



WORK LIFE BALANCE OF EMPLOYEES

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ABSTRACT:

Work life balance is seen differently in different society. Work life balance is a collaboration of both professional and personnel life, stability between work and life. Work life is the concept of having proper prioritizing between “work”(career and goal) and “lifestyle” (Health, Joy, Relaxation, Family and Divine).To emphasis on how to fruitfully collaboration of work and private life, family ties and free time into satisfying the employees. When an individual is thus employed in an organization, employees does not give up his life in trading for work rather employees challenges to uphold a balance between them. This stability is necessary in work life.

KEYWORDS: Work life, Personal life, Balancing Practices, Prioritizing, Career, Family

INTRODUCTION:

It is one of the crucial factors for the employees to reach the success. Organizations have effort on various plans, strategies, programs to help their employees to complete the balance between their work assurances and family household tasks. Therefore, the inconsistency between the demands from the work and non- work domain give rise to fight accordingly, people understanding a lack of work life balance. Work life balance is high levels of strain and concern, undergoing job exhaustion and incapacity to appreciate full possibles. The factors like ultimately, peripatetic to work, consultations and physical activity after the working hour’s impact the work life balance of the employees. work life balance is about the effort of employees to divided their time and dynamism between work and other imperative aspects of their lives. work life balance generally is an daily effort in managing completing roles and responsibilities at work. Achieving



work life balance involves self- understanding first, followed by an alignment process. Which simply put involves adjusting one's mind set and behaviors to self- decided values and priorities.

OBJECTIVES:

1. Identify some of the physical and mental effects of stress and learn some ways to minimize these effects.
2. To find out things needed to improve the work life balance of employees.
3. Manage multiple priorities in work life balance.
4. Identify the difference between personal life goals and work goals.
5. To study the major factors affecting work life balance.

REVIEW LITERATURE:

1. Santosh R. S., Jain R. (2016) in their paper "Study of Effect of Commuting & Working Hours on Work Life Balance of Working Fathers in Mumbai" proved that Long working hours and long commuting hours are seriously affecting the Work Life Balance of working fathers in metro cities. There is need to research and investigate further on this subject in order to improve lives and productivity of working men in metro cities of India.

2. Murthy M. and Shastri S. (2015) observed various issues in Work Life Balance of Parents in the paper titled "A Qualitative Study on Work Life Balance of Employees working in private sector", like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, not able to give time to spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play

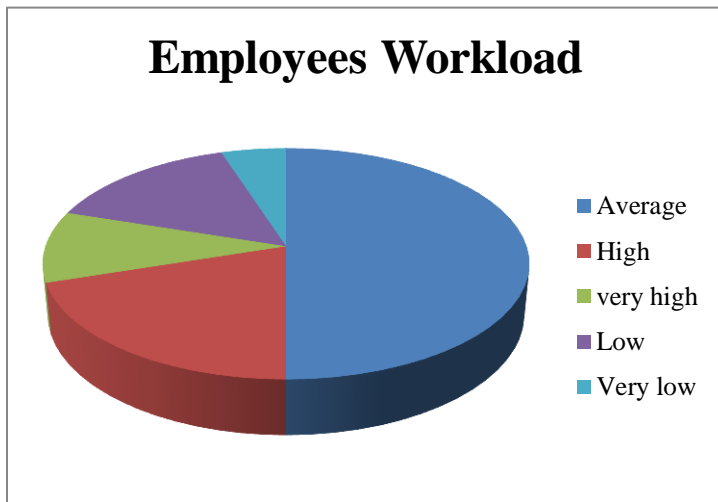
3. Linkow P. and Civian J. (2011) in the paper titled "Men and Work-life Integration- A Global Study" highlighted the gender stereotype that men derive their identities largely from work, and women largely from family and relationships, was not supported by the study. For the most part, men and women reported comparable work identity and personal/family identity. Work

identification appears to be much higher in emerging markets. Both sources of identity were highly correlated with employee engagement in the emerging markets.

