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WORK LIFE BALANCE OF AN EMPLOYEE

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ABSTRACT

The article explores the importance of an employee's work-life balance and attempts to propose some answers to the current global problem, which calls for better stability in the business sector. It also considers the aspects that influence work-life balance and solutions that provide a broader scope for employers and workers to relate to the same and achieve optimal outcomes and happiness in their lives. This might be interpreted as a balance between work and personal life. People are often at work or at home. Any individual typically spends a significant portion of his productive time at work, and this is a crucial aspect of his life. His productivity is affected not just by work-related issues but also by a variety of personal ones. Work-life balance means striking a balance between professional and non-professional activities in order to prevent friction between official and domestic or personal lives. Work-life balance improves efficiency, and so an employee's production rises. It increases happiness in both work and personal lives. With the advent of globalization, employment expectations are continually expanding and very dynamic. Employees spend more time at work than they do at home. Although enterprises are reaching new heights, the employee's work-life balance is no longer under control. Suicides, divorces, disrupted families and relationships, indignation or disputes in businesses, and so on are all manifestations of employees' disrupted work-life balance. It is past time for companies to devise methods or plans to deal with the problem and assist people in enjoying their work and living life to the fullest. This article looks at how to balance work and life.

KEYWORDS

Work-life balance, attitude, performance, psychological factors, emotions management, quality of work, contentment.

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INTRODUCTION

Work-Life Balance, which Kirchmeyer (2000) defined as "the achievement of fulfilling experiences in the different aspects of life that require various resources, like energy, time, and commitment, and these resources are spread across all the domains," is an important aspect of contemporary HR concerns and can have a significant impact on the working environment, employee satisfaction, and retention. As a result, we attempt to understand work-life balance in this study by studying its importance, the variables that can influence it.

NEED FOR THE STUDY

Balancing the personal life and professional life is a struggle that every employee across the various organizations may face. This struggle can affect their mental resolve to engage with work. Therefore, understanding the importance and factors that affect Work-Life Balance can shed light on ways to improve it.

OBJECTIVES OF THE STUDY

1. To understand the Work-Life Balance of an organization's employees.
2. To ascertain the importance of Work-Life Balance for an organization.
3. To identify the variables that effect Work-Life Balance of an employee.

SCOPE OF THE STUDY

The study is about understanding the Work-Life Balance of an employee, its significance to the organization and factors that affect the Work-Life Balance.

RESEARCH METHODOLOGY

The study is conceptual in nature and as such is limited to secondary data derived from the works of authors that studied the Work-Life Balance in different scenarios and through referring web.

THEORETICAL FRAMEWORK**IMPORTANCE OF WORK LIFE BALANCE**

Working on a job for a company and making a career can be an extremely time-consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family.

Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance come into the picture. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By having a good balance, people can have a quality of work life.

This helps to increase productivity at workplace as the employee is relaxed about his personal commitments. It also allows the employee to give quality time with family to spend vacations, leisure time, work on his/her health etc. Hence work life balance is extremely important for employees and increases their motivation to work for the company.

The below image depicts a work life balance scenario, where an employee has to balance his/her life between personal (family, friends & self) and professional (job, career) commitments.

BENEFITS OF WORK LIFE BALANCE

There are several advantages of work life balance. Some of them are listed below:

1. Work life balance increases the motivation of employees and helps them perform better at job.
2. It helps people to relieve their stress as they can spend leisure time with their near and dear ones.
3. Companies can maximise productivity from an employee who is rejuvenated and refreshed as compared to an over worked employee.
4. Healthy lifestyles can be maintained by having a work life balance. This includes a good diet, regular exercises etc.
5. Employees who are highly motivated can help the business grow as they are more attached to their job and careers

FACTORS INFLUENCING WORK LIFE BALANCE

Several factors can impact the Work-Life Balance of an employee of an organization and some of them are,

