

## “Challenges of Work Life Balance Faced in Private Sector”

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### ABSTRACT

Work Life Balance Play a vital role in Employee life, as increasing demand for new products, technological advancement, intense competition, Longer working hours, hectic schedule, customer satisfaction etc. between the various private sectors will create a stress and pressure in the mind of the Employee to perform well. These all factors will affect not only the professional terms of employee but it has impact on the personal and mental Health of the individual. As we know private sector have take a vast growth from past few decades in terms of working and the individual working globally with it has to face a lot of stress during working as inclusion of various schemes not only at national level but also at urban level. Now a day's private sector not only have Traditional working but it also includes a lot of other new schemes and services to fulfill the customer needs, this will make employees have to work for longer hours and their work life balance will become misbalanced that lead to burnout, depression, insomnia etc. **When high pressure jobs are paired with a big paycheck, individuals can find themselves launched into a new socioeconomic class, where they suffered a lot from the misbalancing consequences**

### KEYWORDS

Worklife, Personal, Professional, Misbalanced, Socioeconomic class.

### INTRODUCTION

In a society filled with conflicting responsibilities and commitments, work life balance has become a predominant issue in the workplace. Three major factors contribute to the interest in, and the importance of serious consideration of work life balance is :

- 1) Global competition.
- 2) Renewed interest in personal lives/ family values.
- 3) An aging workforce.

Work Life Balance is a state of equilibrium in which the demands of both a person's job and personal life are equal. Work-life balance is the maintenance of a balance between responsibilities at work and at home. Work-life balance is a state of equilibrium in which the demand for both professional and personal lives is equal. The present globalized world makes the employees like busy bees who are loaded with multiple roles such as employee, mother, Father, etc. Taking care of their children, meeting the parent's health needs, fulfilling the desires of the family members, etc have become difficult and challenging for all the

employees. The reason behind this struggle is that they are being challenged by the demands of their organization versus the commitments of their home. In order to balance work and family, the employees have to plan their career effectively. As work demands have increased and longer working hours have become the reality, work-life balance issue has gained increasing attention. Generally, promotions are tied up with transfers and working for late hours. Due to the significance of this industry, it is necessary to evaluate the work-life balance of this sector.

Work-life basically refers to the proper prioritizing of an individual between his work or career and his personal life or lifestyle. You may hear other people talking about how they have to balance their work and family. Work-family balance is merely one of the many aspects of having what we call a work-life balance. Any person's life revolving around four quadrants: they are family, friends, work and self. Work-life balance includes as an employee will work with happiness in sync with his Family, Friends and self.

As an increasing pressure of work, all the three personal things: Family, friends and self became misbalanced. It became a necessity for a person's life to manage it by own. Some companies also provide some idea about reducing work pressure among the employees as by using compressed work week, flexy time etc to make employees comfortable so as to he is doing his professional as well as personal chores in a smooth manner.

According to author and journalist [Paul Krassner](#) in an interview in 1963, "one of the aspects of happiness is when you can make as little distinction as possible between your work and your play".

So the concept of work-life balance is more prone as it will impact the health of the employees. Work-life balance considers attitude of employees towards their work and life affairs, so, good work-life balance is the need of the current era. Providing work-life balance facility, allows employers to appear employee friendly. Currently the studies of job satisfaction and work-life balance go hand in hand.

In the words of Jim Bird, CEO of [worklifebalance.com](#), work-life balance does not mean equal balance between professional and personal life. It is careful synchronization of an individual's varied pursuits that may include family, work, leisure, social obligations, health, career and spirituality. While some of the pursuits need greater attention, others may require lesser focus. Striking a fine balance by prioritizing these human quests will result in work-life balance. It is individual specific and keeps changing over time.

According to Stewart Friedman - Professor of Management and Founding Director of Wharton School's Leadership Program and of its Work-Life Integration project - "a one size fits all; mentality in human resources management often perpetuates frustration among employees. It is not an uncommon problem in many HR areas, where, for the sake of

equality, there's a standard policy implemented in a way that is universally acceptable, even though everyone's life is different and everyone needs different things in terms of how to integrate the different pieces. It's got to be customized". Friedman's research indicates that the solution lies in approaching the components of work, family, community and self comprehensive work.

### **MISCONCEPTION ABOUT WORK LIFE BALANCE**

1-It doesn't mean to blend all in one:-

We have to understand the concept that we can't blend our play and work in one form; we know the difference between both our professional and personal responsibilities.

2-Work life balance is not fixed at all time:-

Work life balance wouldn't be same for all phases of life it need to be changed as priorities has been changed, we can't expect the person having 30 years of age and the person having 50 years of age or a Bachelor and a married person have same level of work life balance as this factor will create a change in the balance of work life.

3-One size doesn't fit all:-

It hasn't necessary that the situation for work life balance will be same for all persons, it has been different for different persons, as people from different culture, value and lifestyle etc. so their approach will be their own to achieve the balance between both professional and personal front.

4-Work life balance doesn't mean equality in work or Personal front:-

It doesn't mean that to maintain a work life balance you have to make an equal proportion of both for work and for personal upfront, that means suppose you have to spend 8 to 10 hours to complete your work so merely it doesn't mean that you have to spend 8 to 10 hours in your personal front to maintain a proper balance, it can be distinct.

