

Importance of Work-Life Balance to Employee and Employer

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ABSTRACT: *Work Life Balance (WLB) is a central topic that needs to be tackled in the rapidly changing world. The goal of this paper is to define the working life balance (WLB) relationship with organizational productivity. Organizational efficiency is directly related to the productivity of the employee, and the productivity of the employee also depends on the work satisfaction quotient. Some of the essential considerations are taken into account as work autonomy as well as supervisor and management support when investigating the factors relevant to the WLB. In order to analyze the factors related to the WLB and employee motivation, a questionnaire survey was carried out to collect the data and a pharmaceutical company based in Chandigarh, India, was selected for the survey and some 500 responses were collected. The data analysis showed that the WLB's relationship and the organization's competitiveness are connected to pride and job satisfaction at work in addition to the organization's effort towards WLB. This paper notifies the void in WLB-related literature and efficiency in the sense of work satisfaction and pride.*

KEYWORDS: *Work life balance, Organization productivity, Employee efficiency, Job satisfaction.*

INTRODUCTION

Technology has evolved day by day in today's era, but psychology experts are far more interested in conducting research to study the coordination of human behaviour with developed technology and improvement in life style. Despite possessing so many sophisticated gadgets to easily execute tasks, there is a dramatically reduced contact time between two human beings. Human beings are social by nature and this is also important for mental development [1]. The same problem is being faced by the working personnel in coordinating their work and non work life. There are several research work have been conducting by the domain expert on the work engagement and an individual's psychological needs to find out the results for better coordination [2] . The factors affecting the an individual's work life have been shown in Fig. 1.

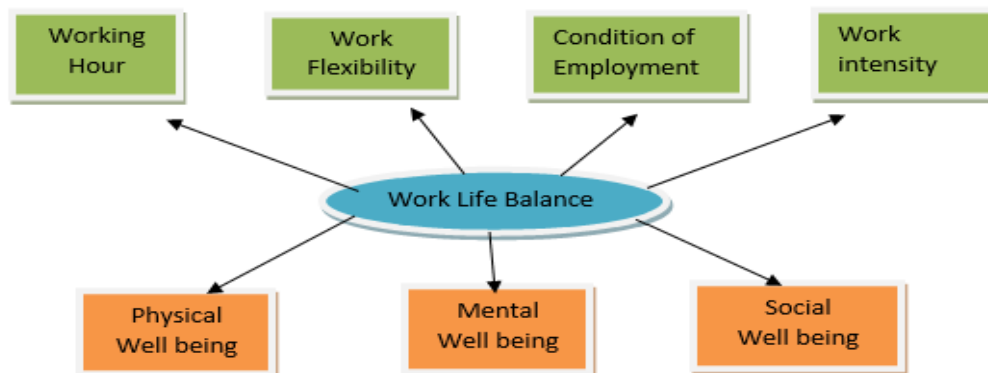


Fig.1 Factors Affecting Work Life Balance

The whole day of an individual has been divided into two part first time spend at work and second time sped other than the work. Basically [3], everyone need to some work to earn his/her livelihood and satisfying human will to spend a luxurious life or a save enough money for old age or even earn to complete responsibilities towards parents, child and other social welfare. Normally times append at work consist the time for travel till work place , and working time there, some time an individual has to work for long hours to full fill professional commitment even he has to travel within city or outside of the city for completing the project that is depends upon job profile . While working or earning the money, one needs to time for his personal life and responsibilities associated in personal life are also as important as responsibilities associated with working life [4].

For the study of the work life dispute, a variety of the organization's policies and procedures were reviewed. A number of these policies are precedents and effects of job and non-work life conflicts from these policies. The working environment often relies on the colleagues' interpersonal characteristics such as actions, support for nature, problem solving skills, and most importantly, the autonomy of the employer at work. In addition to good evaluation at the workplace, the result of all these traits are seen as job satisfaction and improved turn over. Many researchers revealed that job satisfaction is directly connected with the conflicts of the work life. Fig.2 have discussed the factors related with the flexible working hours. A good atmosphere in addition to employees oriented policies and practices help to feel a pride to the employees [5] .

