A significant Role in Work-Life Balance

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Abstract:

Today's world dependant on work, that work plays a vital role in everyone's life. A work-life balance shows an employee's capacity to maintain both balances between work and their family responsibilities. In today's era, many employees' duties are increasing day by day from children to elder care and even family commitments even though work responsibilities are also increasing according to the development of technology, due to that conflict are arising between both personal and work commitments. Work-life balance is not an easy task to achieve in the business world because employers expect more work from their employees from which employees are experiencing more stress/pressure to reach their achievements. As a result, these employees lead to work longer hours in the organization. This article provides some related data and possible solutions for both organizations and employees to balance work and life.

Keywords: employees, work and life, importance.

I. Introduction:

Challenging in balancing both work and life are going up in many employers and employees' perception. The work-life balance of individual employees is different from parents with children. Many factors are involved in work-life balance. During COVID 19, employees are also facing problems in balancing work and life even though they work from home. As a result of this, employees are not sufficiently professionals to achieve their success. If employees give more attention and spending his/her time on work, he/she earns money, but at the same time, they are unable to provide quality time to their personal life. More employees are experiencing conflict between their work and life; consequently, many companies are trying to help their employees in achieving the balance. When an employee combines their work and family commitments effectively and efficiently, then every employee can balance their work and compensation. An important part is that the employer wishes every employee to be happier and healthier, they have to adopt WLB practices at their organization, and that shows the responsibility of the organization. A WLB practice indicates, the organization is not only concerned about revenue activities, and even they are worried about some other activities like taking care of employees' families.

II. Meaning of work-life balance

Work-life balance is regarding balancing work and family responsibilities by maintaining a healthy environment; thus, it supports increasing employee loyalty and productivity.

Work-life balance is defined as-"the amount of time spend doing your job compared with the amount of time you spend with your family and doing things you enjoy." It can be challenging to get the right work-life balance.[1] Today's employees have many commitments and responsibilities such as work, family, children, housework, volunteering, elder parent care, etc. Workplaces pressure on an

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[1] Definition of work-life balance from the Cambridge Advanced Learner's Dictionary & Thesaurus © Cambridge University Press

individual. It is a severe problem that impacts employees, employers, and even communities. A skilled employee says balancing is not lies between how you spend your time, but you can change according to needs by adjusting your work and life. Sometimes even a small adjustment can make a lot of difference.[2]

III. Importance of Work-life Balance

Employees are living in different ways due to changes in technology. An employee can access the available resource in all the ways to complete the given task by using technology. Employees can live their life as they like, longer, satisfying life healthy life because of technological advancement. Because of technological advancement, employees can access the information, communicate with others, and flexibly complete the assigned task at the workplace.

If an employee doesn't have time for relaxation and boost themselves to complete their respective task or work, it decreases their ability to perform at the workplace. So the organization needs to encourage its employees to perform activities by taking time off from work instead of working longer hours. The organization has to allow opening up and creating some activity schedule to relax and enjoy. It makes them balance better. Organizations are implementing some wellness programs, which include stress reductions, workshops, helping to connect employees with counseling.

If employees are satisfied in their life and ability to meet their commitment towards their job, it affects their success and its benefits to an organization. Helping an employee achieve work-life balance increases work satisfaction, increases their loyalty to their employers, and even allows for their career growth. So, every organization has to implement and create new policies to support the work-life balance and reduce the turnover ratio.

IV. The Negative effects of Work-Life Conflict

All most all companies Standard working hour is eight hours. But employees work more than eight hours due to the demand of the employer. Because of a long hour, it can hurt employees and their families. Thus it is connected with some risk such as health issues; even employees may addict to more smoking and alcohol consumption, depression, and weight loss/gain.

When you work more than a standard hour's stress/pressure occurs more likely. Individuals who suffer from a large amount of stress and lack of sleep are likely to have a low immune system. Your relationship with your family depends on how much time you spend with them. Focus is more likely to occur when an employee holds more than one duty and give extra time to outside work.

According to a 2007 study by Duxbury and Higgins, women are more likely than men to report high levels of role overload and caregiver strain. This is because women devote more hours per week than men to non-work activities such as childcare, elder care and are more likely to have primary responsibility for unpaid labor such as domestic work. Furthermore, other studies show that women also experience less spousal support for their careers than their male counterparts. Although women report higher levels of work-family conflict than do men, the numbers of work-life conflict written by men is increasing. The work-life conflict has negative implications on family life. According to the 2007 study by Duxbury and Higgins, 1 in 4 Canadians reports that their work responsibilities interfere with their ability to fulfill their duties at home. Employees, especially the younger generation who are faced with long hours, the expectations of 24/7 connection, and the increasing pressure of

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globalization, are beginning to demand changes from their employers. Also, people in the elderly employee segment are working longer now than in the past and require different work arrangements to accommodate their lifestyle needs.

V. Work-life balance implementation at the workplace

In today's world, satisfying the employee's needs and getting loyalty is a challenge for every organization. Suppose employers meet their employee's needs, then it is an easy task to get success in their business. Before that, employers have to realize that employees are having their family; it is just as important as work. Employers can quickly satisfy their employees when the WLB policies are according to the needs of employees. The needs of the employees may be sick leaves, lunch breaks, vacation leaves, etc. Hence the organization has to develop or modify the policies of work-life, which will help employees with greater satisfaction levels. The organization or management must clearly define the concept of work-life balance to balance their work and life better.

VI. HR Policies concerning WLB:

The organization has to develop some policies to prevent problems of employees like long hours and workload, stress, etc.
- Job sharing: hiring two employees for one job which helps to reduce the workload
- Working at home is an alternative arrangement.
- Providing sick leave programs.
- Providing vacation leave.
- Weekly holidays
- Compensatory holiday
- Daily working hours
- Short break for refreshment.
- Transportation facility
- Health programs. Etc.,

VII. Conclusion:

Work and family play a significant role in everyone's life. By this study concludes that work and family are the most important to every human being for happiness. Work-Life Balance is not an easy task to achieve in today's scenario because all human beings are connected to technology and social media; it is becoming more complex to divide from their work and family. Even though employers expect more work from their employees, which leads pressure/ stress to every employee instead of that if organization or management develops or implement WLB policies, which help to come out from every problem and thus, every employee can balance their work and family easily.

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