

WORK-LIFE BALANCE: STRESS AND PERFORMNCE¹ **Dr.M.MARUTHAMUTHU**² **S.CHITRA, G.PRAMOTHINE & G.SURENDAR*****Abstract***

The effect of quality of work-life is one the most important for all human beings and it will lead to the success of any organization for the outcome. Work-life balance policies are the key factors for the success of an organization on employees are balancing their working life as well as personal life also. Hence the researcher focusing on employees are how to consider the importance of their personal situations and organization welfare policies towards effective performance management on balancing their work-life that helps to reduce the stress. Based on the previous studies, organization policies assists to employees for their quality of work-life. This study aims to suggest suitable solutions for overcoming the problems and reduce the stress which leads to encouraging the employee's better performance for organizational output.

Keywords: *Work-life balance, job satisfaction, performance management, stress, welfare measures and work-life policies*

INTRODUCTION**Work-Life Balance**

Revolutionizes in the social, political and economic structure of societies have prejudiced and prolong to persuade both the nature of employment and its association to life outside work. In the 1970's the academic literature was saturated with articles far above the ground and impressive the prolongation of trends forecasting vast increases in freedom for the 21st century.

Work-life balance is the central to debates about quality of working life and its next of kin to broader quality of life. Work-Life Balance (WLB) schemes are being conceded in reaction to the obligation in the Social Partnership Agreement Sustaining Progress, to regard as extending right of entry to family friendly initiatives. WLB policies are of assistance workers to balance service by means of their family life, concerned errands and personal also social life outside the

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place of work. They consist of statutory privileges such as maternity and adoptive leave, force majeure, parental and careers leave, as well as non-statutory procedures such as flexible working arrangements, employee support schemes and childcare.

Changing and Increasing Work Pressures

At some stage in the ancient times, employees utilized to have predetermined working hours or rather a 9 to 5 job from Monday to Friday. The periphery flanked by the work and home has moved out along with time. However with globalization in addition to people working across countries, the conception of fixed working hours is evaporation left. As a replacement for of now 7 or 8 hours a day, people are spending as much as 12-16 hours every day in workplace. The technological good things like e-mail, text messaging and smart phones which were reflections of as tools to hook up them to their work living being away from their workplace, have essentially incorporated their personal and professional subsists.

The greater than ever working hours leave the individuals by means of with a reduction of time for themselves and to follow their hobbies or relaxation activities. These get in the way the intensification of the human being as an individual in requisites of their personal and sacred development. Professionals working in the BPO industry, doctors, nurses and more than ever IT professionals are the small number of instances who are facing the force of the risk persistently.

CAUSES OF IMBALANCE

There are different causes for the unevenness and clashes in the living of an employee. Commencing individual profession means to demands to survive up along with family or work, the reasons are able to be circumstances and individual unambiguous. The pace of improvement of information technology, the ever-increasing resistance in the ability contribute market has lead to a performance driven way of life generating difficulties and prospect to performance more and enhanced every time. The reasons of imbalance are conferred elaborately as follows.

1. Change: Most important rationale that people endure from work-life unevenness is change. It can be commencing organizational technological amend to a few change in family. Adapting according to change is not so trouble-free and we are aware of strain for regulating according to change on one side, and mental altitude which is not competent for adjusting on the other side.

2. Societal Pressure: If somewhat occurrence in which we have to deal and our time plan is of such kind that we accomplish not have time. The imbalance will be there. At the same time as there is a marriage of an employee's family member which they can't disregard owing to their own family or in-laws on the one hand and in the morning has several work significant at place of work on the other hand. Managing is not easy, for this reason imbalance will be there.

3. Individual Ambitions: If a person is determined and desires to realize immense in his life. For this accomplishment need, it has to work rigid, at work as well as it carries work to home. In this reason, family life is disregarded and this lack of knowledge is mortal to relations. For this reason, the outcome is work-life disproportion.

