**Work Life Balance- Necessity for Happy Life**

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**Abstract:** “Juggling competing demands is tiring if not stressful and brings lower productivity, sickness, and absenteeism, so work/life balance is an issue for all employees and all organizations.”

Today’s society is full of conflicting responsibilities and commitments; work/life balance has become a predominant issue within the workplace. Three major factors contribute to the interest in, and therefore the importance of, serious thought of work/life balance: 1) world competition; 2) revived interest in personal lives/family values; and 3) an aging workforce. Analysis suggests that forward-thinking human resource professionals seeking innovative ways to reinforce their organization’s competitive advantage within the marketplace could realize that work/life balance challenges provide a win-win solution. This paper emphasizes on strategy and elements of work life balance along with examples of some Indian company which attempt to maintain work life balance of their employees.

**Keywords:** work/life balance, work/life conflict, Strategy, win-win.

**I. INTRODUCTION**

Work – Life Balance

Work-Life Balance doesn’t mean an equal balance. It suggests that the capability to schedule the hours of skilled and private life thus lead to a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women relating to their age to work in organizing and balancing their work and private life. Once woman achieves a roaring work-life balance, she has job satisfaction and becomes extremely committed and productive and succeeds in her career. But, in sure cases the women is not ready to succeed owing to incapability in balancing her work and private life. She is unable to line her priorities. As a result she withdraws from her work due to simple reasons like taking care of her children, aged in laws/parents, and alternative family pressures. If the person is ready to share a number of her responsibilities, she would achieve success women. With the advancement in technology, and education and revolution within the industrial sector, there has been a trifle amendment in Indian men too. Each the partners got to schedule their operating hours and private hours in order that they lead a professionally and in person healthy life. The women ought to conjointly educate her children to share responsibilities to form life higher and fruitful.

**II. REVIEW OF LITERATURE: Work-Life Balance**
J. Redmond et al. (2006) most popular, Work-Life Balance owing to the actual fact that it encompasses the experiences and want of parents and non-parents alike, and are a lot of progressive theoretical framework during which to rely on new ways of living and working that are satisfactory to all. In practice, it involves “adjusting work patterns so that everyone, no matter of age, race or gender will realize a rhythm that permits them more easily to combine work and their alternative responsibilities and aspirations” (Pillinger 2001: 1). Supriya (2010) have highlighted Work-Life Balance across genders and located that each men and women are experiencing work life imbalance. Though after Liberalization, several Indian organizations are introducing varied Work-Life Balance practices like flexi times, part time work, and provision for child care facilities that are facilitated in varied developed countries it is found that imbalance still exist among men and women in each organization. Kadam (2012) defines Work-Life Balance may be a subject, during which increasing interest in academic literature, legislation and public discloser. Work-Life Balance may be a broad conception as well as correct prioritizing between, Work like career and ambition, on the opposite hand and Life like health, pleasure. Work-Life Balance suggests that, important daily action and pleasure in every of four life quadrants work, family, friend and self. The expression Work-Life Balance was initially employed in the United Kingdom in the late 1970s to explain the balance between an individual’s work and private life. In the United States, Work-Life Balance was first employed in 1986. Pandey (2012) defines Work-Life Balance may be a state of equilibrium during which the demands of each a person’s job and private life are equal. Companies HR People are finding the innovative concepts to urge the win-win scenario. Effective Work-Life Balance policies are valuable to business and organizations for a variety of reasons as well as reduced employees turnover rates, changing into a decent employer or an employee relations, increased return on investment in training as employees keep longer, reduced absenteeism and sick leave, improved morale or satisfaction, larger employees loyalty and commitment and improved productivity. An employee with higher Work-Life Balance can contribute a lot meaningfully towards the organizational growth and success.

III. RESEARCH METHODOLOGY

Data Collection: Data has been collected through secondary sources like websites, journals, and books.

IV. TWO KEY ELEMENTS NECESSARY FOR SUCCESSFUL WORK-LIFE STRATEGY OR TWO LEGS OF THE WORK-LIFE STRATEGY

Until recently, most organizations have taken a one-sided “systems” approach to their work-life efforts. Their focus has been on adopting organization policies, benefits, and procedures to unravel the work-life-balance drawback. Although useful, the systems approach overlooks a vital fact: At its core, work-life balance is lot of personal issue that affects the organization than it is an organizational issue that affects the individual. The systems approach asks, “What will the organization do to make a more robust work-life balance for the individual?” The other half of the work-life strategy, the “individual” approach, asks, “What will individual employees and managers do for themselves to make their own best work-life balance?”

In the work-life strategy ladder at Work-Life Strategy Ladder, the rungs of the ladder represent your organization’s reasons for addressing work-life balance within the initial place. You would like to climb the ladder, beginning out with the recruiting rung. Once new staff is recruited you would like positive retention, higher productivity, attitude/morale, nice customer service, and current employee commitment, all of which can generate higher revenue and record Profits for businesses or exceptional levels of service for governmental and noncommercial organizations?

The Left Leg of Your Work-Life Strategy--Implementation Opportunities
The systems approach is that the left leg of the ladder. If your organization is like most, you have already built a reasonably solid left leg. You have health insurance, vacation time, varied edges, and probably EAP or teaching programs or versatile work policies. It is vital to reinforce what you have, however it may also be valuable to implement some artistic, potentially quick-hit opportunities that have evidenced to have a high impact in certain organizations.

Keep in mind that something you advocate and implement should be consistent with the business objectives of your organization. Here are ten choices for the systems leg of your strategy.
Reinforce through higher communications what you are already doing. Most companies’ work-life edges, procedures, and policies are isolated from one another. Pull them along and publicize them as your work-life package. At a minimum, post them on your site as a package.

