*Review Article*

# Work Life Balance: An Overview

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## Abstract

*Multiple roles performed by individuals call for better integration between work and non-work issues. Even Jobs are no more cushy/easy going, they are demanding. Similarly individual cannot be effective at work if they are not able to manage their personal lives. Finding time for socialization is no more a social obligation, but also a real stress buster. Hence, it has been found that work life balance is not only the source of concern, but also that it is the major source of dissatisfaction for employees. The problem of work life balance is clearly linked with withdrawal behaviour, including employee turnover and some sort of indiscipline or absenteeism.*

## Introduction

Work Life Balance is a concept that supports the employees to rift their time and energy between work (career and ambition) and other aspects of life (health, pleasure, leisure, family, spiritual development etc.) Work - life balance is essential to combat stress, ensuring individual and organisation success. Imbalanced lifestyles is costly, as it leads the employees to suffer from various health problems, efficiency problem, stress, burnouts, less sociable, increases individual health risks and damages productivity. Employees who have the tools to balance their professional and personal lives are happier, healthier, and more productive. In addition to improving performance, many employees place a high value on work-life balance.

## Review of Literature

Adema W. et al. (2017) acquaints the background and issues in question in advancing equal partnerships in families in Germany. Families in Germany confront impressive difficulties to investing more time together and accomplishing a more gender orientation balance compromise of work and family life, as paid work hours for fathers are long on full-time jobs and numerous women are in part time employments. Family strategy can assume a vital role and Germany has made significant advancement in supporting families in front of and after the introduction of a child. Imperative in this regard are the parental leave reforms and the expansion of childcare.

Brown TJ (2017) examined whether individual and organizational factors

impact work-life balance among employed parents of children with disabilities. The study also discusses how existing policies need to be altered to better assist employed parents of children with disabilities and identify ways practitioners can better assist these families. The results indicate that Individual factors had an impact on work life balance factors like child age, number of children, childcare availability, and relationship status, perception of one's work role, and type and severity of the child's disability. Organizational factors that had an impact on work-life balance are supervisory support, workplace policies, and organizational culture. The research of work-life balance among employed parents of children with disabilities indicates that numerous variables impact work functioning and physical and psychological health of the individuals."

Davis SN et al. (2017) explored the work-family/work-non work nexus as it works cross-nationally. At individual-level research is done by looking at components derived from the Demand-Resource system to decide the degree to which they impact fulfilment with work-life balance. At the large scale level, it is examined whether and how three national level components (GDP per capita (logged), the Gini coefficient, and the Gender Inequality Index) are related with fulfilment with work-life balance. In reality, the objective here is to feature the ways by which disparities, at the individual-and nation level, implication shape impression of work-life balance among individual workers. Results add to the contexts on the convergence of work and non-work lives by giving significance on the national setting in workers' everyday work-life

experiences. Through the research the significance of one nation-level characteristic, level of gender orientation imbalance, in forming the experience of satisfaction with work-life balance has been found.

Dizaho EK et al. (2017) analyzed the procedures in organizations work schedule and plans that can be outlined in empowering and accomplishing work-life balance. This study comprises literature of different researches in the locale of work-life balance, flexible work schedule and conducted with the point of widening existing learning in the field. Findings uncover that flexible work routine and plan are powerful methods for accomplishing work life balance. Flexi-time, telecommuting, low maintenance, work sharing and working from home have been portrayed as compelling key methodologies of accomplishing work-life balance. Shift working has been observed to be adversely meddling with work-life balance.

Dong et al. (2017) revealed work-life balance is conceptualized as a higher-arrange develop made out of four conduct based life space procedures and four perception based life area systems. The behavior-based strategies are (1) role engagement in multiple domains, (2) role enrichment, (3) domain compensation, and (4) role conflict management. The cognition-based strategies are: (1) positive spill-over, (2) segmentation, (3) value compensation, and (4) whole-life perspective. The comprehension based methodologies are: (1) positive overflow, (2) segmentation, (3) esteem pay, and (4) entire life viewpoint. The impacts of these

conduct and insight construct techniques in light of overall satisfaction.

Fein EC et al. (2017) revealed the need to more readily comprehend the effect of changes in work conditions is vital. While more adaptability has extensive advantages, there may also be unintended results such as greater work prompts poorer wellbeing and prosperity. The exploration centres on the special difference in proportions of wellbeing that is represented by work intensification, after representing the impact of working hours. "The study provides evidence that work intensification is a key mechanism that predicts additional variability in work-life interference, above and beyond total hours." With a specific end goal to accomplish better work-life balance, we have to consider both the auxiliary parts of work, for example, working hours, work environment, and working conditions, and in addition the pace of work.

