

EMPLOYEE WORK LIFE BALANCE BENEFITS AND BERRIES

BORLAKUNTA BHANUTEJA

MBA (HR)

Submitted: 23-12-2024

Accepted: 11-01-2025

Published: 20-01-2025

ABSTRACT:

In the field Human Resource Management, pace of development accelerating, every area Human activity becoming aware of its importance to smooth operation company. Workplace culture must be improved so that workers are encouraged to do their best for the company and feel satisfied in their jobs..

Employees for Lease, Moonlighting by Employees, Dual Career Group, Work Life Balance (flexi time & flexi work), Training & Development, Management Participation in Employees' organisation, Employee's Proxy, Human Resources Accounting, Organizational Politics, Exit Policy & Practice, etc. are some latest techniques in field of Human Resource Development. -

The Work-Life Balance Is Subject This Project. A new approach in human resource management. Inquire about the organization's HR practises.

This is an open access article under the creative commons license
<https://creativecommons.org/licenses/by-nc-nd/4.0/>



1. INTRODUCTION

As technology advances, so does manner in which we operate. The structure and process of governance has also been transformed by technology. Gradually, though, physical strength was supplanted by intellectual power. They were replaced by white collar employees in first instance, later on, by competent employees.

As a result, traditional role of women at home and in society has also altered dramatically. Affirmed by their education, they entered virtually every sphere life, such as the business world and government, politics,. However, these conventional responsibilities in maintaining family aren't going away any time soon. In ancient India, women had wide range of freedoms, including right to vote. She was vice chancellor philosophy department major university. Parashurama's mother and wife, Renuka, was general in the Indian Army. First armed opposition was given by Lopamudra, wife of Agastya Muni. They wouldn't have reached these heights if system hadn't backed them in their efforts. In mediaeval times, however, women's roles in society declined, contemporary times, resurgence is underway.

As a result of the revival, various possibilities and difficulties have arisen, such as the fact that in one location women are free to soar high, while in another place, family obligations have limited their freedom. It is essential for women to take care of their families. If women neglect their families, they cannot raise their children correctly, which would be huge loss to society in future. Furthermore, people require time for themselves as well as for their families friends. Work-life balance is thus significant problem in today's world. This thesis is

an effort to study problem of work-life balance in lives professional women and to develop model for work-life balance that works.

1.2 HISTORY

It was in middle 19th century when work-leisure dichotomy was introduced. Anthropologists define pleasure as having little distinction as possible "between your job and your play", Paul Krassneer said in interview. An individual's job personal life are balanced. The term "work-life balance" was originally used in United Kingdom in late 1970s describe this equilibrium. It was originally used in 1986 in the United States.

There has been a change in the workplace as a consequence of technological advancements over the last several years. In addition to email, laptops and mobile phones, employees have access to a variety of techniques that allow them to do their job outside of the office. While in their non-work domain, workers who regard their job responsibilities essential part their identities are more inclined use these communication tools for work.

Parents who are impacted by work life conflict may decrease amount hours they work, while other writers indicate that parent may run away from home work longer hours at place of employment. This indicates each person sees tension between work and life in a unique way. There are numerous reasons behind this, say experts in employee support, from personal ambition family responsibilities to technology's rapid advancement. Globalization, according to recent research by Center for Work-Life Policy, has led 1,7 million individuals to believe that their employment and work hours are excessive.

2. DESCRIBE WORK-LIFE BALANCE (WLB).

For each individual, "correct" balance will vary at various periods in his or her life. It's easier for some individuals to obtain job or locate additional employment have too much work to do. There is no "one-size-fits-all" answer in world of business.

When we distribute our energy and effort emotional, intellectual, creative, spiritual and physical among most important aspects our lives, we achieve balanced existence. The neglect one or more regions, or anchor points, may compromise life entire.

2.1 Work as a form of identity

When workers work for organisation, they identify with certain degree. They see themselves as part larger group. As workers grow more identified with company, organisational ideals, standards, and interests are integrated into self-concept. "True self" refers to employee's position outside company. Parents/caretakers, connections with specific organisations, religion, alignment with certain values and morals, mass media, etc. are all examples of these types of roles. In addition to company, most workers identify with other aspects of their lives (family, children, religion, etc.). In some cases, these identities coincide, in other cases, not. An unhealthy work-life balance may be compromised when identities are in conflict. In order to prevent conflict and tension, members of organisation must identify themselves with the region in which they operate.