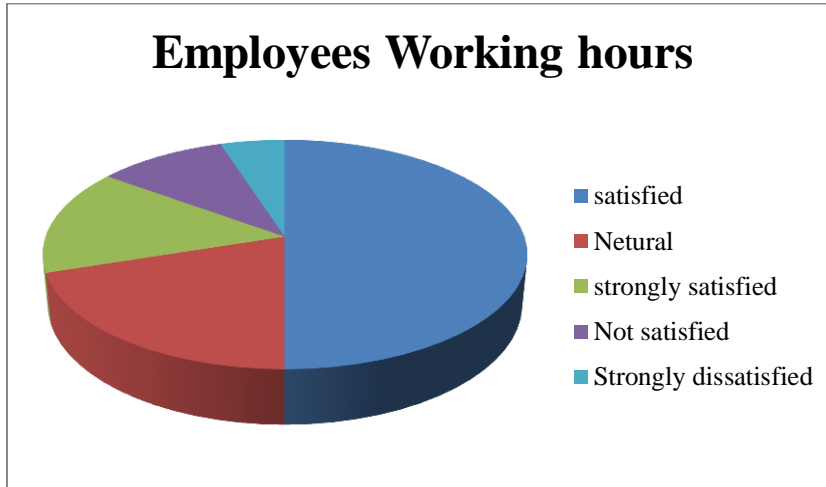
4. Lazar I. (2010) in paper titled "The Role of Work Life Balance Practices in Order to Improve Organizational Performance", showcased that everyone benefits from good practice in work- life balance. For instance: business through easier recruitment, improved retention, and easier service delivery, as the labour market grows more skilled and experienced people are available to work; parents and careers, who can spend quality time at home as well as providing financial support through work; people with disabilities, through improved access to work; and the workforce generally where they are better able to balance their work with other aspects of their lives.

DATA INTERPRETATION:

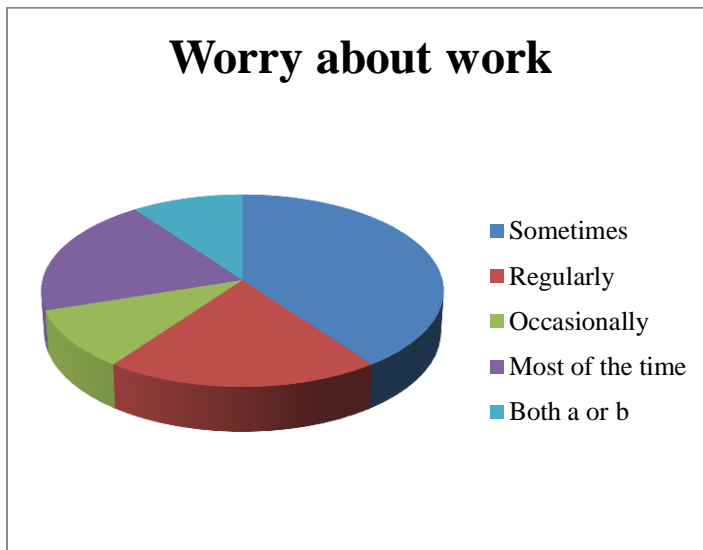
1. What is your opinion regarding workload?
A High b. Average c. Very high d. Low e. Very low



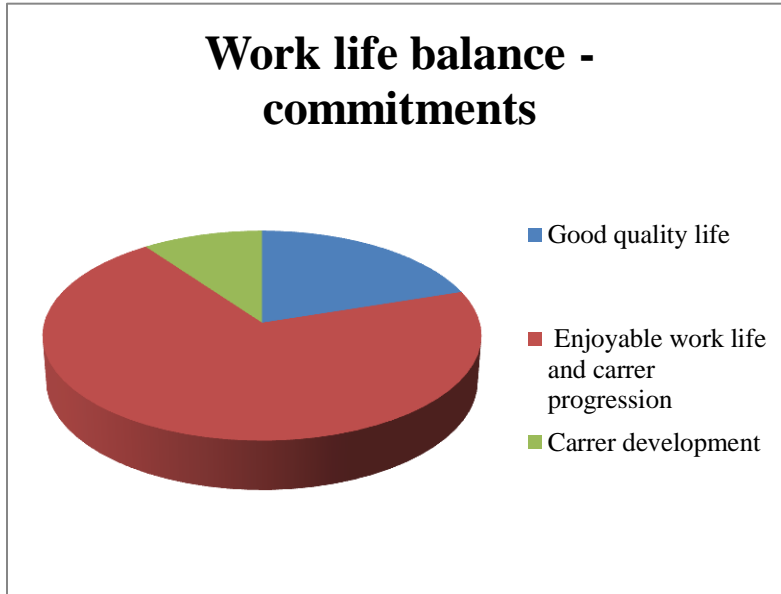
2. Are you satisfied with working hours and is it fits with your private life?
a. Strongly satisfied b. satisfied c. Neutral d. Not satisfied e. strongly dissatisfied



