

WORK LIFE BALANCE

BY

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- ◎ Work life integration
- ◎ Work life conflict
- ◎ Work and life

work

Activities done regularly for money(career and ambition)



Life

Everything else

- Family
- Friendship
- Community
- ME time-hobbies and activities

Work life balance

Was coined to address the unhealthy life choices that many people were making. They were choosing to neglect other important areas of their lives such as family, friends and hobbies in favour of the work chores and goals

The result.....conflict



Work-life conflict

This is a form of inter role conflict in which work and family demands are mutually incompatible so that meeting the demands of one makes it difficult to meet the demands of the other

Work life conflict components

- ❖ The practical aspect associated with time crunches and scheduling conflicts
- ❖ The perceptual aspect of feeling overwhelmed , overloaded or stressed by the pressures of multiple roles

Work life conflict

- ❖ Role overload
- ❖ Work to family interference
- ❖ Family to work interference
- ❖ Care giver strain

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I THINK WE NEED TO SPEND MORE TIME WITH
THE CHILDREN...HOW MANY HAVE WE GOT?

WORK- LIFE BALANCE IS

This is an individual's ability to fulfill their work and lifestyle responsibilities with minimal conflict and maximum contentment(achievement and enjoyment

Some myths about life work balance

- ❖ Work-Life Balance means an equal balance
- ❖ Your best individual work-life balance will remain constant at all times
- ❖ There is a perfect, one-size fits all, balance you should be striving for

So is it 50-50 or
70-30 balance?

