

# A Review Paper on Work-Life Balance in Large Organization

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## Abstract:

There is a growing readiness in today's workplace that workers are not sacrificing their lives just because they are working. Work and health are always two of the most important aspects of a single married life. However, the process of processing job and non-employment applications is one of the modern ways of paying attention to both individuals and organizations. With the development of the diversity of family structures mentioned in today's workforce, especially with the evolving level of dual work families, the importance of tackling the working life balance has grown significantly in recent years. Managers understand that the immediate living environment of the employee and the home and family affects the quality of the work and that there are strong business motives for job advertising and non-work communication. In this project, we strive that helping employees achieve a working life balance should become a fundamental part of HR policy and practice in the event that it is to get the best out of the organisation's relatives without throwing them dissatisfied, old and dissatisfied, unfulfilled.

**Keywords:** Employees work balance, work life balance, work life stability, Work Balance Activity.

## I.INTRODUCTION:

Many people face the problem of balancing work and family life. Many international companies remain open 24 hours a day. Employees need to work in shifts. Day and night shift. Night workers feel the pressures of dealing with family life and health. This, in turn, leads to the breakdown of ill health. Many mothers find it difficult to continue working after giving birth because their home becomes a priority for her. He may be a very good worker but he stops to take care of the new born and the family. Many Corporates have come up with the option of Flexi time and work on domestic opportunities to hire employees. Personal needs such as a school visit to get a report card or hospital or any other emergency need attention. In that case the employee must take leave and remain absent from work.

Companies offer staff training sessions to be more productive. Various seminars are organized. They summon members of the employee's family to co-operate with the employee in balancing work and at home. When a company gives an employee the option to balance his or her work with personal life it increases retention and lowers performance.

## **II. CONCEPT OF THE STUDY:**

The study covers the various aspects in employee work life Balance and measured increase in productivity accountability, commitment better team work and communication improved morale, less negative organizational stress.

## **III. IMPORTANCE OF WORK LIFE BALANCE:**

Work is one dimension of life and should not distort our personal life. The vice-versa is also true as work is a means of livelihood. The concept is gaining prominence since it helps in maintaining balanced life at the work place as well as at home. Maintaining balance encourages optimum working hours that ultimately enhances overall efficiency. It is a common fact that increase in quantity tends to deteriorate quality. If the employee is not over loaded with work, he is motivated to shoulder responsibilities. He does not feel exhausted and is ready to perform every day. Work load does not kill his working spirit and he is eager to work. When someone works willingly, he attains satisfaction and a contented person is bound to succeed not only at work but also in life.

## **IV. NEED FOR WORK LIFE BALANCE:**

The outcomes of imperfect work-life balance faced in the day-to-day life are:

**Stress:** employees must be ever performing and ever learning to adapt themselves to the dynamic market conditions. Adding to this is the constant pressure from the superiors to meet the targets. Thus, employees have no other choice but to sacrifice their personal space. The entire process is creating stress on the employees which are the root cause for many other problems.

**Physical problem:** The numbers of employees suffering from physical

ailments like hypertension, diabetes, heart attacks have grown considerably in the past. Women employees are the worst affected due to the long and stressful working hours and are facing severe gynaecological problems like cancer and abortions, etc.

**Relational problems:** since employees are spending more time at work rather than at home, spouses, parents, children are no longer given the time they deserve. Hangover: working for longer hours at the office, increases employee interaction. The employees tend to stay in their professional world (mentally) though they are at home. The effect of professional anger is carried to home.

There are also some several problems are given for ex: Unethical practice, disturbed families, decreased performance and many more.

**Steps to achieve Work-Life Balance:** Two main issues in Work-Life Balance are Time and Stress. An individual who maintains time and stress perfectly will have a perfect Work-Life Balance. Time and stress are interrelated in a sense that one is the outcome of mismanagement of the other. If the activities of

an employer are not planned properly, he runs out of time and pressure builds up leading to stress—the instrumental factor disturbing the balance between professional and personal life.

**Time Management + Stress Management = Work-Life Balance**

### **Tips for Time management:**

- Proper planning
- Swot analysis
- Reminders
- Motivators
- Self-motivation

### **Tips for Stress management:**

- Take it easy
- Try to get solution instead of brooding over the problem
- Accept the fact and stop the blame game
- Boost yourself
- Enjoy your work

## **V. CONCLUSION:**

Work-life balance is an issue of great importance that has to be addressed by the organizations at the earliest. After all the employees are the greatest asset and the organization performance is affected by employee performance. The HR department of the organization and the employees together must work out strategies to help attain Work-life balance which makes the organization the happiest place to work in. In spite of higher salaries and other monetary and non-monetary benefits, a comfortable working environment, less work load and organizations taking care of employees, it is observed that sometimes employees fail to deliver expected sales. Though there can be numerous factors that affect the performance of an employee achieving balance in work and familial life is considered important in order to perform par excellence. Balance between professional and personal life improves performance at work and also helps in gaining job satisfaction. It gives a feeling of contentment and motivates the individual to shoulder responsibilities with greater accountability. It helps in creating a congenial environment at the work place and also strengthens family bonds of the employees.

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