

Factors Affecting Work Life Balance: A Conceptual Review

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Abstract

Work Life Balance in the last few decades have come to the centre stage and has become a hot topic pursued by researchers and human resources. Work life balance serves as a major attraction due to its deep impact on all aspects of a person's life. The fact is that work life balance in a practical aspect and it largely depends on individual perception. This paper addresses and tries to link work life balance and perception. This study brings forth a conceptual framework for understanding work life balance and acting accordingly. It throws light on how perception can play an important role in maintaining work life balance. This paper proposes various tactics that can be employed by employees to balance their work life. The work life balance depends on the ability of the person to build boundaries and to eliminate boundaries as per situation. Employees should change their perception that work and family life are always opposite and they carry conflicting values. It is also important that organization's need to correct their perception about the employees who use work life balance policies. It is the responsibility of society to treat both the genders with the same kind of sensitivity and caution.

Keywords: *Work life balance, Perception of work, Employee satisfaction*

Introduction

Work life is the intersection of work and personal life. There are many aspects of one's personal life that can intersect with family, leisure, and health. Nowadays work is interfered by personal life and parallelly personal life is interfered by work and create lot's of stress and anxiety this makes employee unstable and cannot work in his full potential. Recent study shows that work life interface has become more complex especially for IT SECTOR. And due to the covid this rate has been massively increased especially to the women who work from home and homemakers. So work life balance is the equilibrium for personal life and work life. Its nothing but balancing personal life with the work life its important because it maintains mental stability and a person can work with his/her full potential. Work life Balance is the term used to describe the balance between an individual's professional and personal life. The concept of work-life balance is growing importance in today's fast paced current competitive context; work-life balance assumes great significance for females. The expression WLB was first used in the late 1970s to describe the balance between an individual's work and personal life. Working Females have to accomplish two phase of life one at work place and another at home. It can be observed that different demands and commitment in one phase of life calls for give ups in other phase.

The changing characteristics of 21st century results in persistent changes, uncertainties and excessive pressure to increase productivity. These changes disturb the balance in the lives of employees causing confusion and stress. This fuelled by extreme level of competitiveness in the work sphere causing new challenges and problems to workforce. The compelling need for growth in all spheres for organizations and individuals have resulted in the imbalances in the lives of the workforce. Most employees either spend long hours at work or carry home thereby compromising the quality of life. Work life is not only an issue for individuals but for employers and society at large. In past years, work and life were considered as independent domains. Employees were expected to keep organizations interest before their own interests. But with changing times, organizations have realized the impact of work life on personal life and vice versa. In recent years organizations have realized the fact that professional and personal life are complementary to each other not competing to each other. Hence, organizations are putting up lot of efforts to balance the work and life. It helps

employees balance their work lives with their personal life and leads to positive outcomes for the employees and organization.

Review of literature

Most of the previous research have on balancing family and work have indicated that women have typically more responsibility for family and work so they face more difficulties in balancing at both ends.(Duxbury and Higgins 1991). Senthil kumar (2012)focus on professionals in teaching with the objective of finding the relationship between marital status and level of stress in balancing both ends.

Hafeez and Akbar (2015)concluded that educational institutions should address work life balance issues especially for their female staff and make holistic approach to design and implement policies to support teaching staff so that females employees can efficiently manage their work and family. Achieving a good balance between work and life would add to the performance of employees. Mohammad et al.(2013) concluded that work and family of female teachers of Bangladesh both gets affected due to work – life balance situation. Women can contribute efficiently to work and family only when organization ensure then flexible work hours, child care facilities, job sharing , reduced workloads for female teachers. Staines concluded that there is a spillover effect at work and family. Happiness in work leads to happiness in family.

Laxmi and sujata(2013) concluded that volume and length of working hours result in disrupting work life balance. There is a rotated component matrix which has 4 components-marital status, working hours, flexibility requirement, additional work hours, overtime. The statistical analysis found that among 30 married women 14 preferred to work in weekends while remaining prefer to work morning or evening. The study also shows 37% of married women work for financial reasons.

Ratha (2015) concluded that there is no doubt on the importance of work life balance. The study suggested that institutions should incorporate flexible work hours and provide better working conditions which help them in reducing stress.

Dhanya and Kinslin (2016) suggested best practices for work life balance which includes flexible work hours, five day work system, planned vacations , leave facilities , talent development , welfare schemes.

Muthulakshmi (2018) concluded that missing the quality time with family due to work pressure leads to disputes in family. They suggested that more time to be spent with family members and try to find what they need is a major aspect of work life balance. A little break from normal routine can increase productivity. Avoiding official work in family time and making proper work schedules can help healthy work life balance.

Punitha and Amsaveni (2019) found that modern day women (62.46 per cent) join teaching to meet both her socio-economic need (financial) and to realise a satisfaction by rendering teaching (imparting) knowledge to the youth. Being in the highly hectic occupation women teacher have failed to develop personal skills, capabilities and being socially helpful to others. It was observed that surveyed teachers are highly skillful in managing their teaching professions (managing class, rendering various administrative duties and contributing in adult learners development), But, she as a teacher fail to manage time either for focusing on her research work or on strengthening her professional development.

Discussion

Employers have been putting in a tremendous effort trying to determine the best way to appeal to millennial workers. With the millennial generation of workers projected to take up 75% of the workforce by 2025, many leaders think it's time to redefine what work-life balance looks like.

Work-life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. Chronic stress is one of the most common health issues in the workplace. It can lead to physical consequences such as hypertension, digestive troubles, chronic aches and pains and heart problems. Chronic stress can also negatively impact mental health because it's linked to a higher risk of depression, anxiety and insomnia.

CONCLUSION:

Work/life programs have the potential to significantly improve employee morale, reduce absenteeism, and retain organizational knowledge, particularly during difficult economic times. In today's global marketplace, as companies aim to reduce costs, it falls to the human resource professional to understand the critical issues of work/life balance and champion work/life programs. Be it employees whose family

members and/or friends are called to serve their country, single mothers who are trying to raise their

children and make a living, Generation X and Y employees who value their personal time, couples

struggling to manage dual-career marriages, or companies losing critical knowledge when employees leave for other opportunities, work/life programs offer a win-win situation for employers and employees.

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