

WORK LIFE BALANCE DURING PANDEMIC TIMES

Sarswati Choudhary*

ABSTRACT

Both corporate practice and academic studies regard work-life balance to be critical. Work-life balance is a fundamental issue affecting wellness, according to the literature, because family and work are the most essential aspects of everyone's life. Any conflict between work and family life causes tension and has a detrimental impact on workers' well-being. The purpose of this study was to see how work-life balance, as measured by work-family conflict and family work conflict, affected the well-being of those working in India's private sector. Family satisfaction, work contentment and psychological suffering were used to gauge happiness. The study used quantitative research methodologies, and a sample population was chosen from participants who were single and in a relationship, female and male, with a bachelor's degree. The research discovered that poor work-life balance as measured by high level of work-family and family-work conflict, has a detrimental impact on family satisfaction. This study found that poor work-life balance caused by high level of work-family conflict has detrimental consequences on work satisfaction and mental health. The negative effect of work-family conflict on job satisfaction and mental health were not found to be true. Excessive work-family conflict was also identified as a major reason in this study.

Keywords: *Work Life Balance, Corporate Practice, Quantitative Research Methodology, Job Satisfaction.*

Introduction

Work life balance is a technique for assisting employees in balancing their personal and professional interest. Work- life balance encourages people to split their time according to their priorities and maintain a healthy balance by allocating time to family, health, vacations, and other activities, as well as making a career, business travel and other activities. It is a crucial notion in the corporate sector since it help to encourage employees and improve their loyalty to the company. The concept of work-life balance is not new these days. And because of its importance, it has been extensively discussed. It has been conceptualized as an individual's orientation across various life roles and inter- role phenomena and various scholars have given differing on how they perceive the concept.

Definitions

Kofodimos has defined work-life balance as 'a satisfying, healthy and productive life that includes work, play and love, that integrates a range of life activities with attention to self and to personal and spiritual development, and that express a person's unique wishes, interest, and value.'

Clark views work-life balance as 'satisfaction and good functioning at work and at home with a minimum of role conflict'

All definitions emphasis the balance of work and non-work domains, as well as the equality of inputs and outputs

Objectives of Study

- To look into the link between work-life balance and a variety of demographic factors
- To investigate the impact of the employee's work- life balance on his or her family life
- To the purpose of this study is to see how remuneration affects employee work-life balance

* Assistant Professor, SSG Pareek PG Girls College, Jaipur, Rajasthan, India.

- To investigate the link between family- related variables such as household demands, family support, family-to work spillover, gender role attitudes, life satisfaction, personal financial strain, and demographic variables among employees of the firm
- To investigate the association between job-related characteristics, such as job expectations, job autonomy, job involvement, job time, job stress, job security, and demographic variables, among organization employee.

Review of Literature

The majority of the literature focuses on people's concern with working time, taking time away from daily activities for hobbies and leisure routines, prioritizing obligations, and achieving work- life balance. Spouse's contribution to work-life balance, family's contribution. In the direction of work-life balance, having a nice friend group but not spending time with them. Negative consequences of an unbalanced work-life balance, self-related concern, and postponement pregnancy due to work obligations lack quality time to spend with children and parents. Work-life balance affects everyone's life, but it's especially important for women work place demands. as well as emotional adaptations for families have all played a role a broader impact on work-life balance. While equality and balancing various positions in the workplace and family is a challenge, sharing willingness, satisfying opinions and career advancement add a new dimension to the level of achievement.

