

Stress Management as a component of Work-life Balance with regards to a select field

A. Sravani

Associate Professor, Department of MBA, Sarojini Naidu Vanita Maha Vidyalaya,
Nampally, Hyderabad – 01
Email: sravani_vms@yahoo.co.in

ABSTRACT

Work-life balance is the term used to describe those practices that employees do to achieve a balance between the demands of the employee's family (life) and work lives. Wherein, the organisation plays a vital role in achieving the balance. Work-life balance is about people having a measure of control over when, where and how they work. It can only be achieved when an individual's right to fulfill the personal life needs and also working life needs, which are accepted and respected as the norm within the organisation. This mutually benefit all the three i.e., the individual, business and society. The concept of work-family life balance has emerged from the acknowledgement that an individual's work-life and personal/family life may exert conflicting demand on each other. Conflict is a normal part of life and is a natural result of conflicting demands arising from multiple roles such as mother, daughter, daughter-in-law, wife, friend and employee. In order to manage the negative spillover of conflict, it is important to balance the demands from both domains.

Key Words: *Work-life Balance, Involvement, Stress Management*

Introduction:

The model of work life balance, with time, involvement and satisfaction components, enables a broader and more inclusive picture to emerge. For example, someone who works two days a week and spends the rest of the week with his or her family may be unbalanced in terms of time i.e., equality measures between work and life. Or he may be equally committed to the work and non-work roles said as balanced involvement and may also be satisfied with his involvement in both work and family life, maybe called as balanced satisfaction. Work-life balance is a concept including proper prioritizing between "Work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family, and spiritual development).

According to Mac Millen dictionary "Work-life balance is the relationship between the amount of time and effort that someone gives to work and the amount that they give to other aspects of life, such as their family."

Importance of Work-Life Balance

Work-life Balance is something we all know about, but sometimes, due to other commitments we ignore. Here, I have listed some of the reasons why implementing work life balance policies in your workplace are so important.

- The work life balance helps the employees in improving relationships with family and friends.

- The employees will enjoy better physical and mental health by managing their work life properly.
- Through proper work life balance employees can get more leisure time for themselves and thus they can upgrade their knowledge.
- A diverse and talented workforce can be attracted through flexible working hours which is the main technique of work life balance.
- There will be increase in the productivity as employees are more fit both physically and mentally because of proper work life balance.
- The labour turnover ratio will be less if the organisation provides work life balance schemes
- The organisation can attain good image in the mind of its competitors
- There are more chances of growth and expansion because of work life balance.

Organizational strategies those which can be adopted for balancing the Work and the Personal Life of the employees are as follows:

- Attrition and Retention: If the organizations can integrate the work-life balance into the HR policy then the attrition rate will be lower. The retention of women in an organization is possible by adopting flexible/part-time/job sharing methods.
- High performing teams will be evolved: Organizations by taking initiative in work-life balance issues with employees can evolve better performance oriented and quality conscious teams leading to productive employees in an organization.
- Avoiding Absenteeism and Presenteeism to minimize the cost: Organization encourages work-life balance then the employees will focus their energies during the working hours on the organizational issues than the personal issues, which will cut down both Presenteeism and absenteeism. The organizations should adopt an open policy on this issue of work-life balance as their implications are long run and costs are minimized.
- Organizational change: Especially in case of women, the traditional outlook of organizations needs a change. Equal opportunities, as most of women today are prepared to handle the work and life balance if provided a support in the family and organization equally.
- Create vision: It should have policy towards women employees. The employer should see how many women employees are there in an organization in different age groups, Responsibilities at work and home, scheduling to work with various modes like on the job/work from home/job sharing/flexi working hours etc.
- Provide facilities like crèches, rest rooms: Providing the facilities to employees like crèches, rest rooms, transportation, and more flexible leave structure for all the employees. Healthy organizations have healthy, creative, innovative employees who can be value addition for the organizational growth.
- Training and counseling: Organizations should arrange training and counseling for all the employees of the organization. The training and development program to managers for scheduling the work without hampering the growth of the organization in the need of the hour.
- Social networking: Most of the problems can be solved if discussed openly. Encourage the women employees to discuss their problems with HR both personal and professional matters, so that the possible solutions can be sought out.

Component of Work-Life Balance:

Stress Management:

Societies become more complex over a time. In the face of increasing complexities, stress on the individual is certain. More people, distractions, and noise require each of us to become adept at maintaining tranquility and working ourselves out of pressure-filled situations. Most forms of multi-tasking ultimately increase our stress, means focusing on many aspects at a time. Balancing work and life assumes relevance when both husband and wife are employed. Has such both have to think about their family and also their respective organizational demands, and sever. Where organizational do play a vital role in organizing the many such Stress reducing programs to help their employees to manage the Stress. Programs aiming to work- life balancing include:

- Childcare at or near the workplace
- Job sharing
- Care for sick children and employees
- On –site summer camp
- Training supervisors to respond to work and family needs of employees
- Flexible work scheduling
- Sick leave policies
- Variety of errands from dry cleaning, dropping children at schools, making dinner reservations and the like.

