

WORK LIFE BALANCE

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ABSTRACT

Most of the people of the world earn their livelihood from service sectors i.e. on employment sectors. The employer and the employee are now facing the challenges of work life balance. It has been a headache of human resource manager that how work life balance of the employees will be maintain properly. Many factors have been focused in this article. These factors will help the company /organisation to improve the productivity and profitability. This article will help the human resource manager to solve the reasons of work life imbalances finally help the employer to rectify the process of management of employees.

KEYWORDS: *Yoga and Pranayam, Job Commitment Mental Stress, Adaptability.*

Article History

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INTRODUCTION

Now days, work life balance has been a topical issue. Work life imbalance generates less performance of employee in his/her work place. To make work life balance is an Art as well as a science that make the employee perfect to lead a good life. In today's world with swelling obligation in the work place, it is very difficult for the employee to maintain a fair level of work life balance. So due to this, the employee performance and organisational performance are in risk. In present working world, most of the employees spent more time for their organisation leaving less time to take care of their personal and family needs. In developing country like ours, work place is having a notion that longer hours spent in the office are directly related to higher productivity level. Employers are not thinking about a better work life balance of their employees nor do they think the employees to have a family. Many employers are running after earning of money. They don't take necessary step that can improve social life style of employee.

DATA AND DISCUSSIONS

Recent study of NSSO revealed that unemployment in India is about 6.1%, out of which 5.3% are in rural area and 7.8% in urban area. 97.3% are in private sector job and only 2.7% are in govt jobs. Due to work life imbalance, 15.1% i.e. one in five young adult employees in India have high blood pressure. 89% of population in India say that they are suffering from stress compared to global average of 86%. This may be the result of work life imbalances of the employees.

Work life balance has a positive relationship with the work related factor such as job satisfaction, service delivery, job commitment, competency, target achievement and career development. So, the topic on the work life balance (WLB) must be discussed in an open platform. Work life balance is a method that helps the employee to balance their personal and professional lives. WLB refers to the level of prioritisation between personal and professional activities in an individual

life and level to which activities related to their job are present in home. There are many elements that should be included in WLB like self-management, time management, stress management, method management, and technology and leisure management. Self management include the activities like proper sleep, yoga and pranayam, balance diet practice, whereas, time management includes the proper utilisation of the time available to an employee in a day. Proper time management answered to the question like what to do? How to do? When to do? How much to do with? Another key element that should be discussed is stress management. Mental stress has been identified as a serious economy and health problem caused by a perceived need of employee to do more in less time. Stress and work are the two sides of the same coin. Stress on the individual is the in evitable, so it should be managed properly to improve work life balance.

Another key factor of work life balance is the change management that means adaptability to the changing work environment due to change in situation and technology at work place. Last but not the least; the key element is the leisure management, which includes the activities of rest and relaxation.

The advantages of work life balance are

- Work life balance boosts the performance of employees.
- It helps the employee to relieve his stress.
- Companies/ organisation can maximise productivity from an employee who is refreshed as compare to over work employee.
- Healthy life style can be maintained by having a work life balance.
- Improve loyalty of the employee towards organisation.

SUGGESTIONS

There are many ways that should be followed by both employees and employer to improve work life balance. It is the duty of the employer that he should create good working environment and implement such rules and regulations, which will improve work life balance of employees.

Ways that should be followed by the employees to improve work life balance

- Select a job of his choice which he loves.
- Give more importance to own health.
- Avail a vacation if needed.
- Accept that there is no perfect work life balance.
- Decide & set the boundaries and working hours.
- Set proper aims and objective and stick to them.
- Limit one's time on internet, mobile, facebook, whatapps, or on all social media.
- Try to separate work life from your personal life.
- Create some protected me time.

- Spend time with your pet or with people you like.

The employer plays a vital role to improve work life balance of the employees. The employer should take the following steps to improve the work live balance of the employees.

- The employer should encourage team work
- The employer should encourage creativity.
- The employer should provide suitable training to the employees they require to update themselves about the latest technology.
- Reward the employee for their best job.
- Recognised employee's achievement.
- Encourage friendly competition amongst teams.
- Encourage physical fitness.
- Allow the employee to bring pets to the office.
- Offer value added education for employees.

CONCLUSIONS

Work life balance has positive impact on the mind of the employees. Family life of employees will be peaceful, if the employees balance their work life. Societal value of life will be reflected in work place. Both employers and employees have the same role to maintain and sustain work life balance.

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