

WORK-LIFE BALANCE: A COMPARATIVE STUDY ON PERCEPTION OF EXECUTIVES AND THEIR SPOUSE IN INDIAN CONTEXT WITH REFERENCE TO MUMBAI CITY

Ramesh Singh Yadav¹ & Snigdharani Mishra²

¹Research Scholar, ITM Kharghar, Maharashtra, India

²Head of the Department, Department of HRM, ITM Kharghar, Maharashtra, India

ABSTRACT

Globalisation, privatization and liberalization at workplaces have changed the socio-cultural environment and creates imbalance in the work life and personal life of employees. Coupled with increasing demand from the organization, rising expectations from the spouse and growing stress levels etc., have also made difficult for people to adjust with their work and family lives. Therefore, the present day, organizations are required to create the understanding about value of work life balance and introduce effective and efficient measures to balance their work and family together. At the same time the perception of executives and their spouse towards work life balance in Indian context may differ at various stages of life. This is much more interesting to understand the dual perspective of working couples about the Work life balance as maximum such cases are part of the population of the present scenario.

Hence, this paper is an attempt to bring out such issues and practices prevailing in Indian context. The materials reviewed were obtained through searches of academic, business and sociological data base containing generalized research evidences and case study findings.

KEYWORDS: *Quality of Work, Work-Life Balance, Workplace Challenges, Socio-Cultural Aspects, Indian Professionals*

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