4. Increased Competition: The rapidity of spread of information technology, the greater than ever competition in the endowment make available market has show the way to a performance driven way of life crafting forces and probabilities to concert more and well again all time.

5. Responsibilities: In addition, several times, many people stumble on it not easy to say "NO" to others, mostly their seniors and superiors. The rising everyday jobs on the personal about with age be able to also make stress on personal and professional fronts.

BENEFITS OF FAMILY FRIENDLY AND FLEXIBLE WORK PRACTICES

Workplace traditions and practices impact on the work, family with life balance of all employees. The acknowledgement of this with workplace affords the prospect for major expands to be made in this area. For those who work base flexible and family friendly measures there are frequent and broad varying benefits, which are scheduled as below:

- Job security
- Better conditions of employment
- Better employment opportunities
- Less stress and more work
- Job satisfaction
- More control over work arrangements
- More flexibility to meet family responsibilities
- Increased labour force attachment
- Better family relationships

In terms of the Education Sector, the following benefits have been identified for employers:

- Maximized returns on training and professional development investment
- Renewed energy and freshness as well as increased morale
- More committed workforce
- Increased performance and productivity through improved organizational climate
- Reduced absenteeism and associated costs
- Positive public recognition in both the organizational sector and across other industries
- Reduced recruitment and retraining costs
- Positive public image

In addition to this more basic, mostly applied gains were known for employers. They are:

- Less absenteeism
- Being an employer of choice
- Organizational culture that facilitates change and effective work performance
- A diverse workforce that is reflective of society
- Improved staff satisfaction and loyalty
- Improved public image
- Improved workplace equity

ASSOCIATION INVOLVING WORKING LIFE AND LIFE OUTSIDE WORK

Studying the work-life balance desires a perceptive of the relationship(s) among work life and non-work life. A short outline of these sculpts follows. The first is the segmentation model which grasps that work and non-work are two discrete spheres of life that are existed discretely amid neither one having persuaded on the other. In variation, the spread out model approaches that also world preserve persuade the other in positive or negative customs. The third model, a compensation model, recommends that what might be deficient in one area in terms of demands as well as satisfactions might be prepared for in the further. In the fourth model, an instrumental worker who will effort lengthy hours to take full advantage of earnings, even if it means working in regular jobs, to tolerate there to purchase desires for a young family. The final model is the conflict model. This intends that when there are lofty levels of insist in every subjects of life, complicated preferences will have to be prepared which will repeatedly effect in conflicts.

IMPORTANCE OF WORK-LIFE BALANCE

- Work forces quality of life and life (e.g., family, leisure) impacts work
- Further, dual earning couples, single parent families, need for elder be bothered
- Balance enhances well-being and inequality builds inconsistency among responsibilities
- Successful stability possibly will have economic recompense for organizations
- Work impacts quality of life and what ensues outer surface of job (e.g., family, leisure)

TEN WAYS TO ENCOURAGE WORK-LIFE BALANCE AMONG EMPLOYEES

1. Management sustain for work-life balance is significant and it ought to approach from the top. In addition a lot, the discernment that rigid work is the merely mode to grow in a company stays employees at the grindstone, working them into sickness. Top executives could set cases of fine work-life stabilities and create it known that the alike is estimated from rank and file employees.
2. Reviews of employee's work-life concerns be able to assist a company identify with workers' desires and propose apposite policies to congregate them. Studies have given away that esteem for work-life balance desires are soaring on employee's records.
3. Train line managers to recognize signs of overwork. Supervisors can spot increasing error rates, absenteeism and signs of stress-related burnout more easily than anyone else in the organization. Workers who show these signs of a poor work/life balance can be referred to employee-assistance programs.
4. Flextime is one of the most useful tools in helping workers achieve a good work/life balance. Companies are supposed to recognize which jobs provide them to flexible work setting up and put into practice proper policies for coordinating stretchy schedules by way of an employee's supervisors as well as co-workers.
5. Job sharing can keep two valuable employees busy while reducing work-related stress. In a job-sharing arrangement, two workers work part-time and share the workload of one job. Careful coordination between the two workers, their supervisor and their co-workers is necessary to make job sharing work.
6. Encourage the use of vacation and sick-leave time. Supervisors should advise employees to use their vacation and sick-leave benefits when signs of burnout or illness arise. Companies can implement use-it-or-lose-it policies to encourage employees to take time off when it is necessary.

