

THE ESSENCE OF WORK-LIFE BALANCE AND SOLUTIONS

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Abstract

To achieve one's goals in order to have financial, emotional, and mental stability frequently forces one to dive into trouble. Family responsibilities, self-esteem, self-independence, and belongingness all become entangled, resulting in inter-role conflict, confusions, and mental distress, ultimately leaving the person unsatisfied and depressed. Work-life balance issues are becoming more prevalent in today's world. Achieving personal as well as professional / organizational goals depends on maintaining a healthy balance between work and personal life. Maintaining a proper balance between one's work and personal lives is crucial because imbalances have a detrimental effect on both the former and the latter. A person who is in a healthy state may effectively manage a variety of obligations at home and at work.

The objective of this paper is to first comprehend the idea of work-life balance, its significance and problems in different professions, and then to determine how work-life balance impacts one's physical, economic, psychological, societal, spiritual, and environmental wellbeing of employees. Achieving a better work-life balance advantages both individuals and employers because it increases motivation at work, which boosts productivity and, in turn, produces a workforce that feels appreciated.

Keywords: Work Life Balance, Stress, Job Satisfaction, Engagement, Job role

INTRODUCTION

Even though the term "work-life balance" has been in use before 1986. Work-life balance programs have existed since the 1930s. Work-life balance is a three-word phrase. "Balance" means prioritizing between "work" (job, career, ambition, generally paid work or livelihood) and "life," where "work" means (job, career, ambition, basically paid work or livelihood) and "life" means (family life, personal life, leisure life, pleasure life, and social life). Thus, it's about balancing work and play. Work-life balance has several definitions. It's also dynamic—good what's today may not be tomorrow. This equilibrium is about mastering your life domains in a way that doesn't compromise your physical, mental, or emotional health, and it affects people of all ages.

An employer's collection of rules and restrictions to help workers be effective at work while allowing them to cope with home matters. Both parents in a two-income family work more. Work-life balance is accomplished when personal and professional commitments don't clash. Thus, conflicts between work and non-work requirements cause work-life imbalance. There is evidence that today's workers prioritize work-life balance more than their predecessors. This equilibrium is reached too slowly. Studies show that fresh graduates are being lured into occupations that require long hours, resulting in a poor work-life balance. Strong organizational commitment motivates employees to exceed goals (Becker, 1960). Occupational psychology research have linked organizational commitment to job happiness, intention to leave, and good citizenship (Mathieu et al., 2016; Musringudin et al., 2017; Yousef, 2017). Most research show that personal attributes, work experience, work involvement, and so forth affect organizational loyalty (Meyer et al., 2002; Hanaysha, 2016). Work-life balance and organizational loyalty have been studied extensively (Dave, 2017; Berk and Gundogmus, 2018). If provided the tools to combine work and leisure, employees are more loyal to their companies, according to research (Jeongkoo and Shane, 2002; Rhoades and Eisenberger, 2002; Pradhan et al., 2016).

Work-life balance: Because life is delicate, most people want work-life balance. What is a healthy work/life balance? We all know the word and feel we lack it. Both sexes complain about balancing work and personal life. They may lack time, money, or other resources to meet their professional and personal duties. "Work/life balance is a challenge for all employees and all organizations" "Juggling competing demands is exhausting if not stressful and decreases productivity, sickness, and absenteeism."

Employees must manage external pressures, impress management, maintain professional connections, and perform well in teams (Cho, 2018). Work problems often affect personal life. More workers are prioritizing work-life balance due to changing family priorities and a desire to improve their quality of life. (Rehman, 2012) This move has boosted competition but also allowed workers to choose their workplace. Technology allows one to work remotely. Today, people value quality of life and choose more flexible workplaces. Thus, companies are

under pressure to emphasize work-life balance or risk falling behind the market (Michel, 2018). Businesses are now more upfront about employee happiness due to environmental and employee retention issues. More companies are promoting employee innovation to increase efficiency. (Mohanty, 2017) More organizations realize the need of offering a comfortable and accommodating environment so workers can stay motivated despite periodic disruptions. Work-life balance aims to balance work and personal life, thus company and individual needs must be considered.

