



Concept of Work Life Balance and Its Benefits and Importance

Bhardwaj Shukla

Research Scholar

Department of Commerce & Business Management

Ranchi University, Ranchi, Jharkhand

E-mail ID-bhardwajshukla9@gmail.com

Abstract:

In the today's era balancing the work and life is the major issue among the employees of both sectors i.e. Service and manufacturing. Work life balance term refers to managing and meeting the demands of both important sides of life, which includes day to day work and personal life. Gone are the days when the work- life balance was given the least importance but, nowadays with changing employee awareness, employees are demanding the challenging job at the workplace with joy and autonomy. An employee with balanced work and life may contribute more towards organizational success. Furthermore, organizations need to take extra efforts to balance work and life of their employees and employees need to adopt work-life balancing strategies to overcome the issues pertaining to the same. This would be beneficial for both the parties. We have to realize that the relationship has been advancing after some time. Contrast amongst working and Non-working the most recent decade of the twentieth century the extent of working spouse families has expanded significantly. While in 1910, just a single out of five spouses worked, today the extent is near three out of 5. The results for family conduct and way of life designs once the spouse's principle working hours are expelled from the house are overpowering in size (Blood & Hamblin, 1958; Hedges & Barnett, 1972; Heer, 1958; Linden, 1973; Nye & Hoffman, 1963). The work-recreation division changed into developed in the mid-1800s, in light of business private enterprise. In human studies, a meaning of satisfaction is to have as meager division as doable "among our work and our play." The articulation "paintings– life strength" changed into first utilized in the UK inside the past due Seventies to depict the harmony between a person's work and individual life. Inside the USA, this word turns out to be originally used in 1986. Organization initiated to play an additional interventionist position to display representatives and potential representatives beyond any doubt rights with acknowledge to setting up an adjusting among work and life that coordinated work commercial center. The present paper is mainly to draw the attention of the readers towards the concept of work-life balance, its benefits and importance.

Kew-words: Organization, work-life balance, position, social, economy, joy.

Introduction:

As 'Presidential Commission on Manpower' (1972) has recommended, "maybe no other single change in family life has influenced such a large number of families in as generally short a period, as has the development of wedded lady into the work compel". In spite of the



significance of this social pattern, inadequate consideration seems to have been paid to looking at its suggestions for promoting methodologies.

Difference between a working and a non-working (house wife) women:-

Different perspectives are there of working and non-working women:

Sr. No.	WORKING	NON WORKING
1.	In Metro cities, a working housewife is better as she could contribute to the family economically as well,	In rural areas, people with conservative mind, still hesitate to let their wives work and gain status that they deserve. Call it their insecurity, conservativeness or what so ever.
2.	Working women are generally viewed as more independent	Non-working women are generally financially dependent.
3.	Working mother could not spare enough time at home to inhibit essential childhood habits.	A non-working mother is better as she could spend more time in parenting the child and inhibiting some essential childhood habits.
4.	In metros, a working house wife gets more respect in her family as compared to a non-working woman.	In rural areas, non-working house wives are preferred and are more respected. In these areas, working status of a woman is not appreciated by the society
5.	Working women get paid for their work for working outside the home and in exchange, have to work less at home, because husbands help/ share work with them.	A non-working (Housewives) has to work more at home, do not get any formal payment at such; but they do get much more relaxing hours at home, more is the affluence less is the work.
6.	Working women is independent, she can perform all her jobs, earn, taking care of family, children etc.	A non-working is dependent on her family members for taking her to place, shopping, school etc.

Objectives:

The main objective of the present paper is to draw the attention of readers towards the concept of work-life balance, its benefits and importance.

WORK-LIFE CONCEPT

The present cross-sectional research intention turned into to look at paintings and nonworking- related elements and bodily and intellectual health effects linked with combined time- and pressure-based work-life conflict (WLC) amongst person personnel dwelling and running in Switzerland in addition to viable gender variations in this regard.



