

## WORK LIFE BALANCE (WLB) VS JOB SATISFACTION OF EMPLOYEES IN INDUSTRIES

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### Abstract

*Changes in the social, political and economic fabric of societies have influenced and continue to influence both the nature of employment and its relationship to life outside work. Work life balance has emerged as a hot topic in recent years- fuelled in part by changing trends in employees social roles. Whilst labor market participation has increased for employees of all ages, employees continue to shoulder the main responsibility for organizing and undertaking unpaid caring work.*

*In India, it is taken for granted that economic activities are exclusively the prerogative of males while domestic work, child bearing and child rearing are the sole occupations of employees. Historically, employees in India have not enjoyed a good status in workplace settings whether in managerial or operative roles. Since times immemorial, employees have been burdened with work of all sorts all through their lives. From reproduction to all household chores and outside, their role as worker is significant, unique and burdensome. But they are discriminated and exploited all over. The Services Sector constitutes a large part of the Indian economy both in terms of Employment potential and its contribution to national income. The Sector covers a wide range of activities from the most sophisticated in the field of Information and Communication Technology to simple services pursued by the informal sector workers, for example, Vegetable sellers, hawkers, rickshaw pullers, etc Among fast growing developing countries, India is distinctive for the role of the service sector. The changing economic conditions and social demands have changed the nature of work throughout the world. The concept of Work life balance is becoming more and more relevant in an ever dynamic working environment.*

### Introduction

#### The Importance of Work Life Balance

Too many of us don't understand the importance of balancing work and our personal lives. Too many of us focus way too much on work, and neglect our personal lives, ruining relationships with family and friends.

This is actually having negative long term effects. In an article published looking at work life balance in Canada, they found that many younger workers were avoiding having children altogether to focus on their career.

For example, I have a rule at my house where there are no cell phones/iPads allowed at the dinner table.

When we're eating dinner as a family, we take time to connect, and take time to be with each other, away from work and other distractions.

In a Forbes article about work life blend, the author argues that one of the bonuses of blending work into your life is about feeling guilty for missing out on work. There's no need to feel guilty about missing out on work during your down time.

This goes back to what I was saying at the beginning. It becomes a vicious cycle of work and you end up getting more stressed, and losing more time with loved ones. It's not healthy.

We all need to start prioritizing better, and understanding that most of our expectations about how much work we should be doing are too high.

Recognized benefits of work-life balance policies for employees include:

- Improved work-life balance - a reduction in the impact of work on home and family life
- Reduced stress levels
- Control over time management in meeting work-life commitments
- Autonomy to make decisions regarding work-life balance
- Increased focus, motivation and job satisfaction knowing that family and work
- Increased job security from the knowledge that an organisation understands and Supports workers with family responsibilities
- Decreased Health Care Costs and Stress-Related Illnesses: With increasing

Company focus on the high cost of health care, work/life programs is becoming An intelligent choice to help lower the number of health care claims.

### **Barriers or Challenges to Work Life Balance**

**1. Only paper work no implementation:** Many organizations have the policies only on Paper .There is very less concern for the implementation of the policies.

**2. Lack of communication:** Communication about work/life programs is essential. Although an organization may offer a rich menu of work/life benefits, the desired Effect—yielding positive business results—is unlikely to occur if employees do not know about the programs or understand them.

**3. Team Work:** Introducing, operating and implementing work-life balance requires Collaborative working and is very much a holistic process.

**4. Time Consuming:** Implementing a WLB strategy takes time. Timescales for implementation need to be realistic.

### **The Six Components of Work Life Balance**

#### **1. Self Management**

Sufficiently managing one's self can be challenging, particularly in getting proper sleep, exercise, and nutrition. Self-management is the recognition that effectively using the spaces in our lives is vital, and that available resources, time, and life are finite. It means becoming captain of our own ship; no one is coming to steer for us.

## **2. Time management**

Effective time management involves making optimal use of your day and the supporting resources that can be summoned - you keep pace when your resources match your challenges. Time management is enhanced through appropriate goals and discerning what is both important and urgent, versus important or urgent. It entails knowing what you do best and when, and assembling the appropriate tools to accomplish specific tasks.

## **3. Stress Management**

By nature, societies tend to become more complex over time. In the face of increasing complexity, stress on the individual is inevitable. More people, distractions, and noise require each of us to become adept at maintaining tranquility and working ourselves out of pressure-filled situations. Most forms of multi-tasking ultimately increase our stress, versus focusing on one thing at a time.

## **4. Change Management**

In our fast-paced world, change is virtually the only constant. Continually adopting new methods and re-adapting others is vital to a successful career and a happy home life. Effective change management involves making periodic and concerted efforts to ensure that the volume and rate of change at work and at home does not overwhelm or defeat you.

## **5. Technology Management**

Effectively managing technology means ensuring that technology serves you, rather than abuses you. Technology has always been with us, since the first walking stick, flint, spear, and wheel. Now, the rate of change is accelerating, brought on by vendors seeking expanding market share. Often there is no choice but to keep up with the technological Joneses, but you must rule technology, not vice versa.

## **6. Leisure Management**

The most overlooked of the work-life balance supporting disciplines, leisure management acknowledges the importance of rest and relaxation- that one can't short-change leisure, and that "time off" is a vital component of the human experience. Curiously, too much of the same leisure activity, however enjoyable, can lead to monotony. Thus, effective leisure management requires varying one's activities.

### **Issue of Work Life Balance**

#### **Organizational Factors**

1. Present annual income of employee
2. Tenure in the present organization
3. Department in which an employee is working
4. Type of organization
5. Nature of Job
6. No of years of previous experience
7. Level of hierarchy in the organization

**Individual Factors**

1. Age of an employee / Life Stage of Employee
2. Marital Status
3. No of Members of family
4. Type of Family / FamilyStructure
5. No and Age of the KIDs
6. No of Dependents
7. Educational Qualification
8. Mobility from native place
9. Attitude and values of employee
10. Psychological factors
11. Support from family members
12. Energy Levels of employee
13. Self High Expectations

**Impact of Work life Imbalance**

Work Life Imbalance among the employees affect negatively to employees as well as organizations. Less productivity at workplace, more conflicts, absenteeism, high attrition, low morale, more stress are the major impact of work life imbalance on the female employees working in service sector.

**Conclusion**

“Employees constitute an important section of the workforce. However, the present situation of a large number of well-qualified employee who due to various circumstances have been left out of their jobs needs to be addressed. The problems faced are several but, significantly, most often the “break in their careers” arises out of motherhood and family responsibilities.”Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work-Life imbalance to reduced health and wellbeing among individuals and families. It is not surprising then that there is increasing interest among organizational stakeholders (e.g. CEOs, HR managers) for introducing work-life balance policies in their organizations. Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale and which respect the importance of work-life balance for all employees. Whatever the chosen course, it is hoped that this research project report will form a stepping stone in the process and provide a basis for reflection and debate on work-life balance issues in service industry .

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