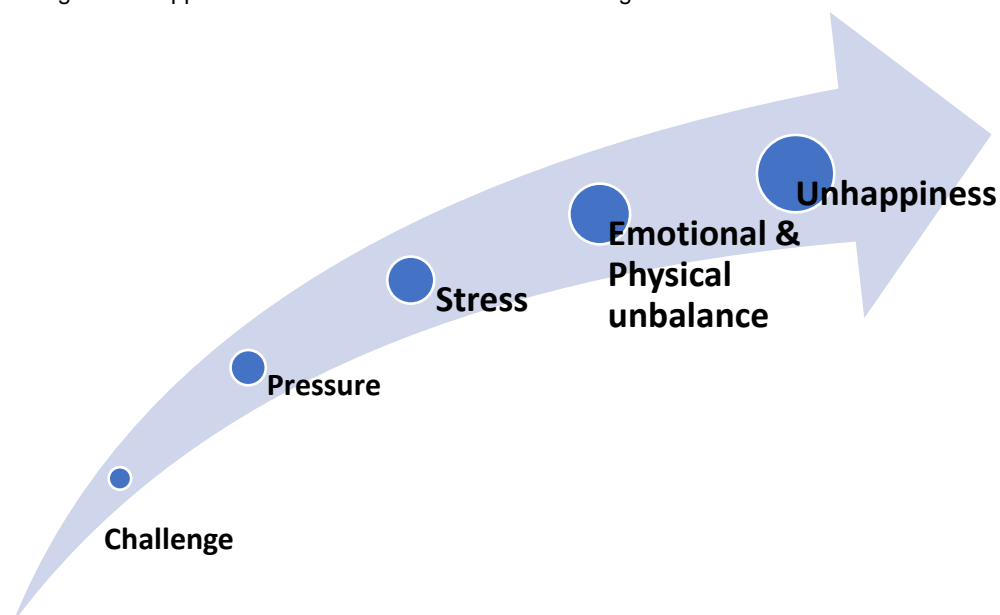
*Work-Life Balance is Crucial

Working for a company and establishing a career can be a time- consuming task for any individuals. Employee are busy at their workplace all day. And on sometimes. Even on weekends they have very little time to interact

With their family as a result of this. Family members are frequently overlooked as a result of severe work pressure. Employee's health also suffers as a result of stressful occupations. This is where the concept of work-life balance comes into play. The work-life balance notion enables an employee to strike a delicate balance between work and personal responsibilities. People can have a high-quality work life by striking a decent balance.

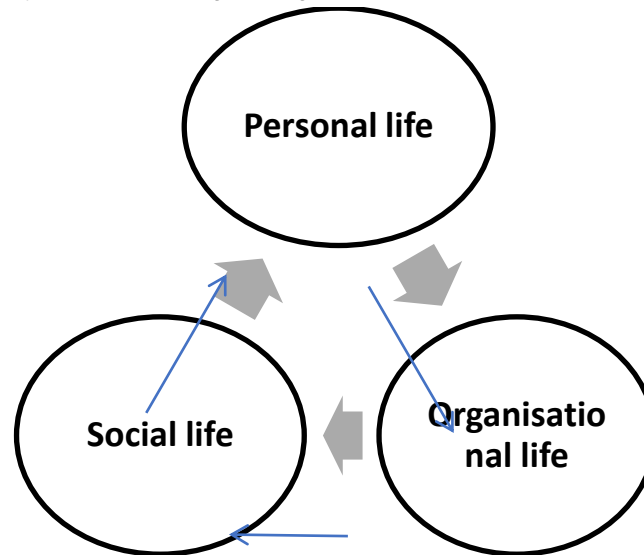
This help to boost productivity because the employee is less concerned about his personal obligations. It also allows the employee to spend quality time with his or her family on holidays, leisure time and working on his or her health, among other things. As a result, work- life balance is critical for employees, and it boosts their enthusiasm to work for the company.

Work life balance is a crucial task you can see in blow that it is very difficult to maintain a healthy work-life balance. If we are not able to maintain a healthy work-life balance the result is that, the percentage of unhappiness is increase in our life and life or organization will suffer.



Study's Conceptual Framework

India is regarded as one of the world's growing economies as a result of the radical change in work culture brought about by liberalization, privatization, and globalization. As the organization is more competitive as a result of increased competition and redical technology Competitive, nimble, adaptable and customer- focused. Employees work both inside and externally Challenged to do a good job and commit their time to work competing obligations, but the employee forgets to set aside adequate time for them, Social and family life the balancing act begins with the dimensional component of the situation.