Balanced Work-Life Professional life shouldn't invade personal life. Work is necessary for survival, therefore vice versa. It's popular because it lets people balance work and home life. Work-life balance improves scheduling and productivity. Production frequently decreases quality. If he's not overworked, the employee will be more responsible. He never tires. His workload hasn't diminished his enthusiasm. Working with passion makes you joyful, which boosts your chances of success.

GENDER WAR

Our homes and workplaces have changed dramatically in the past few years. A record number of women are now engaging in the work force, and those who do have witnessed significant gains in their salaries compared to men. Men are now doing more housework and spending more time with the kids, traditionally female tasks. Despite spending more time with their kids, many fathers still struggle to balance their work with parenting. Work-life equilibrium as a conceptual framework According to the social role hypothesis, gender roles are set early and men and women are expected to conform (Eagly, 1987). Women have traditionally been carers. Work-family conflicts may affect women differently than men. Gender difficulties and cultural norms affect women's work-life balance and community prosperity (Mushfiqur et al., 2018). They labor hard. According to Livingston and Judge (2008), women's strong family identity can make it hard for them to take on other roles, such as those outside the home (Twomey et al., 2002). Women struggle to reconcile work and life in the contemporary economy and society (Sudha and Karthikeyan, 2014). Balance between work and personal life varies greatly among firms (Rosemary and Clare, 2006). (Rosemary and Clare, 2006). This is also a frequently studied topic in academic institutions, government agencies, and financial institutions (Miller, 2004; Mordi et al., 2013; Somo, 2015; Dave, 2017). (Miller, 2004; Mordi et al., 2013; Somo, 2015; Dave, 2017). Miller's (2004) research on women in engineering indicated that to succeed in the sector, women must put in long hours (12-14 a day), sleep little (if at all), and endure physically and emotionally hard work. Subramaniam et al. (2013) found that professional duties hurt personal relationships.

To attract and retain great talent, for-profit and nonprofit companies must support workers' personal and professional life. It's unjust to generalize women as less career-focused and incorrect to imply they have more problems balancing work and life.

Men are socialized to work and advance professionally (Cinamon and Rich, 2002). Cultural pressures make men emphasize careers more than women (Zhang et al., 2014). Males are more likely than females to prioritize work over family responsibilities (Akintayo, 2010). Women and men will have greater conflict in home and work. Work-family conflict reduces women's family success (Zhao et al., 2019). Women commit less than males (Hoshmandja, 2013).

Work-family conflict and emotional exhaustion might lower frontline hotel workers' job satisfaction, affective commitment, and desire to leave (Karatepe and Uludag, 2007). Women's work-life balance and employer loyalty are positively correlated (Lugiani & Yuniarsih, 2019). Choi and Park (2014) found that women's career growth may suffer if they can't balance work and family.

WORK-LIFE BALANCE'S IMPORTANCE

People usually seek happiness at home. Coworkers should be grateful, social, dependent, and reliable. Lacking it may increase stress and undermine work-life balance. To preserve a healthy work-life balance, (Greenhaus, 1985) people must be able to work and play their responsibilities without interference. When one's career and personal life are balanced, they're more creative and original (Ong, 2014). They become good negotiators, analysts, and problem solvers. An increasingly competitive workforce values such traits.