Graham JA et al. (2017) inspected the various ways that fathers who are coaches experience and deal with the work-life conflict. Work-family balance has been portrayed as an issue for women. Current societal patterns, propose that men likewise struggle with balancing work and family obligations. The everyday difficulties and adapting methodologies they used to deal with their work- life interface were discussed. Eventually, five subjects developed, including (a) training as in excess of an occupation, (b) encounters of contention and strain, (c) adapting systems, (d) non use of organisation backings, and (e) experiences of enrichment. These results propose that, for sure, men also struggle with balancing contending job requirements. In any case,

the results propose that men are using various different methodologies for dealing with their fathering and coaching roles.

Gyanchandani R. et al (2017) stated work-life balance is portrayed by a state of balance in which the demands of both a man's occupation and individual life are comparable. It includes contributing comparable proportions of time and imperativeness among work and individual life. The change in innovation and technology and its utilization has influenced people work and family lives emphatically or contrarily. The study has done investigation through six subjects: social need, individual need, time administration, collaboration, pay and advantages, and work. The results recommend that numerous workers surrender their own opportunity remembering the end objective to strike a balance among work and life. Workers, especially females, have a lot of job conflict as mothers and other relatives. Men these days require taking up family obligations. A significant proportion of adjusting strategies that the labourers use have also been discussed in this examination.

Hillon YC et al. (2017) focussed on qualimetric socio-economic intervention research approach to study individualized meanings and impacts of work-life balance in a complete academic/administrative unit of a professional college, thereby offering the potential for applicability and scalability to an entire college or university. Treating each worker as a single person immersed in extended social networks revealed that while symptoms or superficial effects may differ at home and

at work, the root causes of challenges both at work and at home was the same. The qualimetric approach produced findings that offered insight into the power relations that reduce work-life balance to a work-only monologue. The study was prompted for a better way to understand and improve work-life balance.

Kalliath P et al. (2017) revealed that work-to-family struggle and family-to-work strife are precursors of prosperity in different employee groups. But, these investigations have generally been performed in Western nations. It investigates the effect of work-to-family strife and family-to-work strife on well-being and the interceding job of family fulfilment in this relationship. This research uncovers the immediate negative impacts of work-to-family strife on well-being and family fulfilment in the two gatherings furthermore, of family-to-work struggle on well-being of Indian social workers. It concluded that family fulfilment intervene work-family strife and well-being connections.

Kumar VG et al (2017) stated that, work-life balance is the amicable and all encompassing combination of work and non-work of work and private life. There are different parts of one's close to home life that can converge with work including family, vocation, relaxation, and wellbeing. Work-life balance is multidirectional; for example, work can block private life, and private life can block work likewise, work can meddle in family life and family life can meddle in work prompting contradiction. On the constructive side individual life and family life improve work and work have constructive overflow on individual and

family life. The work life interface is antagonistic (e.g., work-life struggle) or is valuable (e.g., work-life advancement) in nature. This study clarifies different dimensions of work-life balance through comparison of various theories on work life balance. The work-life balance theories propose distinctive measurements which are relevant not generally but rather valid with various individuals and circumstances. "Ecology system theory propounds that work and life are a joint capacity of techniques, forms, individual, circumstance and time qualities are demonstrative of the way that each numerous attributes yield an added substance impact on the work educational experience. The Segmentation theory propounded both the parts of work and life as particular substances don't impact or meddle with each different as each individual limit business related considerations, sentiments, feelings and practices in the existence area, do likewise at work by smothering individual life musings, feelings and issues or delights at work. Compensation theory contends there exist a conflicting connection amongst work and life so people make an endeavour to fulfil voids from one circle with fulfilments from the other. Spill over theory proposes the most well known perspective of connection amongst work and family. Enrichment theory, involvement in one part, either work or family will upgrade the personal satisfaction in the other part. Henceforth every theory has special measurement of work life balance."

Lefler EK (2017) revealed a non-evidence based list of informal, anecdotal suggestions for professionals who strive to balance multiple work roles with the

demands of raising young children. Balancing multiple professional roles and a family can be demanding. The nine suggestions included: 1) be on single task2) use day-care hours wisely 3) establish parameters for your work email 4) outsource the chore you dislike most 5) designate a primary parent for discrete periods of time 6) play with your children 7) take good vacations 8) learn to say no 9) attend to your own mental health.

