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## Work life balance: challenges and opportunities

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### Abstract

This paper focuses on the challenges and opportunities of work life balance in the Indian companies. A intersection of authoritative trends in the early 21st century is pressuring employers to re-think their people practices. Definitely, the timing seems accurate to make the excellence of work life a strategic focus for business, as well as a public policy priority. These challenges (workforce aging, increasingly competitive labor market, information technology and increasing benefit costs) generate new potential for employers to attain organizational performance goals while simultaneously meeting workers' individual aspirations. At the same time, plentiful employees are experiencing an abridged quality of work-life. This is reflected most notably in work-life imbalance and job stress. Work life & personal life are the two sides of the same coin. In the world full of difficulties, inconsistent Job responsibilities & family responsibilities work life balance has become a major issue in the workplace. Usually managing a balance between work & life was measured to be an employee's issues. But rising workloads, globalization & scientifically improvements have made it an issue with the male and female, all professionals working across all levels & all industries across the world. This paper tackles work-life balance and the stress factors faced by all professionals. It also highlights the benefits stopping from addressing these conflicts and identifies, drawing upon good practices from around the world, the policies that can help moderate these pressures while benefiting families, businesses and societies at large. This will ensure an agreeable work place and make work more important.

**Keywords:** Work Life Balance, stress factors, Productivity.

### Introduction

Work life balance concept confined management's consideration in the 1980s, mostly because there was increasing number of women employees with dependent children incoming the workforce. The different factors causal to the importance in work-life balance problems are global conflict, changed attention in personal lives/family morals and an aging workforce. A number of working explanations of the term were specified. Some of them included work/family difference, work/life balance from employer point of view, family friendly benefits, work life programmes, work life schemes & work family background.

The changeover work-life balance apply only as a means of helpful individual workers with concern providing responsibilities to identifying their involvement to organizational performance and employee commitment is an important model change that is still very much 'in development.' Challenging and multi-faced stress between work and home responsibilities have implicit improved importance for workers in new days, demographic and workplace changes, such as: a greater numbers of women in the workforce, revolution in family structures, a growing unwillingness to accept the longer hours culture, and technological development.

### Work life Balance

Work-life balance is a much -warned term and sometime it is difficult to know what it in actuality means. Work-life balance entities clear lines of dissection and more and more complicated to complete. The word 'Work-life Balance' was first think up in 1986 in feedback to the harmful preference that many Americans were making in help of the work place, as they decide on to ignore family, friends and spare time activities. A balanced life is one where we increase our force and effort - intellectual, imaginative, emotional, religious and physical between key areas of significance. The ignore of one or more areas, or attach positions, may stress the strength of the complete Work-Life Balance refers to the successful management

and organization between remunerative work and the other roles and responsibilities that are important to people as 'individualized' human beings and as a part of the society. Since Work-Life Balance is an important indicator of a professional's health and well being a number of researches have challenges to identify the predictors and background of this raise.

In addition, employers may provide a range of benefits related to employees' health and well-being, including extended health insurance for the employee and dependents, personal days, and access to programs or services to support fitness and physical and mental health.

### Work Life Conflict

The difficulty and forces of work and family may provide increase to work-life balance problems to an human being and as women in workforce have improved significantly, they so face a lot of problems and challenges. They are unmoving observed as the main porters of the home and family, even if they work just as much as men. Work responsibility is regularly seen as secondary to family responsibilities. Not presently men but women also grip themselves and other women to the homemaker classic. Women expend more time on housework, child care and family responsibilities. Women utilized to expend approximately 24 percent of their time on housework in 1966 to 30 percent of housework in 2005. However women miss more work for child care. 20 percent of women take care of both children and seniors (Freedman and Greenhaus, 2000) [4]. Work and family, are mutually non-compatible so that convention demands in one domain makes it difficult to meet demands in the other and this can be called as Work family conflict. It is a form of inter -role conflict in which the role pressures arises from the two fields, or involvement in the work role is made more difficult by asset of participation in the family and vice versa. The major concern in this most broadly used definition of work family conflict is that role conflicts cause due to problems of role participation and emotional intelligence (Greenhaus and Beutell, 1985) [5]. Issues like development the child, the need to balance several roles etc have consequences on health & family relationships (Jenkins 2000) [7]. Work life disproportions begins due to role disagreement which can be as parent, spouse, child, worker student or as community member & this work family or work life conflict arises when the increasing demands of these many work & non work life roles are mismatched in some esteem so that involvement in one role is completed more difficult by involvement in the other role. (Duxbury and Higgins, 2001) [3].

