

Work Life Balance among Different Employees of Jalandhar District

Prince Marwaha

Assistant professor

PURC Deptt of Economics, Ludhiana

Abstract: In today scenario all the working employee are facing some problem during work and personal life. As we know that the current environment is very competitive and everyone wants to become first. In comparison to men women are more conscious about their career due to certain time period. Today everyone have the same challenge regarding their career but if they done in a balanced way then the rewards are awesome. If employees are integrate their work and family activities into cohesive balance way only then their life focused on achieving their dreams and the life they want to have. Work life balance is a broad concept including proper prioritizing between work(carrier and ambition) on one hand and life(health pleasure, Leisure, family and spiritual development.) on the other hand. In a simple meaning work life balance may be defined as the perfect integration between work and personal life, both should not interfering with each other. Many people think of work-life balance only in the framework of what the company does for the individual. However, work-life balance is a two prong approach. The other prong of work-life balance, which many individuals overlook, relates to what individuals do for themselves. Work-life balance for any one person is having the 'right' combination of participation in paid Work (defined by hours and working conditions) and other aspects of their lives. This combination will change as people move through life and have changing responsibilities and Commitments in their work and personal lives.

Key Words: Work life balance,

1. INTRODUCTION:

According to Jim Bird, CEO of Worklifebalance.com, "Work-life balance is meaningful achievement and enjoyment in everyday life." The primary way companies can help facilitate work-life balance for their employee is through work-life programs and training. Achievement and enjoyment at work is a critical part of anyone's work-life balance. Furthermore, achievement and enjoyment in the other three quadrants of one's life (e.g. family, friends and self) is critical as well.

The work-leisure dichotomy was invented in the mid 1800s. Paul Krassner remarked that anthropologists, use a definition of happiness that is to have as little separation as possible "between your work and your play". The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986.

Most recently, there has been a shift in the workplace as a result of advances in technology. As Bowswell and Olson-Buchanan stated, "increasingly sophisticated and affordable technologies have made it more feasible for employees to keep contact with work". Employees have many methods, such as emails, computers, and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Employees may respond to an email or a voice mail after-hours or during the weekend, typically while not officially "on the job". Researchers have 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. Some theorists suggest that this blurred boundary of work and life is a result of technological control. Technological control "emerges from the physical technology of an organization". In other words, companies use email and distribute smart phones to enable and encourage their employees to stay connected to the business even when they are not in the office. This type of control, as Barker argues, replaces the more direct, authoritarian control, or simple control, such as managers and bosses. As a result, communication technologies in the temporal and structural aspects of work have changed, defining a "new workplace" in which employees are more connected to the jobs beyond the boundaries of the traditional workday and workplace. The more this boundary is blurred, the higher work-to-life conflict is self-reported by employees.

Many authors believe that parents being affected by work-life conflict will either reduce the number of hours one works where other authors suggest that a parent may run away from family life or work more hours at a workplace. This implies that each individual views work-life conflict differently. Employee assistance professionals

say there are many causes for this situation ranging from personal ambition and the pressure of family obligations to the accelerating pace of technology. According to a recent study for the 1.7 million people consider their jobs and their work hours excessive because of globalization.

These difficult and exhausting conditions are having adverse effects. According to the study, fifty percent of top corporate executives are leaving their current positions. Although 64 percent of workers feel that their work pressures are "self-inflicted", they state that it is taking a toll on them. The study shows that 70 percent of U.S. respondents and 81 percent of global respondents say their jobs are affecting their health. Between 46 and 59 percent of workers feel that stress is affecting their interpersonal and sexual relationships. Additionally, men feel that there is a certain stigma associated with saying "I can't do this".

2. REASONS OF IMBALANCE:

There are various reasons for this imbalance and conflict in the life of an employee. From individual career ambitions to pressure to cope up with family or work, the reasons can be situation and individual specific. The speed of advancement of information technology, the increasing competition in the talent supply market has led to a "performance driven" culture creating pressures and expectation to performance more and better every time. Also many a times, many people find it difficult to say "NO" to others especially their superiors. The usually end up over burdening themselves with work. The increasing responsibilities to the personal front with age can also create stress on personal and professionals' fronts.

Effects:

Constant struggle and effort to maintain a balance between work and personal life can have serious implications on the life of an individual. According to a survey, 81 percent of the respondents have admitted that their jobs are affecting and creating stress in their personal lives. The pressure of work and personal life can lead to stress. According to studies, it has been found to that such situation can take a toll on the person's health both physiologically and psychologically. Heart ailments, cardiovascular problems, sleep disorders, depression, irritability, jumpiness, insecurity, poor concentration and even nervous breakdowns are becoming common among the victims of such imbalance. Pressure, stress or tension in work life can lead to bad social life and vice versa.

Solutions: Many experts have given different solutions to this problem.

- **Time Management:** This is one of the best solutions which can help to reduce the imbalance between the personal and the work life of the employees. Prioritizing the tasks and planning the activities can help to take out some free time which can be utilized for other purposes.
- Taking some time out for hobbies and leisure activities, spending time with loved ones can help to beat the stress.
- Learn to say "NO" if required.
- Sharing the responsibilities will help and don't commit for something which is practically impossible.
- Utilizing the flexible working hour's option of the organizations to get some free time.
- Write down your personal vision statement and mission statement – it will help you see where you are going in life.
- Keep a journal – it will help on a regular basis to stay focused on what is important.
- Turn every occasion in your life into a positive - even negative experiences are seen as "What can I learn from this?"
- Job sharing, telecommuting and flexible working schedules remove a level of psychological stress for employees. Especially for companies that have employees stretched across time zones. Such practices demonstrate to employees that a company values their work and understands the challenges of the new global economy and how it impacts workers.

How to maintain work life balance:

Balance is the key to lead a successful and beautiful life which includes everything but in balance. It is important in everyone's life be it in the life of an entrepreneur, student or a housewife to maintain a balance between various aspects of their daily routine. Otherwise he will fail in one or the other thing. It is equally important that we maintain our balance between materialistic and spiritual or religious life as well.

In the fast moving life, there are many pressures that new-age couples have to deal with- running a home, doing daily chores like cooking/cleaning, raising children and handle the tight deadlines at work! Ever wondered the 21st century couples deal with all this. They divide their daily work and make sure that their children get the right amount of attention and time and also be productive at work.

