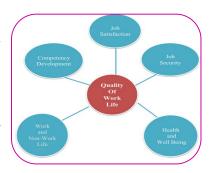_____

WORK LIFE BALANCE - FACTORS TO BE CONSIDERED FOR IMPROVING ITS QUALITY

K. Karthik[1] and Dr. E. Ilamathian[2]
[1]Research Scholar, Bharathiyar University, Coimbatore, Tamil Nadu.
[2]Director, Amity Global Business School, Chennai, Tamil Nadu.

ABSTRACT

In the modern fast phased arena, it can be difficult to get the right work-life balance, where it focuses on a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle. Most psychologists would agree that the demands of an employee's career should not overwhelm the individual's ability to enjoy a satisfying personal life outside of the business environment. An improved or a better quality of work life brings a sense of satisfaction to employees towards their work. In this conceptual paper the researcher had made an attempt to identify, the various factors to be considered to improve quality of Work-Life balance of an employee or a worker such as Work Environment, Health & Safety, Job Security, Job Satisfaction, Job Stress, and Human Relations.

KEYWORDS : *Job Security, Job Satisfaction, Job Stress, and Human Relations.*

INTRODUCTION

These days, the term "work-life balance" is everywhere, and everyone from life coaches to corporate CEOs are talking about it. The term is a bit loosely defined, but it generally refers to how well you do (or don't) manage responsibilities and relationships harmoniously throughout your life. When responsibilities become too great or too overwhelming, the relationships you have with family, friends and with you can begin to suffer. In the words of Eric Termuende (Nov 16th2017) work-life balance is more like The forces shaping it are the accessibility of information and the ability to work from more places at more times of the day. Organizations need to tell a more holistic story about how they go about doing the work, why, and who with. We can now work from more locations, during more times of the day, from more devices than ever before. The conversation used to be about just work; now it is much, much bigger. It used to be work-life balance, now it is work-life integration (or just life and work is woven in). In general a work life balance can be expressed as the state of equilibrium achieved between a worker's primary priorities of their employment position and their private lifestyle.The term "work-life balance" suggests that one must wait until the end of his workday, week or even career to really start 'living'. Ideally work should be so full of pleasure and meaning that it blends in beautifully with all aspects of our lives. However, it's also a reality that many are overly absorbed in work, and, as a result, neglect other facets of life such as self-care, family, social-life and spirituality. In addition, we sometimes become unbalanced or burnt-out by "over-caring" about our work.

ORIGIN OF THE CONCEPT WORK-LIFE BALANCE

The concept of work-life balance is not new to our generation or unique to our profession. The idea that one should limit the amount of time spent at work dates back to manufacturing laws of the late 1800s

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when the work hours of women and children were restricted. By 1938, the Fair Labor Standards Act established a 44-hour work week, although professionals such as doctors were assumed to be perennially "on call."

The Women's Liberation Movement of the 1980s brought work-life balance back to the forefront. To accommodate women in the work force, flexible working schedule and maternity leave were popularized. Initially, this concept was only for women, expected to both hold down careers and continue primary management of the family and home. Soon, these benefits and ideas were expanded to encompass professional men and women. The idea that people would want to have balance between their professional and personal lives, more flexibility in managing their schedule, and presumptively increase satisfaction from work *and* life became a key concept in the late 20th century.

Today, work-life balance is also a multimillion dollar industry, and a deciding factor in choosing jobs as diverse as Wall Street bankers and physicians. A Google search for "work-life balance" brings up more than 296,000,000 results including links for tools for work-life balance, scientific articles, and consulting companies to help create work-life balance.

Work-life balance for surgeons is particularly complex. Most surgeons were raised by mentors who gave up much of their life to virtually live at the hospital as "residents" and continued on working long hours as staff surgeons. In the three "A's of physician excellence" - able, affable, and available - available is often the easiest to perfect, at least early on. Of course, the acuity of patients and patient needs make it easy for surgeons to become and remain a "workaholic."