3. How often do you think or worry about work (when you are not actually at work)
a. Frequently b. Regularly c. Occasionally d. Most of the time e. Both a or b

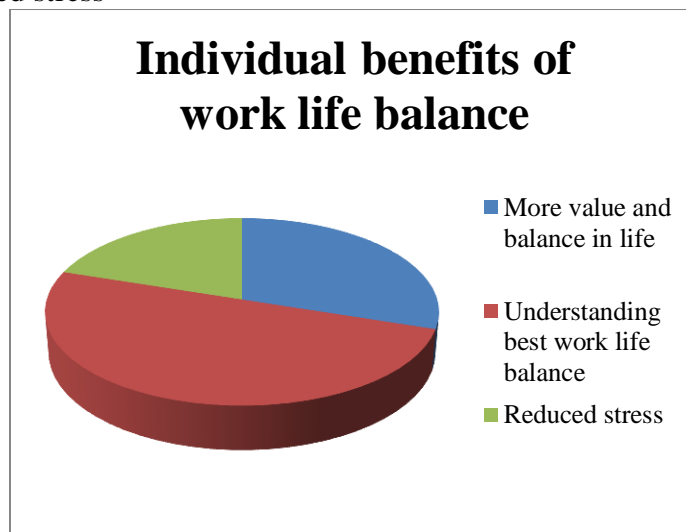


4. Benefits of work life balance- commitments related work?
a. A good quality of life b. An enjoyable work life and career progression



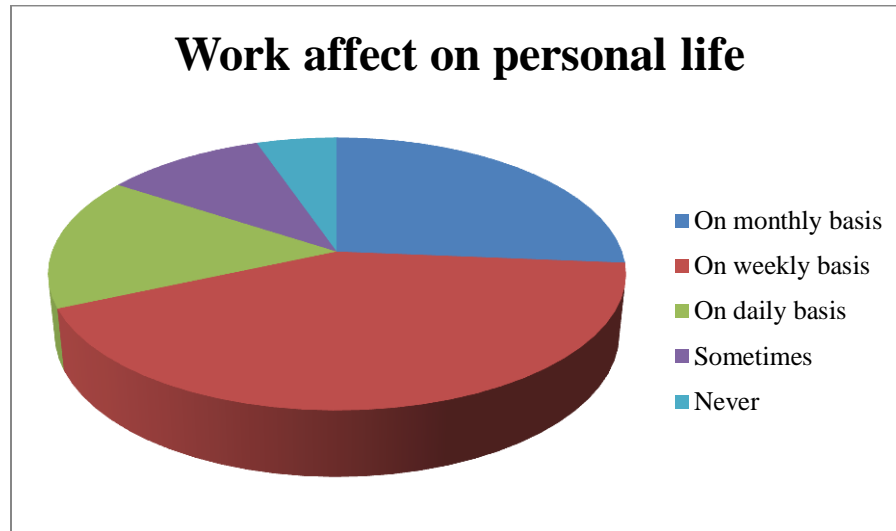
- c. Career development

5. Perception about individual benefits due to enhanced work life balance?
a. More value and balance in life
b. Understanding best work life balance
c. Reduced stress