7. A formal leave policy for employees with dependents recognizes and encourages the need to care for sick children or elderly parents.
8. “Bring-your-kids-to-work day” is a way to get employees' families involved in their work lives. The opportunity to share a day of work with children is a benefit that many employees appreciate.
9. Sponsoring employees' family-oriented activities is another way to combine work and life. Sporting events, excursions to amusement parks, fishing trips and other family oriented jaunts are good opportunities to help employees strike a work-life balance.
10. Companies need to promote their work-life balance policies year round not just in employee orientations and handbooks. Frequently, positive communication of these benefits

FRAMEWORK FOR SUCCESSFUL WORK-LIFE BALANCE IN ORGANIZATIONS

- Recognize the key require or cause for establishing Work-Life Balance policies
- Construct the obligation to Work-Life Balance policies keen on the organization's vision or significance statement
- Set up a Work-Life Balance Task Force. Scrutinize modern practices in the organization
- Hold combined conversations along with employees to develop policies, at the same time as too recognizing probable hurdles
- Correspond policies throughout handbooks, newsletters, intranet and other outlines of statement
- Arrange workshops to be of assistance managers put into action and deal with policies. Instigate by means of a small number of quick win policies

Keep an eye on the realization and set feedback systems into consign. In India, there is an initial point in that organizations have well-known the required for and worth of Work-Life Balance policies. An essential piece of our lives is our career. Presently while there is accountability and prospect in life, our professions are too conducted by opportunities and responsibilities. We have to make certain that these two reasons don't work at traverse intentions. Some of these are as follows:

- ✓ Facilities for child care and Insurance plans
- ✓ Financial planning services for employees who need them
- ✓ Flexible timings and Work sharing

- ✓ Leave plans: both paid and unpaid towards employee's needs
- ✓ Subsidized food plans
- ✓ Counseling services for problems like managing work and the home
- ✓ Rest rooms, food preparation services
- ✓ Jobs with autonomy and flexibility
- ✓ Realistic work loads
- ✓ Review of work processes to see if the burden on employees can be lightened maintaining dialogue with the employees and considering their suggestions on a continuous basis

CONCLUDING REMARKS

By this study the researcher could provide some suggestions and recommendations:

Most of the problems faced by the employees were not considered even though there is such a structure. Introduction of good performance appraisal systems like confidential report method or field review method or the modern method like the 360 degree appraisal methods will help to detect the work inefficiencies of the employees. The long-established fixed working hours schedule is not always the mainly efficient as well as productive for organizations. Whilst employees are prearranged the liberty to decide they have possession of work plans, the quality and productivity of their work enhances without human intervention. The work does not look as if to reason a lot worry, tiredness, sensation of despair, forgoing time spends along with family members also stress allied diseases amongst the employees. The majority of the employees seem to have happy working time. However, there are certain aspects of work-life balance such as meeting or training later than office hours and shift work that are found to be weak in Indian organizations. Some of the widely advocated policies of work-life balance system have not been made known to certain proportion of employees. These weaknesses in anyway do not prevent one from asserting that the work-life balance is good among employees of the organization. The study based on the findings has made suggestions to remove the weaknesses and ensure work-life balance comprehensively among the employees. If these suggestions are adhered to by those organization it could certainly bring cent percent work-life balance among the employees. This would show the way to enhance in outcome of employee's performance, productivity and sustainability to any organization under the study.

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