Work – Life - Conflict

Every 8th person (12.5%) Within the take a look at population has a high or very excessive work existence war score. Men and women are working hard to get their jobs but sometimes it is observed that women are given many preferences in comparison of men because they do all works with dedication, devotion and sacrifices. They only think about the development of the organization.

To record this more extensive degree and extended examination test, we utilize the expression "work-life conflict"(WLC).

- Other than tending to the previously mentioned inadequacies, the destinations or rather inquire about interests of this examination are:
- To analyze important work- and non-work -related with WLC and to recognize high commonness bunches in such manner;
- To consider diverse mental and physical wellbeing connects of WLC (as reliant factors); and
- To look at potential sexual orientation contrasts inside these affiliations and between these relates.

The role of working and non-working women in society:

There are three main roles as per women's own experiences, observation and participation in the society:-

Family Role

Working and non-working women participation in family:

Sr. No.	ROLES	FREQUENCY	PERCENTAGE
A)	FAMILY ROLE		
1	Wife Duties and responsibilities related to the role as wife.	35	100%
2	Mother Duties and responsibilities related to the role of mother.	35	100%
3	Household roles Looking after the house (working herself or	35	100%

	supervising the maids)		
4	In-law		
4.1	Daughter in-law	17	48.57%
4.2	Sister in-law	09	25.71%

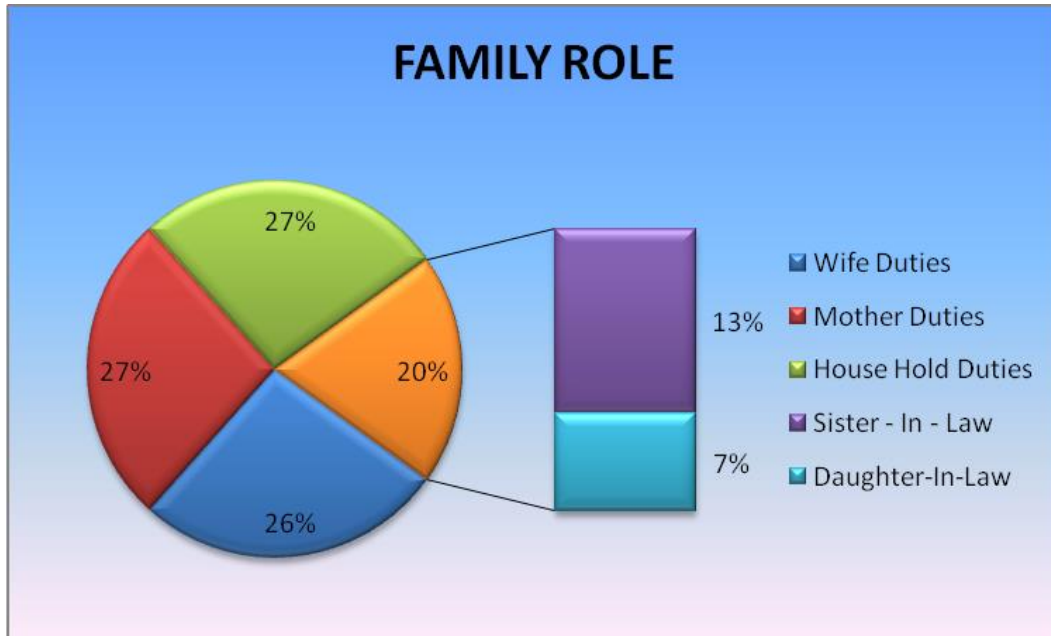


Figure Error! No text of specified style in document..1: Working and non-working women’s Family role

Describing women’s role in society, an unmarried participant from low socioeconomic stratum said:

They (women) have duties of their families; they've the duties of their youngsters, in their husbands, in their in-laws, in their dad and mom. They are accountable for everything. If they're working in any institution then they need to fulfill their obligations over there too”.