Choose the correct line work: Profile of work holds the most important spotlight when it comes to maintain the balance. If the work that you do is what you love, making the balance is a way easier job. Choose to do what is interesting, triggers intellectually and where at the end of the day come back and say "Though it was exhausting, I made it through the day and am satisfied at the end of the day". Every work comes with its set of difficulties, deadlines and usual confusion.

Draw a line between professionals and personal life: This is a very important thing that we either tend to overlook or stretch. There is a very famous saying “Stretch the elastic only till the extent the elasticity doesn’t get lost”. We realize that we have failed in this aspect when either we have failed margins or children whom we have birth to but emotionally are not ours. This tip requires cooperation from both the employee and the employers side. Maintain the demarcation and don’t overlap. When it is work time, work like crazy, but don’t compromise on family time. Remember name, money, fame and job are temporary. This only thing constant in all these phases is family friends. If they get the time, love and attention have lived a content life. And for the employers, it is important that they respect this balance that their employee tries to maintain.

Look at life beyond professional achievements. You strive for professional success where you dedicate yourself to the job and at the end of the year your list of achievements gives you a promotion or a hike. Have a list of personal goals and keep striving to achieve them. Personal competency with respect to your family and personal enhancement is as important as professional competency. Keep your loved ones as happy as you try to keep your boss.

Personal Experiences :All the personal experiences with the passage of time lead us to improve one’s living standard where we need to setup every time our work / life balance, while nature already set it up even from the beginning of life on this earth.

Human Living Style: A human (a social animal) on other hand, wonders day and night for his/her ambition and enjoyment but not care about the natural ways of living. Here persons need a work/life balance which builds a system of prioritization for to parallel their life pattern with nature.

Organized Time-Frame: When we organize work time-frame, we need to take care about sort of work and capacity to do it, whereas for life time-chart we have to care about all the aspects in our personal lives. It will be different for singles, whereas it will be different for the couples, similarly it will be further divided on age parameters. If we will not manage a balanced time frame, it’s a possibility to avoid spouse to talk at reaching at home, to ignore children and sometimes couldn’t control over attitude in business/work meetings.

Importance of Work-Life Balance: To enjoy excellent health, a stress free wealth and pleasant living all along our lives, we must care about the importance of our work-life balance. If you’re single your time schedule will be different then a married one, so, you may spend much time with your work but under the limits of your working capacity. In the young age people have much energy then old age to do a task, and people are supposed to do a lot due to less family responsibilities. Sometimes, due to overwork one can adopt an aggressive attitude which needs to be neutralized by personal and leisure activities.

Time-management for Newlywed as well as couples: In similar manner, the couples and newlywed people can’t follow the time-schedule defined for the singles; they have to organize their time according to their living. A spouse mean equal partner of your personal life and definitely you have to give a proper time to your mate, so the time management should be accordingly. For the families with children work-life time balance will different then single or newlywed peoples.

Problems

Health Problems

- The consequences of stressful work are health related problems, which eventually leads to quitting of job or quitting the industry. Some of the health issues are:
- Frequent Headaches
- Hypertension
- Diabetes
- Obesity
- Others problem like:

Depression

The gradual realization that there are limited scopes in developing a career owing to fewer growth opportunities is increasing the frustration levels in the current industry. Coupled with growing mental fatigue and increasingly punishing physical environments, depression is the obvious end result. Some call centers have now devised different stress management programs mainly to counter depression.

Policies of some companies to achieve work life balance

Company	Approach	Techniques
Nokia	Support employee’s possibilities to maintain work life balance according to their changing needs and life situations.	Teleworking, mobile working, flexible working hours, sabbaticals, and study leave health care services as well as recreational activities.
GE	Committed to supporting its leadership culture through system	Flexible work arrangement, financial management, family

	and policies that foster open communication, maintain employee and partner privacy and assure employee health and safety.	counseling and more.
Wipro	Employee- friendly and have a positive impact on productivity and retention.	Crèche's, paid holidays and vacation, Maternity benefit with extended leave of absence and sabbaticals.
HSBC	The chance to grow, learn and prosper year after year.	Work life programs give employees flexibility in their work arrangement of schedule, and support personal goals for fitness and community involvement.
McDonald's	McDonald's believes that it's important to strike the right balance.	Vacation, holidays, anniversary splash, sabbatical program, short Fridays, leave of absence, alternative work approach, adoption assistance, child care, educational assistance, matching gift programs, employee resource connection, international fitness club network

3. LITERATURE REVIEW:

Rosemary Crompton and Clare Lyonette (1987): Although work-life 'balance' is an EU policy priority, within Europe there are considerable variations in the nature and extent of supports that national governments have offered to dual-earner families. In general, the Nordic welfare states offer the highest level of supports, although other countries, such as France, have historically offered extensive childcare supports to working mothers. They examine national variations in reported levels of work-life conflict, drawing upon questions fielded in the 1987 Family module International Social Survey Programs (ISSP) surveys for Britain, France, Finland, Norway and Portugal. They find evidence of a 'societal effect' in the cases of Finland and Norway, in that significantly lower levels of work-life conflict are reported in these countries even after a range of factors have been controlled for. However, support for childcare in France does not appear to have had a similar impact. Further explorations of the data reveal that the domestic division of labor is relatively traditional in France, and that this is associated with higher levels of work-life conflict.

Janet Smithson, Elizabeth H. Stokoe (2007): This article examines current debates about gender equality, work-life balance and flexible working. We contrast policymakers' and organizational discourses of flexible working and work-life balance with managers' and employees' talk about these issues within their organizations. They show how, despite the increasingly gender-neutral language of the official discourses, in the data studied participants consistently reformulate the debates around gendered explanations and assumptions. For example, a 'generic female parent' is constructed in relation to work-life balance and flexible working yet participants routinely maintain that gender makes no difference within their organization. They consider the effects of these accounts; specifically the effect on those who take up flexible working and the perceived backlash against policies viewed as favoring women or parents. They argue that the location of work-life balance and flexibility debates within a gender-neutral context can in practice result in maintaining or encouraging gendered practices within organizations. Implications of this for organizations, for policymakers and for feminist researchers are discussed.

Jeffrey Hill, Alan j. Hawkins, Maria Feris, and Michelle Weitzman (2009): This study examines the influence of perceived flexibility in the timing and location of work on work-family balance. Data are from a 1996 International Business Machines (IBM) work and life issues survey in the United States ($n=6,451$). Results indicate that perceived job flexibility is related to improved work-family balance after controlling for paid work hours, unpaid domestic labor hours, gender, marital status, and occupational level. Perceived job flexibility appears to be beneficial both to individuals and to businesses. Given the same workload, individuals with perceived job flexibility have more favorable work-family balance. Likewise, employees with perceived job flexibility are able to work longer hours before workload negatively impacts their work-family balance. Implications of these findings are presented.

