

Reviewing the issues, Challenges and Importance of Work Life Balance for Employees

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Abstract - Many academic studies, as well as government policies, employment laws, and organisational practises, are devoted to this critical societal issue: how to balance one's job and personal life. Most people use the phrase 'work-life balance' to describe the state of affairs in which 'an person has sufficient power and autonomy over where, when, and how they work in order to fulfil their commitments within and outside paid employment.' Employees and employers alike are grappling with how to strike a work-life balance. Conceptual papers like this one provide an overview of WLB's significance and value to today's society. It sheds attention on the negative impacts of a lack of WLB and suggests ways to get around them. This study also discusses WLB from the perspective of both the company and its personnel. Work/life balance is a growing concern for many businesses and individuals alike, both at work and at home. Professionals in the field of human resources are always looking for ways to enhance their firms' bottom lines, boost employee morale, maintain quality personnel who can contribute to the company's growth, as well as stay up with workplace trends. To better understand the relevance of work-life balance in the workplace, a new study has been conducted.

Index Terms - Work, Work Life Balance, Employees, Family, Happiness at Work, Employee Performance, etc.

I.INTRODUCTION

Make sure you understand why work life balance is crucial before you give up on your ambition. Because achieving a healthy work-life balance requires a knowledge of why it is so vital. The importance of striking a healthy work-life balance cannot be overstated nowadays. In light of the sometimes unexpected and high-pressure work environment, as well as the increasingly blurred barriers between personal and professional life (now that so many of us are working from home more often).

The phrase 'WORK-LIFE BALANCE (WLB)' was created in 1986, although it had been in common use for some years prior to that date in daily English. It's interesting to note that work-life balance initiatives date back to the 1930s. When a company implements rules and procedures aimed at allowing workers to effectively do their tasks while also allowing them flexibility to deal with personal worries or difficulties on the home front, this is known as 'dual-wage family policies.' At work and at home, there should be little role conflict in order to maintain a work-life balance. "As a result of this conflict, individuals lack WLB due to the incompatibility of expectations from the job and non-work domains." People entering the job today are placing a greater focus on the value of WLB than their predecessors, according to this study. The degree to which this equilibrium is attained is significantly less than intended, notwithstanding this fact. Indeed, research shows that graduates are being dragged into circumstances where they are forced to work longer hours, resulting in an increasingly poor balance between their home and professional lives.

II. QUALITY OF WORK LIFE

Guna Seelan Rethinam, Maimunah (2008) QWL is linked to job satisfaction, job participation, motivation, productivity, health, safety, and well-being, job stability, competence growth, and a healthy work-life balance, according to a recent research.

S. Jerome (2013) As stated by the author, Quality of Work Life has a positive impact on employees' overall performance and on the development of Human Resources. Dr. Florence Muindi's (2015 study) research focused on the effect of employee-related variables on the link between Quality of Work Life and employee performance.

Sasan Baleghizadeh, and Yahya Gordani (2012) According to the findings, there is a strong correlation between employee motivation and many measures of Quality of Work Life. Organizational Culture and Quality of Work Life Have a Direct and Significant Relationship, According to Ali Valizadeh and Jafar Ghahremani (2012) Research.

Shaemi Barzoki, Vahid Fattahi Sarand (2015) Organizational fairness, rganizational dedication, and QOL have all shown to be closely linked in studies. There is a somewhat favourable link between Quality of Work Life and Organizational Commitment, according to a research by V. Sivalogathan and Susil S K edirisinghe in 2015. Quality of Work Life variables were shown to have a favourable link with rganizational commitment by Omar Mahmoudi in 2015. Employees' Quality of Work Life is influenced by both company culture and leadership style, according to Owolabi Ademola Benjamin (2011).

Hassan Piri (2015) study concluded that self-knowledge is directly correlated with quality of Work Life and mental health. Dr. Devendra S. Verma & Atul Kumar Dohareya (2016) study argues participative management style helps to enhance the level of QWL.

III. IMPORTANCE OF WORK LIFE BALANCE

Employees in companies already implementing work-life practices enjoy significant benefits such as:

- Being part of a supportive workplace that values and trusts staff.
- Being able to work in flexible ways so that earning an income and managing family/other commitments become easier
- Being able to effectively manage multiple responsibilities at home, work and in the community without guilt or regret.

People want to be able to have:

- An enjoyable work life and career progression
- A good quality of life
- Good health
- training and development
- Further education
- Affordable childcare or eldercare
- Time to travel
- More money

- Time to do voluntary work
- Time to do sports and hobbies
- Time with friends and family.

IV. NEGATIVE EFFECTS OR ISSUES OF WORK LIFE CONFLICT

Kelly et al., (2014) Conflict between work and non-work might be characterised as 'interference'. Long working hours and unexpected end times; boundary-blurring; and the influence they have on family life are among the most common reasons of work-life conflict for managers and professionals, however studies also concentrate on home-work spillover or interference.

Sturges, (2012) Employees encounter work-life issues that go beyond those directly associated with childcare, such as managing their time effectively, making new friends and spending time outside of the office, as well as sleep deprivation and other effects on their overall health. Even data suggests that individuals without families may suffer the most when it comes to their well-being. ' Overworked young, unmarried professionals without children are the most prone to overlook their nutritional needs, according to a Work Foundation research commissioned by Jones (2006).