Employee motivation and work-life balance diminish attrition. According to research, stressed-out employees are a company's largest problem. Workers expect their employers to realize that work is only a distraction. Such workers do not sacrifice progress, recognition, or competitive advantage. However, creative, employee-focused policies help organizations succeed. Job-sharing, working from home, and other work-life balance rules are among the best methods to enhance employee happiness and productivity (Zheng, 2015). These activities have been related to more business pride, fewer employee turnover, and better training and development ROI (Marta Mas-Machuca, 2016)

Technology has improved many aspects of life, including work-life balance. Modern medicine has extended and improved lifespans. Students can get a lot of information to finish mother and daughter may communicate and do schoolwork over thousands of miles. Technology has given workers more flexibility in how and when they work. It also blurred work and personal life. Work-life separation is crucial.

Daily job can cause tension and fatigue. If they don't relax, people can't work well. Thus, managers should encourage vacations rather than forcing them to work more. Making time for hobbies and interests improves professional and personal relationships. After work hours, people must learn to put down their devices and ignore their work phones. Maintaining this equilibrium while being constantly interrupted is difficult. Teaching that refusing extra work until it's essential is important.

Work-life balance is essential to appreciating one's hard-earned existence. They don't have time for family and often vent on them. Prolonged stress can cause heart disease, alcoholism, and diabetes.

The Harmful Consequences of Work-Life One health concern of long work hours and difficult occupations is discord, the inability to combine work and personal life. Others include increased usage of tobacco products, development of extra weight, and even depression. A number of detrimental impacts on one's physical and mental health have been connected to friction between one's professional and personal life. In 2007, Duxbury and Higgins discovered that women reported more role overload and caregiver distress than men. Women do more housework and care for children and the elderly than males. Other studies has also revealed that women receive less encouragement from their husbands to pursue professional prospects. While women have typically reported greater work-family friction than men, men are increasingly expressing similar pressures. Work-life conflict hurts families.

One in four Canadians say employment keeps them from family, according to a 2007 Duxbury and Higgins survey. Due to long hours, 24/7 connectivity, and globalization, employees, especially millennials, are demanding changes from their companies. Over-65 workers demand more flexibility to satisfy personal and family obligations.

BALANCE BETWEEN WORK AND LIFE: A CRITICAL REALITY

It is apparent that work life imbalance impacts all types of employees and companies. Work, home, or combined stressors may cause it (Zheng, 2015). This complicates work-life balance for firms. If they can't count on friends and family, an employee's work may deteriorate. Under such conditions, an employee who previously managed a work-life balance by working remotely or while traveling may struggle. These companies must devote time, money, and careful management to developing work-life balance choices for affected employees. Although human resource management is responsible for these challenges, it is evident that employees' varied priorities in their personal and professional lives make it difficult for firms to offer a consistent framework within which workers can attain a healthy work-life balance. Interdepartmental rivalry, hostile working relationships, and fierce competitiveness are linked to employees' work-life balance issues. Poor office communication can cause stress and lower productivity. Domestic strife and stress might lower work productivity (Abubaker, 2016). Every concern, personal or professional, affects health. Stress can cause burnout in anyone, regardless of age or personality. Abubaker, 2016; McMillan, 2007; Pasamer, 2013; Taşdelen Karçkay, 2017). They are also less productive and job-satisfied (Zheng, 2015)

WORK-LIFE SOLUTIONS

Future Work-Life Balance Work-life balance will certainly remain a priority. Knowing these trends will help HR professionals educate management and collaborate with employees. Proof Many academics and business people are exploring work/life balance. Workers' minds are always on work, even when they're off. They can't fully enjoy other things like spending time with friends and family.

Work-life balance benefits you. Work-life practices help employees combine personal, professional, and community obligations without feeling overwhelmed. Flexibility makes it easier to work and sustain a family. being part of a trustworthy company that values its workers.

Most people want access to Life beyond expectations Work that's enjoyable and expandable Instruction Sports and hobbies time Friends and family time Volunteering and community service Travel time Community service time Community service time.

Balancing Work-Life Balance It's crucial to evaluate the company's basic needs, including a help desk's staffing hours. Employee involvement at this point will shape the process. Remember that those doing the task frequently have the finest ideas for improving it. Assessing current restrictions and developing a work-life balance strategy are crucial at this point. A policy test and input from relevant personnel and groups are advised. One final review can introduce the approach to all staff.

