WORK-LIFE BALANCE – BALANCING THE RIGHT ELEMENTS: A CONCEPTUAL FRAMEWORK

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ABSTRACT

A lot of work has been done in this area, a lot of tips shared, many acceptable definitions have been framed. Even though this expedition to strike a balance have had a lot of minds work, the search still appears to be incomplete and has a huge force of human kind being pulled into this plague of being unbalanced. Could the reason be that the most important element of this search has been missed out or ignored inadvertently? A handful have hit the jack pot, few are on the acceptable path of concept, many are on a disillusioned track of achieving and millions absolutely oblivion even of the need.

Words from the wise: Catherine Pulsifer stated that “It is balance; we need it. The sad part is that some people pay more attention to their credit than they do to their own balance in life!” Further, Steven R. Covey mentioned that “Wisdom is your perspective on life, your sense of balance, your understanding of how the various parts and principles apply and relate to each other”. Betsy Jacobson has also clarified by stating that “Balance is not better time management, but better boundary management. Balance means making choices and enjoying those choices”.

In the process of work and in the process of life, one common element and the only common element is “the person”. Every individual functions at a physical, psychological and intellectual level. Therefore one should have the ability to strike balance between one’s mind, heart and body.

Key words. Stress, performance, positivity, personal – professional, health, career, meditation, exercise,

INTRODUCTION

Career of an individual predicts the level of satisfaction of their lives. Since a major part of a human awake life is spent at the work place, an individual’s quality of life gets influenced by the quality of professional life they have. Those who are happy at workplace have high quality of performance and the ones who are unhappy see their work as a burden and hence low on performance. People are considered as assets in any organization and a lot of efforts are taken to ensure that people are satisfied not only in their economic needs but also social and psychological
needs. Organizations are taking efforts to keep their employees not only motivated but also constructively engaged. Employees perform better when they are allowed to participate in managing their work and make decisions. To satisfy the new generation workforce, organizations need to concentrate on job designs and organization of work. Further, today’s workforce is realizing the importance of relationships and is trying to strike a balance between career and personal lives.

Organizations construct a lot of policies to ensure that the employees need in terms of physical and emotional are met. There are training programs to enrich the employees’ technical and soft skills. Organizations are also now extending support like counselling sessions to address psychological needs and to help them balance their work and personal life. It is been proved that a person who has a balanced work and personal life is not only a good performer but also employee.

**SCOPE OF THE STUDY**

Quality of work life has become the watchword in today’s industrial scene, because when there is proper quality of work life for the employees it will lead to the satisfaction of the employees. The findings of the research will help the management and also employees of the companies to understand the quality of work life. There are certain determinants of quality of work life as - Adequate and Fair Compensation; Safe and Healthy Working Conditions; Opportunity to use and Develop Human Capacities; Opportunity to Growth and Security; Social Integration in the Work Organization.

**PURPOSE OF THE STUDY**

The purpose of the present study is to determine the level of quality of work life of the employees in all the areas of work whether IT, ITES, higher education, governmental institutions, and so on. Further, this study aims at examining the relationship between the QWL and the job satisfaction.

**LITERATURE REVIEW**

According to B. Alireza et. al., (2011), the Relationship between Quality of Work Life and Demographic Characteristics of Information Technology Staffs Relationship between QWL and demographic characteristics of IT staff with objective Measure the relation between QWL and demographics. The aspect of QWL used as fair compensation, safe and healthy environment, growth and security, social relevance, life span, social integration, development of human capacities and age, gender, work experience income has taken as demographic factors. Data was collected from 5 IT companies over 292 employees. Results of the study showed that there is no
significant relation found between gender and QWL but positive significant relationship between IT staff and QWL, work experience and QWL and income and QWL.

D. Chitra et al (2012), also discussed about the employees’ Perception on quality of labor life associated in nursing job satisfaction in producing organization- am Empirical study. Three variables of QWL were used like significance, pessimism regarding structure amendment and self-Determination and job satisfaction. Take a look at used for the information analysis were correlation analysis, Barlett take a look and Kiase-Meyer-Olkin. The findings showed that three QWL Variables are considerably associated with job-satisfaction and perception of staff towards QWL additionally directly associated with Job-satisfaction. There is found to be no satisfaction towards operating surroundings, versatile work, and relationship with peers and superiors.

Chandranshu Sinha (2012), mentioned about the factors touching quality of labor life: Empirical proof From Indian Organizations. Sampling size was taken for this analysis was a hundred workers and Career growth & development, structure Culture, emotional superordinate support, versatile work arrangement, worker motivation, structure commitment, job satisfaction, rewards and edges and compensation used as a dimension of QWL. Data was analyzed through Emperor Meyer Olkin that verify the sufficiency of the sample size and Bartlett take a look at of roundness was calculate the significance of the matrix and correlational analysis in keeping with this analysis paper comes on conclusion that profit of self-made organization isn't achieved at the expense incurred to the worker by organization.