Lopamudra et al. (2017) discovered the distinctions of age wise and experience wise supposition of the representatives in an IT organization of Bhubaneswar with respect to the practices embraced to balance the work-life struggle. Information Technology (IT) sector assumes an important role in the development of Indian economy and is additionally one of the biggest employers. However, IT sector faces numerous difficulties, for example, intense rivalry, financial vulnerability and dynamic business conditions. In this manner, to overcome such difficulties and for reasonable advancement, the organizations are worried about their efficiency. To upgrade the efficiency, organisations ought to viably deal with its resources, especially human asset for compelling accomplishment of objectives by the employees. At the point when targets are extreme, it eventually makes them hard to balance their own and proficient lives. This regularly turns into a major bottleneck in the accomplishment of targets by the workers. Organisations likewise understood the value of workers and are worried about their issues. In this way, today IT area actualizes numerous employee oriented practices. The study identified that there is a scope to incorporate other demographical viewpoints, as to develop work-life balance practices for employees, for example, experience and age. The study revealed that on the basis of experience there is no significant differences among the employees of various categories towards the work-life balance practices, though, there exists a significant difference on the basis of age towards the practices on the variables, namely, fun at work and support to career.

Lupu L et al. (2017) investigated that, upbringing of people have a persisting impact on work and career choices - and that what people subliminally gain from parents assumes a vital job in the way how one consider and oversee work-life balance. The study found that individuals are not really clear slates when they join the workforce; their convictions and assumptions regarding the correct harmony among work and family are frequently formed at an early stage, basically by watching their parents' practices and states of mind. These auras turn out to be profoundly instilled, some portion of every day schedules, and therefore underestimated. As per the study, most people can be categorized as one of four classes: (1) They energetically receive their parents' model of work-life balance; (2) they unexpectedly embrace their parents' model; (3) they enthusiastically dismiss their parents' model; or (4) they unexpectedly dismiss their parents' model. It was found that, the obstructions to more prominent work-life balance and fulfilment lie in organisations and society as well as inside people themselves through scholarly airs. This exploration brought issues to light, that frequently exists between cognizant desire identified with profession

and child rearing and unconscious mentalities and desires.

Naz S. et al. (2017) explored the perception of working females with respect to their home and work responsibilities and how these affect their lives. Work-life balance implies keeping a harmony among home and work environment obligations and jobs. Findings uncover that generally female academicians think that it is challenging to keep balance between their home and working environment obligations. A large number of issues were confronted both at home and in the working environment that affected their life in the both areas. These issues included need of help and offices at home and in the work environment. A portion of the techniques embraced by female academicians to keep this balance included isolating and fixing home and work time, to take support of the family and using time in the work environment all the more gainfully. The drawback of this appeared to be that these female academicians have little time for themselves as relaxation time or time dedicated to their own psychological and physical prosperity.

Pandita S. et al. (2017) identified whether there exists any relationship among employee engagement and work-life balance. After industrialization and revolution in information technology, business world has become very unstable in terms of change. Change has become an inevitable part. Every business is affected by the changes which have left its impersonation in one or the other way, and so, it has become one of the most essential and taxing jobs for human resource to organize and administer employees in this dynamic business model. Apart from other problems like work-life balance and employee turnover, the biggest and the most important problem nowadays is getting employee engagement. The study identified how work-life balance is influenced by employee engagement and what factors organizations should consider when they prepare strategies for employee engagement and work-life balance.

Pattusamy M et al (2017) suggested that accomplishing work family balance may hold the key to more prominent life satisfaction of academicians. It discovered that contention and support impacts employment and family satisfaction in a negative and positive aspect respectively, which influences the outlook of balance. Academic institutions ought to contribute time and efforts to advance Work family balance among academicians by giving adaptable advantages and resources for example assistance, to lessen their contention and increase support. It can be concluded that if academicians can accomplish balance among work and family, they can achieve overall life satisfaction.

Raju et al. (2017) explored issues and perceptions of work-life balance of non-managerial personnel of different departments of selected luxury star hotels in India. Data was collected through questionnaires and interviews were conducted to study sources and outcomes of work family conflicts and work family enrichment. It was perceived that there is work life imbalance due to shortage of staff, coupled with stiff market competition. It was found that conflicts based on time, strain, and behavior and the sources and outcomes of work family

conflict are correlated negatively with the general perception about work-life balance while work family enrichment is correlated positively with work-life balance. Work family conflicts are prevalent in the Indian hotel industry and work family enrichment initiatives are needed to increase work-life balance.

