

# A Conceptual Review on the Study and Importance of Work Life Balance

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## ABSTRACT

The work life balance is having a significant role in organization and the eminence relationship between waged work and unpaid accountabilities is serious for achievement in today's competitive professional world. Also, it is sub part of human resource managerial decision and balance in work and family life is a recent experiment for together employees and employers(managers). This paper expresses that importance of work life balance perspective of organization and employees.

**KEYWORDS:** *Employees, Organization, Motivation, Business, Work-life balance*

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## INTRODUCTION

The work life balance is part of a life and its one of the dynamic concepts in human resource management. (Organization decision making) employees and employers facing lot of challenges in the organization, those conflicts are effect on work.

'Work Life Balance Strategies include the concepts of providing up various benefits, incentives and laying down policies. These strategies had a great impact on the working mothers who found it difficult to cope up with the simultaneous execution of the work place duties and taking care of their kids and family'.<sup>1</sup>

Work-life balance is a form of metaphor; but a metaphor of what? In the English language "balance" is a complex word with a variety of meanings. As a noun, a balance is a set of scales, a weighing apparatus; it is also the regulating gear in clocks. If

we use the scales, then balance occurs when there is "an equal distribution of weight or amount" (OED); but this presents problems for work-life balance since both sides may be very heavy or very light.

Furthermore, the type of work-life balance sought by many may not imply equal weight on both sides. However, balance also has a physical and psychological meaning as "stability of body or mind" so that suicide is sometimes officially recorded as taking one's life "while the balance of the mind was disturbed". However, this version of the metaphor, whether it applies to body or mind is somewhat more appropriate since it implies both the possibility of external verification and human agency. Put another way we can observe when someone has lost their balance; and we know that in given circumstances some people have better balance than others and may perceive that they have better balance. This gives rise to the need to recognize that balance can have both an objective and subjective meaning and measurement,

<sup>1</sup> ChetnaArora&RajlakshmiWagh- Importance of Work-Life Balance, international Journal of New Technology and Research (IJNTR) ISSN:2454-4116, Volume-3, Issue-6, June 2017 Pages 23-25.

that it will vary according to circumstances and that it will also vary across individuals.<sup>2</sup>

### Objectives of study

- To describe importance of work life balance
- To the review the literature on work life balance

### Methodology

For the purpose of study using secondary data from e-journal and various publications were employed for the purpose of analysis.

### Literature review

**SaritSambitParida(2016)<sup>1</sup>**-in their paper entitled 'Work life Balance Practices in India' found that "Conflict between work and personal life of an employee is a universal concept. Every employee in this competitive market is facing problem while balancing the professional and personal life. IT sectors have recognized the importance of Work-Life Balance Practices and applied some of them to improve employee productivity. This research is an attempt to study work life balance issues. This paper will examine the literature on work life balance policies and practices and work place culture in different industries in order to increase their productivity reduce absenteeism, turn over."

**K.Indra(2014)<sup>2</sup>**- in their paper entitled 'Role of Family Support in Balancing Personal and Work Life of Women Employees' about that "The Economy and Financial needs of the Family made the women to come out the home and work for livelihood. They try to perform various jobs and sometimes may opt for the difficult jobs in order to satisfy the above need. Organizational efforts at providing a supportive work environment are appreciated as they go for a long way towards enhancing WorkLife Balance. The study has aimed to find the impact of family support and suggests the need to initiatives of Work-Life Balance practices. Family support, spouse support, Social support may require for care giving for Children, Elder parents / in-laws and dependents, etc., for balancing the work and non-work responsibilities."

**Satinder Singh(2013)<sup>3</sup>**- in their paper entitled 'Work-Life Balance: A Literature Review' express that "The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies. The literature

identifies its effect on various quality life conditions i.e Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies. In this paper, an endeavour has been made to provide an overview of various aspects of Work-Life Balance through the review of existing literature. The sources referred include various journals, books, doctoral thesis, working papers, reports, magazines, internet sites, newspapers etc and has been reflected as references at the end."

**ChetnaArora&RajlakshmiWagh(2017)<sup>4</sup>**- in their paper entitled 'Importance of Work-Life Balance' about that "The question which arises is whether we are enjoying a healthy Work-Life Balance in Reality? This is a big question which stands like Gibraltar for all of us. Work-Life Balance refers to the concept of managing and the excellent execution of the responsibilities at the workplace as well as in Business organization. With the passage of time and age, the responsibilities increase making it extremely important to streamline our work-life balance. If an employee is able to execute the workplace and personal responsibilities in a balanced way, it leads to decrease in the appearance of tell-tale signs of poor work-life balance like absenteeism, stress, job dissatisfaction and many other morale deteriorating signs. Let's face it, working fewer hours frees up the time so that an employee can give some time to community, family, hobbies and so on. It's important to keep assessing work-life balance. This article is written with a perspective of understanding the importance of having a healthy work-life balance".

