

## WORK LIFE BALANCE IN EMPLOYEES

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### ABSTRACT

Life is happening pretty quickly. People struggle to strike a healthy work-life balance. They deal with several issues on a regular basis. Because of their busy schedules, constant meetings, and pressure from their employer to complete their job on time, many find it difficult to enjoy their lives at home with their spouse and children.

Is the development of work-life balance programmes a result of companies realising their social obligation to their workers or is it a result of employers seeing the competitive advantage it provides to them? It is necessary to define work-life balance and the numerous aspects that go into it before we can respond to this issue, which is also the goal of this post.

### INTRODUCTION

New-age couples have several challenges in the fast-paced world, including managing a house, doing everyday tasks like cooking and cleaning, raising children, and managing the constraints of meeting stifling deadlines at work. The nature of employment has evolved significantly throughout the world due to shifting social and economic situations. Prior to modern times, employment was a question of survival. The definition of "work" has varied over time, as has the make up of the labour force. These days, a lot of people think that working may make them happy. Attaining personal and professional objectives may be greatly aided by maintaining a healthy work-life balance. This essay's goal is to comprehend the many problems that have become more prominent as a result of the dynamic character of the workplace. Can the emergence of programmes promoting work-life balance be linked to companies realising their social obligation to their workforce or to employers realising the competitive advantage it provides?

The definition of work-life balance and the numerous aspects that affect it are necessary before we can respond to this topic, which is also the goal of this essay. Work-life balance, by definition, refers to people having some degree of autonomy over how, when, and where they work. Some people believe that work-life

balance should only be considered in the context of what the firm offers the employee. But achieving work-life balance requires a two-pronged strategy.

Many people ignore the second aspect of work-life balance, which has to do with what people do for themselves. Achieving while having fun may be summed up as the essence of work-life balance. Happiness and contentment cannot be attained if a person continues to give their all at work while not actually enjoying it. The motivation for living, according to this perspective, is achievement, and the fuel for that motivation is enjoyment. When we balance our professional and personal lives, we are not just balancing our careers and families; we are also balancing our mental and emotional states, which helps us to manage ourselves and others in the real world. Employers may assist their staff in achieving work-life balance by offering work-life programmes and training.

An essential component of work-life balance is success and fulfilment at work. Additionally, success and fulfilment in one's other three life quadrants (such as family, friends, and self) are also important. Workplace cultures have frequently called for a shift from rigidity to flexibility. In addition to a life at work, a life at home includes time for pleasure. These difficulties appear to have been put on hold for a while while globalisation became the norm. Concern over work-life "imbalance" has grown over time as a result of rising health issues affecting employees, boredom at work, and a decline in employee productivity and efficiency.

## OBJECTIVE OF THE STUDY

1. To comprehend what "work-life balance" means in the context of workplace interactions.
2. Understanding the value of work-life balance for both individuals and businesses.
3. To determine the elements that affect an employee's ability to balance work and life.
4. To understand the connection between an employee's profession and how it affects their personal lives.
5. To understand the connection between an employee's performance on the job and their supervisor's assistance.
6. To make suggestions for enhancing workers' happiness with their work-life balance.
7. To investigate the relationship between respondents demographic characteristics and work-life balance.
8. To investigate the relationship between employee work-life balance and demographic characteristics.
9. To research how certain circumstances affect a worker's ability to combine work and life.
10. To investigate the relationship between employee work-life balance and the outcome variable, namely employee retention and satisfaction.
11. To comprehend how employee work-life balance affects outcome variables such as employee retention and satisfaction.

## LITERATURE REVIEW

In the literature, measures are referred to as work-family policies, family-friendly measures, or family-responsive measures.

(Hudson Resourcing, 2005). This semantic change results from the realisation that childcare is far from the only significant outside-of-work responsibility; the problem can apply to any unpaid pursuits or obligations, and it can affect a wide spectrum of workers, including men and women, parents and non-parents, singles and couples.

(Clark, 2000). Additionally, this was described by Parkes and Langford (2008) as "an individual's ability to meet work and family commitments, as well as other non-work obligations and activities". In other words, these two meanings of "work-life balance" suggest finding an appropriate balance between work and personal time.

(Thorntwaite 2004). Additionally, the bulk of work-life studies describe work-life balance in terms of the degree of conflict between work and personal life.

Carlson et al (2009). The study makes the assumption that a healthy work-life balance equates to no work-life conflict.

Numerous empirical research have revealed a beneficial relationship between the experience of work-life balance and workers' performance as well as organisational performance.

Clarke et al. (2004) Understanding the many demands on us and the personal resources—our time and our energy—that we might use to meet them is crucial for understanding work-life balance. With this insight, we can evaluate and appreciate the options we have for distributing our limited resources. This type of deliberate choice-making gives us a sense of control over our working conditions so that we may more easily accommodate other facets of our life while still advancing the organisations.

(Delery and Doty) 1996 According to the strategic human resource management method, which also underlines the necessity for integrated and internally consistent human resource management practises, a workforce strategy should meet an organization's business goals, culture, and environmental circumstances.

Konrad, A.M., and Mangel, R. found no correlation between productivity and a composite measure of 19 work-life initiatives in 2000. The configurationally approach is supported by Perry-Smith and Blum's (2000) research, but there is little data to back up the universalistic view of how work-life policies affect productivity.

(Bretz, R.D. and Judge, T.A., 1994) discovered that the less work-family conflict people had, the more comprehensive policies businesses gave to address these concerns. Offering work-life practises increased employees' commitment to the firm.

## RESEARCH METHODOLOGY:

### DATA SOURCE

#### Primary Data

Primary data are those that were gathered fresh and for the first time and are therefore unique in nature. But there are several ways to gather the core data. None of them have been utilised for this project. The following have been put to use: Face-to-face interaction (interviewing)

Newspapers, Magazines, Brochures.

#### Secondary Data

Secondary data is used when an investigator uses information that has previously been gathered by others. The secondary data may be gathered through papers, journals, and other publications. The benefit of secondary data can be cost-effective, both in terms of money and effort. In order to compile secondary data for this study, the following methods were used:

Reports, documents, Diagrams tables and Websites.

RESEARCH DESIGN TYPE : Study that is descriptive in nature.

#### Analytical Study

A study that uses descriptive research aims to accurately represent its subjects. Descriptive research, to put it another way, focuses on characterising the study's participants.

There are three approaches a researcher might use while doing a descriptive research assignment.

Observational is a technique for observing and documenting the participants.

A case study is a comprehensive examination of one person or a group of people.

A survey is a quick interview or conversation with a person on a certain subject.

## Conclusion

The study emphasises how vital work-life balance is to employees' lives since it has a big influence on their general health and job happiness. The results show that those who are able to properly balance their personal and professional obligations often perform at a higher level on the job. Because they are able to efficiently manage their time and energy across several domains, these personnel are more likely to be motivated, engaged, and productive. A good work-life balance has

also been shown to lower stress levels and avoid burnout, which in turn leads to better physical and mental health. In order to establish a positive and productive work environment that supports employee well-being and improves overall organisational performance, organisations should prioritise and promote programmes for work-life balance.

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