One more attribute for better WLB is flexible working hours, in that system an individual is free to choose his working style besides timing and place. As the industrialization has grown in number of the countries, this practice has been also increased. Many multinational companies given the flexibility to choose the slot and place of the working [6], but still there is a constant demand of the flexibility in working time from other part and domain of the industries, specially young generation are more demanding for this. Recently a study has been taking place by the expert and it has been found that a majority of the work force want to have flexible time and work from home. As the trend going it seems that that flexible working becomes a practice at most of the work place rather than exception at work place. The one of the most important advantage of this facility is to overcome the disparity of gender bias at work place [7].

Over the past decade, research in the fields of employee work commitment and employee emotional well-being has increased, particularly in the area of growth of human resources and organizational behavior. Research has shown that work involvement, characterized as a positive, fulfilling, work-related state of mind, has an optimistic effect on a range of employee performance not only, but also organizational results. Customer loyalty, financial returns, organizational commitment and job satisfaction have been notice as the output of this. The studies carried out in recent time have identified the work engagement and performance as a positive input to the employee's commitment toward the organizational..

IMPORTANCE OF THE BALANCE BETWEEN THE WORK LIVES

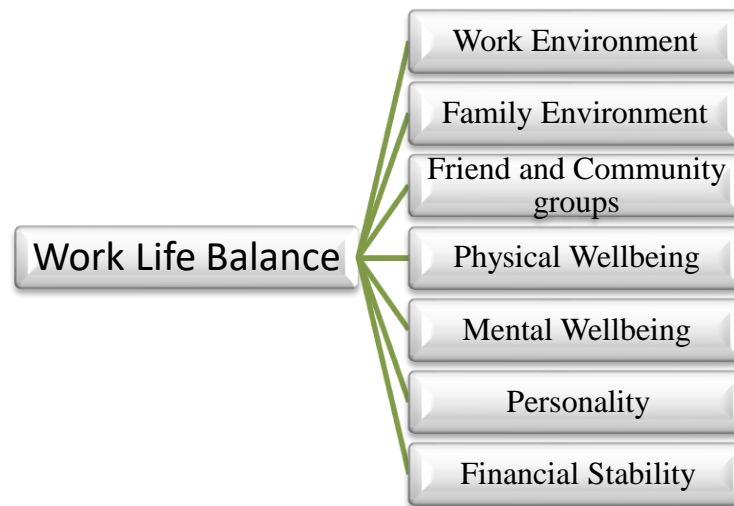


Fig. 2: Attribute To the Work Life Balance

A person has several tasks to perform on a daily basis throughout his life and in that individual life, including his mental and psychological state, the completion of each task has its own significance. The most important task of the life of a person is to participate in some monetary activities from which he can earn his livelihood and his living depends as well. As parents, wife and children, it could be likely that one has to look after the 5 to 6 individuals. Apart from the earning for them, they also need time from the main person of the family in order to full fill the personal and social need and this cannot be possible without a good balance between the work and non-work life.

In order to enrich life, the proper balance between the wok lives is necessary and enrichment is not only counted in monetary terms, but also includes mental peace and stability in private and professional life. The advantage of combining work life with non-work life is demonstrated in Fig.2. Apart from the family environment, friends and community relationships [8], non-working life requires mental and physical well-being. In order to live life as a social being, it is important to have coordination between these all important elements of the life. For the physical wellbeing, one needs to involve oneself in the physical activities like gymnasium, yoga or some other put door activities.

The outdoor activities and involvement in the yoga need to be punctual and get the habitual of the pattern; otherwise, there is no logic to do the yoga and all other physical activities. Therefore it is essential to get some spare time the busy schedule to keep body and mind healthy irrespective of the hectic daily routine [9]. Similarly one needs to spend time in order to keep the relationship healthy. The relatives and the importance of the relationship have a greater value in one's life as the human is a social animal. The companion ship of the relative and friends has its own place in life apart from the monetary well being. The fig. 4 have been discussed a model for the performance at work through the balance of the work life.

CONCLUSION

In the present paper, the WLB's effect on employee organizational performance as well as organizational perspectives has been studied. By balancing work time with non-work time, the main pillar of this paper was found to have a beneficial impact on the productivity of a company. Corporate development ultimately depends directly on the amount of the effectiveness and development of the company, helping management make a place for new policies and techniques to be introduced at the workplace to accommodate their employees well in their apprehension of balancing work and non-work time. A number of the variables were selected with scholarly aim for the analysis of the influence of WLB on productivity as well as the impact of WLB and productivity on each other were analyzed.

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