

## **ANALYTICAL REVIEW OF WORK LIFE BALANCE IN THE PRESENCE OF THE TECHNOLOGICAL INNOVATIONS.**

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### **ABSTRACT**

The purpose of this research was to discover and examine on the relationship between WORK LIFE BALANCE IN THE PRESENCE OF THE TECHNOLOGICAL INNOVATIONS. Focus was on how increased work hours of the new economy may interfere with familial relations in the future. Background information and various theories on work-life conflict are discussed. Problem statement, consequences, and solutions are referenced to provide more insight on how to establish a balance between work and family spheres. Implications of work-life balance and conflict in the presence of Technological innovation were analyzed for future consequences are also elaborated.

### **Indexing terms and key words**

Human resource management, work life balance, Work-life conflicts, organization behavior.

Academic discipline and sub-discipline  
Psychology, Human resource management

Subject Classification  
Organization behavior, work life balance

Type(Method/Approach)  
Empirical Analysis; Literary analysis

### **Introduction**

I start my topic with a quote by Zig Ziglar "I believe that being successful means having a balance of success stories across the many areas of your life. You can't truly be considered successful in your business life if your home life is in shambles."

In this study we will analyze the factors which affect our work life balance due to every day new innovations of technologies. How to overcome this important issue, and probably not! We stick to the fantasy of work-life balance because it's hard to admit that we can't keep on top of the many demands we face. We prefer to imagine that there's a recipe for holding it all together.

Yes. We need to realize that simply can't give everyone in our lives that they need, when they need it. Our time and energy are limited. When we say no to one thing, same time actually we say yes to another. So we are always letting one side down as we please another. It's a competitive concept that actually adds to our anxiety. We always feel uneven and never get to be fully present in any part of our lives. If we chase the myth of work-life balance, we will always be defeated.

The fundamental problem with the idea of work-life balance is that it is a way of life based on external demands rather than internal direction. It leaves us unhappy and frustrated living second – hand lives, as we try to be what other people want us to be, rather than who we are.

### **Work life balance and introduction of technologies**

Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. In the early days of the industrial revolution in Europe (and today in some parts of the developing world) a primary concern was with the impact of child labor. Yet work-life balance has come to the fore in current debates largely because in wealthy societies the too much demands of work are perceived to present a distinctive issue that needs to be addressed.

The pressures of work, for those in work, have been increasing in recent decades. Factors such as the advances in information technology and information load, the need for speed of response, the importance attached to quality of customer service and its implications for constant availability and the pace of change with its resultant upheavals and adjustments all demand our time and can be sources of pressure. The evidence from the UK, which has the longest working hours in Europe, shows while the average number of hours worked has been steady for the past twenty years, the proportion working more than 48 hours has increased in the past decade. Same is the case in Middle East in particular the UAE, Also, people report an increase in the intensity of work. As a result, so the argument goes, the demands of work begin to dominate life and a sense of work-life imbalance ensues.

### **Literature review**

Recent literature suggests there has been a growing interest in the challenge for Professionals to balance work and non-work responsibilities. The line dividing family life and work life has gradually distorted (Younis, Zulfiqar, Arshad, & Imran (2011). Work-life balance is defined as “people spending sufficient time at their jobs while also spending adequate time on other pursuits, such as family, friends, and hobbies” (Smith, 2010, p. 434). Work-life balance is an area of interest to employers and researchers and may impact employees’ success, job satisfaction, and can be considered as the key driver of an individual's career decision (Chawla & Sondhi, 2011). Achieving work-life balance has been linked to higher job, family, and life satisfaction (Carlson & Kacmar, 2000).

Previous research has explored work-life balance in various professional divisions such as business management (Lyness & Judiesch, 2008), tourism academia (Small, Harris, Wilson, & Ateljevic, 2011), and public management (Maxwell, 2004) and internship perspective (Cunningham, Sagas, Dixon, Kent, & Turner, 2005).

Employees carry the responsibility of organizing, working, and attending varying events, and competition, office duties, and travel. The long, non-traditional work hours, including nights and weekends, are common when working in MNCs and often creates a struggle

for balance. Dixon and Bruening (2005) found work-life interactions at the individual, organizational, and sociocultural levels.