Some of their findings explained that single women without children absolutely influence work-life conflict. The interviews presented verification that women's views depend on their marital position. There are also of shift workers who work lastingly at night. It is obvious that the different shift systems in process might have a very different impact on the workers' health and well-being (Boisard, etal, 2002) [2]. It has originated that such conditions can take a fee on person's health. Heart ailments, cardiovascular problems, sleep disorders, depression, irritability, insecurity, poor concentration and even nervous breakdown are becoming common among the victims of such imbalance (Mukundan and Priya, 2013) [12].

In this research a decrease in working hours shows to lower work-life conflict for both men and women. Part time work is also connected with concentrated work pressure but it does so

extensively only for women. The relationship between flexi-time, compact work difficulty and reduced work-life conflict is significant only in the public sector, indicative of that the helpfulness of elastic work performs depends on the organizational context. However, those working from home statement extensively higher levels of work-life conflict.

### Challenges to Work-Life Balancing

Finding an excellent explanation of work-life balance is challenging. Increase and generation define work-family balance, one type of work-life balance, as "the level to which an individual is able to concurrently balance the sequential, emotional, and behavioral difficulty of both remunerated work and family responsibilities."

There are numerous challenges to work-life balance demanding to physicians' life. In tablets, people's life and happiness swing in the balance. Patients want to be seen in actual time in the office or hospital and hospitalized patients want to be minded for approximately the clock. Calming concern contributors are regularly organization-based and wanted to think about problems of employee link in the regularly small stages they are working with employees and families, where relationship building and link are essential. Employees, like many other professionals, are regularly likely to work 50 or more hours per week. Employees in academic product and productivity have mostly long work weeks.

### Scope of Study

The scope of work life balance is wide. It gets into explanation the important workings of our life. Life brings the value and balance we want for. To compose one's life happy, it is very important in today's world to uphold a right balance between Work & Family. Giving appropriate and timely concentration to every can generate a sense of satisfaction in oneself. Focusing on these components, are not hard to execute. There are many health related problems which come up due to not having right work life balance in one's life. So, it is the want to generate such conditions which help each person to retain work life balance. At work, one can generate one 'own best work life balance by making sure you not only reach but as well reproduce the enjoyment of the job, and the enjoyment of life, everyday. If nobody cuffs our back, we should cuff our own back and help others to do the same. With enhanced education and employment opportunities today, most homes have working couples because of requirement and the want to complement incomes. Work life balance has a wide scope. To say, a few are as follows: -

1. It facilitates in creating suitable balance between work and life.
2. It helps in growing productivity of employees.
3. It is a stress management tool.
4. It helps in prioritizing the responsibilities.
5. The quality of work increases with right work life balance.
6. It outcomes in work satisfaction.
7. Successful work life balance decreases the side effects on health.

### 2. Literature Review

In current years, the word "work-life balance" has changed what used to be known as "work life balance" (Hudson Resourcing, 2005). This semantic move arises from a recognition that childcare is by no means the only significant non-work responsibility and the problem can be relates to any non-paid activities or commitments and to a diverse range of

employees such women, man, parents and non-parents, singles and couples. Other life behavior that require to be impartial with employment may contain study, sport, voluntary work, travel, personal development, leisure or eldercare. From the very establishment it is important to recognize that work-life balance does not mean to dedicate an equal amounts of time to rewarded work and non-paid roles; in its broadest intelligence, is defined as a suitable level of attachment or 'fit' between the numerous roles in a person's life.