Figure 1 Work Life Balance Balancing 5 things in WLB

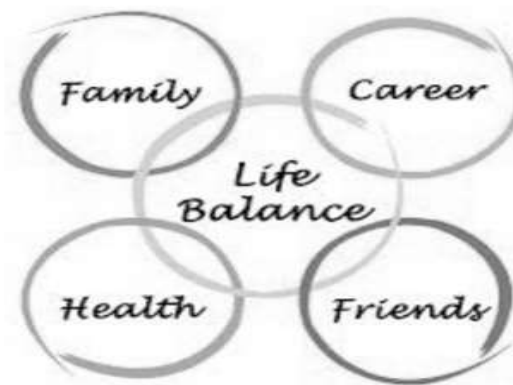


Figure 2 Work Life Balance Family-

In order to be successful parent, you need energy, time, patience tolerance for clutter confusion. When the working day has been long and stressful, this is big task. Often, time-consuming listening aspect relationships overlooked in lieu fast solutions, ignored feel unwanted and respond accordingly. The needs families must be met in way that is both deep and flexible enough to handle the unexpected, and not simply the planned parts that fit neatly into our work schedules.

Making a home requires lot of time. A home's environment is reflection of its owner's position in the world. An extension of ourselves, the house allows us to express our feelings freely and be who we are. This is paradox: The more we labour, more we want to discover this kind of house with its ageless appeal.

The less time we have to build it, the easier it will be. In the intervals between jobs, homes may easily become pit stops for sleep, relaxation and the necessities.

Many have stated that friendship needs common qualities to unusual degree: love, tolerance and patience together with feeling of consistency in face of conflict and disagreement. This is certainly true. Many friends and exercise are first things to suffer when our work-life balance gets out hand. We are seeing fewer our closest friends, according to study titled "Social Trends; British Social Attitudes Survey 30 (HMSO 2000)". As the extended family becomes more and more geographically dispersed, our friendships become more and more important to our circle mutual care and support

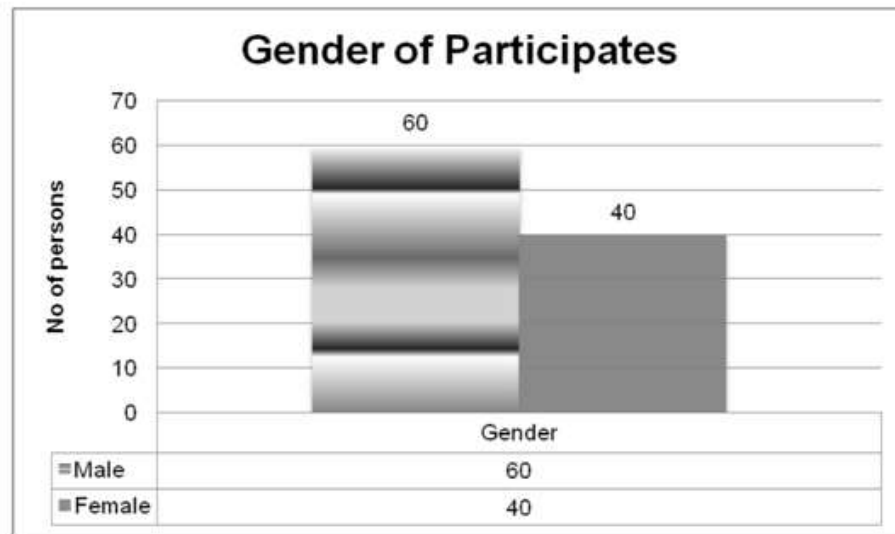
3. METHODOLOGY

It is a technique to address the research issue methodically. How science works may be viewed as a branch of science that studies how science is conducted.

