



Work Life Balance: Order of the Day

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Abstract

Work-life balance is about creating a productive work culture where the potential for tensions between work and other parts of people's lives is minimized. The idea of maintaining a positive work-life balance is that staff members should be able to manage their working lives and control the amount of time they spend at work. The transition from work life imbalance to work life balance has obvious benefits to an organization and its quality employees. This could involve flexible working arrangements such as job-share, or working from home where feasible. The opportunity for individuals to balance their home and work lives is a central component of Good Work. Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic.

Keywords: Work Life Balance, Quality, Organization.

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Introduction

Work-life balance is about creating a productive work culture where the potential for tensions between work and other parts of people's lives is minimized. This means having appropriate employment provisions in place, organizational systems and supportive management underpinning them. Work-life balance is about people having a measure of control over when, where, what and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. Striking a balance between the needs of the individual employee, customer and organisation demands the following:

- a. For Employees: Different individuals will have different expectations and needs at different times in their life cycle;
- b. For Customers: Organisations need to respond to the demands of their customers if they are to continue to be successful;
- c. For Organisations: Organisations need to be able to manage costs, maintain profitability and ensure that teams work effectively together.

The opportunity for individuals to balance their home and work lives is a central component of Good Work. Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic.

Life is and should be more fluid than that. One's best individual work-life balance will vary over time, often on a daily basis. The right balance for one today will probably be different for tomorrow. The best work-life balance is different for each of us because we all have different priorities and different lives. Achievement and Enjoyment are like two sides of a coin. Any person can't have one without the other, no more than you can have a coin with only one side. Trying to live a one sided life is why so many "Successful" people are not happy, or not nearly as happy as they should be.

The status of women in modern India has become paradox. If on one hand she is at the peak of ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compared with past women in modern times have achieved a lot but in reality they have to still long way to go. Their path is filled with roadblocks. Women have left the secured domain of their home and are now in the battlefield of life, fully armored with their talent. They had proven themselves. There are many problems that the Indian woman goes through daily. These problems have become the part and parcel of life of Indian women and some of them have accepted them as their fate.

Qualities of work life programs have become important in the workplace for the following reasons:

1. Increased in the number of women in the workforce
2. Increased male involvement in dependent care (child and elder) activities
3. Increased responsibility for elders
4. Increased demands at work
5. Loss of long term employment guarantees
6. The need for enhanced workplace skills

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7. Increased competition for the best students and talent for education and research environments
8. Greater competition for talent

Need and Benefits of Work Life Balance

To understand the need of work life balance, one first needs to understand about work life imbalance, as with the understanding of the origin, causes and effects of this imbalance, the balancing act becomes easier. The corporate world of today is exceedingly demanding the work. Today the deadlines are getting tighter and an individual's job is not only to match that deadline but also to give quality output. Due to this work pressure it becomes exceedingly difficult to maintain a family life. It becomes very difficult to have the engagement of mind with the engagement of body. In every individual's life there are four stakeholders- own personality, job, family and society.

It is very important to give equal importance to all the stakeholders. A person who is a workaholic and does not enjoy his family life cannot be termed a successful person. When a life encounters such imbalance then the peace and harmony of life vanishes and there is an adverse effect of it on the work life too. To avoid such situation one should always try to avoid this imbalance in life. The transition from work life imbalance to work life balance has obvious benefits to an organization and its employees. At the organizational level, balanced nature of work enables increase in productivity and efficiency of employees. Employees become more

Steps to Better Work Life Balance

Work life Balance is defined as what it means, what it doesn't mean. Achievement and Enjoyment are the basis for life-time goals. Accepting responsibility for own work and life results. It is a method for staying in balance every day. When the critical difference exists between a meeting and dates then it affects the work life balance. Time Management improves productivity through quick and effective planning and organization. Three ways to build lasting rapport and respect with associates are

- i. Connecting daily activities to work-life goals.
- ii. The emotion-decision link Strategies that improve team communication Mastering the choice challenge
- iii. Effectively adjusting your work life balance over time.

Critical drivers of performance, accountability and commitment are taught through the application of five easy-to-use tools. These tools produce immediate positive on and off the job results through better individual management of project and relationship outcomes.

The unique approach to addressing corporate needs as well as individual needs creates bottom-line results for the organization and more value and balance for the individual. With work life balance program, performance, accountability and commitment go up and

negative attitudes, stress and turnover go down.

Efforts Made by Organisations and Individuals

Organisations today have realized the importance of the employee-work-life balance⁶ and its importance in the efficiency of the employees. Organisations maintain work-life balance, so that neither the work nor the employee's nor personal life is affected. In offices also, efforts are being made to provide friendly work atmosphere for the employees by providing all sorts of refreshments available for the employee. The employees are given the freedom to have their own ways of doing the work. They are given the assignments with deadlines and they can have their own schedule as far as they are meeting the deadlines. Some organisations have gone to the extent of providing family atmosphere for the employees by involving the families of the employees through get together .

The idea is to make the family realize that they are also a part of the organization. Besides, these organizations are introducing special leaves for attending to sick parents, to attend to children etc. Maternity leaves and various holiday packages are being designed for the employees, and also various insurance schemes are there for the employees and their families. Organizations are trying to take care of all the overloads of the employees, so that the employees can concentrate more on the work, and enjoy doing it thereby having proper work life balance. The thought process of the employees have also evolved and hence become more decisive when it comes to a job. Gender equality and responsibility for caring however, are contested issues. The transition to motherhood still continues to have practical and emotional consequences. When women take break from their careers to fulfill their right to motherhood, it is considered unprofessional. Moreover, it also affects their professional stature when they return to work. These tend to reinforce gender in-equalities at work place. As a result many women have to make the difficult choice between family and career, being a homemaker and a professional. So if she has to make a trade-off sometimes, she must take it in her stride and balance it in the other spheres as soon as possible.

Maintaining A Healthy Work-Life Balance

The idea of maintaining a positive work-life balance⁷ is that staff members should be able to manage their working lives and control the amount of time they spend at work. This could involve flexible working arrangements such as job-share, or working from home where feasible. This actually benefits both the employer and the employee because the employer is able to hold on to its best staff by allowing them the opportunity to create the best working situations for themselves. Better retention rates employers are also able to benefit from less absenteeism among their staff. And as their reputation increases for being a good employer, they will attract the best candidates to their vacancies. Implementing a work-life balance strategy can also be

done for minimal cost, something else which makes it attractive to the company or institution concerned.

There are two key elements: encouraging flexible working patterns and ensuring the employees to maintain a balanced lifestyle. Flexible working might involve: flexi time, fitting all work into four days a week, part time working, job sharing, working from home, working during school terms. To help employees maintain a healthy lifestyle, mentoring is very important as it is holding appraisals regularly. Communication is the key, if employees feel they cannot discuss their concerns, the measures will not work.

Conclusion

Work life balance is maintained through yoga, time management and planning the schedule. It aims at the harmonious development of the body, the mind and the soul. The path of yoga is an inner path whose gateway is the heart. It will enable them to keep a balanced mind, remove fatigue and get concentration and

self sufficiency. Through mediation one reaches from earth to heaven, from error to truth, from darkness to light, from pain to bliss, from restlessness to abiding peace, and from ignorance to knowledge. Women should adopt suitable strategies to maintain balanced life.

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