Saili J et al. (2017) inspected the connection between work environment factors and work-life balance among representatives in selected service segments. The autonomous factors of the investigation were supervisor support, co-workers support and flexible working plan; while the dependent variable in this research was work-life balance. The Spearman rho test is utilized to test the connection among dependent and independent factors. The outcomes uncovered that there are sure positive connection between work-life balance with supervisor support, associate help and flexible working course of action. The investigation gives knowledge to the organisation in outlining a fitting framework to upgrade work-life balance.

Saminathan R et al. (2017) identified certain measurements and suggestions over work-life balance. In today's drift, work is probably invading individual life and keeping up work-life balance isn't an easy assignment. It is additionally learnt from the investigation that overseeing work-life balance is channelized by the mental make-up of an individual, particularly females and that is simply a disposition based issue. In this way, the research reasons that work-life balance rehearses enhance the nature of work life of working females. Also, work-life balance among female educators leads to occupational satisfaction.

Velmurugan C. (2017) endeavours to distinguish work-life balance of librarians, salary, gender of work-life balance. Libraries are the archives for humanity's information. They speak about the past, present and future. The data accessible inside the limits of a library must be open to all individuals, despite riches or status. Library calling is a people calling. Book-keepers are to work with client whose requests are changed, sellers, distributors and higher specialists who endorse grants. Consequently the assignment of a librarian is extremely hectic in the present day ICT scenario. Balancing life and work in this quick changing society is like strolling on a tight rope for any expert. Librarians are no special case to this.

Vithanage V et al. (2017) explored the connection between academicians' work-life balance and work outcome. Further, this paper located the dimensional effect of work family balance on work execution of college academics. Work-family balance is a testing issue for some working grown-ups. To the extent Sri Lanka is concerned, representatives' mindfulness and recognition about work-family balance is exceptionally constrained when contrasted with the western nations. Academics in Sri Lanka is no exemption and they get next to no family supporting help from colleges as they battle to accomplish a harmony among work and family with their ceaseless remaining task at hand.

Singh OP and Singh SK (2015) study provides an overview about quality of work life of institutional teachers under various dimensions. New challenges can

be faced by techers\ satisfaction, commitment and involvement in achieving personal as well as institutional effectiveness. This study helps to know the quality of work life (QWL) of teachers working in higher educational institutions and also role of quality of work life (QWL) on Job satisfaction, High quality of work life can give a result in better organizational performance, effectiveness, innovativeness, etc. Consequently, to contribute better life for all those peoples whom organizational members serve and with whom they deal and interact.

Kumari KT and Rama Devi V (2015) study is based on the contemporary issue of work - life balance of women employees. The study aims to examine work - life balance of women employees and analyse various factors affecting work - life balance. The researcher has drawn 360 women of Banglore city employees working in various sector like banking, insurance, IT, BPO, health care and education constituting 60 employees from each sector for the purpose of the study in different service sector are significantly different.

Maharshi N and Chaturvedi R (2015) determine the key factor which significantly affect the work - life balance of women employees in banking sector. Study also highlighted theoretical aspects and important determinants of work - life balance.

Sharma P and Dayal P (2015) it is a specific sttudy of a private and public, Co-Operative sector banks of Kota City Rajasthan, India. The study endeavors to explore the challenges associated with managing professional and personal life of women employees of the banking sector.

The study concluded that work life balance has become a quest for professionals of banking industries and also that women employee&#39;s work better when they do make time for family and personal interests.

Sharma H and Gulhar N (2014) study measured the job satisfaction and work life balance of working women employees of service sector in National Capital Region. Job satisfaction is a part of life satisfaction that can only happen if employees can create a balance in their work and family/personal life. They concluded that the view point of work life balance in their work and family/personal life. They concluded that the view point of work life balance for the employee of the organization is a progressive and cheering concept.

Ramya. R (2014) found that employees who consider their work roles to be an important component of their identities will be more likely to apply these communication technologies to work while in their non-work domain. Work - life balance is a concept including proper prioritizing between; work; (career and ambition) and lifestyle (health, pleasure, leisure, family and spiritual development/meditation).

Ameta K (2014) examined work life balance issues in context of service sector (particularly Education, Banking, Medical Sectors) in Rajasthan and also test the validity of Indian traditional psychology that women tend to have more work life imbalance and it is easier for a women working in education sector to manage both work and family efficiently in comparison to other sectors.

According to Anila KP and Prabhakar S (2014) work life balance can be stated as a comfortable state of equilibrium achieved between an employees primary priorities of their employment position and their private lifestyle. The pressure of an increasingly demanding work culture is perhaps the biggest and more pressing challenge in the present scenario. The cumulative effect of increased working hours is having an important effect on the lifestyle of a huge number of people, which is likely to prove demanding to their mental wellbeing. The study concludes that a moderate level of work life balance was found among the respondents.

