

# Work Life Balance

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The pressure of achieving one's goals in order to have financial, emotional and mental stability often forces one to jump into the pool of troubles. Family responsibilities, self-respect, self-independency and belongingness, all get mixed up and lead to inter-role conflict, confusions and mental distress ultimately making the person unsatisfied and depressed. This calls for the need of Work Life Balance (WLB) in one's life.

## What is Work Life Balance?

The often used phrase "work life balance" is made up of three words- work, life and balance. Broadly where "work" means ( job, career, ambition basically paid work or livelihood) ,"life" portrays (family life, personal life ,leisure life, pleasure life and social life) and "balance" refers to managing two domains successfully and satisfactorily by prioritizing between "work" on one hand and "life" on the other. In other words it deals with establishing a life which is balanced between personal and professional life through various means. In actual sense, Work-life Balance is a broad concept, neither there is one size-fits-all definition nor its' full meaning can be captured in one single definition. Moreover, it keeps on changing; the right balance today will probably be different for tomorrow. Further this balance is not about equal distribution of time in various day-to-day activities and responsibilities with respect to your work; it is basically managing your different life domains efficiently and effectively without hampering your physical, mental and emotional well-being and is a matter of concern for everyone be it teenagers, adults or seniors.

## Impact of Employee's WLB

Today, the corporate world is full of competition where one needs to prove his/her abilities to the fullest at every stage of their lives so as to survive in their livelihood. Even the experienced ones are in the same race for self-actualization of their goals till date. This mental stress and pressure often leads to a reduction in their productivity and efficiency. The human resource which was an asset for the organization turns

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into a liability whose settlement is not possible until and unless the manager steps in to resolve the situation. No problem is permanent and no solution is forever. Life is not a bed of roses. It offers challenges which need to be addressed and resolved with time. Neglecting changes is the biggest mistake for any business especially those in the initial stage of development. Hence, it is the role of the manager to make sure adaptability of changes in the organization and human resources through any means, in order to establish and maintain competitive advantage in the industry.

### **Current Scenario**

The novel coronavirus disease 2019 (COVID-19) pandemic has affected all of humanity and made us experience a new world that we had not experienced in the past. No one would have expected that this health emergency would confine us to our homes for more than a year now and has deteriorated the economy to such an extent that it seems like India has been shifted 20 years back to its initial stage of development. Such a drastic change was unexpected even for the HR managers. The whole work patterns and systems were affected drastically. The alternative to physical jobs i.e. work from home was adopted all over and brought about numerous problems as expected. Work Life Balance which was difficult prior to pandemic, worsened with the onset of work from home. Efficacy of flexible working arrangements on work life interface is still unexplored to its fullest.

### **Small Actions Big Difference**

Work Life Balance may become a problem if not taken seriously. But with some efforts and vigilance, it can definitely be turned into a key to success. HR policies indicate the intentions of any organization. If an organization adopts certain measures and policies with regard to its human resources in their favour so as to assist them in maintaining a healthy balance between their personal and professional lives, then such organization is always preferred to be worked with by any person. Quoting an example of Google's intentions and investment in providing a flexible and stress free work environment is worth mentioning in this context. The HR policies are so flexible that when asked about the same from an ex-employee of Google, she feels like she had lost her second home.

Adaptability is the only key to unlock the doors of opportunities and success. Hence, though intelligence, aptitude and knowledge matters a lot but at the same

time, emotional quotient and adaptability quotient in human resources is the need of the hour. Those who were able to cope up, survived during the pandemic and those who could not manage their personal and professional lives, incurred huge losses. Hence, one thing which can be inferred is that HR managers must look for those human resources which are capable enough to handle such situations (pandemic) mentally so as to adapt as quickly as possible without hampering their productivity.

WLB is all about accepting and adapting with a calm state of mind. On the personal front, all we need to do is time management with clarity in our minds and balancing every aspect of our lives because ignoring anything is no solution. As rightly said by Gurudev Sri Sri Ravi Shankar, 'If our needs are more than our responsibilities, there will be unhappiness and our lives will be unbalanced for sure. But if we reduce our desires and take on more responsibilities, then life will be peaceful and will surely lead to a balanced work-life'. Additionally regular exercises, meditation and yoga could surely assist in establishing a stable peace of mind. A peaceful mind and appropriate time management are the keys to excel in any field and under any circumstances. Work is important but other life domains -health, home and family cannot be ignored. Also, happiness, rest and enjoyment are too crucial elements of our lives and must be relished frequently for a balanced life.

## References

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