Work-Life Balance

Disorganized management of life priorities as well as an imbalance between organizational and personal responsibilities can cause major problem in all fields. The ramifications in one's own life like personality, health and emotional intelligence are some examples. When it comes to work reduced job satisfaction, lower productivity and other negative effects could result lesser organizational commitment, fewer career ambitions, and higher performance increased absenteeism and leave frequency, job stress and health problems this has an impact on employees' physical and mental health in today's world. Child care arrangements, spouse support, family support, social support, overcoming personal and family pressures, dependent care concern, and family quarrels are some of the social implications. If an employee is content in his or her personal, social and organizational lives, he or she will be able to strike a balance between work and family

Challenges & Solutions

- **Demands that are Unrealistic**

The pressures that work and life place on us can quickly become overwhelming. Workplace demands that are unreasonable, arrangements that eat into personal time, such as weekend meetings, and technology overload are all recognized as sources of stress. Personal obligations are putting strain on the workplace, as time is needed to accommodate family or friends, are eating into working hours.

- **What is the Best Course of Action**

It's critical to be clear about your goals in life and at business. In light of what you want, are you request justified? Consider the following questions for each challenge: what am I getting out of it and what am I paying for it? Who else benefits from it and who pays a cost? This provides a useful framework for making a decision.

- **Control Issues**

Lack of control put you under stress since you're left' hanging in there, with a dark cloud above your head it's difficult to deal with an unpredictable workload or the insecurity of your employer's status. Personal situations such as illness, exams, and child concern can make it feel as if all control has been lost, which can be very stressful.

- **My Options for Dealing with it**

Finding an alternative internal response to lack of control is one method to deal with it. It gets worse when you're frustrated by your lack of control. Accepting the situation as it is at this time will not deplete your energy or make you more productive. It's sometimes necessary to just go with the flow.

- **Unhelpful Relationship**

Unsupportive workplace relationships, disagreeable behaviour, and failure to receive recognition are all contributing to a tough and unproductive work environment, as well as a sense of isolation among employees. Frustration and dissatisfaction are created by unsupportive family interactions in which no one assists or considers the pressures of others.

- **What is the best course of action?**

It all boils down to managing people, communicating effectively, and setting realistic expectations. Is it a request for assistance? Is it possible that you have unrealistic expectations?

- **Insufficient funds**

The inability to organize one's life due to a lack of resources or the wrong ones has a significant impact. A lack of personal assistant or a reliable babysitter are also significant deficiencies.

- **What is the best course of action?**

Take initiative and strive to think outside the box. Could you outsource some of the tasks if you don't locate a PA? Reduce your standards in other areas instead. Something must give, and it must not be you.

- **An Attitude that is Not Helpful**

In difficult situations, resilience impact how effectively a person copes and moves forward. It can be extremely difficult to discover resilience when energy levels are low and eroded as a result of several obstacles.

- **My Options for Dealing with it**

Meditation is one of the healthy strategies to increase resilience. There are numerous quick and simple way to include mindfulness meditation into your daily routine.

- **There are no Skills**

Professional and life skill include surviving and managing the problem listed above, as well as the associated personal awareness and behavior. What if you have none? A great deal of anxiety.

- **What is the Best Course of Action?**

Take steps to strengthen skills in areas where you have weakness, such as communication, confidence, or practical skills. You'll feel more in command as a result of this.

- **High Stress Level**

Research Design

All of the aforementioned difficulties can occur in anyone's life and increase stress levels. Any hope of a healthy work-life balance will be destroyed if you can't handle stress.