R. Indumathy et. al., (2012), studied on quality of labor life among staff with special respect to textile industry in Tripura district – a textile hub to seek out the activity adopted by the organization to enhance the QWL. The analysis style was chosen as descriptive in nature. The sample size taken to conduct the research was sixty staff out of the 600 staff. For this study, the sampling technique was convenient sampling. Structured interview schedule was used for primary knowledge assortment and chi-square analysis, weighted average score and straightforward wear used for the info analysis.

S. Mortazabi (2012), studied the Role of the Psychological Capital on Quality of labor Life and organization performance. Knowledge was collected from nurses of 4 hospitals during which two hospitals were non-public and two hospitals were public. Sample size was 207 nurses that were designated sampling technique and Self efficacy, Optimism, Hope, Resiliency, Survival wants, happiness wants and data wants square measure treated as exogenous variables and Psychological
Capital and QWL square measure treated as endogenous variable. For knowledge analysis researcher used scale means that, irresponsibleness, and inter-scale correlations. One in every of the foremost vital factors that plays positive role is Psychological Capital of human resource of that organization. Analysis shows that Psychological Capital may be an additional state-like issue than temperament traits and QWL has positive and important relation with organization performance.

Aloys N. K. (2013), mentioned on operating atmosphere Factors that have an effect on QWL among attendants in gasoline Stations in Kitale city in African country. The target was to spot operating atmosphere have an effect on QWL. The method used was reconnoitring with constant of co-relation take a look at for knowledge analysis. Findings showed that positive co-relation between work atmosphere and mode of QWL job enrichment, job rotation, autonomous, flexible working time, work groups, career growth and development, relation with supervisor. The result showed that there is no significance relation between expertise, career growth and development. There was the foremost vital relationship between work atmosphere and structure trust then physical atmosphere. The link between colleagues and supervisor affects the work atmosphere on QWL.

Seema Arif et. al., (2013), investigated QWL Model of academics privately universities in Pakistan and therefore the objective of this analysis were to search out the size of QWL that affects the life and angle of academics at personal universities and perception of QWL. Knowledge collected from the easy sampling survey with the test applied as correlational analysis and binary supplying regression. During this analysis five hundred questionnaires were flow into and 370 came within which ten was incomplete and seventy-two respondents achieved. Variables used like QWL, value of work life, work climate, work life balance and satisfaction, attitude, perception Dimensions of work life such as: work life climate, work life balance, satisfaction with relationship in life were the foremost issue that give the form of work angle and worker perception of overall QWL used as a Variables. The result showed that low satisfaction with relationship in life (RLT), QWL and work life balance and price of work enhancing the one’s self worth. When browse this paper conclusion, it's clear that relationship in life and work life balance is most important variable for satisfaction.

Jerome. S. (2013), also studied on quality of work time of staff at Jeppiaar cement personal Ltd. to search out the factors measurements of QWL. Fifty respondents from two hundred sample size
respondents were elite from the workman classes that the investigator adopts the easy sampling technique exploitation the lottery methodology. Variables used for this study: compensation, work atmosphere, relation, job satisfaction, safety and healthy atmosphere, welfare and Opportunities to be used and Development of Skills and talent. For the info analysis investigator used Karl Pearson constant. Result showed that there's no vital relationship between instructional and QWL and no vital relation between the financial gain and QWL. There is no vital relationship between the age of the respondents and their overall quality of work life and no vital relationship between the academic qualification of the respondents and their overall quality of work life.

G.S. Sandhya Nair (2013), worked on a study on the effect of quality of work life on organizational citizenship behavior– with special reference to college teachers is Thrissur district, Kerala. Eight dimensions of QWL were used for study: Adequate and fair compensation, Safe and Healthy Environment, Growth and Safety, Social Integration, Social Relevance, development of human capabilities, Constitutionalism and Total Life Span and 2 dimensions of OCB: conscientiousness (job dedication) and altruism (helping co-workers) was used as variables. It is a descriptive study and used Inventory to collect required information. The sampling method used in this study is purpose sampling which means sample were selected by the researcher subjectively. T-test was used for the data analysis. The result showed that there is a significant difference in the effect of the QWL on the OCB between Men and Women. The women reported to show higher level of conscientiousness (Job dedication) when compared to men and other one is a significant relationship between the Quality of Work Life and Organizational Citizenship Behavior based on Altruism (helping co-workers).

Sorabsadri & Conrad Goveas (2013), studied on sustainable quality of work life and job satisfaction among employees engaged in the freight forwarding and clearing house in Mumbai and observation observed through data collection and chi-square used for the data analysis. The results showed in this study that different factors of QWL such as Safe and Healthy Working Conditions, Adequate and Fair Compensation, Opportunity to Utilize individual skills and talent, Develop Human Capabilities, provide Career and Growth Opportunities varies according to the employees’ perception and job satisfaction depend upon the way of perceived the dimensions of QWL.
OBJECTIVE OF THE STUDY
Living, adapting, responding and emoting are complex processes. There are times in an individual's life when they find themselves overwhelmed and unable to deal with their life, resulting in depression, stress and anxiety over events in their life. This starts to affect their relationships, work and day to day functioning and over all well-being. They have no clarity of thoughts, don’t know what they need and feel helpless to overcome their issues.

