, just as it is their right to ask the favour. It is important for them to hear no from time to time so that they develop a sense of self-control. It is hard to negotiate adult life without this important skill. Rather than cave in to their protests, let them know who is in charge by setting boundaries. Be clear and honest with yourself about what you truly want. Get to know yourself better and examine what you really want from life.

### JOB SATISFACTION

Previously there are many studies conducted to uncover the factors that influence the level of workforce job satisfaction and found salary is top most factors for job satisfaction, although other factors also considered as interpersonal relationship, and employees' loyalty etc. A study argues that if institutions can formulate good policies for their staff related to their pay scales, working settings, this may direct to worker satisfaction as well as ultimately raised the employee loyalty because employee who are satisfied with their job are more likely to be helpful and attentive towards their work. As numerous studies have been originating that job satisfaction influence the life satisfaction of individuals. It can be defined as: "A point in which individuals like satisfaction or else dissatisfaction in their employment context"



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#### Work life balancing in Women

##### Women Can Help Themselves

women may have difficulties managing their own work/life balance, especially in work settings where they do not receive much formal support from their employer. If they want to strike any balance between work and their lives outside work, they must set this as a goal and find their own ways of achieving it. Women must have a desire to take control of their own work/life balance and take initiative, representing their own individual effort aimed at securing this work/life balance.

##### Employers Can Help

Today the modern work environment does a better job considering the special needs of the working mother population. Tremendous growth has occurred in the number of formal work/family programs, with most large companies now instituting some type of initiative designed to address the family needs of workers for greater schedule flexibility, child-care services, flexible spending accounts and work hour reduction (Glass & Estes, 2013).

Wrzesniewski and Dutton (2010), however, report that women in less-skilled jobs are much less likely to receive these family friendly benefits than women in professional and managerial positions. It may be that more highly skilled women are concentrated in more responsive organizations or have access to formal benefits from which other classes of workers are excluded, but it is also possible that skilled workers are better able to individually negotiate special concessions from their employers because of their greater market power. Given the associations between fertility, education and occupational status, households most in need of family accommodations (e.g., young single mothers with low earnings and little human capital) are least likely to receive the needed family flexibility from their employers.

#### Families with Working Mothers

Families may need to adjust traditional expectations to allow for a healthier family to develop. According to Treas and Tai (2012), when mothers work, spouses and children often adopt more egalitarian housework arrangements to balance the workload at home. Specifically, male partners may take on tasks generally accomplished by women, for example, cleaning the house, cooking dinner and taking care of the children. The division of labour becomes a key negotiation that couples experience as part of balancing work and family. "Who does what" and "how much" are two common questions that challenge families in their attempts to fairly share in the division of labour.

#### CONCLUSION

our contribution to work life balance research paper the capabilities framework and conceptual tools we applied adds new perspectives for theorizing agency in work life balance and for analysing its multi-dimensional aspects. it was a wonderful knowledge gaining

period in writing this Research paper on the elements of work-life balance. There are well defined solutions for work-life balance by HR Management which helps to develop the organisation by establishing a healthy relationship with the management and it also helps to build confidence, ownership and responsibility.

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