Richard Welford (2010): This survey has illustrated that improvements have taken place in work life balance of Hongkong employees. Compared with a similar study conducted in 2004, a Hongkong worker appears to be much

happier. Respondent were seen to have shorter average working hours with fewer people working regular overtime. This may be part of the reason for the increase in overall employee's satisfaction with work life balance and a lower likelihood of changing jobs over the coming year. The government's contribution in promoting 5 days work arrangement as well. Although some employees may have added to Saturday morning hours to the week day work load, it seems that people often work beyond this new requirement anyway, with the net effect being a shortening in the work load, it seems that people often work beyond this new requirement anyway, with the net effect being a shortening in the workload of around half a day. We have also seen significant increases in the numbers of companies offering flexible working arrangements to deal with work life balance issues. For the first time the report also examines age and gender. It is clear that young men work longer hours than any other group. Satisfaction with work is highest among 40-49 year olds. Workers above 50 tend to work longer hours and experience more exhaustion than those a decade younger, however. There remain an alarmingly high percentage of respondents who feel that work is the cause of health problems, specifically stress and lack of exercise. It should be remembered that such illnesses can become a financial burden to companies and taxpayers who must spend more in regards to medical expenses. In addition to the financial burden, health problems are likely lead to lower productivity and effectiveness of workers. It is the responsibility of companies and the government to promote healthy working attitudes and practices in order to keep employee satisfaction high. Indeed, most companies are realizing that it is in their own best interests to promote work life balance in order to retain a productive, healthy workforce. And although the exact level of a good work-life balance is difficult to pinpoint, this study shows that an improvement across all sectors has been made.

Una Byrne (2011): This article discusses the development of the concept of the 'work-life balance' as a means of tackling the problem of increasing amounts of stress in the work-place as people try to juggle a wide range of factors in their life/work environment, including: work; family; friends; health; and spirit/self. It is argued that, of the factors involved, work is the one which is most elastic and can be managed in such a way as to avoiding jeopardizing the other factors. A major driver of the trend towards achieving work-life balance is the fact that younger people are not prepared to work in the same way as their parents, wanting greater control, and a bigger say in the structure of their jobs and what they could potentially offer in the future. The search for work-life balance is a process in which people seek to change things in accordance with changes in their own priorities, physical, psychological or both, and these can be triggered in their turn by factors such as: age; changes in working conditions; the demands of new technology; and poor management. Employees benefit through: having a greater responsibility and a sense of ownership; having better relations with management; avoiding bringing problems at home to work, and vice versa; having the time to focus more on life outside work; and having greater control of their working lives. The achievement of better work-life balance can yield dividends for employers in terms of: having a more motivated, productive and less stressed workforce that feels valued; attracting a wider range of candidates, such as older part-time workers and carers; increased productivity and reduced absenteeism; gaining the reputation of being an employer of choice; retaining valued employees; achieving reduced costs; and maximizing available labour. The author considers some of the issues which might arise when implementing a work-life balance strategy and offers advice on implementing such a scheme.

3. OBJECTIVES OF THE STUDY:

- To study the work life balance among various Employees of jalandhar & various techniques used to balance work & life.
- To study the various stress & time management techniques used by employees.
- To study if organisations are using work life balance techniques as competitive advantage for them.

4. SCOPE OF THE STUDY:

The study the work life balance in Jalandhar itself only. The study helps to analyze the how employees balance between personal and professional life and how they manage stress arising due to work and what type of problem they have to face during office and home. The research constitutes various factors for balancing personal and personal life.

Procedure:

For this study a structured questionnaire was prepared which contain closed ended questions. The questionnaire was a non- distinguished type. The questionnaire contained multiple choice questions and questions on a likert scale to state their preferences or degree of agreeableness

5. METHODOLOGY:

Research design: Research design is the strategy, the plan, and the structure of conducting a research project. A research design is the specification of methods and procedures for acquiring the Information needed. It is the overall pattern or framework of the project that stipulates what information is to be collected from which source and by what procedures. A research design call for developing the most efficient plan of gathering the needed information. The design for a research study is based on the purpose of the study. A Critical Study on Work-life Balance is done in

Jalandhar itself only. I have categorized this research as of type descriptive research because the study includes surveys and fact finding studies of various kinds. The major purpose of this research is description of the state of affairs or problems as they exists and are faced at present by the employees of reputed organizations in Jalandhar. We have no control over the variables; we have only reported what has happened or what is actually happening.

Sampling Design

A sampling design is a definite plan for obtaining a sample. It refers to the technique or the procedure the researcher adopts in selecting items for the sample. The following factors need to be decided within the scope of the sample design.

Universe of the Study: - The universe of the study included are the employees of various departments.

Sample Size: - Sample size is the number of elements to be included in a study. Keeping in mind all the constraints, 100 employees were selected from the different organizations.

Sample Unit: - Sampling unit is the basic unit containing the elements of the universe to be sampled. Sampling unit of my study is the Employees of various department of Jalandhar only.

Sampling Technique: - The sampling technique used is convenience sampling.

Methods of data collection:

Research work is exploratory in nature. Information has been collected from both Primary and Secondary data.

Primary data: Primary data is the information collected by the researchers directly through instrument such as surveys, interviews, focus group or observation. That shows that direct relationship between potentials customer and the companies. Tailored to his specific needs, primary research provides the researchers with the most accurate and up- to date data.

For this research primary data is collected through: It was collected through the structured and non disguised Questionnaires: (Both by collecting responses personally and also my mailing questionnaires to distant respondents).

Secondary Data: - Secondary data is the data that have been already collected by researchers and readily available from other sources. Such data are more quickly obtainable then the primary data. Secondary data are those, which have already been collected by someone else. For this paper, secondary data is collected through: It was collected through Internet, books on related issues, reports, journals and research reports of various researchers in relevance to our study.

Tools of Presentation and Analysis: -

To analyze the data obtained with the help of questionnaire, following tools were used.

4.4.1 Tools of Presentation: It means what tools were used to present the data in a meaningful way so that it becomes easily understandable. In this research tools used were tables and graphs.