The objectives of this paper are:

- To improve employee satisfaction
- To improve physical and psychological health of employees which creates positive feelings
- To enhance the productivity of employees
- To reinforce workplace learning
- To be able to improve management of the ongoing change and transition
- To build the image of the company as best in recruitment, retention and in general motivation of employees

RESEARCH METHODOLOGY
This study aims at collecting data through Focus Group and in-depth interview has been conducted to build the model. Sample size of the study was 11 focus groups that were formed to get the output of the study. Finding and conclusion are drawn from the same.

FINDINGS OF THE STUDY
It is impossible to experience work life balance without being able to balance one’s body, heart and mind. If a person is unable to handle it well then it can cause lasting physical, psychological, emotional and intellect damage. On the other hand, managing and balancing these three elements can combat stress and negative effect caused by imbalance.

Risks of Imbalance Body, Mind and Heart

- Effect on body – Poor health. Some of these are Repeated Stress Injuries, Diabetes, Hypertension, Insomnia, Impotency, Cardiovascular Issues, breathing problems such as Asthma and Wheezing, Spondylitis, Muscular Skeletal aches, Stokes, constant body ache, digestive issues, acidity and general illness, neurological problems like Cerebral palsy, insomnia, cancer. Obesity, lethargy

- Effect on heart – Low on emotional quotient. This would include constant feeling of negativity, blaming oneself/others, low esteem of one self, lack of confidence, fear of any
change/fear of accepting something new, constant conflict with oneself and with people around (family, friends, work place), no self-awareness and self-motivation, indulging in anti-social acts and negative vices, anxiety

- Effect on mind - Poor performance, lack of productivity, failed professional life, no inclination towards learning and development, psychological and neurological problems like Alzheimer, Bipolar disorders, hallucination, Schizophrenia, Parkinson disease, depression, and self-doubt.

Benefits of Balanced Mind, Body, Heart

- Benefits on Body – Improved health, no ailment or diseases, Good sleep, Balanced nervous system, good digestion, energized
- Benefits on Heart – Relaxed and motivated outlook, self-aware, strong and matured relationships in personal and professional life, confident and positive, no anti-social or negative vices, positive towards any change that manifests, good communicators
- Benefits on Mind - Sense of fulfilment, increased productivity and performance, successful career, inclination to constant learn and develop oneself, psychologically sane and no mental disorders, strong moral values, and creativity.

CONCEPTUAL FRAMEWORK

This study adopted the following variables for examining work and non-work life balance and health & well-being in enhancing Job satisfaction and job security. The present study includes Independent Variables as- Job satisfaction and Job security. The Dependent variable included are- Quality of work life. The study also includes some of the Demographic variables as- gender, age, marital status, education, experience, and salary.
Health and Wellbeing. Health and well-being of QWL are discussed with physical and psychological aspects of a private life in any operating setting. Physical health problem and psychological disorders increase once the pressure at work is increased. Stress causes issues to the muscular system and circulation so, increasing the risk of infarction that is well documented in neurotic studies.

Job Security. QWL represents strength of the organizations to supply permanent and stable employment regardless of the changes in work atmosphere. Hence, providing a way of security is vital especially within the work atmosphere where several aspects of jobs may be outsourced.

Job Satisfaction. The activity element present in the associates in nursing employee’s activity tendencies toward his or her job. The action of attending work frequently, operating laborious and meaning to keep within the organization for long amount of your time shows the positive behavior that indicates job satisfaction. In distinction, negative activity outcomes reveal discontentedness in job. Job satisfaction of Associate in nursing worker differs in that means and importance in relations to the aspects of Work.

Work and Non-work life Balance. A major part of QWL, that is vital for each the workers and therefore the employers, is the relationship between work and home life. In associate degree increasing competitive setting, it is difficult to separate home and work life. workers these days square measure a lot of doubtless to specific a powerful desire to own a harmonious balance among career, family life and leisure activities. This has been recommended at the international level the necessity for national policies in several countries.

CONCLUSION OF THE STUDY
Prior the research, various techniques have been promoted to be able to maintain work-life balance, this research highlights the importance and the techniques of balancing the right element which is an individual himself/herself in both their personal and professional lives.
Allocating require time for every aspect of life to be managed duly and not to reflect the problems of one part of life to another, is a person who has successfully achieved balance.

MANAGERIAL IMPLICATIONS OF THE STUDY
In order to decrease the negative consequences of work –life balance in working individuals, family friendly organizational culture components like – flexible working hours, child care, elderly care schemes, home working, job sharing, etc. have been introduced. Alongside an arrangement
to take regular self-assessment on physical, psychological, emotional and intellect should be introduced by organizations, institutes and social groups. Skilled and trained groups/teams should be made not only to conduct assessments but also to interpret, help the person decipher the assessment and give advice/build a roadmap.

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