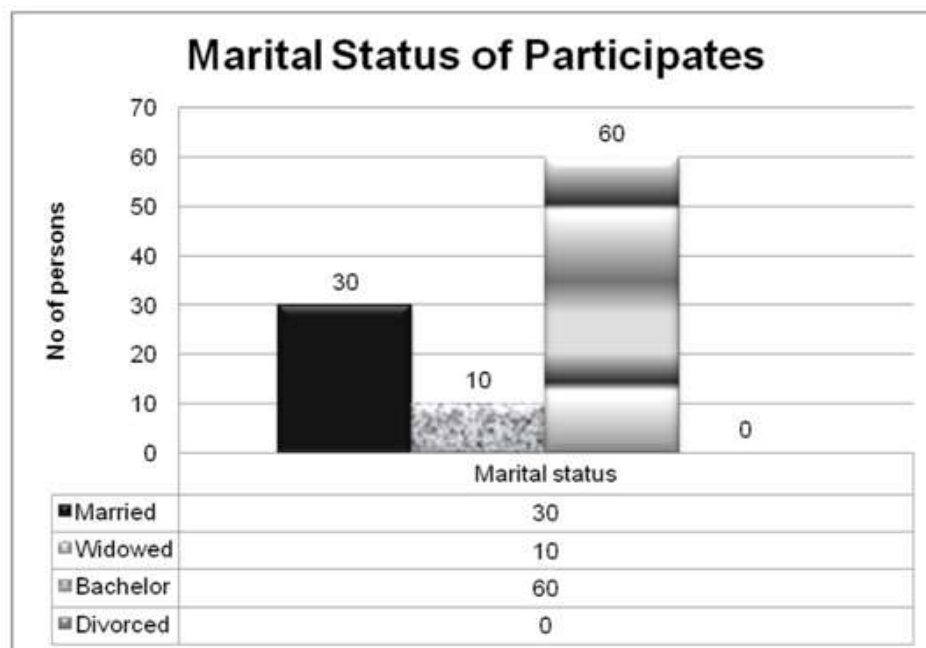
3.1 Objective of the research:-

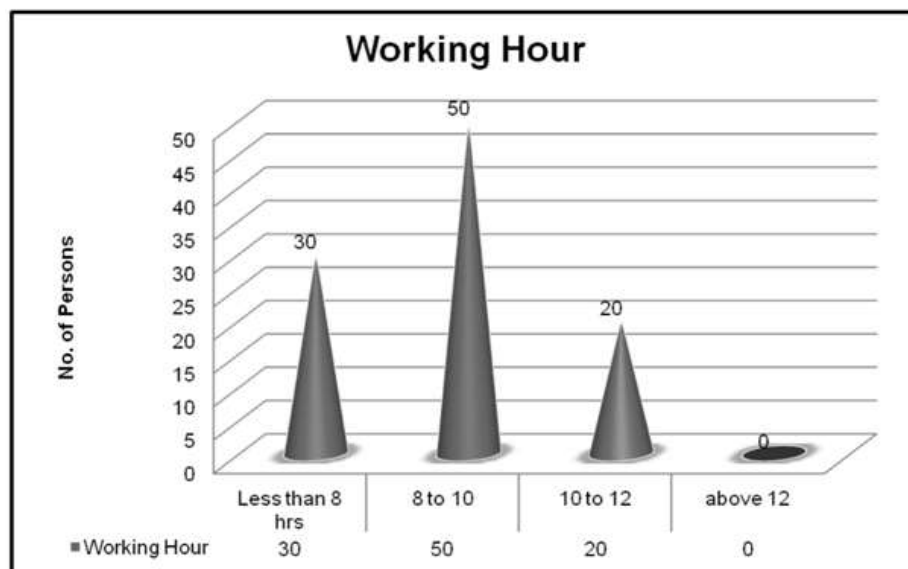
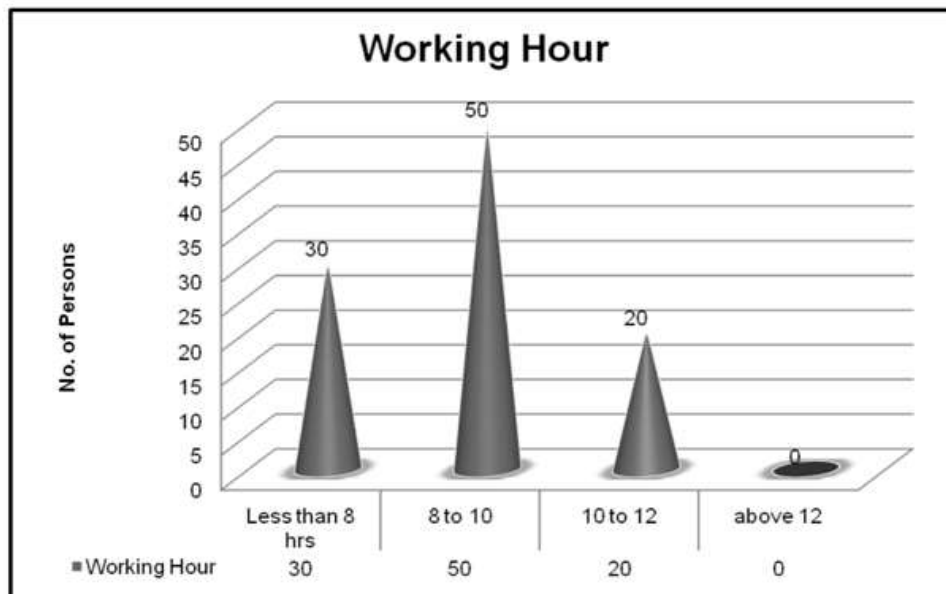
Study how type family structure affects work-related stress. To realise employee's position in company affects their ability to maintain balance between their personal life and their professional life. Knowing that workers are eager take advantage flexible schedule is great way increase productivity. Know whether people able attend family workplace gatherings. Know that extended working hours impair individual efficiency. To realise their health is being negatively affected by their job. It is important to understand what are main priorities of workers.