Struggles and Prospects for Striking a Work-Life Balance, employer-sponsored work/life programs offer cash or time-based tools to help employees balance work and life. An organization's "work/life initiatives" help employees perform professionally while allowing them to take care of personal and family matters. A company's work/family culture is how much management and employees help each other in balancing their personal and professional life. Focus on Individuals and Families They still appreciate hard labor, but they are less likely to sacrifice their personal life or families for work.

As a Group, What Can be done? Is urge employees to take advantage of various forms of work-life balance. Use case studies and examples of company successes in internal marketing materials. Next, consider how senior jobs

may be reconfigured to offer more flexibility in work location and timing. Results should outweigh office time. Stop equating physical presence with ability and success. Create a formal HR or Diversity Manager-supervised mechanism for employees to request and obtain flexible work schedules. This ensures that every employee receives a thorough and impartial needs assessment.

Include the question "what can I do to enable you achieve work-life balance, what impediments need to be removed or addressed" in your employees' regular performance talks. Ensure they act. Help leaders evaluate low-value jobs, workloads, and work processes to reduce time spent on non-essential or delegatable duties. Include work/life and senior position questions in employee consultation/surveys. Use the data.

Effective communication relieves stress best. Employers and employees should feel comfortable discussing workplace successes and failures. Workplace stress can be minimized by open channels of communication and the settlement of underlying issues. Workers cannot meet performance goals without open communication. When an employee's efforts don't meet up to their boss's standards, everyone loses. The supervisor is stressed and the employee is confused.

Any employee's career should begin with a fulfilling work. Career-stalled employees are less inclined to move jobs. Thus, to achieve employee success, the corporation should manage careers. Employee segmentation can guide professional development. Because of the enhanced autonomy and flexibility given by these new prospects, employees may better strike a balance between their personal and professional lives than they were previously able to do in their former employment. Universal policies wouldn't function in today's diverse workforce.

Supervisors must help employers train personnel in their specialties. Employers can support a variety of personal and professional goals with a well-planned career path. Work-life balance and stress reduction require individuals to know their job descriptions. Job descriptions dictate employee tasks. Employees have the right to decline to carry out any tasks that are outside the scope of their employment by politely advising their superiors that such tasks are not listed in their job description. This thorough job description will help employees balance work and life. Love and labor, the cornerstones of humanity, are essential to a fulfilled existence. It's hard to satisfy both. If we rethink the issue, we may find a way to balance our personal and work life. Flexible work hours, locations, and supervisors improve work-life balance for employees. Work-life balance initiatives affect employee recruitment, retention/turnover, commitment/satisfaction, absenteeism/productivity, and accident rates. Companies that enhance people's work-life balance know it can boost earnings. The success of a program with relation to the organization and its employees can only be gauged by setting acceptable parameters. Management support and training, program communication, corporate values, management oversight, human resources policy, and employee agency are the six elements that can be used to measure the success of work-life balance efforts. Finally, self-management of work-life expectations and routines is essential. We may never be as brave as Gandhi, but we may avoid living by others' standards.

CONCLUSION

Work-life balance rules are evident in most companies. Such solutions boost employee dedication, contentment, innovation, and problem-solving.

Happiness reduces stress and improves overall health. However, work-life balance is challenging to achieve due to the diversity of employee and company needs. Despite these challenges, it's evident that employees need an open, trusting, autonomous, and interactive workplace. An open, employee-focused corporation that uses adaptive solutions is more likely to earn employee loyalty and trust.

Work/life initiatives can improve morale, reduce absenteeism, and preserve institutional knowledge during bad economic times. Today's cost-conscious business sector requires HR professionals to promote work/life balance. Work/life balance benefits employers and employees.

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