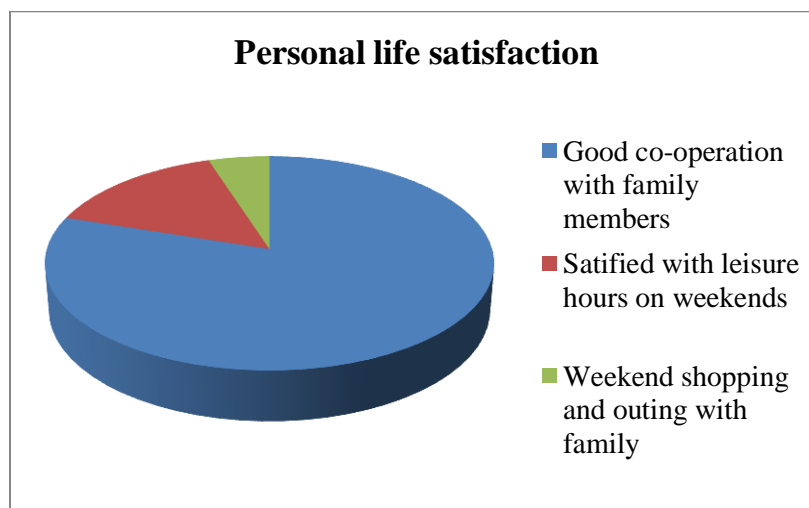
6. How often do events at work affect your personal life?

- a. On monthly basis b. On weekly basis c. On daily basis d. Sometimes e. Never



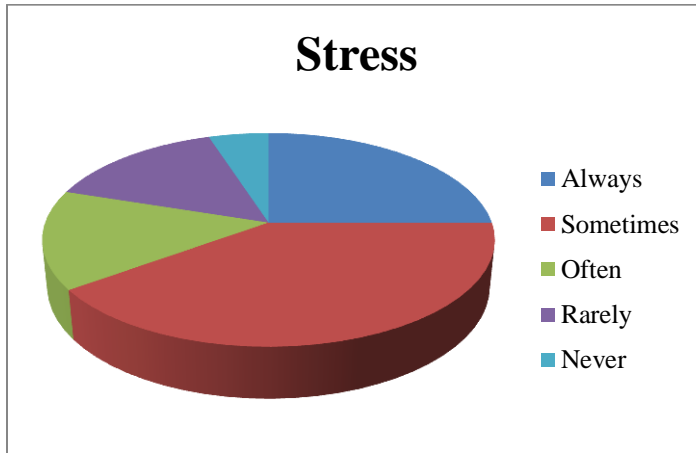
7. Employees opinion about their personal life satisfaction?

- a. Employees get more satisfaction with good co-operation from their family members.
b. Employees satisfies with their leisure hours on weekends.
c. Employees satisfies with their weekend shopping and outing.



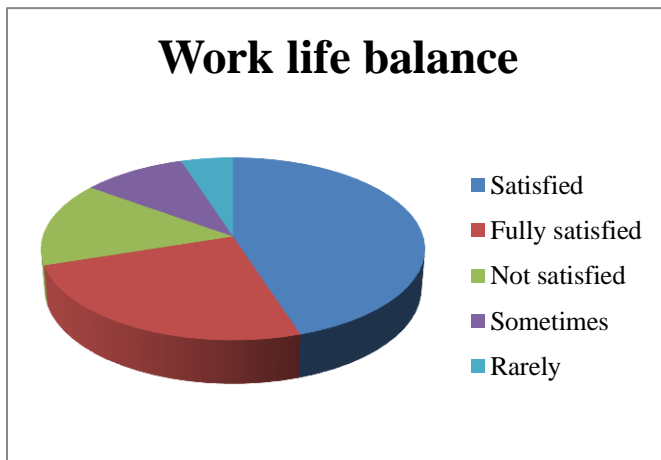
8. Do you feel stressed at most of the time?

- a. Always b. Sometimes c. Often d. Rarely e. Never



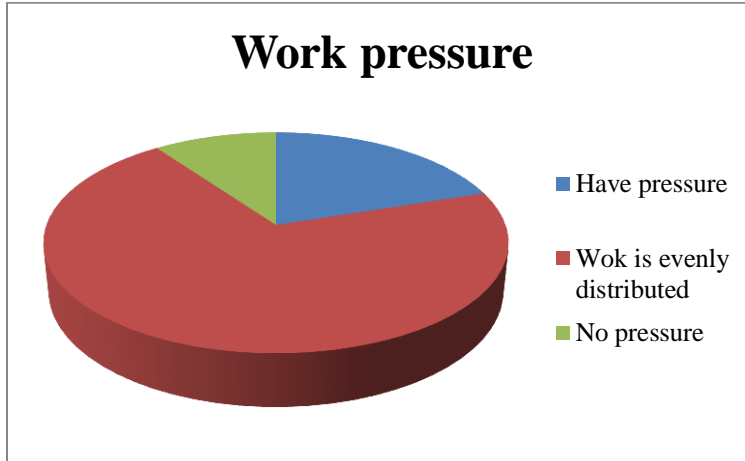
9. Are you satisfied with your work life-balance?

