

Work life Balance

Module 6_Session 2

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Content to be covered

- Meaning of WLB
- Reason for WLB
- Benefits of WLB
- Dual Career Couples



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Work Life Balance : Meaning

- Work-life balance is all about how one goes about maintaining balance in their work and lifestyle (friends , family , home , society etc.).
- Work-life balance does not imply equal balance between the two , its about finding the right balance.
- It is a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle.
- A healthy lifestyle apart from the work will lead to better development of individual as well as organisation .

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Reasons for work-life imbalance

- Global economy.
- Long working hours.
- Increasing urbanisation.
- Shift in values (shifting towards greater individualism leads in weakening of family relationships).
- Additional working hours.

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Achieving work-life balance(individual)

- **PRIORTIZE** – Individuals need to prioritize their things, and time to be dedicated to work and family.
- **LEARN TO SAY 'NO'**- This is not about saying no all the time or saying no to work within your job description! This is about the extra responsibilities you're asked to take on both at home and work.
- **DRAW A LINE BETWEEN HOME AND WORK** - If you're rushed and overloaded, what can happen - and it's very common - is that while you're at work, you worry about things at home and when you're at home, you're preoccupied with work. Individuals need to come out of that.
- **SOMETIMES CHOSE GOOD ENOUGH OVER PERFECT TO AVOID IMBALANCE.**

Organizational Approaches

- ON THE JOB TRAINING- On the job trainings on work-life balance, seminars on WLB.
- MAKE THE WORK MORE FLEXIBLE - includes, Flexitime , Job sharing and sponsoring employees' family-oriented activities.
- ALLOW TIME OFF FROM WORK – organisations should have a formal leave policy ,, should allow employees for community services.
- PROVIDE REFRESHING WORKING CONDITIONS
- JOB DISTRIBUTION
- COMMUNICATING WITH EMPLOYEES AND LISTENING TO THERE PROBLEMS.

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BENEFITS OF WLB (ORGANISATION)

- Measured increase in productivity , accountability and responsibility and commitment of employees.
- Better team work and communication.
- Improved morale and satisfaction of employees.
- Less negativity and organisational stress.
- Reduced absenteeism.
- Getting the best of staff.
- Better organisational image.

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Benefits to individuals

- Reduced stress
- Improved relations
- a good quality of life
- an enjoyable work life with career progression
- training and development
- good health
- affordable childcare or eldercare
- time to travel
- time with friends and family
- time to do voluntary work

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Dual Career Couples

Definition

- Dual career couples are families in which both heads of households pursue careers and at the same time maintain a family life together.
- Both have high degree of commitment to their career.

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Positive vs. Negative Aspects

- *Better career opportunities*
- *Professional autonomy*
- *Financial independence*
- *Organized private life*
- *Loneliness*
- *Increased tension in marriage and family*



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What the organisation should undertake to solve this problem

- Children at or near the workplace
- Job sharing
- Care for sick children and employees
- Training supervisors to respond to work and family needs of employees
- Flexible work scheduling
- Sick leave policies
- Dropping children at schools facility
- Stress management

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References

- Dessler, G. (2006). *A framework for human resource management*. Pearson Education India.

