

PERSPECTIVES OF WORK LIFE BALANCE POLICIES AND PRACTICES

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ABSTRACT

Work life balance describes the relationship between your work and the commitments in the rest of your life, and how they impact on one another. Employers, employees and government want to maximise participation in the workforce. However, in our demanding lives many people struggle to balance work and the responsibilities of caring for children, family members with a disability or elderly parents. For other workers it's often difficult to find time outside work for study, volunteering, taking care of their own health or participating in sport and recreation. There is no ideal work life balance; everyone is different and the right balance may alter over time as families grow older and personal commitments change. Having options about how work is organised makes managing work and life demands possible by allowing employees to work in non-traditional work patterns and locations that better fit their personal commitments. Overall quality of life improves and businesses also benefit from employees higher morale and commitment. As with most things in life, moderation is the key. People who are constantly tied to their jobs deal with the symptoms of stress and burnout. Overworked employees are more likely to suffer health problems, more like to be absent and/or sick, less efficient, less sociable, and overall more difficult to work with. It is in the best interest of both the employee and employer to avoid these pitfalls through smart human resource management.

Keywords: *Work life balance, Policies, Practices, Human Resource, Perspectives*

I. INTRODUCTION

Moderation is vital in life, as it is in most other situations. Individuals who are reliant on their jobs all the time experience stress and burnout. Employees that are overworked are more likely to have health issues, to be absent or sick, to be less productive and sociable, and to be all around more challenging to work with. By using wise human resource management, these problems can be avoided to the benefit of both the business and the employee.

The administration of human resources (HR) is a particularly flexible aspect of the organisation, and its duties are frequently considerably less clear than a textbook may imply. Ensuring that workers are healthy and content at work is just as much a part of the HR system as hiring, training, employment agreements, and regulatory issues. This calls for adopting positions on behalf of the workforce and establishing organisational and managerial standards and guidelines to guarantee fair treatment of workers.

Overriding the culture to encourage employees to take time off is one example of what HR and/or top management can do in this area. Lower management must be informed by upper management that business communication after a specific hour (or on the weekends) is only permissible in extremely time-sensitive situations, both verbally and by example (or never at all). HR can advise staff members to leave their work computers at the office unless absolutely necessary and to switch off their work phones in the evenings. Flex time is yet another helpful management tool. Since they frequently speak on the phone at odd hours of the night or early morning with clients or suppliers on the other side of the world, people who work in global marketplaces will find this to be of great help. Also, workers might just put in four days a week yet put in ten to twelve hours each day (from, say, 6:00 a.m. to 5:00 p.m.). Companies with a quarterly focus could start each new quarter with extended weekends for the entire organisation (when workload is the smallest). When employees are pushing themselves too hard, HR professionals should be alert and resourceful in spotting the problem and providing a remedy.

II. REVIEW OF LITERATURE

Satinder Singh (2013) Work-life balance has been developed in light of its increasing popularity with the main goal of achieving societal prosperity and the realisation of fulfilling lifestyles for its employees by fostering each

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