- a. Fully satisfied b. Satisfied c. Not satisfied d. Sometimes e. Rarely



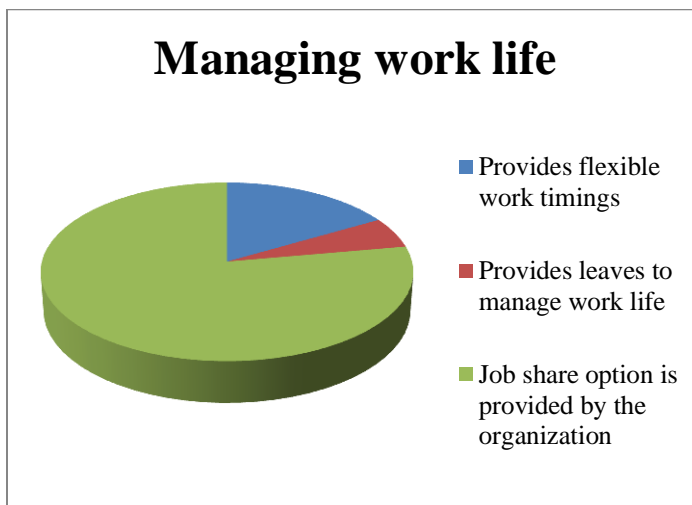
10. Do you have more pressure of work in the organization or it is evenly distributed?

- a. Have pressure b. Work is evenly distributed c. No pressure



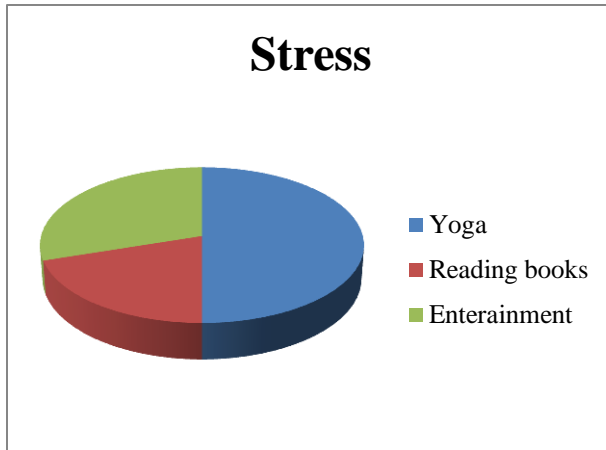
11. what are the initiatives your organization has taken for managing better work life?

- a. Provided flexible work timings
b. Provide leaves to manage work life
c. Job share option is provided by the organization



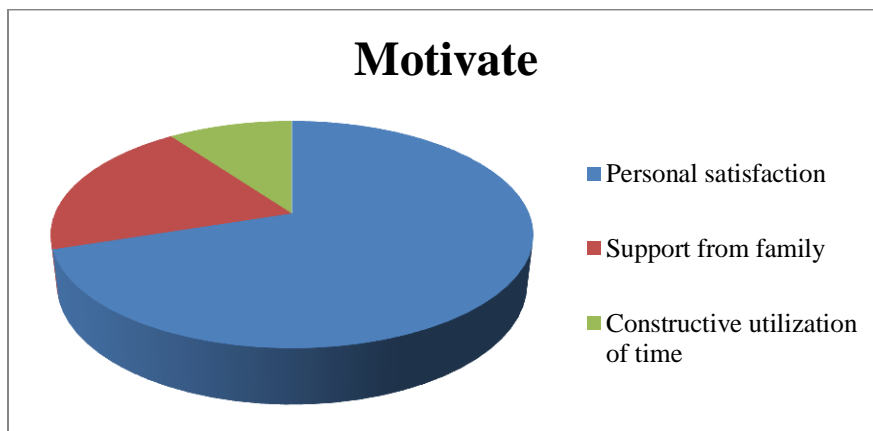
12. How do you manage if stress arising from your work?