- **Attitude and Qualities of the employee** - A job requires knowledge, skill, experience, enthusiasm, energy, learning, dynamism, belongingness, involvement, interpersonal relations, adaptability, innovation, competitiveness, leadership qualities, and team spirit.
- **Work Environment of the Organization** - The job involves dealing with diverse customers, working with dangerous machines, and animals, requiring concentration, alertness, and patience. It requires synchronization of eyes, hands, and body, empathy, compassion, and emotional control.
- **Opportunities to grow** - Jobs offer learning, research, discovery, innovation, public recognition, and fame, while others are monotonous, repetitive, and dull, lacking improvement opportunities.
- **Kind of Job** - Job roles require different skills and abilities, such as leadership qualities, intelligence, decision-making abilities, and motor skills. These roles require careful handling of risks, ensuring safety and maintaining reputations.
- **Personal Stress** - This can result in impaired decision-making and negative effects on physical health. To address this, seeking support, setting boundaries, practicing time management, and prioritizing self-care are important.

REVIEW OF LITERATURE

Murphy and Doherty (2011) discovered that measuring work-life balance in an absolute sense is impossible since personal circumstances alter how it is perceived. Long hours and presentism become "part of the job" when taking a higher-level position. However, contemporary technology has helped to some extent by making top managers available rather than requiring them to be physically present in the workplace.

Sakthivel Rania, Kamalanabhan & Selvarani (2011), the purpose of the study is to examine the connection between work-life balance and employee satisfaction. The construct that was used in this study comprises of work duties, payments, rewards, superior-subordinate relationships, employee happiness, and work-life balance. A total of 210 respondents who worked for an IT organization participated in the study. This study contributes to the fusion of two separate research areas, namely work-life balance and employee happiness. Results indicate a strong relationship between job task and employee satisfaction, with work-life balance acting as a mediator.

Ms. Elena Martinez-Tola Yolanda Jubeto, Mertxe Larranaga, and Luz de la Cal (2019), The survey is being undertaken among 502 private enterprises in Gipuzkoa with more than 20 workers to investigate the association between organizational characteristics and work-life balance policies applied in the company. When compared to the industrial sector, the service industry provides far more work-life balance measures. Regardless of the nature of business in any industry, firms should prioritize work-life balance measurements. Companies in the contemporary period have made attempts to develop work-life balance procedures and policies. However, the effectiveness of implementation in private enterprises is uncertain. Women's labour force voices to enhance the work-life balance systems **Arunima, Dr. Richa Nangia (2020)**, A career these days is not merely a need; rather, it is a necessity for each and every human. In today's time, every employee is more concerned about work-life balance rather than money. The 21st century has given us a modern economy, and as a result of it, one can see better opportunities, jobs, and salaries This brings many flows and flips with itself that can be easily seen in all organizations in the form of work-life imbalance. This integrative review on work-life balance was created because the idea of work-life balance is still a hot topic simply due to its failure and hindrance in practice. This review paper will try to introduce new terms like work-life integration and its benefits. This will bring out all the hidden aspects of work-life balance. For this paper, the references were derived from various different journals, books, theses, working papers, internet sites, etc. Also, this integrative review of literature is to study and understand the past review of literature thoroughly in order to create new knowledge and understanding, it is worthwhile to critically examine the existing knowledge and work done.

Jenny E. Murase, Jodie Raffi, Megha K. Trivedi, and Lucile White (2020), The study is being done among female dermatologists in Texas to examine the influence of mental health due to work-life imbalance. Eighty-five percent of the people polled are married. Dermatologists, as professionals in the health care area, are typically overburdened with obligations. They are experiencing several problems as a result of the difficulties in their medical careers. To combine work and life, the majority of them have hired home assistance to assist them in their everyday lives. It is also advised to prioritize exercise and getting enough sleep. The stress caused by habits and work load has a direct influence on mental health. Personal awareness of self-management and prioritizing tasks will aid in the stabilization of professional and personal lives. In general, physicians have difficulties reconciling work and life. Modern technology has resulted in breakthroughs in the medical field. Managing health records online and using an automated system may minimize the job burden. Twenty-five percent of respondents reported getting less than six hours of sleep every night and failing to regulate their stress levels.

CONCLUSION OF THE STUDY

Work-life balance is a critical topic in Human Resource Management since it affects both the business and the employee's productivity and progress. Many variables contribute to employees' ability to strike a balance between work and personal life. While certain factors, such as employee engagement in policy formulation and important decision-making, may be reinforced, effective communication of organizational policies can be improved to help workers balance their professional and personal lives.

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