

WORK LIFE BALANCE

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ABSTRACT

Work life balance means spending 50% of time with family and 50% of life in work. Most of the men and women working as full-time reported that their job demands interfered with their family life. This paper attempts that hazards linked with unbalanced work and home life.

Key Words: Productivity, profitable, unbalance, hazard, motivate.

1. Introduction

Work life balance is run a life with a healthy balance in profession as well as with family. The way of balancing work life is by avoiding grinding unwanted that happen in and around in the environment.

2. Work life balance

Now-a-days demanding work culture it is very challenging to maintain a healthy work life balance. Changing of business trends, heavy competition and loss of profit, the employees can face strong pressure in their daily work. They have to ensure that their spending time in the working place is more productivity and much profitable. According to those factors, employee can face a tough to balancing their professional career, good health and happy family life.

According to Steve Jobs, "Your work is going to fill a large part of your life and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do."(1) Now it is a great question mark that whether people love their job?

3. Statistical Report

A statistical survey of Glass door states that, the work life balance has decreased over the span of six years, between 2009-2015. During the survey employee reporting an average work life balance satisfaction rating of 3.5 in 2009, 3.4 in 2012, and 3.5 in 2015.(2) 33% of employees face difficulties in work life balance. (3)

4. Common factors of unhealthy work balance

a) **Without relaxation:**

By working long time without relaxing the body will cause health issues like mental health problems and physical health problems. People working 10-12 hours frequent breaks will leads to different diseases such as poor eye sight, memory loss, spinal disorders, heart diseases, etc.

b) **Poor environment:**

A lack of balance will create conflict at home as well as in profession. Also egos arise in the working place will make the employee to work with unsatisfication and unhappiness.

c) **Mental stress:**

Too much of responsibility and heavy work pressure will cause performance to suffer. It will lead the person to be mental disorder.

d) **Financial loss:**

The impact on health and productivity takes a financial toll on both individual employees and organizations.

e) **Miss family:**

There is no time to spend with their family.

5. Benefits of work life balance:

* **Greatest productivity:**

Working short time will actually increase productivity in the long term. In addition a survey that proves employees who take short, frequent breaks are more productive than employees who only take a single break or work all day.

* **Improved mental and physical health:**

A balanced life style increases personal awareness, allow everybody to identify potential health problem early. By changing a balanced life style will improve health and helps to develop the body and mind.

*** Increase Morale:**

Employees expect a reward from the organization for his/her hard work. According to several surveys, work life balance improves happiness and overall job satisfaction.

Ways to increase productivity:**❖ Take healthy breaks:**

Take time to refresh yourself by doing exercises and meditation.

❖ Take enjoyable breaks:

Taking a few moment relaxing by chatting with friends or by seeing internet will increase the productivity by 9 %.(4)

❖ Take time off:

Do not miss the vacation days. The vacation days make the employee to refresh their mind and it will make them to do the work sincerely and satisfaction of the higher official.

Conclusion:

According to Thomas Merton, "Happiness is not a matter of intensity but Balance and Order and Rhythm and Harmony." A healthy balanced life will motivate anyone to make necessary changes and will improve the lives of individual employees as well as the company. If employee leads a balancing life it will reflect in the company by increasing productivity, health and morale. Life is all about balance, too much and too little can kill. The best way to balance life is by setting your boundaries in learning to say enough. (5)

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