**D. BabinDhas(2015)<sup>5</sup>**- in their paper entitled 'A Report On The Importance Of Work-Life Balance' found that "In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers" and employees" consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate work/life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the

<sup>2</sup> D.BabinDhas- A Report On The Importance Of Work-Life Balance, International Journal of Applied Engineering Research ISSN 0973-4562 Volume 10, Number 9 (2015) pp. 21659-21665.

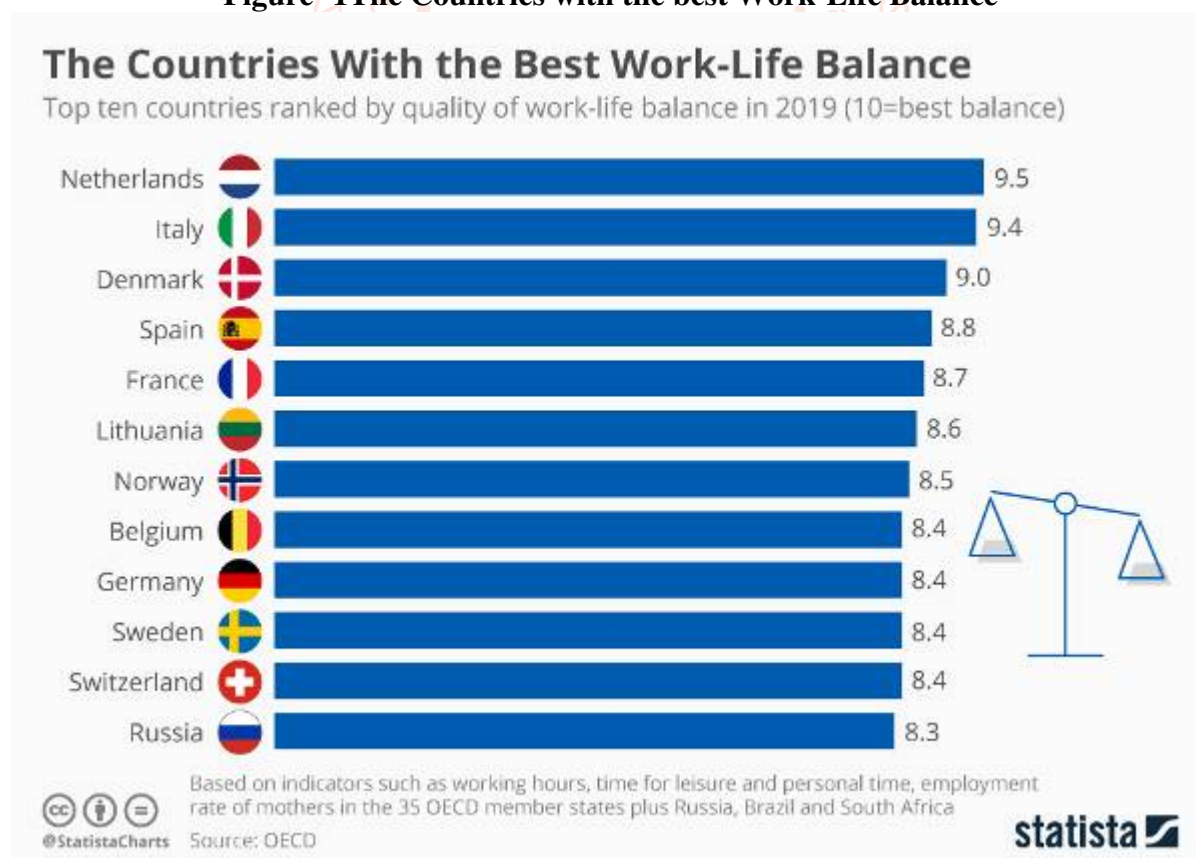
marketplace. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life.”

**Christian WiradendiWolor, DestriaKurnianti, Siti Fatimah Zahra, & S Martono(2020)<sup>6</sup>** - in their paper entitled ‘The Importance Of Work-Life Balance On Employee Performance Millennial Generation In Indonesia’ found that “Work-life balance is a crucial issue for every employee in government and private institutions today, especially in Indonesia. This is because there will be a decrease in employee productivity and performance if an organization does not think about the work balance of employees properly and is not managed properly. The fact is, that at present the workforce places more emphasis on work-life balance rather than on income alone where the company is currently filled more by the millennial generation who are happy about the flexibility of work and are very close to technology. The purpose of this study is to look at various theories regarding the effect of the influence of work-life balance on employee performance. The final goal of this paper is to collect various theories to be used in developing work-life balance strategies to improve the welfare of organizations and individual workers. This study uses

a qualitative method in a systematic review. The findings show that work-life balance affects the performance of millennial generation employees. An important implication for behavioral science research that arises from this research is that to achieve high company and employee performance, the company must provide a work-life balance policy for its employees so that employees can be motivated and commit to working optimally in the company”.

