

Work Life Balance: Myth or Reality

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Abstract

Over the last few decades work life has undergone many changes. Post Globalisation and with the onset of information technology advances there is a very thin line between work and leisure. Work is carried to our homes and work follows you wherever you go. Work life balance has suffered largely over the last few decades due to various factors such as stress, corporate pressures, relationships and societal changes. Some of the challenges and how to maintain a fine work life balance which are essential for the overall wellbeing is explored

Keywords: Work life, Technology, Stress

Introduction

Work life balance is the most spoken word post globalization and often referred in the context of employee wellbeing. The recent death of a corporate employee caught the attention of everybody for a better work life balance. The amount of work loads an individual can withstand depends on many factors such as physical and psychological wellbeing. The argument is that in the initial years of their career, a greater number of hours can be spent by individuals to improve productivity and achieve employer goals. How much of this extra work is affecting the wellbeing of particular individual is a question mark even if they are adequately getting compensated.

Scope

The present paper aims to study Work life balance of professionals working in different environments. The data required for the study is drawn from primary and secondary sources.

The study is exploratory in nature.

Objective

The objective of this paper is to study the work life balance in everyday life of working professionals and the factors affecting the same.

To study the relationship among the factors affecting work life balance

Factors Affecting

Stress

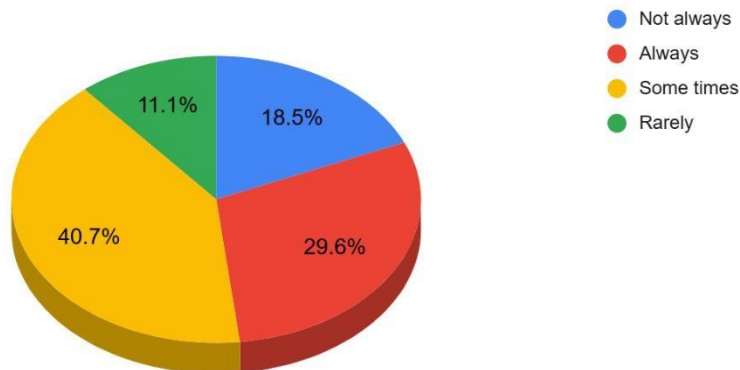
Optimum stress is manageable and required for every individual for delivering good results in every aspect of our lives. If it increases beyond threshold limit, stress affects productivity, ability to think clearly and starts affecting the health as well. However, in contemporary times the stress is induced more due to unreasonable expectations and sufficient time not being given for a particular task. This results in individual spending more time on the task and invariably affecting work life balance. The work gets carried to home. The pressure of continual improvement of profit and revenue adds pressure to people at all levels. The constant fear of termination of employment due to various reasons induce stress in individuals. The responsibilities are well defined in many organisations. However, the constant pressure of performance on personnel in Middle and Higher management with comparison on performance among themselves sets enormous pressure on people working down the stream which has significant effect on work life balance

A survey was conducted and the primary data has been depicted below on how stress affects

Work life balance

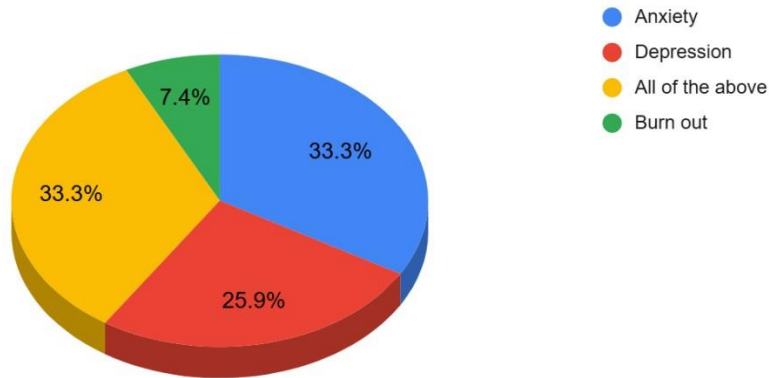
Do you feel stressed in your work place when sufficient time is not given for completing a task?

Fig 1 Stress Vs Time



Which of the following is potential mental health effect of chronic job stress?

Fig 2 Stress Vs Mental Health



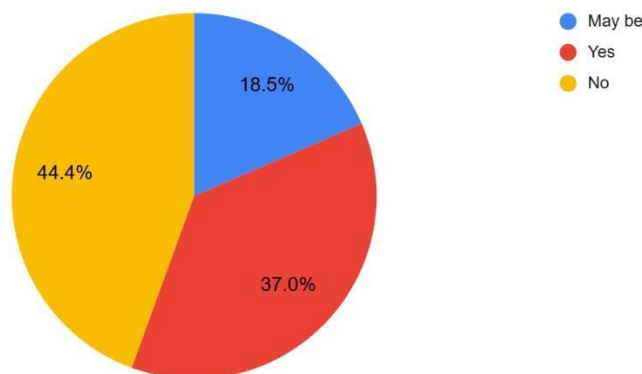
Technology

Usage of cell phones, laptops at home by constantly checking status and emails gets in to personal time and affects work life balance. These gadgets connect you to the world 24 X 7 and virtually you are connected to the work all the time even though you are not in office and it affects work life balance to a large extent. With the work timings across global platforms, there is no end to review meetings at any point of time.