### **IMPORTANCE OF WORK LIFE BALANCE**

1) HELPFUL TO RELEASE TENSION, STRESS AND ANXIETY:-

Work life balance makes the person more balanced in their personal and professional term so he can perform his duties and responsibilities in a proper way so as it helps to release tension, out burn, stress anxiety issues etc.

2) BRING INCREASE IN PRODUCTIVITY:-

Work life balance bring in increasing productivity of a person as it helps to make balance between career and family, so employee perform well in every aspect of life.

3) IT HELP TO CREATE JOB SATISFACTION, BOOST MORALE AND MAINTAIN HARMONY:-

It will help to maintain cordial relationship between the family, friends and work so as to create job satisfaction by which employee get motivated to do the work more efficiently.

4) IT HELP FOR SELF ASSESSMENT:-

Work life balance is helpful in self assessment to know and make person understand about their life goals and career goals and make them understand to how make proper way to achieve them.

5) IT HELP TO MAINTAIN CORDIAL RELATIONSHIP BETWEEN EMPLOYER AND EMPLOYEE:-

If there have a proper policy for work life balance related to individual Employee it will help to maintain its loyalty toward organization and reduce job dissatisfaction thus help to maintain a cordial relationship between Employer and Employee.

**FACTORS AFFECTING WORK LIFE BALANCE**

1) ORGANIZATIONAL ISSUES:-

Organizational policies will lead to or helpful in maintaining proper work life balance. Organization interest toward Employee benefits and understanding about their need will lead to greater balance in the employee working, rather than if Organization frame rigid policies towards employee make them more stressed and misbalanced their situation

2) BURDEN OF WORK:-

Work is necessities for the survival and growth of any individual, but excessive burden and work pressure will create an high anxiety level among Employees and they have greater impact on their professional and personal fronts.

3) LONGER WORKING HOURS:-

Longer working hours will lead to tiredness among individual thus they haven't perform their all duties on the same day of a week that lead to outburst of anger and will impact the working efficiency of the individual.

4) NO TIME FOR ONESELF:-

An Individual has to travel along long distance for performing their duties they goes early and came late, thus they don't get a time for self or to pursue their own hobbies or interest rather than work that create a frustrating scenario in the minds of the individual and make more stressed and hatred toward his job which lead to misbalancing of their work life.

**OBJECTIVES OF THE STUDY**

- 1) To know the impact of Work life Imbalance in the Professional and Personal Uprfront of the Employee in private organization.
- 2) To know the Intensity of High Employee turnover and job dissatisfaction in a Private Organization.
- 3) To know the Factors affecting Work life balance.
- 4) To find the consequences of poor work life balance impact on an employee life.

**LITERATURE REVIEW**

- 1) Singh S. (2013) mentioned Role stress theory in his paper Titled "Work- Life Balance: A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance.
- 2) Murthy M. and Shastri S. (2015) observed various issues in Work Life Balance of Parents in the paper titled "A Qualitative Study on Work Life Balance of Employees working in private sector", like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, not able to give time to spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play at home.eg. as a mother or as a daughter in law.
- 3) Shalini and Bhawna (2012) reported in their study, "Quality of work life balance" is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.



- 4) Lazar I. (2010) in paper titled "The Role of Work Life Balance Practices in Order to Improve Organizational Performance", showcased that everyone benefits from good practice in work- life balance. For instance: business through easier recruitment, improved retention, and easier service delivery, as the labor market grows more skilled and experienced people are available to work; parents and careers, who can spend quality time at home as well as providing financial support through work; people with disabilities, through improved access to work; and the workforce generally where they are better able to balance their work with other aspects of their lives.
- 5) Holly S. and Mohnen A. (2012) in the paper titled "Impact of working hours on work-life balance" connected working hours and satisfaction with desirable work-life balance. This balance is specific to each person and relates to satisfaction with a job and all other parts in life, especially family life and free time. Therefore, a good work-life balance results in high satisfaction. Their results show diverse perceptions and influences of job conditions on employees.
- 6) White M. et. al. highlighted the parameters in their paper titled 'High-performance Management Practices, Working Hours and Work-Life Balance' regarding selected high-performance practices and working hours on work-life balance, analyzed with data from national surveys of British employees in 1992 and 2000. Alongside long hours, which are a constant source of negative job-to-home spillover, certain 'high-performance' practices have become more strongly related to negative spillover during this period.

## RESEARCH METHODOLOGY

The current study attempts to explain the concept of Work Life Balance and examine the interplay of various factors in influencing Human Behavior to work in progressive way. The nature of research is Qualitative, Quantitative and descriptive. It is a conceptual research which is based on review of previously done researches in this area. All the relevant data used in research paper has been collected from secondary sources e.g. e- journals, newspaper, Govt. publications and various e- resources.

## CONCLUSION

Work life balance is viewed as a part of human lifework life balance will lead to great impact on the professional and personal life of the individual, as one part its balancing will create a great relieve to the mind of individual and on the other its misbalancing will create a greater impact on persons health, family, social relations, and work procedure. It will create a great dissatisfaction among the job and will lead to a greater employee turnover. So there need to be a proper match between professional and personal fronts of the individual and

Organizations can play a major role to help in maintaining it, as its maintaining will impact the greater job satisfaction and thus more Commitment toward the organization work.

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