**Work-Life Balance as Strategic Human Resource Management Resolutions**

There are some motives for relating work-life balance by organizations: to raise membership of female workers and compose use of their abilities, to maintain worker motivated and well performing, to create the organization more gorgeous to workers, to have a better corporate social responsibility. The focus has been increase from the micro level to more macro- or strategic viewpoint, known as strategic human resource management. The basic pledge of this point of view is that organizations that achieve equivalence between their human resource management and their strategies should benefit from superior performance (Delery and Doty, 1996). The strategic human resource management perspective highlight that a workforce strategy should well an organization's business goals, culture and environmental circumstances and that human resource management practices should be interconnected and internally consistent (Dreher, G.F., 2003). Delery and Doty, (1996) recognized three theoretical approach that are used in strategic human resource management to explain mostly financial performance.

**Benefits of Work-Life Balance Policies for Organization and Employees**

The belongings of establishing work-life balance on employee approaches and observation include job satisfaction, employee time saved, organizational commitment, and job stress and turnover intention. All of these factors, in turn, affect job performance, direct and indirect absenteeism costs, costs associated with the loss and replacement of valued employees, customer satisfaction, and organizational productivity; Although the formal evaluation of work-life is a lot of hard because of the problem of calculating the costs and benefits of different strategies, some organizations have challenges to quantify the results of exact policies. The most normally used measures of organizational outcomes contain the follow:

**Benefits for Organization**

For many organizations, however, evaluating the data presents the maximum challenge. The best place to found is to think about key areas:

1. **Employee Time Saved:** One of the most through and assessable fiscal benefits of work/life schemes is the amount of time saved by employees by means of support, such as an EAP, to address and resolve personal troubles. Employees used a consulting service that provided counseling, referrals, and investigate in areas such as parenting, education, childcare, adoption, and eldercare.
2. **Employee Retention:** The price of employee turnover and extra loss of important organization knowledge can be important. Work/life plans propose a solution to retention afflictions.

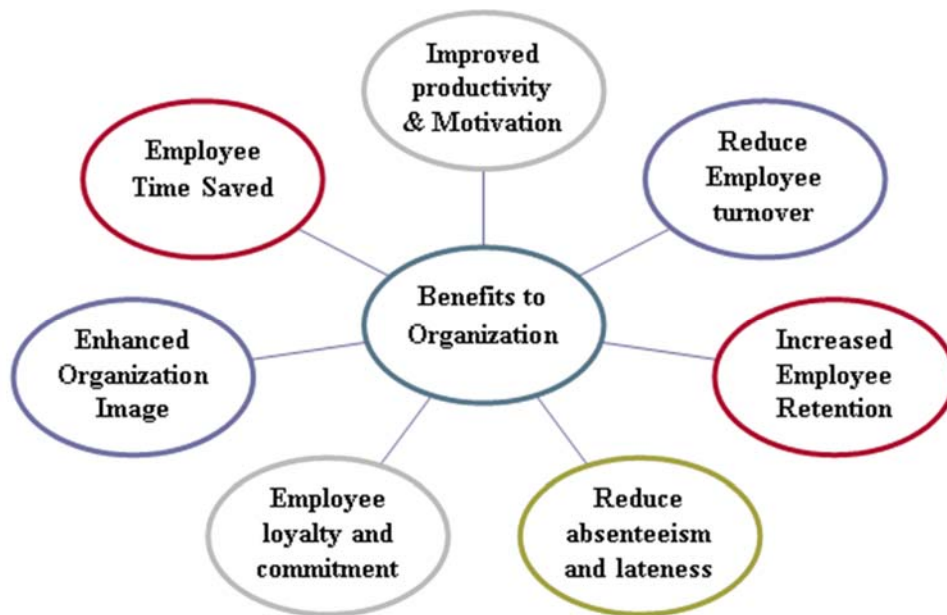
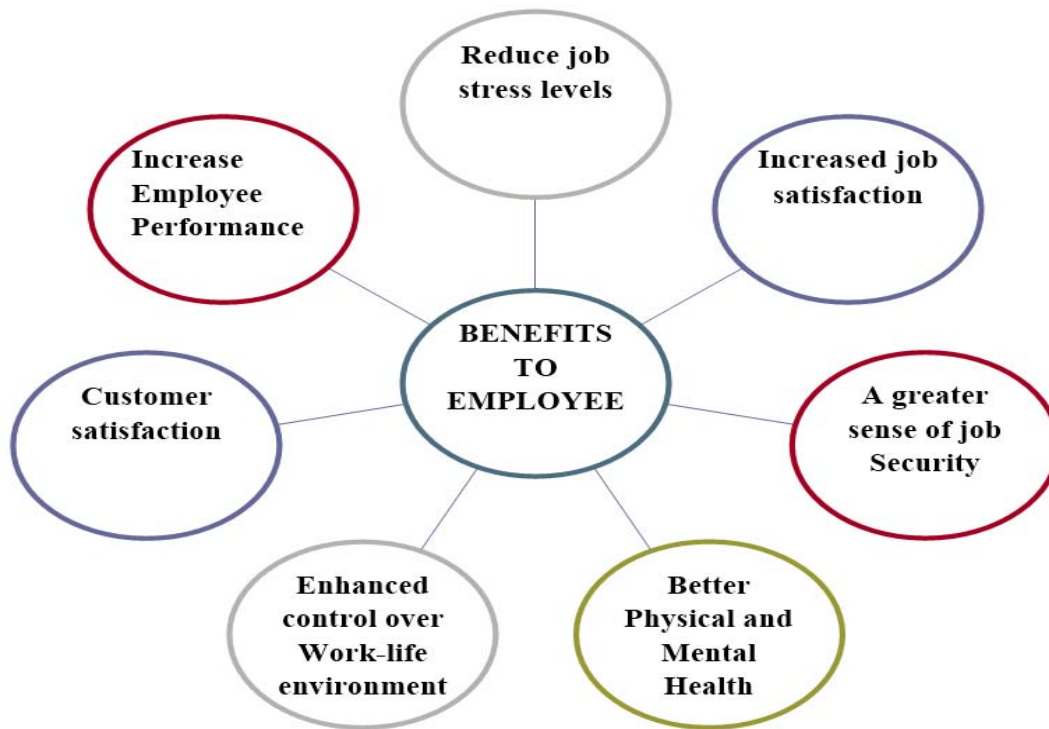