4.4.2 Tools of Analysis: In this research the tools of analysis used were factor analysis.

6. ANALYSIS:

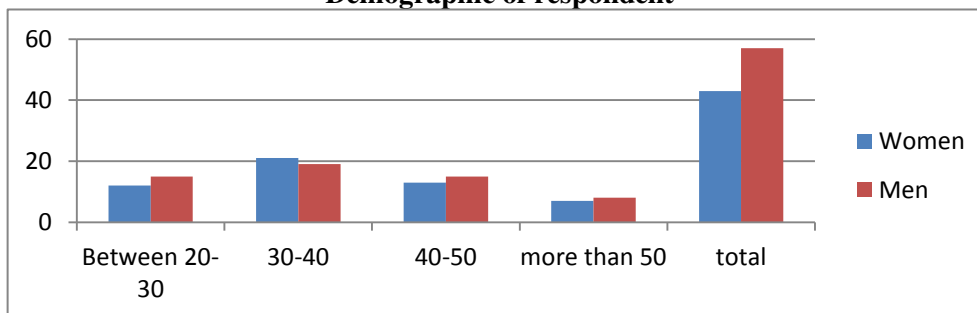
The study was done to analysis the various factors of work life balance. The respondents were from the following segment.

Q.1 Demographics’ of respondent:

Table 1(a)
Demographic of respondent

Age Group	Women	Men
Between 20-30	12	15
30-40	21	19
40-50	13	15
More than 50	7	8
Total	43	57

Figure: 1(a)
Demographic of respondent



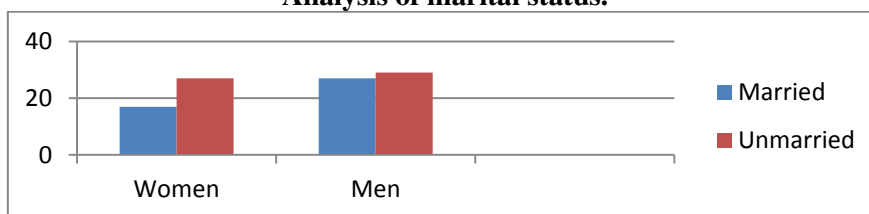
DATA ANALYSIS AND INTERPRETATION:

This Bar chart shows that the employees of age group between 30-40 are maximum in numbers i.e. 21 women and 19 men. And the age groups of more than 50 years are in very least numbers. So as per my study the age group between 30-40 are more involve in their work than others age group.

Table 1(b)
Analysis of marital status.

Marital Status	Women	Men
Married	17	27
Unmarried	27	29

Figure 1(b)
Analysis of marital status.



DATA ANALYSIS AND INTERPRETATION:

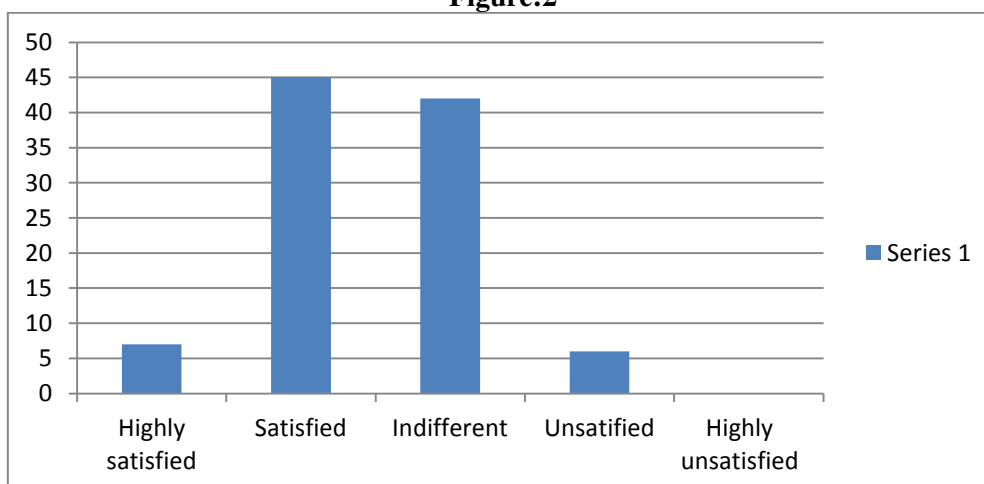
This Bar chart shows that the men are more married than women. Because in today’s scenario women are more conscious about their carrier in comparison to men due to certain time period they have. Firstly women want to make their career first then they want to married.

Q.2 Are you satisfied from your Job

Table 2
Job satisfaction

Response	Respondent
Highly satisfied	07
Satisfied	45
Indifferent	42
Unsatisfied	6
Highly Unsatisfied	0

Figure:2



DATA ANALYSIS AND INTERPRETATION:

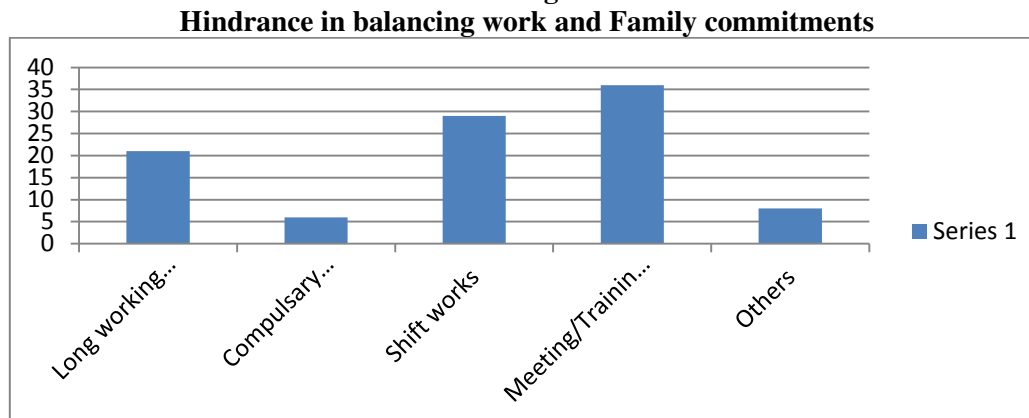
This bar chart shows that only 7 employees are highly satisfied and 42 employees are just indifferent and 45 employees are satisfied. Means today highly satisfied employees are very less in numbers just because of pressure of maintaining between work & family. Today’s life is very busy. Everyone can’t manage both things.

Q.3 Hindrance in balancing work and Family commitments.