Workers' capacity to balance work and family life is harmed by long hours and high stress occupations, which are also linked to health problems including smoking, drinking, weight gain, and depression. Conflict in the workplace may cause a wide range of physical and mental health problems. Duxbury and Higgins (2007) found that women are more likely than males to experience significant levels of role overload and caregiver stress. This is due to the fact that women commit more time each week to non-work activities such as childcare, elder care, and main responsibility for unpaid labour, such as household tasks. Another study found that women get less support from their spouses than males when it comes to pursuing a profession of their own. Despite the fact that women are more likely than men to report work-family conflict, the percentage of males who report such conflict is steadily rising. A family's quality of life suffers when parents and children are at odds at work. "Only one in four Canadians say that their job obligations prevent them from fulfilling their obligations at home, according to Duxbury and

Higgins's 2007 survey." Employees, particularly the younger generation, are starting to demand changes from their employers as a result of the rising pressures of globalisation, long hours, and the assumption that they will always be connected. Elderly workers are also expecting more flexible work schedules since they are working longer hours today than they did before.

V. CHALLENGES FACED BY WORK LIFE BALANCE

Culture of work/family: how much a company values its workers' family duties and commitments and encourages them to work together to achieve their own personal and professional demands.

Employer-sponsored initiatives that allow workers to balance their job and personal duties are known as work/life programmes. An organization's efforts to help workers meet their professional obligations while also allowing them the freedom to attend to personal and family obligations are known as work/life initiatives.

Family Values and Personal Lives in the Foreground However, although the Indian work ethic has not changed, personal and family life have become more important values that most Indians are less prepared to disregard for the sake of work. Over time, the American workforce has started to shift from a willingness to put in long hours to adapting to the challenges of today's society. As a result of the events of September 11, many individuals have reexamined their priorities and the purpose of their employment. Since they want both a personal and a family life, Indians are seeking for solutions that allow for both, and many are looking for methods to have both. Indian management practices that require workers to put their job ahead of their personal life and family responsibilities are becoming less popular in India. According to a Public Policy Centre poll from 2001, 82% of men and 85% of women in the age bracket of 20-39 ranked family time as the most important aspect of their work/life balance. 90 percent of working people reported in a 2006 poll conducted by Madras University and the University of Periyar they were worried about not spending enough time with their family.

The Evolution of the Family When it comes to the workplace, it's crucial for human resources professionals to better understand how work and family relationships intertwine and what that means for employees' productivity and well-being. Researchers Parasuraman and Greenhaus (2002) found that although certain workers have particular challenges with work and family, they have limited resources to turn to for help. There is a significant gap between studies on work/family issues and employers' awareness of the requirements of these groups of people with potentially problematic work/family situations. Typically, studies have concentrated on married or living with a partner or those who have children, rather than those who are unemployed. Couples with children from previous marriages, families with joint custody of children, and grandparents raising their grandkids were all left out of the study because of the lack of data on these groups.

Work-to-family and family-to-work psychological interference have a compensating impact, according to this study. Because of this, it's important for people to have assistance from both their partners and their employers. When business people believe their employers are not supportive of their personal life, the effect of partner support is stronger. Employer family friendliness, on the other hand, lowers role conflicts more than partner friendliness for workers with somewhat unsupportive relationships. As a result, one kind of assistance makes up for the absence of another. A new picture emerges when one considers the impact of job on family conduct. Rather than only benefiting from either employer or relationship support alone, the combined effect leads to a lower level of conflict than standalone employer or partner support would otherwise.

VI. WAYS TO DEVELOP BETTER WORK LIFE BALANCE

Employers must realise that a person in excellent bodily and mental health is a valuable employee. Over time, making team members work more hours simply increases their animosity. Flextime, shortened work weeks, job sharing, telecommuting, and child care assistance are just a few of the methods a business may use to help its workers achieve a better work-life balance. "Allowing workers to have more control over

their life, they are more productive as a result of these possibilities." Finding a work-life balance that works for you is critical to your long-term success. Set yourself up for a long and happy career by making sound planning today.

To ensure you make the best of your time at work and home, good ideas include:

- Leaving work at work. Turn off your cell phone, shut down your laptop and set a clear boundary between work and home. Ask your family to make you accountable to ensure you don't slip back into old habits.
- Analyzing the use of your time and deciding what's really important. Set up a new daily regime ensuring the main things remain the main things.
- Managing your time effectively by putting family events in a shared calendar and keeping a daily to-do list. Make sure you complete the important things and don't worry about the rest.
- Saying 'no' to stressful things that will only cause conflict later on. This will allow you to focus on the parts of your life you really care about and give them 100 per cent attention.

VII. CONCLUSION

People management methods, such as flexible working hours and locations, and supportive supervisors, have been shown to enhance work-life balance. Employers have found that work-life balance initiatives have a positive effect on employee recruitment, retention/turnover, employee commitment and satisfaction, absenteeism, productivity, and accident rates, to name a few. Companies who have established work-life balance program understand that employee well-being has an impact on the company's 'bottom line'. In order to make sure that program have the intended impact on both workers and the firm, parameters are necessary to be used. How program are conveyed to workers; how management buy-in and training is obtained; business culture; management controls; human resources policies and employee control may all be used as factors for evaluating work-life balance initiatives. When it comes to achieving a work-life balance, self-management is critical.

Quality of Work Life is a multifaceted element that includes job satisfaction, suitable compensation and

work environment and organisational culture. These characteristics have an impact on employee productivity, absenteeism and retention rates among other things.. Employee commitment may be affected by these human variables. Employee morale, absenteeism, and organisational knowledge may all be dramatically improved by work/life initiatives, especially in times of economic hardship. It is the HR professional's responsibility to appreciate the importance of work/life balance and to advocate for work-life program in today's global economy. "A win-win situation for both employers and employees can be found in work/life program." Whether it's employees whose family members or friends are called to serve their country, single mothers trying to raise children while also making a living, Generation X and Y employees who value their personal time or couples struggling to manage dual-career marriages, these program help employers and employees alike.

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