A Critical Analysis of Work Life Balance

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Introduction

The tremendous recent growth in attention to the dilemma of "work-life balance" in academic, political, professional, and popular literature can give it the appearance of a new area of concern, or, at worst, a passing fad. However, this can be misleading. The work-life balance paradigm is a social construct established over time and developed in the Western context, but the conflation of managing paid work with other areas of life, particularly family, has been the focus of much research. decades (see e.g. Rapoport and Rapoport , 1965). Research on this topic always reflects social, economic and workplace developments and concerns, changing in response to new trends.

Work-life balance is defined here as an individual's ability to meet work and family obligations, as well as other non-work responsibilities and activities. Work-life balance, in addition to relationships between work and family activities, includes other roles in other areas of life. In this study, the concept of work-life balance is preferred due to its extensive correlations. Work-life balance has been defined differently by different scholars. To broaden our view, some definitions will be presented. Greenhaus (2002) defined work-life balance as satisfaction and good functioning with minimal role conflict at work and home.

Determinants of work life balance

Many things in life determine work life balance. That subjects in literature the ones most relevant to work-life balance are compiled here.

Gender roles

Compared to men, women in our country face a much tougher work-life balance. A study published in According to the Indian Journal of Psychological Medicine , there are two factors that disturb working women, especially children and elderly family members, family-work (FWC) and work-family (WFC) conflicts. According to a study of urban female workers with an average age of 38.7 years and no two children, both factors are highly influenced by their circumstances. FWC, a measure of how negatively one's work affects one's family, and WFC, a measure of how badly one's job affects one's family, were measured for 90 participants and statistically analyzed. Both factors shown reflect a complex pattern of negative spillover. The subjects, along with the children, had a significant negative influence coming from their sphere of appreciation. Family expectations, household demands, uncompromising company policies, unsupportive supervisors and inflexible work schedules add to the distress of working women. What you see is more women leaving the workforce after juggling two demanding roles.

Perhaps moving in a positive direction, it is possible to create Sophie's choice between their family and the work that supports them so that women, especially mothers, are not pushed into a corner. It is not difficult to take some steps to help them. Apart from a cultural reorientation, husbands and society realize their role in sharing responsibilities and institutions can also do their annual good deeds by initiating certain policies, which will come up later in this article.

Work and Structure

Both the job one works for and the organization make demands on one's time, effort and mental capacity. In efforts to increase organizational performance, one of the subjects that managers focus on is to increase organizational performance, one of the subjects that managers focus on is to increase organizational loyalty of employees. A solid work-life balance means having a meaningful contribution to all aspects of a healthy life – family, work, and friends, as well as yourself. Fierce competition and the fear of losing your job can make your chances slim with home and job satisfaction rather than your desired waistline.

The work life balance (WLB) discourse has two overlapping and different threads. One focuses on human agency and is at the individual level, while the other focuses on measures of workplace flexibility provided by the organization. Employee engagement, in fact, can make or break a business' bottom line (Lockwood 2006). According to Martell (2003:30, 42), employers need to engage their employees to achieve high performance in post-industrial, intangible jobs that demand innovation, flexibility and speed. Specifically engaging employees by providing them with participation, freedom and confidence is a more comprehensive response to industry values of self-realization and self-realization .

Effects of imbalance

Influence of unfavorable genetics , trauma caused by injury, personal stressors and more recently mental stress of working. Because "hard worker" enjoys the highest social recognition, many express themselves without so-called work pressure. These aspects can cause imbalance in areas of life. But there are other reasons that lead to such imbalance. Stress-based conflict occurs when one of the individual's roles at work or in the family causes stress to the individual and this stress affects the individual's other roles . Behavioral stress occurs when behavior in and outside of the workplace is conflicting and discordant .

Work life balance policies & practices to stimulate employee engagement in industries

Evidence for the business benefits of work-life balance policies has grown in volume and strength over the past decade. Studies show strong correlations between work-life balance policies and reduced unemployment, increased productivity and job satisfaction. Other benefits include improved recruitment and retention rates, associated cost savings, reduced sick leave use, employee stress and improvement in employee satisfaction and loyalty, greater flexibility for business operating hours, and an improved corporate image. The Workplace Employee Relations Survey 1998 suggests that workplaces that perform well on several dimensions have 'high commitment management practices' well embedded in the work process, and most employees are committed to the organization. They defined high-commitment management practices that included policies for communicating with employees and family-friendly work practices.

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is presented for m1 with a mean value of 3.53 , which shows that the employees work life balance is influenced by personal life expectations. Table 3 shows that m6 is very low with a mean value of 2.59, which shows that employees are least influenced by self-management in work life balance.

Achieve work-life balance

To achieve work-life balance, employers can promote a positive work-life culture through actions at various levels. First, consider implementing one or more work-life benefits, such as telecommuting or flexible work-time options for employees, if and when possible, at the company-level or department-level level. Look to other companies as a source of innovative ideas. For example, the Families and Work Institute, in partnership with the Society for Human Resource Management (SHRM), published the Alfred P.Sloan publishes annual guides that recommend innovative ideas based on a variety of award-winning companies. Second, remember that when managers and supervisors buy into policies that help balance work and life, employees are more likely to take advantage of them. Efforts aimed at supervisors can ensure they understand how to implement these policies and benefits, and the potential benefits to the organization of doing so. Third, learn about the efforts employees can make to improve their own work-life balance. For example, encourage employees to use vacation time for recovery purposes. By doing so, employees are physically and psychologically disengaged from their work, and they generally report greater well-being. Recovery periods, such as breaks during the workday or vacation, can be especially valuable for jobs that prohibit other work-life benefits. Additionally, consider sharing information from recent studies that identify and describe how employees have dealt with specific types of work-home boundary violations, including behavioral strategies (e.g., creating work guidelines and non-work requests), temporary (e.g., restraint). work time, leisure detection), physical (e.g., manipulating physical space) and communication (e.g., setting expectations) (Greiner , Hollensbey & Scheib, 2009).

Conclusion

If one properly allocates necessary time to each aspect of life and does not project problems in one area of life to another, it means that he has been able to achieve work family balance. Life as a whole is made up of many aspects including work. Those who achieve a balance between these aspects will achieve a life balance that eliminates any imbalance.

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