When the work-life balance is not achieved, the concept of work-family conflict is raised, which describes a type of interrole conflict, wherein at least some work and family responsibilities are not compatible and have a resultant effects on each domain (Greenhaus & Beutell, 1985). Namely, sometimes work obligations can interfere with family responsibilities.

Another area impacted by work-life conflict is job satisfaction.

Job satisfaction is the most studied variable in organizational research (Spector, 1997). Employers and researchers are concerned with job satisfaction because it can impact job performance and turnover (Judge, Thoresen, Bono, & Patton, 2001). A high rate of employee contentedness is directly related to a lower turnover rate. Thus, keeping employees' satisfied with their careers should be a major priority for every employer (Gregory, 2009). Dixon and Warner (2010) reported personal life balance to be an important job consideration usually associated with dissatisfaction.

### **Work-Family conflict**

Work-family conflict is defined as "a type of interrole conflict wherein at least some work and family responsibilities are not compatible and have resultant effects on each domain" (Greenhaus & Beutell, 1985, p.77). Particularly, work-to-family conflict is when work interferes with family and family-to-work conflict is when family interferes with work (Anafarta, 2011). Interrole conflict occurs when an individual cannot successfully manage multiple life roles simultaneously. These roles could include fulfilling responsibilities as an employee, student, mother, father, spouse, and partner. It is assumed if an individual lacks balance between work and life domains, conflict will exist. Much of the literature regarding work and life is based in a conflict perspective (Greenhaus & Powell, 2006).

### **Wok life balance and increase rate of crimes**

In the community, there is growing concern that the quality of home and community life is deteriorating. There are various explanations for this associated with wealth, the growth of single parent families, the privatization of family life and the lack of local resources and facilities. In addition, the pressures and demands of work reflected both in longer hours, more exhaustion and the growth of evening and weekend work leave less scope for "quality" family time. The consequences include increases in juvenile crime, more drug abuse, and a reduction in care of the community and in community participation and less willingness to take responsibility for care of elderly relatives and for the disadvantaged. While steps to rectify these concerns exceed work and employment, it is nevertheless argued that the demands of work contribute to a reduced participation in non-work activities resulting in an imbalance.

The main area concerns the attitudes and values of people in work. The issue of work-life balance has been stimulated by writers advocating the arrival of Generation X (Tulgan, 1996), a cohort of workers who give greater priority to seeking a balance

between work and the rest of life. More generally, there is a view, widely promoted by some management writers but not strongly supported by sound empirical evidence, that workers are less willing to display unlimited commitment to the organization. One reason offered for this is the changing nature of the psychological contract at work; confusion in organizations has made it less feasible to offer secure progressive careers and therefore to justify why workers should be committed. The conflict between the demands of work and the decline of work as a central life interest results in an imbalance between work and the rest of life.

### **Causes & Consequences of work life balance**

Much of the general analysis about the causes and consequences of work-life imbalance is approximate and based on limited convincing evidence. We need to learn more in particular about the consequences of imbalance on family and community and on changing values among younger workers. It is also notable that debates about work-life balance often occur without any clear and reliable definition of what we mean by work-life balance, a point we return to below.

Work-life balance is a form of metaphor; but a metaphor of what? In the English language “balance” is a complex word with a variety of meanings. As a noun, a balance is a set of scales, a weighing apparatus; it is also the regulating gear in clocks. If we use the scales, then balance occurs when there is “an equal distribution of weight or amount” (OED); but this presents problems for work-life balance since both sides may be very heavy or very light. Furthermore, the type of work-life balance sought by many may not imply equal weight on both sides. However balance also has a physical and psychological meaning as “stability of body or mind” so that suicide is sometimes officially recorded as taking one’s life “while the balance of the mind was disturbed”. We can observe when someone has lost their balance; and we know that in given circumstances some people have better balance than others and may perceive that they have better balance. This gives rise to the need to recognize that balance can have both an objective and subjective meaning and measurement, that it will vary according to circumstances and that it will also vary across individuals.

The imbalance work life can lead to very serious consequences like in business less productivity, if employed less output and in family life disturbance.

Now days the world is moving fast due to advancement of technology day by day and it is making human being more and more disturbed.