The study also found that demographic variables namely age, income and number of dependents to influence that level of work life balance.

Maiya S and Bagali MM (2014) study based on empirical work, provides a deep insight of work-life balance of working mothers in Public and Private sector. An experimental survey of equal number of Public and Private sector employees were carried out. Both the sectors were evaluated on 6 sub scales viz: personal factors, balancing factors, organizational support, motivational factors, career advancement and psychological factors.

The results reveal the picture of difficulties faced in balancing the work demand and the life (family) responsibility. There was high correlation between the difficulties faced and the balancing act to be performed. The significant results reflected in the areas of career advancement factors, organizational support and Psychological factors.

Jain S (2014) figures out through his study that optimal decision making helps in maintaining a better balance and control in life. His story also stated how in integrate the decision making process into different aspects of life such as health, money, relationships, leisure etc.

Maran K and Usha S (2014) studied that in the present scenario most of the software employees have poor work life balance in software industry and  there is a decreasing trend from 85% to 52% in the last ten years and more over 80% of women employees in software industry having more health issues and finding problem in balancing their work and personal life.

Goswami TG and Mathur R (2013) study is about different organizations in form of cases that how the clashes between the work life and personal life of people hinders success of organzation and individual and what strategies can be adopted to resolve issues related to work life imbalances. They concluded that providing work-life friendly workplaces will result in a win - win situation for both employers and employees. work-life friendly workplaces enable employees to balance their personal and work commitments. Employers who proactively support a work - life friendly environment will stand to benefit from having a more engaged and productive workforce. This will also help in attracting retaining talent, especially in light of the tight labour market.

Lakshmi KS and Gopinath SS (2013) examined the effect of work life balance on Womens' performance and work attitude and determine the factors affecting work-life balance. The study deals with quality of responses from the respondents,

attitudes, interests, technical skills, experience, behavioral, beliefs and values, emotions, personality, self- concept etc. It is reasonable to conclude that modern organizations, especially educational specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

Punia V and Kamboj M (2013) investigated the quality of work-life balance among Indian teachers serving in different academic stream across university and colleges. It emerged from the outcome that designation of the teachers, their nature of appointment, the academic stream in which they are teaching, and the nature of their serving institution affect their quality of work life balance directly significantly.

C.Geetha, B. Revathy (2013) study explains the important factors that affect the work life balance of women professionals. Their study also states that work life balance boosts the efficiency of employees and thus their productivity.

Mani Vijaya (2013) revealed the major factors the work life Balance of Women professionals in India as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Mehtha VR and Shinde R (2012) identify the perception of women employees towards benefits and challenges towards Work Life Balance. They concluded that 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 well - being among individuals and families.

Santhi, TS and Sundar K (2012) study explores different aspects to measure the level of satisfaction as perceived by the women - respondent employees on the varied determinants of work life balance, to identify the major factors that influence the work life balance among various categories of women employees irrespective of cadres. They concluded that in the set of factors facilitating work life balance is different for different for different groups.

Banker A (2012) study receals prioritizing work helps in improving work life balance. He explains through the valmiki syndrome how to leave work life balance.

Reddy NK, Vranda MN et al (2010) identified several variables that influence the level work-family confict (WFC) and Family - work conflict (FWC). Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of WFC and FWC. However, these variables have been conceptualized as variables have on psychological distress and wellbeing of the working women. The findings of the study emphasized the need to formulate guidelines for the management of WFCs at organizational level as it is related to job satisfaction and performance of the employees.

Nirmala Govindarajan, Oliver (2009) stated that women who spend more time at work climb the corporate ladder faster than those who don't work. Women choose to

postpone child birth or remain childness in order to pursue a working career.

According to Burke ronald (2002) Both women and men prefer working in organizations that support work - life balance. Men appeared to benefit more than women.

Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women gets strees as work and family are both equally important and both are the sources of their satisfaction. For women the former are both equally important and both are the sources of their satisfaction. For women the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other.

## Conclusion

As it is revealed from the review that work life balance is a serious concern, as 24*7 working affects the personal life of individuals also as female employees, shouldering dual responsibilities is increasing. So, it is very much required on the part of organizations to acknowledge employees by providing more appropriate work - life balance measures. Striking a healthy work-life balance is imperative for all the employees irrespective of the nature of work which they perform. It is the joint responsibility of the employer and the employees to ensure strong work - life balance that can bring in fruitful results to organization as well as employees also.

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