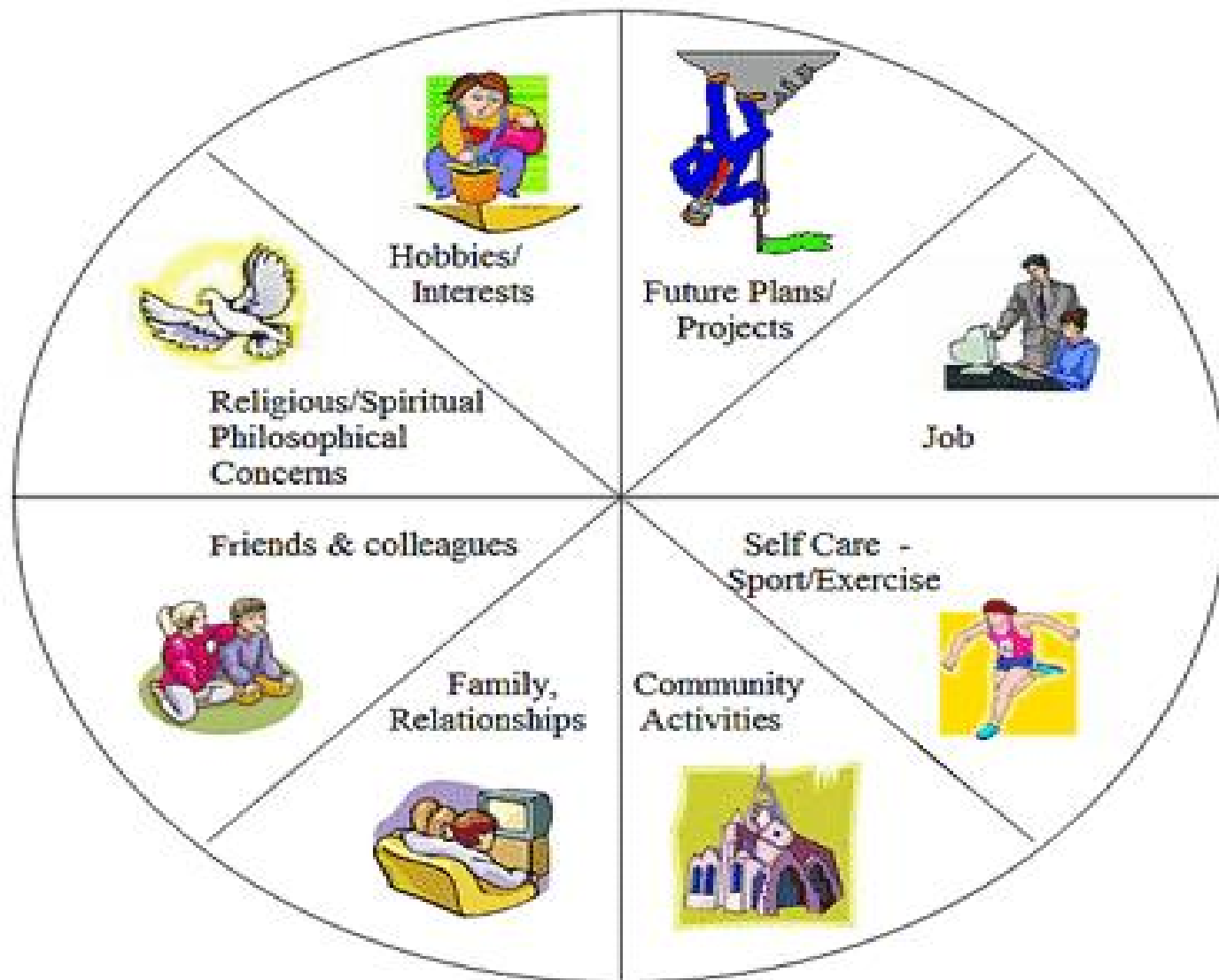


Or is it a see-saw?



- ◉ Balance is elusive and difficult to maintain
- ◉ Compromises are constantly made with the scale of balance shifting along with the occasional long work day, family obligation, life's surprises

WORK AND LIFE



Aspects of work -life balance

- ❖ Time balance -the amount of time given to work and non work roles
- ❖ Involvement balance- the level of psychological involvement in, or commitment to work and non work roles
- ❖ Satisfaction balance - level of satisfaction with work and non work roles

Work life balance

is...

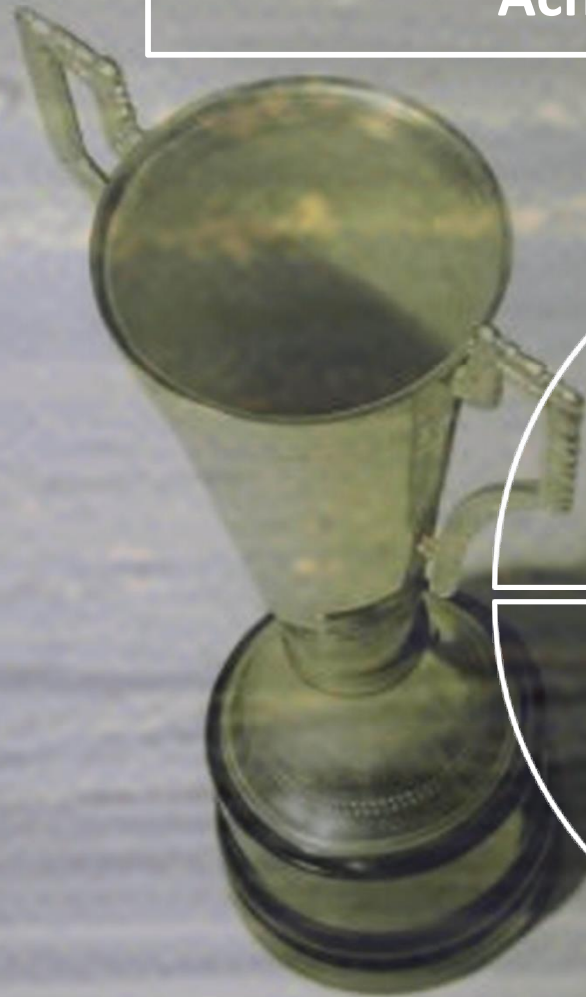
Achievement & Enjoyment in

WORK

FAMILY

SELF

FRIENDS



Key concepts

❖ Achievement

❖ Enjoyment

Why?