The above all may contribute to increase in Stress. Stress have to controlled, has it has got direct impact on the welfare of the employees and indirect impact on the organizational productivity.

Objectives of the study:

The objectives of the study are as follows:

- 1) To understand the meaning and importance of work-life balance.
- 2) To know the perceptions of Advocates towards Work-Life balance.
- 3) To analyze the component of Work-life balance i.e., Stress Management.
- 4) To suggest some improvements in managing the work and personal life.

Need for the study:

1. Work-life balance is about adjusting working patterns, which helps employees to combine their responsibilities.
2. To help employees to achieve a better work-life balance this brings tangible benefits in organization.
3. To enable employees to feel more control of their working life can lead to increased productivity, lower absenteeism and a happier stress less working life.
4. To adjust working patterns gives the employees flexibility to meet their home responsibility such as caring for children or elderly relatives, without jeopardizing their work position.

Sample Plan:

Sampling technique: Convenience sampling technique is used in this study.

Sources of the data collection: In dealing with any problem it is often found that data at hand are inadequate and therefore it becomes necessary to collect data that are appropriate. These are several ways of collecting the appropriate data, which defer considerably in context of time and other resources. Here for the purpose of study two kinds of data has been used.

- ❖ **Primary Data:** The Primary data are those, which are collected afresh for the first Time, and thus happens to be original in character. With reference to this study, data is collected through a) Questionnaire and b) Interview method.
 - a) **Questionnaire Method:** Data is gathered by distributing questionnaire to managers and Programmers. Questionnaire is prepared and pre tested before using it for data collection. Questionnaire is a structured one consisting of questions, which are close ended having fixed response pattern with multiple Answers.
 - b) **Interview method:** The study also includes obtaining information from knowledgeable persons. This interview is an informal or unstructured One with competent and articulate individuals, programmers and professionals of the organization
- ❖ **Secondary Data:** The secondary data are those that are already available, i.e. they refer to the data, which have already been collected and analyzed by someone else. Secondary data is collected from various secondary sources like
 - a) Internal records, reports and the manuals of organization.
 - b) Internet and literature review.
 - c) Journals.
 - d) Academic text books.

LIMITATIONS OF THE STUDY

- 1) The information provided by the respondents.
- 2) There is no measure to check out whether the information provided by the respondents is correct or not.
- 3) The study may be confined to the selected respondents sample only.
- 4) The study will be made in the selected area.

REVIEW OF LITERATURE

According to Andrea E. Abele and Judith Volmer, Dual-Career Couples have specific challenges to face Work-life Integration. The challenges are like Stress and well being, Career and Mobility issues, marital satisfaction and Partnership Stability, Parenthood and Gender and Dual-Career Couples. The authors explain that Dual-career couples have to fulfill multiple roles and are confronted with demands and stressors from the work and private life domains. They are highly committed to their job, respect their partner's career, and strive towards a satisfactory partnership and private life (family, Leisure, friends, etc.). Yet, their weekly time budget is

limited and much of the time budget is already dedicated to the work domain, leaving only a limited amount of remaining time. Researchers have considered role strain and role conflict, work-family conflict and mediating variables (e.g., social support) and its effect on stress versus well being.

Early studies on mobility issues showed that people relocate for mainly two reasons; for career enhancement or to stay employed. The authors also give their opinion about the Overload dilemmas which can be solved by time management distribution of duties which is perceived as fair by both partners. And also talk about the Self- Management in the form of self-set goals and goal-pursuing behavior which is positively associated with career and life satisfaction.

According to Karen Jan man (2002), he offers some practical advice on what's possible in organization and what's not. The conclusions are conference speakers, consultants and a stream of management books all promise that an improvement to work-life balance in more loyal motivated employees boosting productivity, enhancing service and delighting customers. Work-life balance is complex topic and offers greater balance between work and life. In this study, he has focused and on flexible working with a wider context of organization, specific roles suitable flexible working, the line managers role and strategic issues.

According to James Walker (2007), who is lecturer at leading university business school found that academics not only worked longer hours than the average graduate, they also earned about 3% less. Academics were found to profession, 23% less than Lawyers, and 24% less than doctors and 49% less than dentists. The research said the falling relative pay of academics could lead to lower quality individuals entering and remaining in the profession.

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