3.2 Analysis Design:-



Males are 60 and females are 40





3.3 Analysis of Data:-

1) Normal Working Hour per Day

Interpretation:-

Fifty workers are working between 8 and 10 hours day, according to the survey results. Even 30 questioned workers work fewer than 8 hours each day, according to study results. Working hours are significant issue affecting flexibility of workers due to privatization.

4. FINDING AND CONCLUSION

Summary of Findings

Women make up large part labour force. It is necessary to address the current condition significant number of well-qualified women who have been left out of their employment owing to different reasons. As result of parenthood and household obligations, many women are forced to take a professional hiatus. Age composition of workers reveals that organisation

recruits young individuals in age groups of 18-25 and 25-35, thus it has fresh generation of employees, but lacks experienced employees with more than 30 years' experience.

Maximal number of workers may attend a family event. - So, they're managing two lives at once. A large majority of workers attend workplace gatherings at least once a year, while about 10 percent of employees never go. A few individuals don't want to attend workplace gatherings. Approximately 60 percent of workers claim that they always pay their home bills (such as their Electricity or Water bills or their Telephone bills), while 20 percent say that they never do so. Most workers take their families on vacation at least once a year, while 10 percent never do. So, we can argue that workers do not have time to spend with their families on their own.

The majority of male workers never go to the grocery store to buy household items. However, female workers go to the grocery store almost every day or most of the time. 70% of workers believe that lengthy working hours sometimes impact their productivity, while 10% of employees say that long working hours never affect their efficiency since they work less than 8 hours each day. Almost 70 percent of workers believe that their health is deteriorating because of their job.

This is a staggering number. Nevertheless, 30 percent of workers say they disagree with this statement. As far as workers are concerned, career and health are the two most important areas to focus on. The second most important priority for workers is family.

5. CONCLUSION

Family and work life are both essential workers every industry, if these two are not managed correctly, stress and pressure are created, resulting in wide range of illnesses disorders. This research is significant because it attempts to understand how interplay between job and family life leads in increased stress levels.

It is most probable that work-life balance policies will be effectively mainstreamed in companies that have clear grasp of their business reason that appreciate significance work life balance for all workers. "

5.1 Conclusion of Research Objective

Workers living in joint family are either stressed just somewhat stressed, while employees living in a nuclear family who report their dual life is mildly difficult are bachelors, according to a recent study. Employees increasingly want to live in a combined family.

They claim that their dual existence is extremely well balanced. Nevertheless, based on the research, we can conclude that the dual existence of technical, secretarial and skilled craft employees is balanced. So, all the workers questioned live a dual existence in balance.

According to the research, 60 percent of the workers questioned do not have access to flexible schedule. Only those workers who are in executive positions are eligible to apply. flexible schedules. Nevertheless, if the flexible schedule is made available to all workers, they are ready to take use it, according to the study While many executives can attend both family and workplace functions, workers on clerical and technical positions are more likely to attend family gatherings than social events.

Employees claim that lengthy working hours can affect their job effectiveness to a degree of 70 percent. In private organisations, a decline in efficiency is a frequent occurrence.

As many as 70 percent of workers believe that their health is suffering because of their jobs, while a startling 30 percent of employees argue that their health is not suffering because of their jobs. 40 percent of workers place profession at the top of their list of priorities, while 40 percent place health at the top of their list. However, more than half employees polled place family as their second most important priority.

REFERENCES

- Chawla Deepak & Sondhi Neena, (2011), Assessing Work- L i fe Balance among Indian Women Professionals, The Indian Journal Of Industrial Relations, Vol 4 7 No. 2
- Divya D, Suganthi L & Samuel Anand .A, (2010), Work Life Balance of IT Women Professionals belonging to the age Group 20-35 In India, Advances In Management.,Vol.3, No.1
- Gunavath, J S, Work-Life Balance Interventions Prevalent In the Indian Industry. South Asian Journal of Management, Volume 18, No. 2
- Kanwar Y. P. S, Singh A K & Kodwani A. D., (2009), Work-Life Balance And Burnout As Predictors of Job Satisfaction In The IT-1TES Industry, Vision—The Journal Of Business Perspective , Vol. 13, No. 2
- Karkoulia n, Silva & Malawi Leila, (2007), Women And Work/Life Conflict At Higher Educational Institutions, International Journal of Business Research. Volume VII, No. 3