FACTORS TO BE CONSIDERED FOR IMPROVING A BETTER WORK LIFE BALANCE

An improved or a better quality of Work life balance refers to the quality of relationship between employees and the total working environment. It means having a work environment where an employee's activity become more important by implementing procedures or policies that make the work less routine and more rewarding for an employee. Quality of work life brings a sense of satisfaction to employees towards their work. There are various factors which affect the Quality of Work-Life such as Work Environment, Health & Safety, Job Security, Job Satisfaction, Job Stress, Human Relations etc.

ORGANIZATIONAL FACTORS

- **Organizational Culture and Climate:** High degree of openness and trust between the employees and the management increases the morale and satisfaction of employees. It creates a sense of belongingness towards the organisation. It is believed that transparency in organisational policies and practices, rules and regulations increase the quality of work life of employees there in influencing for a better work life balance for the employees.
- **Working Environment:** A work environment that is capable of fulfilling employees personal needs calling to their expectations will generally lead to an excellent quality of work life (Ahmad, 2013). A favorable working environment influences the employee morale and motivates him to perform his work and increase productivity. An organization must provide conducive and unstrained working environment to its employees there in influencing for a better work life balance.

JOB-RELATED FACTORS

- **Health and Well Being:** It refers to the general physical health and psychological well-being of an employee. An organisation has legal responsibility to ensure healthy and safe working conditions for its employees at working place. If an employee is healthy there will be less absenteeism and less turnover and increased organisational productivitythere in influencing for a better work life balance for its employees.
- **Job Security:** Job security is one of the important aspects of quality of work life. It is the assurance that an employee has about the continuity of his job in an organisation. Quality of work life is higher in those

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organisations where employees have job security. Employees want stability in jobs. The recent changes in organizations such as downsizing, outsourcing, and rightsizing have adversely affected employee morale and loyalty, there in influencing for a better work life balance for its employees.

- **Job Satisfaction:** Job satisfaction refers to the liking or disliking with which employees view their work. Job satisfaction depends upon various factors such as working environment, nature of job, task and responsibility involved in the job, autonomy and responsibility etc. job satisfaction and quality of work life has a significant relationship there in influencing for a better work life balance for its employees.

- **Compensation and Rewards:** Compensation and rewards are the motivational factors that increase the morale of employees. If an employee is adequately and fairly paid by its organization, he will be motivated to perform better. It increases the satisfaction level of employees. It is the basic reason that drives an employee towards workthere in influencing for a better work life balance for its employees.

- **Occupational Stress:** Stress up to a reasonable level is good for an employee, but excessive stress can negatively impact the mental and physical health of an employee and thereby hampers the organizational growth. Carayon et al.(2001) state that stress arises in the process of interaction between a person and the work environment that threatens the individuals physical, psychological, and physiological homeostasis. Organisation should introduce breast reduction strategies programs in the organisation to improve the wellbeing of an employee and provide them are better quality of work life balance.

PERSONAL FACTORS

- **Human Relations:** Human relations in quality of work life refer to the participation, discussion and openness as a means to improve employee morale and attract their commitment towards the organisation ready. The relation between employee and management is based upon mutual understanding, openness and trust, organisation want productivity and employees want adequate compensation and rewards. An organisation must try to maintain healthy relationship with its employees as it will help in increasing our organisation effectiveness there in influencing for a better work life balance for its employees.

- **Career Prospects:** Now a day's employees are more focused and growth oriented. They are more inclined than baby boomers to leave a job. If they don't find growth opportunity in one of a organization they switch to another. According to the Che Rose et al. (2006) quality of work life associated with career development. An organisation should provide adequate growth opportunities to employeesthere in influencing for a better work life balance for its employees.

CONCLUSION

Improved or a better Quality of Work-Life balance includes all those factors that make the work more rewarding and meaningful to the employee. It focuses on providing satisfaction to the employee. Research on Quality of Work-Life balance suggests that there are different relationships between the satisfaction with work life and, for instance, employees' engagement in, and commitment to, their work (Rice et al., 1985). The factors comprises of health and well being, job security, human relations, balance between work and non work life etc are necessary to provide quality of work life balance to employees.

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