

# Work-Life Balance and Organizational Performance

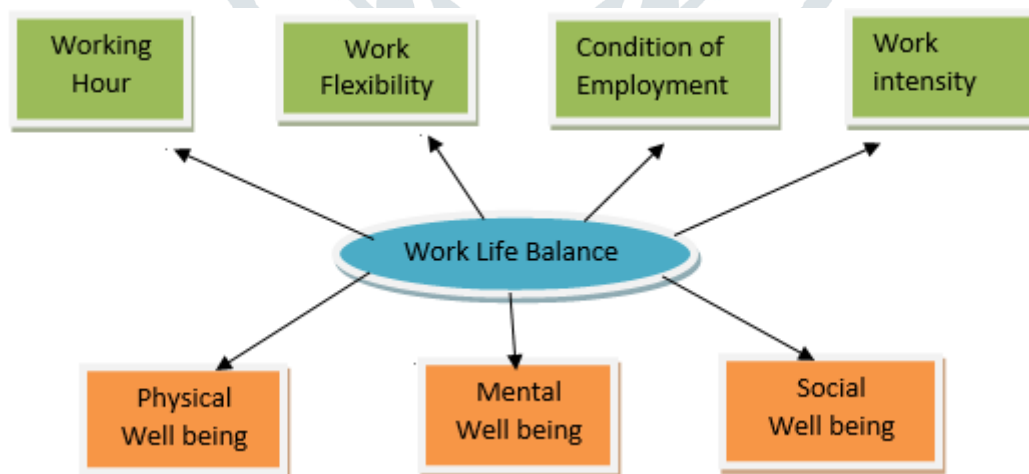
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**ABSTRACT:** *Work Life Balance (WLB) is a central topic that needs to be tackled in the rapidly changing world. The goal of this paper is to define the working life balance (WLB) relationship with organizational productivity. Organizational efficiency 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 verified the WLB relationship and the organization's competitiveness, in addition to the WLB program of the organization, is connected to pride and job satisfaction at the workplace. The present paper notifies the gap in literature related to the WLB and productivity in association of the job 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. Working workers face the same challenge in balancing their work and non-working lives. 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 [1] . The factors affecting the individual's work life have been shown in Fig .1.



**Fig. 1: Factors Affecting Work Life Balance**

An individual's entire day was split into two parts, the first time spent at work and the second time spent other than work. Basically, to earn their livelihood and fulfilling human will, everyone needs some jobs to spend a luxurious life or save enough money for old age or even earn full responsibility for parents, children and other social welfare. Typically append at work is the time to travel to the office, and work time there, sometime a person has to work for long hours to fulfil professional devotion, even if he has to

travel within the city or outside the city to finish the project that depends on the 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 [2].

An individual has many obligations in his life and all of these must be fulfilled in full, whether these responsibilities are related to work life or even to his non-working life. In addition to this, a person has to meet the needs of his family members as his obligations to his partner, children or parents as well as siblings; a person has a lot of social and political responsibility. At the workplace, on the other hand, one is bound to fulfil one's professional obligation to both his job and his organisation. There are so many occasions where a subordinate looks to his colleague for the undesirable problems to be addressed. This is the prime duty of an individual to perform his responsibility with utmost care and great dedication, reason behind this is that the overall developments of a country depend upon the growth of its industries, which in turn, results of a good life and high living of the country man [3].

To find out about the contradictions between work and non-work life, a variety of research studies have been conducted. Roughly, the time at work and time outside the job have been split into all people's time. Most of the expectations showed that work and non-work time are extremely incompatible with each other, and in order to reconcile both, one has to be very conscious. If it's a work place or no work time with family, everybody needs to be fine. But there are several times when a person has to compromise due to the high work demands with his no work time. It is very common to face the family work conflict or work family conflict and the focus of the study not only to discuss the conflict that comes because of the high demand of a person at work place but also the enrichment of the work and family time when both are works in coordination of each other in addition to point out the advantages of the balance the work and non-work 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, 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 [6]. 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].

## IMPORTANCE OF THE BALANCE BETWEEN THE WORK LIVES



**Fig. 2: Attribute To the Work Life Balance**

An 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 [8]. 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.

The proper balance between the wok life is important to enrich the life and enrichment is not only counted in only monetary term but also included the mental peace and stability in the personal and professional life [9]. The non-work life includes the mental and physical wellbeing apart from the family environment, friends and community relationships. 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.

It is important to be punctual and get the normal pattern for outdoor activities and participation in yoga; otherwise, there is no logic for doing yoga and all other physical activities. It is therefore important to get the busy schedule some spare time to keep the body and mind safe regardless of the hectic daily routine [10]. Similarly, one has to invest time in order to maintain a healthy relationship. In one's life, the relatives and the meaning of the relationship have a greater importance as the person is a social animal. The companion ship of the relative and friends has its own place in life apart from the monetary wellbeing.

## 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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