A survey was conducted and the primary data has been depicted below on how Technology affects work life balance

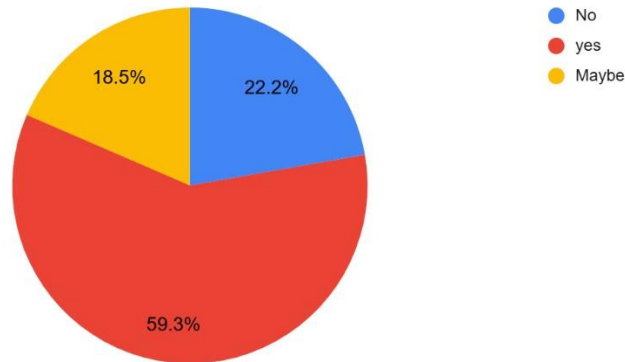
Do you feel gadgets like cell phone, PC s are affecting your work life balance

Fig 3 Gadgets Vs Work life



Do you check work emails or take work calls outside of work hours

Fig 4 Working hours Vs Technology

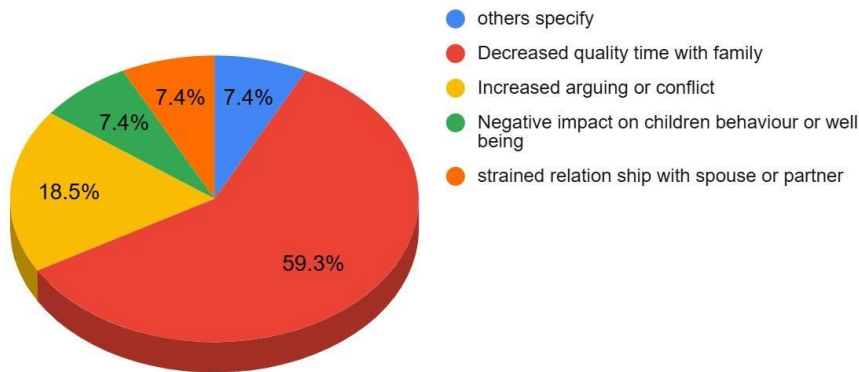


Relationships

Over the last few decades people have started working round the clock. On the positive side the earning potential of individuals working particularly in technology sectors has grown tremendously. However, on the negative side relationships have become more superficial among peers and family. Family life and relationships got affected due to employees driving themselves beyond their limits affecting the work life balance.

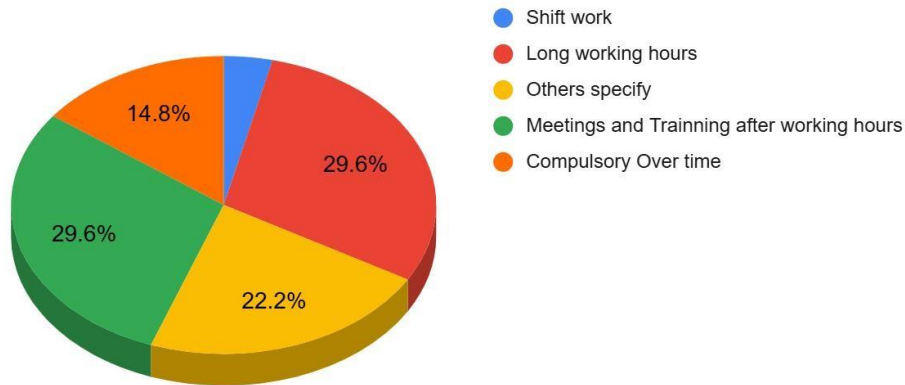
What are some common effects of job related stress on your family life?

Fig 5 Stress Vs Family relations

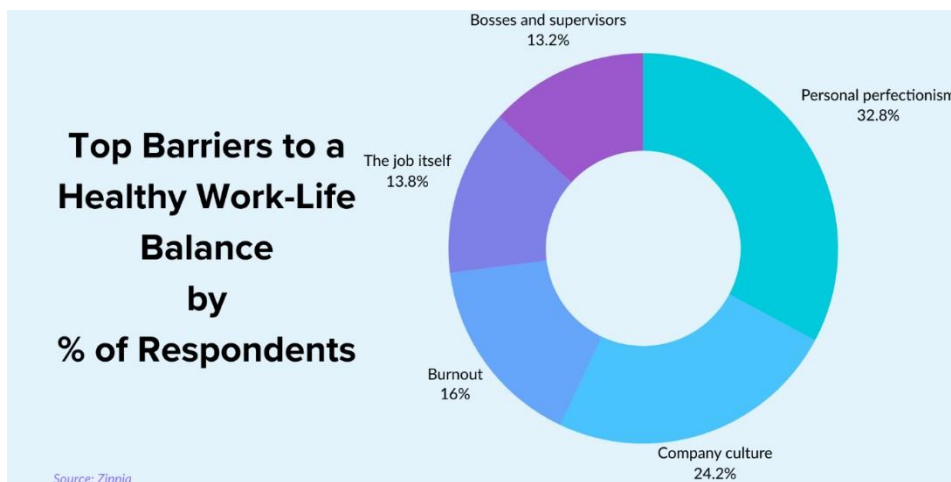


Do any of the following activities hinder you in balancing your work and family commitments

Fig 6 Family Vs Work life



Secondary data from a reliable source given below on various factors affecting work life balance is depicted below for more clarity



Conclusion

Primary data has been collected and analysed and presented in graphical forms. Work life balance is getting affected due to stress, technology and long working hours. To overcome stress and anxiety support form family, friends and employers is essential. Internal mechanisms to find stress related issues need to be in place for early detection and remedial measures to overcome have to be implemented. Employers must understand the role of work life balance and set up practical and implementable time limits for usage of digital devices. Providing congenial atmosphere in the workplace to improve relationships among employees so that they do not carry the stress to their



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homes. We also need to find a balance between what we love to do and what we need to do to earn for a living. Fortunate are those who earn their living by doing what they love to do which gives them perfect work life balance. Even though currently work life balance looks like a myth, it is a possible reality with constant efforts from individuals, employers and organisations.

References: <https://hubstaff.com/blog/work-life-balance-statistics/>

[Google sheets for data collection](#)



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