- a. Yoga b. Reading books c. Entertainment



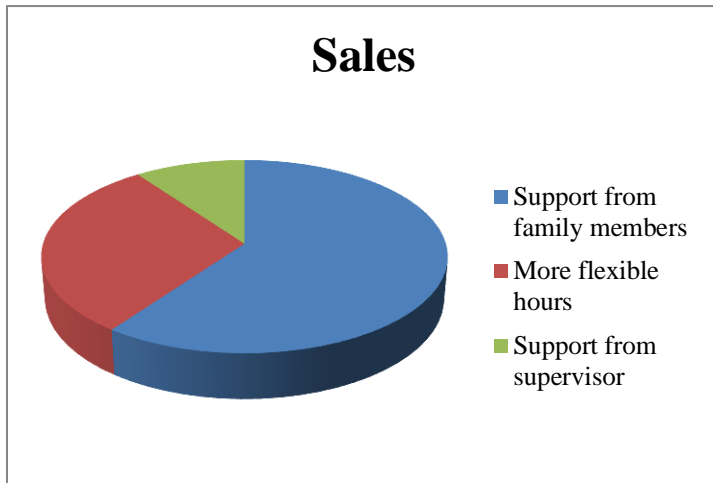
13. The factors that motivate you to work?

- a. Personal Satisfaction b. Support from family c. Constructive utilization of time



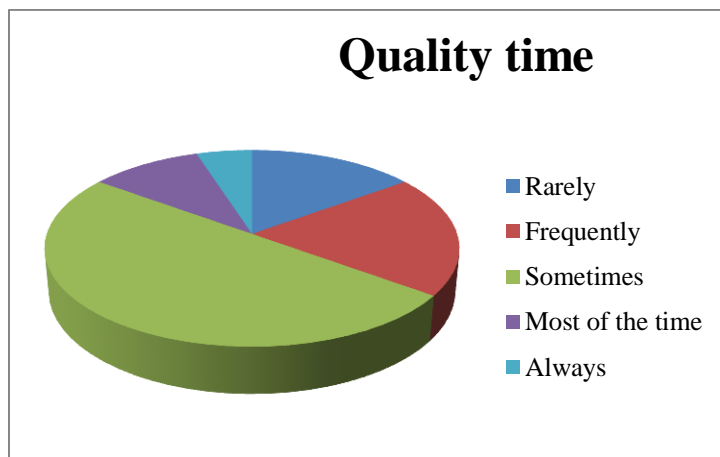
14. How do you rank the importance in balancing your work life?

- a. Support from family members
- b. More flexible hours
- c. Support from supervisor



15. Do you usually miss out quality time with your family and friends because of pressure of work?

- a. Rarely
- b. Frequently
- c. sometimes
- d. Most of the time
- e. Always





Findings:

- All most all the employee's work after usual working hour monthly. weekly or daily, but only 70% work during lunch hour. 90% of employees enjoy their break without any work load; even70% never take their work at their home.
- All most all the employees think that malleable list should be given to them that would help them to balance work and home concurrent and even increase in proficiency for the job.
- 100% of employees from measured data say that they feel that their work life and home life is one or the other balanced or slightly balanced or fabulously balanced in short can be say that employees are balancing their twin life.
- Livelihood and well-being are two segments which have been set as top most priorities by employees. In the same course family is also given the second most important priorities by employees.

Suggestions:

- To overcome the workload of employees they should distribute the difficult tasks first.
- Employees should establish trust with senior management to satisfy their working hours.
- Employees should stop thinking or worrying about work when they are not there in the organization.
- Employees should have communication and create career growth opportunities.
- Employees should take time off in between work it will help them in dealing with stress.
- Employees should set the boundaries for their personal and professional life.
- Employees should do yoga and take nutritious food to overcome the work stress.
- Employees should get motivated to work actively in the organization.



CONCLUSION: The family and work life are both important to employees in any sector and if these two are not continued accurately it creates tension and worry and results in to several diseases. This study is found important because it efforts to know how the work life and family life boundary results into trauma. Achieving a good balance between work and family obligations is a rising distress for existing employees and organizations. Work life balance rules are best expected to be positively mainstreamed in organizations which have a clear accepting of their business and which respects the position of work life balance. From the research we get to know that employees living in the joint family are either not at all demanding or slightly tense, but employees in fissionable family who says that dual family is slightly tense are bachelor. So know employees wish mutual family.

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