- **What is the best course of action?**

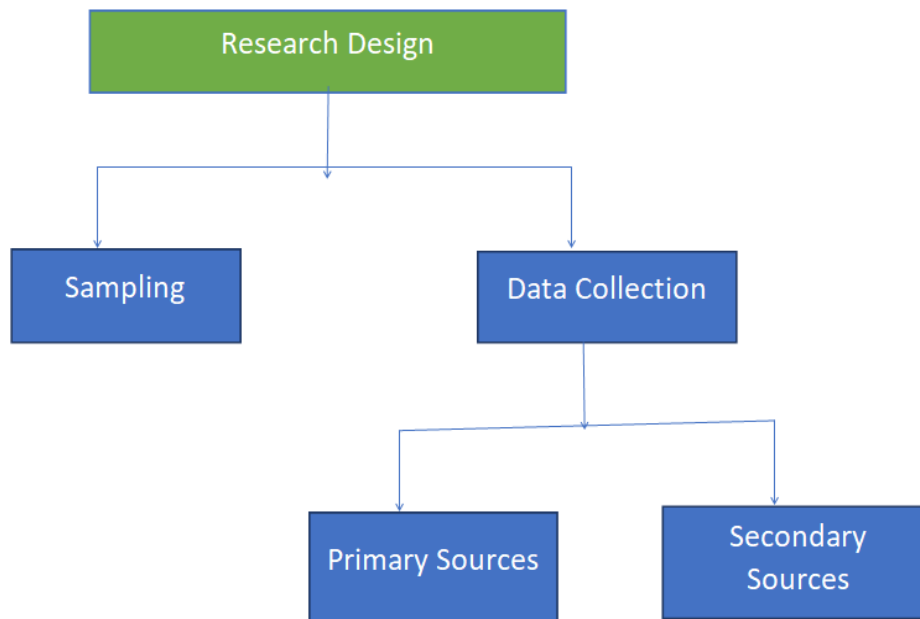
Accepting stress as an unavoidable part of life is not an option. It is possible to be overworked and not feel pressured. Stress is a personal that you can regulate by learning stress- reduction strategies like mindfulness and meditation, as well as learning to be gentler with yourself.

We often forget that we are capable of controlling situations that appear to be beyond our control. It necessitates a fresh perspective on yourself, your life, and your personal growth.

Life & Work should be Enjoyable, Not Depressing it's up to you to Make a Decision

Research Design

A research design is a detailed plan that directs a study towards its goals. The current study employs the descriptive research design, The survey research method is used in descriptive research, which mean that data is collected using a well- designed structured questionnaire



Sampling

A sample is a subset of data that a researcher selects from a broader population using a predetermined procedure. Sample points, sampling units, and observations are terms used to describe these aspects. Using a sample to conduct research is a time- saving strategy. In most circumstances, surveying the entire population is either impracticable or too expensive and time-consuming. As a result, looking at the sample gives the researcher information that may be applied to the complete population. The basic data is gathered by a structured questionnaire using simple random sampling.

Data Collection

The gathering of data for each study, data collecting is the most important step in the technique. Secondary and primary sources can both be used to acquire data. The primary data are unique in nature and acquired for the first time. The primary data is gathered through the use of questionnaire and the survey method. Secondary data is gathered from a variety of sources, including websites, magazines, books, daily newspapers and research report, as well as national and international journals, all of which are relevant to the issue under investigation.

Suggestions

The researchers from the study have made the following recommendations. Employees are unaware of work culture, and current organizational structure does not promote it. As a result, the management should take the required steps to implement work-life balance programmes should be implemented. Both the individual and the organization benefit it also needs to be;

- Adaptable, allowing work-life balance programmes to evolve to meet the changing demands of individuals and the organization change.
- Emphasize the importance of management, labour union, and employee working together to identify concerns and discuss them.
- Be extensively publicized so that staff are aware of the options.
- Recognize the importance of being fair and equal.
- Recognize that varied cultures, abilities/disabilities, faiths, beliefs, and family practices may necessitate different solutions for different people, and that "one size does not fit all." Be both affordable and realistically budgeted for the organization.
- Appreciate employees for their contributions to the company, regardless of their work schedule.
- Include a process for monitoring and assessment to see if they are achieving their goals and being implemented consistently.

- They must be meticulously designed, agreed upon, and practical in order to function.
- Recognize that one organization's and employees' needs are dynamic and change over time.
- Be comprehensive in scope to encompass a wide range of situation and staff requirements.
- Be easily accessible, in the sense that employees are aware of what is available and believe they can take advantage of it without fear of being penalized. Be integrated with human resource and people management policies and practices.

Remarks

Work-life initiatives have the potential to boost employee morale, reduce absenteeism and keep employees loyal to the company. Especially in these challenging economic times, knowledge is a valuable commodity. Manufacturing workers strive to succeed in today's global market. In order to save money, it's important to recognize the importance of work-life balance and to promote work-life programmes. As a result, provide companies and employees with a win-win situation.