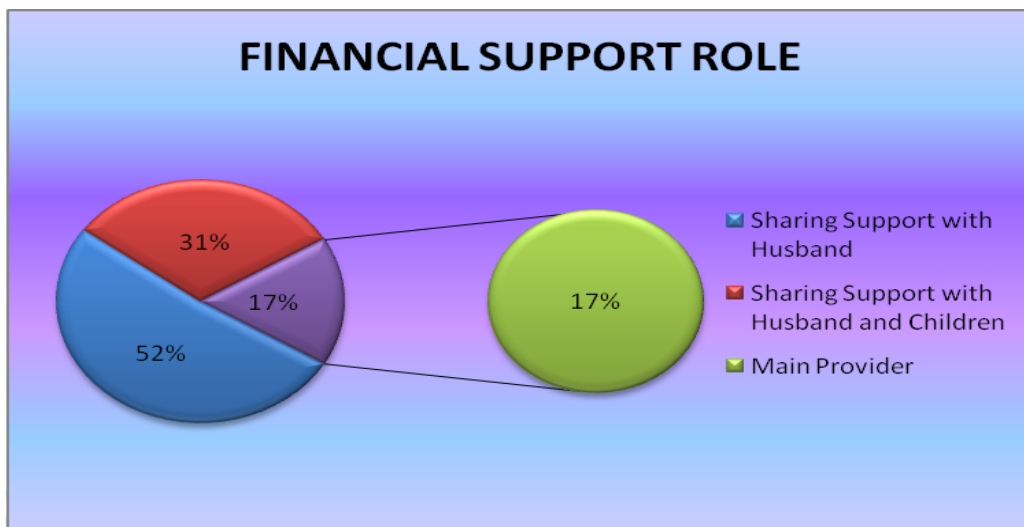
Describing a lady’s position as a spouse a married player said:

“The actual story begins upon obtaining married. Before wedding, life becomes “secure”. When wedding girl receives caught in her family duties, specifically in her obligations associated with her husband, children and in-laws”. A non-working player from the middle financial gain organization stressed the importance of cooperation for pleasing the operate of a partner and mother. She explicit that:

“A girl is a component of her home. If she is absent from the house, even for a few time, her house gets disturbed. Whether or not it's around the upbringing of children, their intellectual development; responsibilities towards her husband, nearer to her house; holding a watch at the children who're young adults, data their emotions, their wants, then balance yourself with them; you wish to sacrifice your-self to satisfy their desires. All this can be the requirement of a girl.” Financial Support Role

Working and non-working women support financial:

Sr. No.	ROLES	FREQUENCY	PERCENTAGE
B)	FINANCIAL SUPPORTER ROLE		
1	Sharing financial supporter role with husband	18	51.42%
2	Sharing financial supporter role with husband and children	11	31.42%
3	Main provider	06	17.14%



Summing Up:

At the end, we cannot match between working and non-working to say who is better; it depends on the perspective and circumstances. Both stages women can do multitasking very easily. Indian families are available process short changes because of the increased pace of urbanization and modernization. Ladies of the yore have been comprehensively limited to their kitchens and individuals who were utilized worked in production lines, homesteads or store works. India, transcendently, a male ruled society, just a couple of young ladies had the privilege to apply to better instruction and that they have been compelled to be helpless before their dad or spouses mentality closer to ladies, and depictions. Indian ladies have gone into all guidelines and in paid occupations. At the predominant time, Indian young ladies' exposure to instructional potential outcomes is fabulously superior to anything it changed into a few decades before, especially inside the urban setting. Presently a days, calling and dreams are the most extreme basic components throughout our life. A decent number of the young ladies are coming ahead to work in corporate worldwide, and for you to help their very own family members, prepare their children's. This move is currently home grown, self-animated and dynamic due to the trading of environment and financial conditions. The greatest test for women is how to balance. The Indian centers organization business focus is anticipated to make at seventeen with respect to penny CAGR some place in the scope of 2015 and 2020 and beat the brought together states \$19 billion check supported by methods for the impacting



genuine area, retail, and welcome divisions. In this paper the research scholar has tried his level best to explain about the concept of work-life balance, its benefits and importance.

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