- ❖ WHY do we go to work?
- ❖ WHY spend time interacting with immediate and extended family and the community ?
- ❖ WHY should you have time with those you love?- friends and colleagues
- ❖ WHY should you have time for personal well being?

Meaning

Achievement

❖ Conquering,
Winning
Something, An
Accomplishment

Enjoyment

- ❖ Pride
- ❖ Satisfaction
- ❖ Happiness
- ❖ A sense of well being
- ❖ All the joys of living.....

QUOTE

Life is like riding a
bicycle , to keep
your balance you
must keep moving.

Albert Einstein

Balance is a process

- You are better at it with experience and observation
- It is about what and how you do things

DO- LEARN- DO

When do you have balance?

- ❖ When you are content with work and personal life
- ❖ You feel in control
- ❖ Able to meet your responsibilities at home, with the community without guilt or regret
- ❖ You are healthy physically, emotionally and socially
- ❖ You feel that decisions you make are informed choices as opposed to forced sacrifices

Individual benefits


work

- ❖ Feeling more rested and energized
- ❖ Working more productively and getting more accomplished, leading to greater career success
- ❖ More fulfillment from work

Benefits

In Life

- ❖ Improving relationships with family and friends
- ❖ Better physical and mental health
- ❖ Making choices about your priorities, rather than sacrifices among them
- ❖ More leisure time to spend with loved ones, or time for yourself



DOES WORK LIFE
BALANCE AFFECT
ORGANIZATIONS?

STRESS AT WORK



Work place has become the single most source of stress.

Over 70% of medical visits are stress related

- Heart diseases
- Psychological strain
- Absenteeism
- Work place violence etc

cost

Million/ billions of
shillings each year

Barriers to life work balance

- ❖ Over developed work ethic
- ❖ Peer pressure
- ❖ Money worries
- ❖ Hostility from bosses
- ❖ Cost implications on organizations

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“What do you mean, you need to find a balance between work and family? We consider you part of our family.”

Positive impact of work life balance on organization

- ❖ reduced turn over
- ❖ Broader talent pool available
- ❖ Better physical and mental health
- ❖ Reduced absenteeism
- ❖ Improved job satisfaction
- ❖ Positive employer branding
- ❖ Improved performance, team work and communication
- ❖ Improved employer retention

QUOTE

Don't just have career or academic goals. Set goals that give you a balanced successful life. Balanced means ensuring your health, relationships, mental peace are all in good order. There is no need of getting a promotion on the day of your breakup. There is no need of driving a car if your back aches. Shopping is not enjoyable if your mind is full of tensions

Don't take life seriously. Life is not meant to be taken seriously as we are really temporary here. We are like a prepaid card with limited validity. If we are lucky we may last another 50 years and 50 years is just 2,500 weekends. Do we really need to get worked up ?.....(Mr. Ratan Tata)

Balancing work and life

- ❖ Think about what is important to you- Values
- ❖ Set goals
- ❖ Make changes and make time for what is important to you
- ❖ Plan and organize- avoid long working hours
- ❖ Recognize and deal with stress
- ❖ Stay healthy: nutrition, exercise, relaxation and sleep

Work life balance programs

- ❖ Flex-Time
- ❖ Child care
- ❖ Leave
- ❖ Job-sharing
- ❖ Employee assistance programs
- ❖ In-house store/services
- ❖ Gym subsidies
- ❖ Vacation
- ❖ Work hours etc

QUOTE

"Just as your car runs more smoothly and requires less energy to go faster and farther when the wheels are in perfect alignment, you perform better when your thoughts, feelings, emotions, goals, and values are in balance." Brian Tracy

Nobody on his deathbed ever
wished he'd spent more time
in the office ...
UNLESS he left the office early
and got caught in a shower
which resulted in a chill that
developed into pneumonia and
led to his untimely demise.



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