If a person is not able to find a balance in work and life due to the latest technologies as the world is becoming a global village, there could be a problem which may lead to upcoming generation as well, there will more suicides, more violence and unrest.

We need to give and work more towards the solving of this critical issue.

What do all of the following situations have in common?

Tragedy struck an airline in 1987 when a gunman opened fire in the plane’s cabin. All 43 passengers died when the plane crashed and exploded on a hillside. The gunman was believed to be a disgruntled ex-employee, fired for petty theft and previously under investigation for various other crimes. A note to the man who had fired him—this man was also aboard the flight—was found at the crash site; it read, “I asked for some leniency... I got none and you’ll get none.”

Also in 1987, seven employees of a defense contractor in California were killed and five others wounded, by a former employee who forced his way into a company building. He was armed with 100 pounds of weapons and ammunition. The killings came four years after the man had begun sending threatening letters to a coworker and making verbal threats against his bosses to other former coworkers.

A bank in Maryland became the site of a murder-suicide when an employee returned from lunch and shot four others, only one of whom survived. The employee then turned the gun on himself. For two hours, people on other floors sat terrified behind barricaded doors, unsure of what was happening.

Since 1983, 34 employees of the U.S. Postal Service have been murdered at work, many of them by ex-Postal employees seeking revenge for their termination or lack of promotion. As a result, the Postal Service has revamped its approach to employee violence. Applicants' employment histories and possible criminal records are being carefully researched and screened. Labor management panels and a 24-hour hotline for reporting threats have been established.

All of these situations are examples of the growing epidemic of workplace violence due to work life balance. Experts agree that in 99.9 percent of these kinds of situations, warning signs existed but were not seen or heard. This research paper will examine why these signs are not recognized, and provides the latest information on how to prevent violence in the workplace from occurring due to work life balance. We will explore how important the problem is, what the warning signs are, and aggravating factors that can make an already difficult employee turn violent.

We will examine why managers, coworkers and entire organizations go into denial on this issue and fail to take simple steps toward prevention. These steps should include knowing the typical profile of a potentially violent employee, how to use a comprehensive screening process to find out these people out, and how to develop positive management strategies to prevent critical incidents.

## **Conclusions**

This brief overview has addressed the nature of work-life balance, considered why it is an issue of current interest, outlined a simple framework within which it can be analyzed and presented selected findings from recent research.

In much of the empirical and policy-oriented writing, too little consideration is given to the nature and operations of work-life balance. There is also uncertainty about the circumstances under which it becomes an issue for key stakeholders. In this context we should note that most of the research has concentrated on the reactions of individual workers to their circumstances when the concept implies that they are part of wider social systems where other stakeholders have legitimate concerns. There are unresolved issues about what constitutes a good work-life balance or even whether this is something that we should consider. Certainly this needs to be seen in the context of wider societal values concerning, for example, family responsibilities. These values in turn might help us to decide whether we should be concerned with happy work or leave them to work as many hours as they wish.

In acknowledging that the analysis has not dealt adequately with comparative issues, there is a need to identify the key dimensions of a sound comparative analysis of work-

life balance. It might be found by incorporating a policy dimension. To take this forward, we might consider the appropriate locus of intervention to improve work-life balance. Is this the responsibility of the individual, the family, the employer, the community or the state? An individualist perspective, reflecting an American-dominated industrial perspective, might argue that the responsibility for finding an accommodation rests with the individual. On the other hand, shortage of key categories of knowledge and professional worker is forcing companies to take initiatives to retain workers and these initiatives can often include steps to increase flexibility and improve work-life balance.

Most of the research confirms that a work-life imbalance has negative consequences for well-being and effective functioning. However we can only gain a partial understanding of the effects by exploring work in isolation. By focusing on an issue such as work-life balance we are forced to consider our disciplinary borders and how close to the frontier we wish to work.

The Main points of conclusions are as follows;

Out lining simple framework within which it can be analyzed and presented selected findings from recent research.

There are unresolved issues about what constitutes a good work-life balance or even whether this is something that we should consider. Certainly this needs to be seen in the context of wider societal values concerning, for example, family responsibilities.

There is a need to identify the key dimensions of a sound comparative analysis of work-life balance.

By focusing on an issue such as work-life balance we are forced to consider our disciplinary borders and how close to the frontier we wish to work.

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