

# Barriers in Achieving Work -Life Balance

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**Abstract-** *Work and family life have always been important and interdependent, but due to increased employment of women, rising working hours, globalizing economy, the trend toward long work hours and inadequate family income, it is problematic to manage both now a day. The increased member of hours especially in IT Industries has changed the way that had previously shaped experiences in both work life and family life with the help of digitalization and advanced technologies like internet, phones, email, social networking etc. have changed relationship to work*

**Keywords-** Work life balance, organizational effectiveness

## I. INTRODUCTION

Implementing of work-life practices for organizational effectiveness may be compromised by lack of use these practices. Sometimes employees remain unaware of their work-life entitlements following the implementation of work-life balance practices. For example, in a survey of 945 employees in six different organizations across three sectors of employment (local government, supermarkets, and retail banking), found that 50% of employees were unaware about the practices offered by their organizations for family friendly policies or practices

## II. BENEFITS FOR EMPLOYEES

- Being able to effectively manage all responsibilities at home and work place .
- Being able to work in flexible ways so that doing work and managing family is easy.
- Being a part of a healthy workplace that values and trusts its staff.

## III. BENEFITS FOR EMPLOYEE

- Recruiting the right staff
- Helping to get the best from staff
- Helping to be an employer of choice
- Obtaining more productivity

## IV. PROBLEM IDENTIFICATION

From an employee's perspective, today's busy professional life drastically affects the life style in which way we combine work and personal time. Therefore, the boundary line between work life and home life is increasingly blurred. Attending personal calls at work and sending work e-mails at home after hours is common now a day and socially accepted. This level of flexibility and relationship between work life and family life is not possible to avoid in organizations which deal especially in international business. Employees are expected to be highly organized - seamlessly managing work and home simultaneously. It is not acceptable now a day in companies by employer that employee shut down the server simply in the evening by employees and to be unavailable.

Work life balance is no defined and clears nowadays. Work life balance practices are organizational changes in organizational culture that are designed to reduce work life conflict and enable employees to be more effective at work and in other roles. Some HR management techniques help to balance work and home will flexibility and freedom if managed appropriately

## V. REVIEW OF LITERATURE

**Koch et al.(2012)** recognized that work life boundary line is blurred the boundaries connectivity, They told use of specific digitalization that helps to minting the boundaries between personal and work- related activities and creates positive thinking that in turn lead to a sense of well-being , satisfaction and fulfill organizational commitment.

**Kulkarni and Kulkarni(2013)**,have opined that successful employees are recognizing that positive Work life balance outcomes for employees from achieving work life balance to the satisfactions of challenging work and career development are key ingredients of a successful business strategy.

**Parida (2014)**.Has mentioned that now a day the lives of employees, both male and female, are increasingly consumed of family and other personal responsibilities and interests. Therefore, in an effort to retain employees, it is increasingly

important for organizations to recognize this work life balance.

**Gupta and Charu (2015)**. Examined the impact of Work Life Balance on job satisfaction of IT sector employees. Data have been collected from 100 employees by adopting convenience sampling method. A self-prepared questionnaire has been administered. Chi-square result shows that work life balance and burnout affects the job satisfaction among employees in IT sector.

**Panisoara and Serban (2016)**, have examined the impact of marital status on Work life balance. Data were collected from 132 employees by adopting convenience sampling method. Varying non-work related issues (by means of the presence of a husband/wife, a minor or major child) while keeping the work constant (by means of the state of being an employed person common for all the four groups of participants) may suggest that the diversification of demands brought about by the necessity to assume household or childcare responsibilities is not necessarily followed by a significant change in the level of Work life balance experienced as unmarried employee.

**Parikh and Gandhi (2017)**. Described how the recent technological changes invaded our home, bedrooms, and even social functions. In this study suggestions have been offered by authors to employees and organizations. One of the suggestions offered to organizations states that organizations could provide “core hours” when an employee should be present and work around different start and finish times.

## VI. RESEARCH OBJECTIVES

- To study the work life balance of employees across industries.
- To identify the factors which influence the quality of work life balance.
- To identify the work culture affecting employees, those are from different culture. Religion, education, background and ambitions but all work together to achieve company objectives.
- To identify the status of facilities in industries like infrastructural facilities, work group. Work life balance compensation and benefits and to find out if they really affect employee's personal life and professional life.

## VII. FINDINGS

- **Net app program Bangalore**- Company gives a lot of flexibility, no middle management politics. Good global exposure and travel opportunities.

- **Master card** - Family oriental toothily), tool benefit, environment Vacation policy. Flexibility, some cutting clog tech loans.
- **Yahoo**- Good benefits, onsite gym, good technology to learn, employee friendly policies, unlimited sick leaves, free food phone / transport / medical benefits.
- **Nokia**-Option for work from home and flexi hours, good work culture care for personal life encourage employee to take vacation and recharge.
- **H P**- Flexi timing, work from home, family outing by company and no dress code and benefits to women like maternity leave and work from home for longer timings etc.

## VIII. CONCLUSIONS

Changing demographics are behind the move to embrace work-life programs. The decline of the traditional family, an increase in dual-career couples, and a rise in the number of single parents mean that employees are juggling more responsibilities outside work. Everyone gets benefits from good practice in work-life balance. For instance: business through easier recruitment, improved retention, and easier service delivery, the economy as the labor market grows more skilled and experienced people are available to work providing financial parents and careers, who can spend quality time at home as well as support through work, people with disabilities, through improved access to work and the workforce generally where they are better able to balance their work w aspects of their lives,

Work-life balance practices can reduce work-life conflict and increase positive appraisals of one's organization. These effects are often associated with employee attitudes such as increased job satisfaction and enhanced control over their work schedule

This article argues that building an organizational culture which supports work-life balance is a long-term process for large organizations especially in IT Industries. It involves changing the way people think and talk about their work and about work-life balance so that using flexible working options and other work-life initiatives becomes accepted and normal for everyone regardless of their gender, seniority within the organizational or personal commitments.

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