Fig. 1: Organization' benefits of work-life balance practices.

3. **Increased Motivation and Productivity:** study shows that organization commitment to work/life plans is directly associated with employees motivation and productivity. A study focusing on work, comfort and stress shows this association, that men and women would roll down a support if the new situation would leave them with less time for their personal or family life."

4. **Absenteeism:** Research has recognized that work/life programs can decrease absenteeism. Johnson & Johnson "found that there was a 50% decline in absenteeism among employees who used flexible work options and family leave policies.

**Benefits for Employees**



**Fig 1:** Employees’ benefits of work-life balance practices.

**3. Recommendations**

1. Organizations must evaluate that compensation and benefits are one of the most important reasons to be a focus for, motivate and retain other female workforce.
2. Organizations must be helpful and concerned towards their employees and also faith them by providing them various roles and responsibilities.
3. Organizations must focus on giving better services to their employees proposing an array of employee support plans.
4. There should be a suitable employee Grievance Cell which interferes to the complaints from it employees which can help to agreement with work place harassment issues.
5. Companies can educated their employees about the different elasticity selections & how to power these to create a productive work environment and organizations can help by offering family friendly policies that accommodate flexible
6. Companies can begin steps to accomplish work life balance by organizing workshops, play games, foreign trips, cultural fests, events like fashion shows, etc. furthermore family day celebration where activities are planned for kids, Couples and other family members etc can help the employees in completing work life balance.
7. Investigating something one can share with one’s child, spouse and other family members like swimming, yoga, playing an instrument and gym etc. Such involvements helps one’s family appreciates.

**4. Conclusion**

In actuality, it can be measured as the key driver of a human being’s profession decision. Many organizations are aware of the actuality and have taken practical steps to improve their HR strategies and generate an enabling atmosphere. In today’s

global marketplace, as organizations goals to reduce costs, it falls to the human resource skills to recognize the dangerous problems of work/life balance. The most important factor to influence and develop Work- Life Balance is organization commitment as well as an individual’s commitment. Thus the suggested work-life Balance strategies can help organizations in generating stress free environment for working people & therefore help improved Work life balance.

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