

Work-life balance-positive HR policy

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ABSTRACT

Work-life balance is a broad concept including proper prioritizing between “work on one hand and “life” family and spiritual development on the other. Related, though broader, terms include “lifestyle balance” and “life balance” This paper discusses that a company can attain and maintain a high productivity level by ensuring their employees, maintain a healthy work-life balance. The author points out that separating one’s personal life from one’s professional life has been the mantra of generations, but as the family has changed over the decades, this often has become unrealistic. The paper states that flexible work schedules, extended maternity leave, time management training, wellness programmes, and telecommuting options may at first seem like more headache than they are worth, and yet, the happier, more motivated employees these types of policies produce more than pay for themselves.

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Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with clients and the pressures of job can interfere and affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if you have a kid or aging parents, financial problems or even problems in the life of a dear relative. It can lead to absenteeism from work, creating stress and lack of concentration at work.

Work-personal life conflict occurs when the burden, obligations and responsibilities of work and family roles become incompatible. Obligation of one can force an individual to neglect the other.

Indian work-style:

A decade back, employees used to have fixed working hours or rather a 9 to 5 job from Monday to Friday. The boundary between the work and home has disappeared with time. But with globalization and maintaining the essential work life balance has become a business imperative countries, the concept of fixed working hours is fading away. Instead of just 7 or 8 a day, people are spending as much as 12-16 hours every day in office. The technological blessings like e-mail, text messaging and cell phones which were thought of as tools

to connect them to their work being away from their workplace, have actually integrated their personal and professional lives. Now professionals find themselves working even when they are on vacations.

The ever-increasing working hours leave the individuals with less time for themselves and to pursue his hobbies or leisure activities. This hinders the growth of the person as an individual in terms of his personal and spiritual growth. Professionals working in the BPO industry, doctors and nurses and especially IT professionals are the few examples who are facing the brunt of the hazard constantly. The pay and perks are encouraging. But the work life is highly complicated and highly demanding. There are many pulls and pressures during the work life. There are too many commitments and deadlines and there are too much of unpredictable peaks and troughs during the course of the working time. All these things make the work as a hectic activity and a strenuous one. Sitting in front the computer systems is leading to developing stiff neck problems, dry eyes, irritation, lack of interest, back pains etc., It looks like having everything but losing so many things related to health and recreation.

Western work-style:

In the western countries and many other countries, there is 5 day week. People work very hard up to 5 days and take a weekend break and spend their personal and social life. They do not mix professional life with personal

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