Table 3
Hindrance in balancing work and Family commitments.

Response	Respondent
Long working hours	21
Compulsory overtimes	6
Shift works	29
Meeting/ Training after office hours	36
Others	8

Figure: 3



DATA ANALYSIS AND INTERPRETATION:

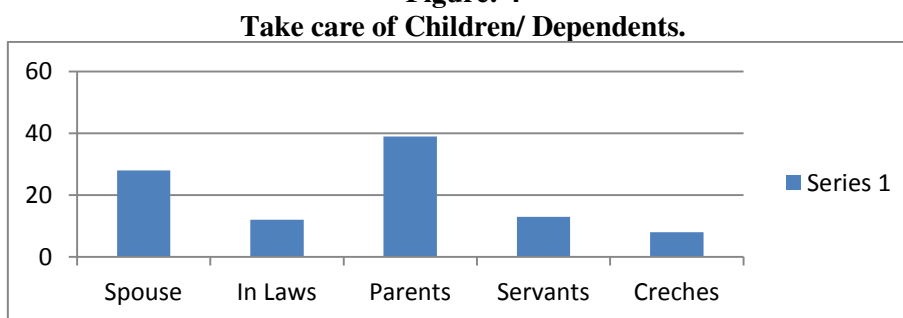
This bar chart shows that the mostly employees are busy after working hour due to Meetings/ Training. And other employees are busy in others activity like shift work, long working hours or compulsory overtimes. So each and every employee is busy in different- different activity regarding their jobs after working hours.

Q.4 Take care of Children/ Dependents.

Table 4
Take care of Children/ Dependents.

Response	Respondent
Spouse	28
In-Laws	12
Parents	39
Servants	13
Crèches/ Day care center	8

Figure: 4



DATA ANALYSIS AND INTERPRETATION:

This bar chart shows that in current scenario mostly single families are lived. So if spouse is not working then they take care his/ her children/ dependents and if spouse is working than they have to keep servants or keep them in care center. Now in my research maximum 39 employees are taking care by their parents. And others are by in-laws or servants.

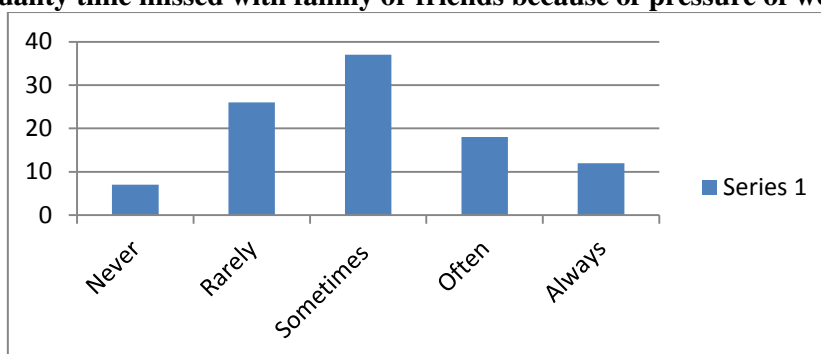
Q.5 Quality time missed with family or friends because of pressure of work.

Table 5
Quality time missed with family or friends because of pressure of work.

Response	Respondent
Never	07
Rarely	26

Sometimes	37
Often	18
Always	12

Figure: 5
Quality time missed with family or friends because of pressure of work.



DATA ANALYSIS AND INTERPRETATION:

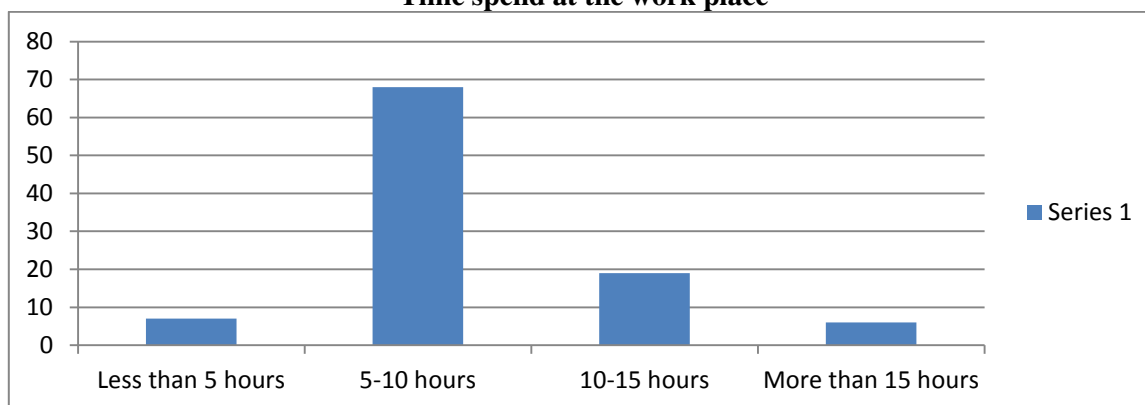
This bar chart shows that 37 employees are missed quality times with their family or friends due to pressure of work. And only 7 employees said that they never missed it. Otherwise 18 employees said that they often missed and 12 employees said that they always missed quality time with their friends and family.

Q.6 Time spend at the work place

Table 6
Time spend at the work place.

Response	Respondent
Less than 5 hours	07
5 to 10 hours	68
10 to 15 hours	19
More than 15 hours	6

Figure: 6
Time spend at the work place



DATA ANALYSIS AND INTERPRETATION:

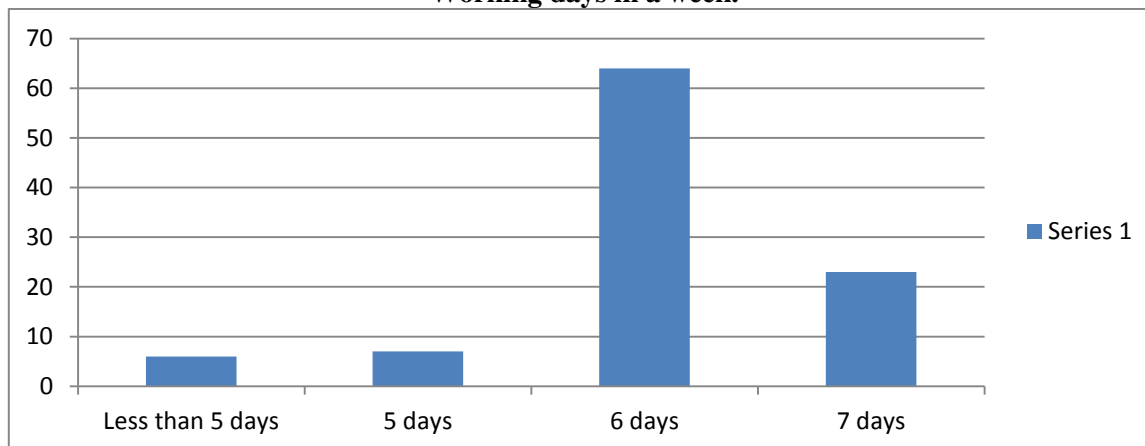
This bar chart shows that the maximum employees are working for 5 to 10 hours. And employees more than 15 hours are very less in number because now scenario has been changed. Today Working for 5 to 10 hours is the standard working hour for men and women employees both.