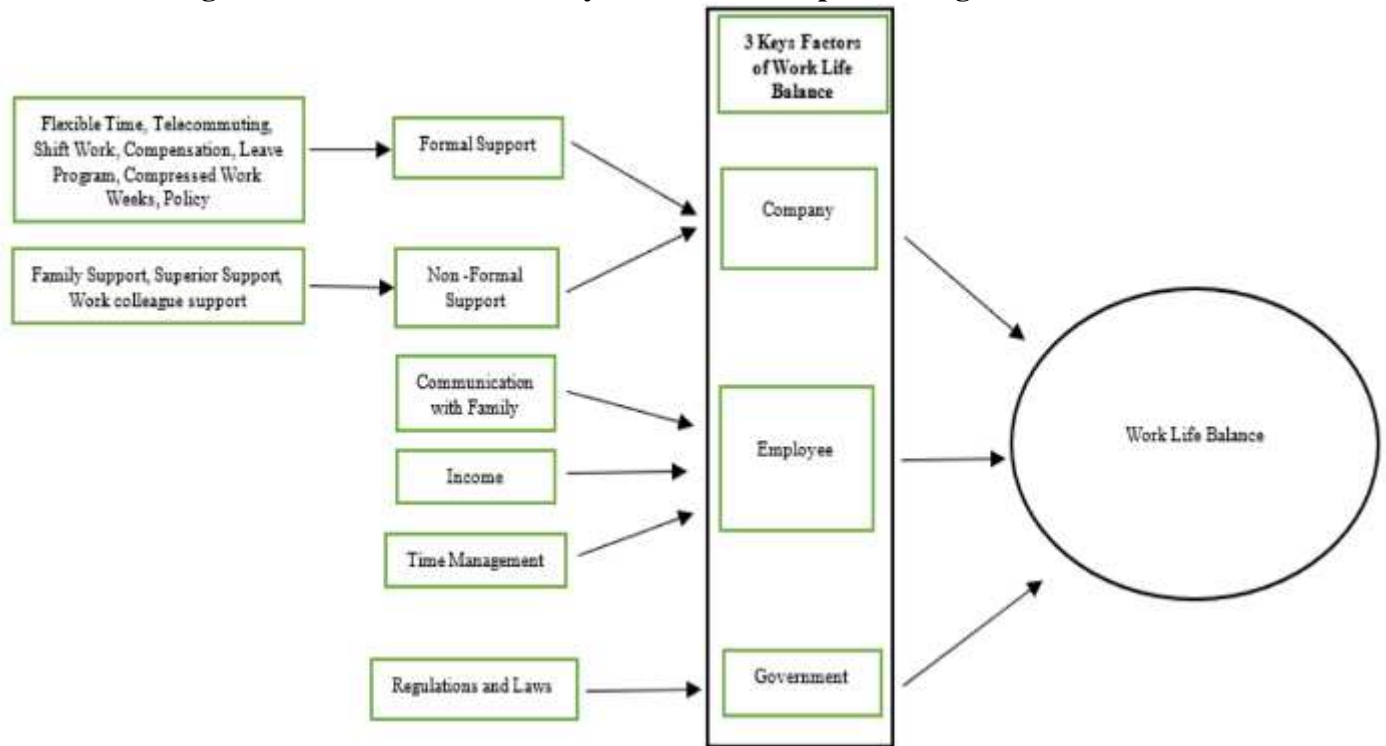
**S. PattuMeenakshi, VenkataSubrahmanyam C. V. & K. Ravichandran(2013)<sup>7</sup>** - in their paper entitled ‘The Importance of Work-Life-Balance’ found that “Balance in work and family life is an emerging challenge for both employees and employers. This conceptual paper on WLB gives a framework on the meaning and importance of WLB in current scenario. It throws light on the effects of poor WLB and also gives suggestions to overcome those obstacles. Also views on WLB by both the organization and the employees are highlighted in this paper. This pays way for the reader to have an in-depth knowledge about the necessity of balancing one’s own work life and personal life and there by gives opportunities to bring out further research on this topic”.

**Figure -1The Countries with the best Work-Life Balance**



From the figure -1 it is evident that, the study conducted by Statista in 2019 on top ten countries ranked by quality of work -life balance in 2019 (10 = best balance), Netherlands’s score tope 1 position and Russia is in top 10. However, India is not coming in top ten list. This reveals that there is much to do with labour laws in the planning level and implementation in the micro level.



**Figure-2: Brief overview of key to success in implementing work-life balance****Figure 2 key Factors of Work-Life Balance  
(Source: Journal of Critical Reviews)**

The Figure -2 depicts the formal support which comes from work place and informal support which comes from family is linked with company and also with employee. The company and employee are the two factors of work life balance and the third one comes from Government in the form of regulations and laws

### Conclusion:

Work life balance contributes to efficiency whenever it's properly balanced. Government rules and regulations govern the company's work enforcement mechanism. Conducive work environment contributes positively to family life and thereby it will uplift the morale of the employee. Higher morale leads to higher commitment and increased efficiency. There is a need to address these work life conflict issues more rationally through Government rules and regulations. A good labour law would bring more scientific and rational application of practices to bring good work life balance to see that efficiency and productivity is enhanced.

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