FACTORS OF WORK LIFE BALANCE - A CRITICAL REVIEW

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Abstract

Work-life balance is a balance between flow of managing time by use of technology and setting priorities in life. The aim of this study is to examine, what are the factors which are determining the work-life balance. The present study consists of secondary data collected from previous studies in the name of critical review of work- life balance to find out the main factors. Organizational policies with regard to work-life balance are maintained but are not enough. This paper will help organizations to update their policies to provide better living to employees and maintain a better work culture.

Key words: Work-life balance, job satisfaction, priority, life satisfaction, organizational policy.

1. Introduction

Work–life balance is a concept including proper prioritizing between work and lifestyle. This is related to the idea of lifestyle choice. The work–leisure dichotomy was invented in the mid-1801s. Anthropologists use a definition of happiness that is to have as little separation as possible between work and play. The expression "work–life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986.Every individual's life has multiple segments such as family, finances, social, self, spiritual, health and hobbies. In each of these life segments, an individual needs to devote certain period of time, energy and effort while major part of daily time, energy and effort is consumed in the work segment. Male and females play professional roles at work segment. Work-life balance describes the relationship between work and the commitments in the rest of life, and how they impact on one another. Employers, employees and government want to maximize participation in the workforce. However, in our demanding lives many people struggle to balance work and the responsibilities of caring for children, family members with a disability or elderly parents. For other workers it's often difficult to find time outside work for study, volunteering, taking care of their own health or participating in sport and recreation. There is no ideal work-life balance; everyone is different and the right balance may alter over time as families grow older and personal commitments change. Having options about how work is organized makes managing work and life demands possible by allowing employees to work in non-traditional work patterns and locations that better fit their personal commitments. Overall quality of life improves and businesses also benefit from employees' higher morale and commitment. For employers, the capacity to negotiate flexible work arrangements provides an antidote to loss of skills and experience and the high cost of recruitment and

retention in a competitive labour market. Employers who provide flexible work options immediately gain a competitive edge in the labour market by becoming employers of choice.

2. Concept of work-life balance

Work-life balance refers to a range of flexible working arrangements that go beyond employee's statutory leave entitlements. Work-life balance assists employees to combine employments with their family life, caring responsibilities and with personal life outside the work place (National frame work committee for work life balance policies, 2010). Work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual right to a fulfilled life inside and outside paid work in accepted and respected as the norm, to the actual benefit of the individual, business and society (Fleetwood, 2007). Torun defines work-life balance as establishing a successful balance between working obligations and personal commitments (Tour, 2004).

3. Objectives of the study

1.   The chronological evolution of work-life balance since early ages, and
2.   Determining the common factors behind work-life balance.

TABLE 1

Factors of Work-life Balance

S.No	Author	year	Factors Identified
1.	Greenhaus and Beutell	1985	Home-to-work and work-to-home. Facilitation and enhancement.
2.	Kapoor, Bhardwaj and Pestonjee	1999	Difficulties in maintaining balance between work and family and family responsibility.
3.	Greenhaus, et al.	2003	Individual's orientation across different life role
4.	Greenhaus, Collins and Shaw	2003	Different life roles, an inter-role phenomenon.
5.	Amanda M. Evans, et al.	2013	Life satisfaction, wellness and occupational success
6.	Anibirgit Raiden and Chirstine Raisanen	2013	Partner/wife and family storyline, work as priority story line and desire to pursue personal/projects, time management, flexibility, nature of work, desire to pursue personal project accounts.
7.	Caroline J.Gatrell, et al.	2013	Parenting dependent children, employment, gender and / or class and difference, allocation of household and childcare responsibilities.
8.	Alma Mc.Carthy, et al.	2013	Role conflict, job satisfaction, family satisfaction and turnover intension.
9.	NeelamYadav	2014	Comparison of the work load, working on week ends, comparison of the social life of

			employee of both sector, job satisfaction of women employees of both industry major cause of life imbalance, comparison of the work-life balance of employees of both sectors.
10.	Hiral Mehta	2015	Reduce absenteeism, reduce operation cost, increase productivity, how easy/difficult to take leave amount travel require, number of hours you need to work.
11.	Srinivaslakkoju and Jeyalakshmi	2016	Work-life satisfaction, support for work-life balance, work to family conflict, family to work conflict, work-life satisfaction and work to family conflict.
12.	Sana Saima and Mohdzohair	2016	Management policies, counseling sessions, work arrangements, personal factors, spousal support, personal responsibilities, social obligation and interaction health factors, actual context stress and turn over, working hours, managerial support, job sharing and co-worker support.
13.	Gargi Roy	2016	Work-life balance, spill over, enrichment, facilitation, compensation, segmentation, integration, work-life conflict, time based conflict, strain based conflict, behaviour based conflict.
14.	Susan Milligan	2016	Make vacation and expectation offer incentives, let employees help find solutions, be flexible about flexibility.

4. Conclusion

The implementation of work-life programs has both individual and organizational benefits. Effective work-life programs facilitate a symbiotic relationship between the employee and employer for mutual benefits. Employees who are better able to balance the demands on their time are more satisfied and content. Here, in this study most of the research papers mainly suggested the satisfaction as a factor of work-life balance. In turn they are able to perform better.

5. Reference

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