Q.7 Working days in a week.

Table 7
Working days in a week.

Response	Respondent
Less than 5 days	06
5 days	07
6 days	64
7 days	23

Figure: 7
Working days in a week.



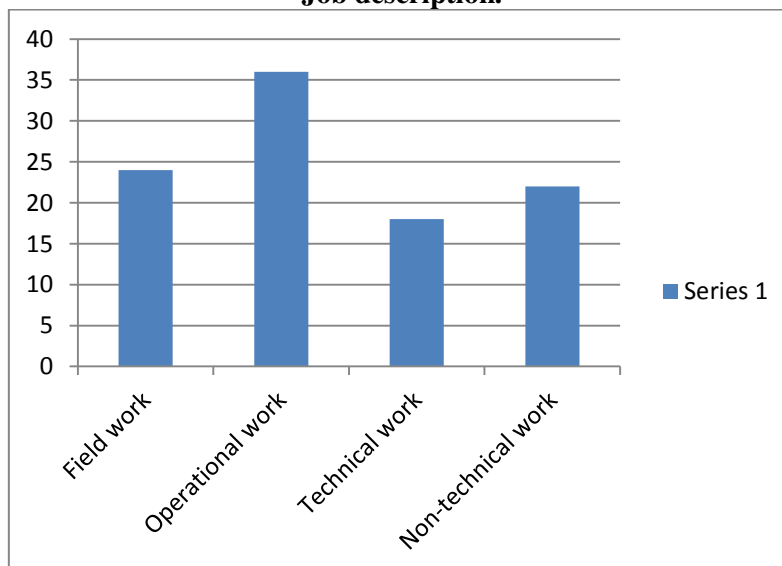
DATA ANALYSIS AND INTERPRETATION: This bar chart shows those maximum respondents are working for 6 days in a week. And 33 respondents are working whole week. Very few respondents are work for 5 days in a week or less than 5 days.

Q.8 Job description

Table 8 Job description.

Response	Respondent
Field work	24
Operational work	36
Technical work	18
Non-Technical work	22

Figure: 8
Job description.



DATA ANALYSIS AND INTERPRETATION:

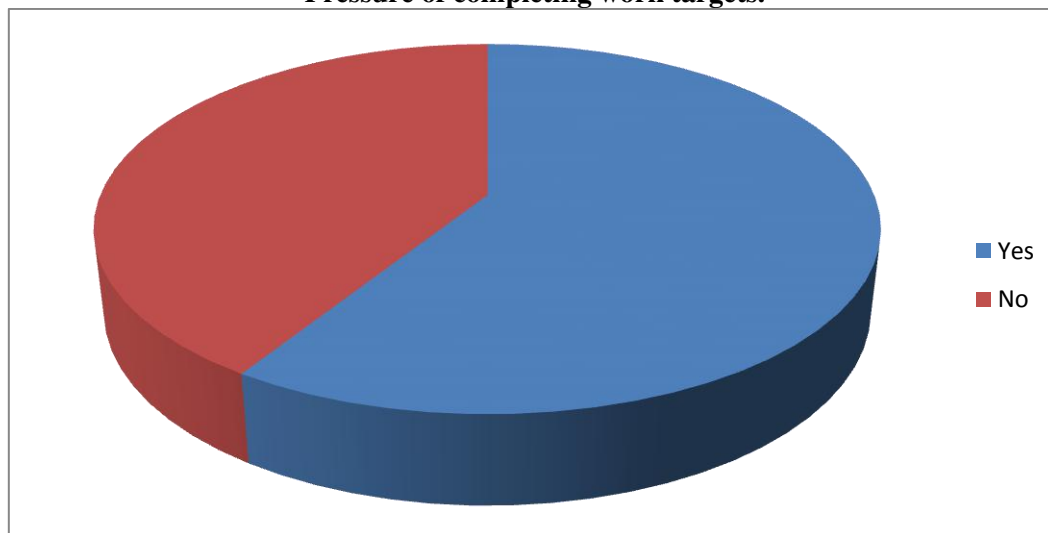
This bar chart shows that 36 employees are doing operational job and 22 employees are doing non- technical job, they are mostly women employees where as 24 employees are doing field work and 18 employees are doing technical job and these employees are mostly belong to men category.

Q.9 Pressure of completing work targets.

Table 9
Pressure of completing work targets.

Response	Respondent
Yes	59
No	41

Figure: 9
Pressure of completing work targets.



DATA ANALYSIS AND INTERPRETATION:

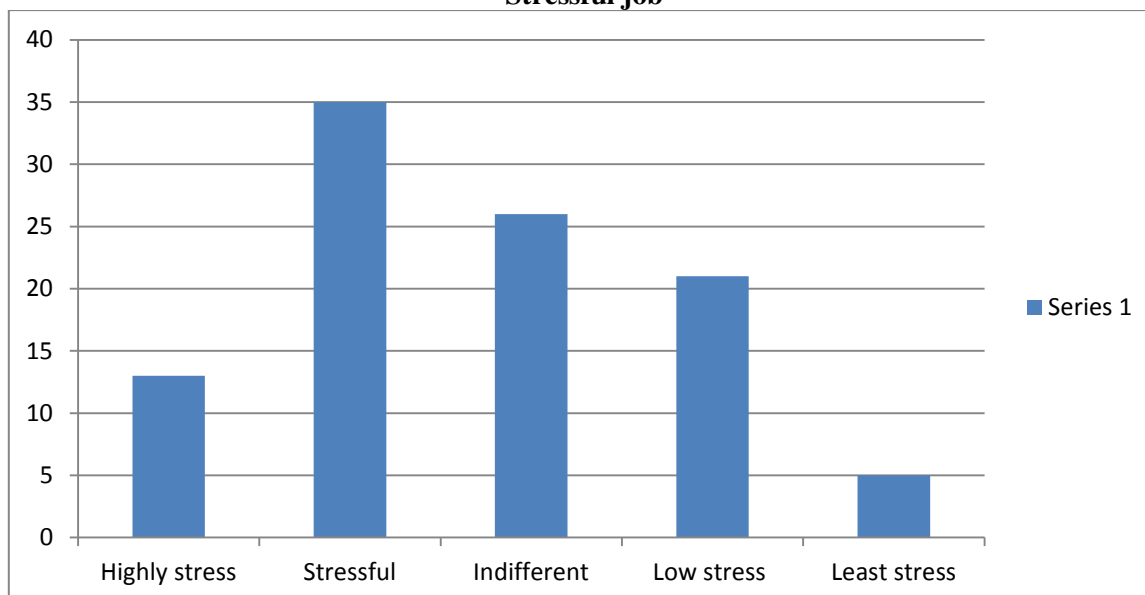
This bar chart shows that 59 employees have the pressure of completing work targets, these employees are basically related to the field job and operational/ functional job where as the 41 employees said that they have not pressure of completing work targets.

Q.10 Stressful job

Table 10
Stressful job

Response	Respondent
Highly stress	13
Stressful	35
Indifferent	26
Low stress	21
Least stress	5

Figure: 10
Stressful job



DATA ANALYSIS AND INTERPRETATION:

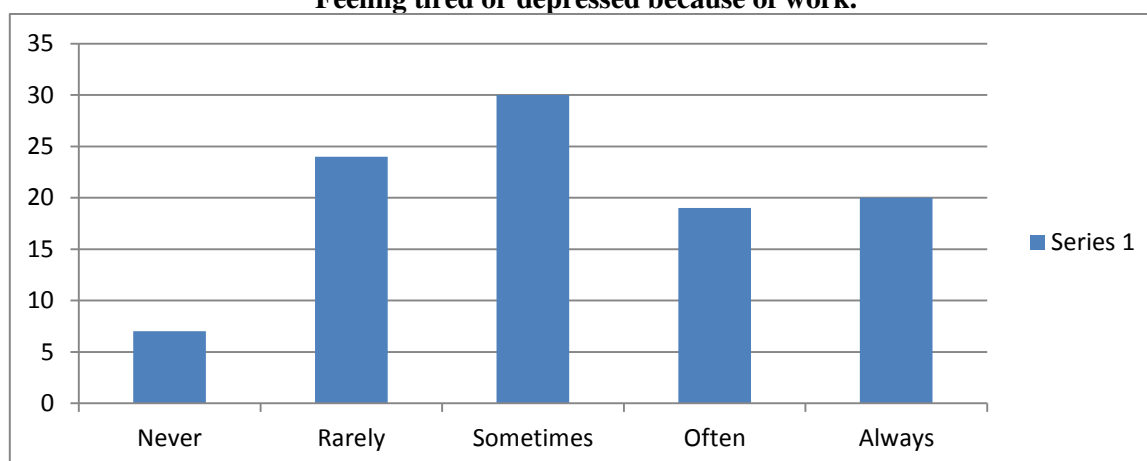
This bar chart shows that 35 employees are living their life stressful due to their busy life schedule and 26 employees are living their life indifferent. Very less number of employees are living with low/ least stressful life. It means today everyone faced stress either in less or large amount.

Q.11 Feeling tired or depressed because of work.

Table 11
Feeling tired or depressed because of work.

Response	Respondent
Never	7
Rarely	24
Sometimes	30
Often	19
Always	20

Figure: 11
Feeling tired or depressed because of work.



DATA ANALYSIS AND INTERPRETATION:

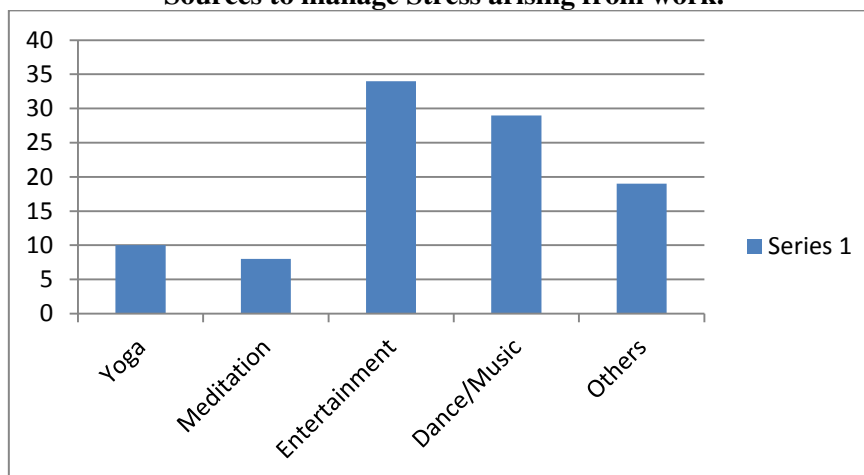
This bar chart shows that maximum employees are faced tiredness or depressed after working hour either sometimes or rarely or often. Very few people are said that they have faced never tiredness or depressed i.e. only 7 employees. And 20 employees are those who always faced depression.

Q. 12 Sources to manage Stress arising from work.

Table 12
Sources to manage Stress arising from work.

Response	Respondent
Yoga	10
Meditation	8
Entertainment	34
Dance/ Music	29
Others	19

Figure: 12
Sources to manage Stress arising from work.



DATA ANALYSIS AND INTERPRETATION:

This bar chart shows that 34 employees are enjoy by entertainment and 29 employees are doing dance or music for reducing their stress. In these employees mostly are women because they can do these activities along with

their household work. Yoga and meditation done by those employees who are really want to do this and if they have much time for that. 19 employees are doing others activity like: time spending with their family members or with pet's etc.

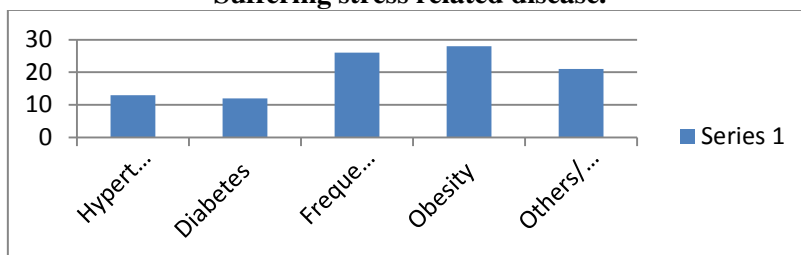
Q. 13 Suffering stress related disease.