2. Get rid of internal Friday-afternoon conferences. With full support from management, this policy alone will bring terribly fast and positive results.

3. Provides a half day off on Fridays if the individual has place within the progressive hours earlier within the week and assuming that no outside customer meetings are scheduled.

4. Endorse working from home one day per week.

5. Provide subsidies for off-site exercise.

6. Produce and support athletic groups. Think about underwriting part of the expense.

7. Offer one or two days off with pay for approved community involvement.

8. Produce and encourage an annual or quarterly “bring your family to work” day.

9. Establish a “disconnect from work” vacation policy—no cell phones or laptops.

10. Produce a lot accommodating “on- and off-ramp” policy for people who leave the firm, particularly if it is to spend time with family. Once they show interest in coming back, make it simple for them to urge back on wherever they left.

Some of this stuff will be quick-hit opportunities to reinforce the left leg, systems aspect of your work-life strategy. However it is critically vital for you to recollect that.

A One-Legged Ladder Won’t Get Up

Even with the foremost comprehensive programs, the systems approach won’t stand by itself. With just one leg, your work-life ladder can fall. You won’t be ready to climb up to the retention, morale, and revenue rungs you were targeting.

The right leg of your work life- Individual Differences

The right leg is important as result of the most effective work-life balance is completely different for everybody. The most effective work-life balance for you is completely different from that for your co-worker, or your boss or your neighbor. For some, operating long hours creates worth and balance in their lives. For others, it is not a routine they will fruitfully or agreeably maintain. Additionally, the most effective work-life balance changes for every individual over time. A decent work-life balance for somebody beginning his or her career is completely different from that for somebody getting ready to retire. A decent work-life balance for somebody who is single with no children is different from that for a one parent with two children. Your own best work-life balance can change, usually on a daily basis. As a result, your company or organization cannot produce the most effective work-life balance for you. As individuals, we must find and built it for ourselves.

Brad Harrington, the director of Boston College’s Center for Work & Family, has mirrored on past efforts. He says, “Work-life balance comes down, not to an organizational strategy, however to a personal strategy. Usually organizational ‘programs’ value a great deal of money and miss the mark for the individual, or at least most of the individuals. We have got engineered in-house child-care centers that need an oversized investment in bricks, mortar, and staffing. They produce lots of visibility. However at the end of the day, what concerning the 9 out of 10 individuals who don’t have kids between 1 to 5”?

Harrington is not saying that these left-leg programs do not bring worth. Instead he reflects that what we want now could be “something that takes it all the way down to the individual level–more facilitate to the individual to assist them sort it out for themselves.”

As a result, for many organizations the key work-life strategy question becomes, “What will we tend to do to support that right leg of individual responsibility, answerability, and action that touches everybody? However can we ensure all managers and individual contributors have the talents and a standard language to positively sort it out for them”?

The Future of the Individual Approach

The solutions to those queries have begun to come about. Over a decade of analysis by the Ford Foundation, WorkLifeBalance.com, and others shows exciting results from advancing a “dual agenda” of rising organizational effectiveness and enabling managers and individual contributors to integrate work and private life fully and positively.

Research has shown that the relative skills required for higher interactions with family and friends and therefore the skills immersed in more and more team-oriented work environments are very similar. Developed, on-the-job skills in dealing more effectively with internal and external customers are transferable to off-the-job relationships contrariwise. Similarly, time-, project-, and activities-management skills learned on the task are transferable to accomplishing family, personal and community objectives similarly.

Put in our own way, developing great off-the-job skills may result in great on-the-job skills. This is often true both for leaders and individual contributors. Managers and supervisors who develop skills that work for them as individuals are higher equipped to respect the importance of their employees’ work-life decisions and to advise their employees on those choices.
The dual agenda of better organizational effectiveness and better personal work-life balance is created potential by the win-win method of dual-purpose work and life learning.

V. WORK-LIFE BALANCE IN INDIA

- **Intel India’s Hospitalization Insurance** covers maternity insurance for employees and their spouse from day one. In the case of pregnancy, Intel India permits each female employee a paid maternity leave of 84 days.

- **IBM India offers its employees choices** like versatile work time schedules, working from home, part time employment, family guidance, and leave of absence programmes underneath WLBPs. IBM’s policy manual says that the organization is serious concerning serving employees to accomplish career balance. Alternative provisions include study reimbursements, world opportunities, recreational activities, clubs and serving to employees deal with life events, from getting married to taking a career break. Work/Life balance may be a strategic initiative that helps IBM to draw in, inspire and retain the perfect talent within the technology business.

- **Zensar Technologies provides child care arrangements** like creche facility to its employees. It arranges —Pizza and Coke in a casual meeting wherever associates (they refer staff as —associates) will meet their seniors and discuss something and everything. It has a facility known as —Madat Online a 24/7 service that is available for employees to require care of number of their personal day-to-day activities (e.g. dropping cheques, drawing cash, pay telephone bills and school fees of employees children). It provides information services like information relating to housing/education facilities for children. It organizes stress management programmes, arranges social events like family day and fun days at work often.

VI. CONCLUSION

To craft effective solutions to work-life imbalance and job stress, decision-makers want solid proof on the scope and nature of the issues they face. Work/life programs have the potential to considerably improve employee morale, reduce absenteeism, and retain organizational knowledge, notably throughout troublesome economic times. In today’s world marketplace, as companies aim to reduce costs, it falls to the human resource skill to understand the vital problems of work/life balance and champion work/life programs. Be it employees whose members of family and/or friends are known as to serve their country, single mothers who are attempting to boost their children and create a living, generation X and Y employees who worth their personal time, couples troubled to manage dual-career marriages, or companies losing vital knowledge when employees leave for alternative opportunities, work/life programs provide a win-win scenario for employers and employees.

REFERENCES

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