Table 13
Suffering stress related disease.

Response	Respondent
Hypertension	13
Diabetes	12
Frequent Headaches	26
Obesity	28
Others/ None	21

Figure : 13

Suffering stress related disease.



DATA ANALYSIS AND INTERPRETATION:

This bar chart shows that in my survey 26 people are suffering from Headaches and 28 people have the problem of Obesity where as 13 people are suffering from Hypertension and 12 people are suffering from Diabetes due to work pressure and long working hours. In others category some people are suffering from back pain, eye disease, problem in digestive system, e.t.c. and some people have no one disease.

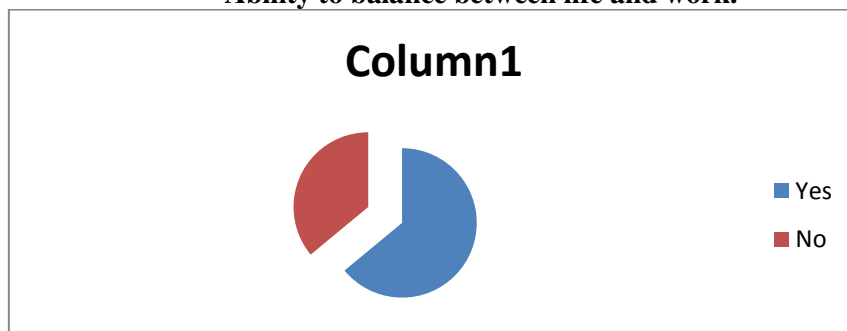
Q. 14 Ability to balance between life and work.

Table 14
Ability to balance between life and work.

Response	Respondent
Yes	64
No	36

Figure: 14

Ability to balance between life and work.



DATA ANALYSIS AND INTERPRETATION:

This bar chart shows that 64 employees are able to balance between work and personal life and 36 employees said that they are not able to balance between their personal life and professional work due to congested work schedule.

Q. 15 Organization support in balancing Work life.

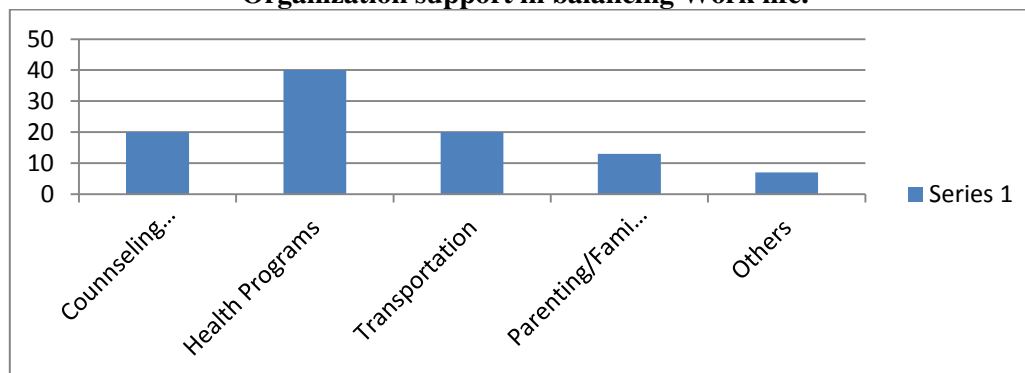
Table 15
Organization support in balancing Work life.

Response	Respondent
Counseling service for employees	20
Health Programs	40

Transportation	20
Parenting/ Family support programs	13
Others	7

Figure: 15

Organization support in balancing Work life.



DATA ANALYSIS AND INTERPRETATION:

This bar chart shows that 40 employees are benefited from health programs by their organization and 20 employees are benefited by transportation facility where as 20 employees are benefited by counseling service. Only 13 employees are benefited by the Parenting program because these types of programs are for the high class of employment. In others some people are benefited by FDPs.

7. FINDINGS:

As per of my survey regarding ‘Work Life Balance’ the number of women employees are increases day by day in comparisons to men employees. And women employees are more conscious about both their career and their family.

- Now days in many organizations the satisfactory level of employee in ‘Work life balance’ is between satisfactory and indifferent. Due to various reasons like: long working schedule, meetings/ training program after the working hours and many more.
- Very few employees said that they are highly satisfied to maintaining work and their family.
- In all these activity their children and their dependents have to suffer. They missed the quality times with their family and friends due to pressure of completing work & targets.
- In my survey many employees said that their jobs are stressful and their results they got tired and depressed.
- To get relief from stress they used some entertainment. But some employees are suffering from some health problems due to stressful job.
- Still we can say that employees are trying to maintain balance between their work and personal life and for this many organizations provide some good facility and different programs for their employee because they know that employees are the real asset for every organization.

In the end what matters is that we live a life in which we are happy and does not hold any regret that we are missing out something because we don’t have enough time. When we will manage our time wisely according to our priorities, then it will not be so difficult for us to maintain balance in our life

8. CONCLUSION/SUMMARY:

Work life balance is an issue of great importance that has to be addressed by the organizations at the earliest. All employees are the greatest asset of every organization. The HR department of the organization and the employees together must workout strategies to help all-in work life balance which makes the organization the happiest place to work in. the right work life program definitely offers a competitive advantage in all the working areas.

Evidence suggest that improvement in people management practices, especially work time and work location flexibility, and the development of supportive management contribute to increased work life balance.

Finally the self management is very important; people need to control their own behavior and expectation regarding work life balance. This will help them to achieve their personal and professional goals as well the organization they are working for. There for it is important for employees to maintain a healthy balance between work and their privates’ life.

9. RECOMMENDATIONS:

Based on the findings of the study, conclusions were drawn and the following recommendations are made

- In order to maintain the balance between work and life flexible hours should be given to the Employees.

- In order to provide relief from stress, organizations have to be used some entertainment activities. So that employees are not suffering from any of health problems due to stressful job.
- Employees should also try to maintain balance between their work and personal life and for this organizations should also provide some good facility and different programs for their employee because they know that employees are the real asset for every organization.
- In order to maintain balance between both work and life, organizations should go for job enrichment that means make the job challengeable and interesting so that employees are not stressed by job and they never be tired and depressed because of work.

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