

ANALYTICAL FRAME OF REFERENCE ON WORK-LIFE BALANCE

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Abstract *This Paper aims to understand the concept of Work-Life Balance and identify the variables influencing the work-life balance, to create the analytical frame of the variables influencing the work-life balance. A literature review is a text of a scholarly paper which includes the current knowledge including substantive findings, as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources, and do not report new or original experimental work. Most often associated with academic-oriented literature, such reviews are found in academic journals, and are not to be confused with book reviews that may also appear in the publication. To conclude, the analytical frame of reference on work-life balance were formulated including the variables which influences are the family and personal life factors, work life factors and monetary benefits provided by the institution were considered.*

Keywords *Work-Life Balance, Personal Life Factors, Work-Life Factors*

INTRODUCTION

The term “Work-Life Balance (WLB)” was coined in 1986, although its usage in everyday language was being made for a number of years. Interestingly, work/life programs existed as early as the 1930s. The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family front. In fact, dual-wage-earning families in general are working longer hours. A balance work and life is supposed to exist when there is a proper functioning at work and at home with a minimum of role conflict. Therefore, the incompatibility between the demands from the work and non-work domain give rise to conflict and consequently, people experience a lack of WLB. There is confirmation of the fact that people entering the workforce today are laying emphasis on the importance of WLB more than their predecessors. In spite of this, the extent to which this balance is being achieved is far less than what is desired. In fact, researches bring to mind that graduates are being drawn into situations where they have to work for progressively longer hours and so experience an increasingly unsatisfactory balance between home life and work-life.

Thilagavathi and Selvan (2019), The study reveals that majority of the women teachers have moderate level of work-life balance and twenty-four variables namely area of residence, age, educational qualification, marital status, type of family, status in the family, number of children in the family, number of earning members in the family, number of non-earning members in the family, size of the family, monthly income, family income per month, family expenditure per month, location of the school, board of

affiliation, nature of discipline, designation, number of working hours per day, teaching experience in the present institution, teaching experience in the previous institution, total teaching experience, distance between their home and workplace and mode of transport preferred have been selected in order to test whether there really exists any association between each of the variables and level of work-life balance.

Roshani and Bagrecha (2017), Their study is an attempt to find out that whether demographical and work variables have an impact on the work-life balance of government and private hospital nurses working in Bangalore.

Bharathi and Mala (2016) as identified the personal challenges, such as inadequate self-attention, insufficient time spent on elders and children, feeling depressed or suffering with hypertension along with a professional challenge of extended or odd working time. We find that irrespective of challenges or enhancers, personal factors are perceived to be more impacting than the professional ones.

Padmasiri and Mahalekamge (2016), Based on the analysis, researchers identified that there is significant relationships among gender and marital status and Work-Life Balance excluding age as a demographic factor. Further identified females as a best group in Work-Life Balance and under marital status single group is having Work-Life Balance greater than married group.

Sweetey (2016), For the satisfaction of human resource there must be balance between his or her work life and personal life because human being wants to earn for himself and his family members. If his and family requirement are not going to be fulfil by his work then there will be concentration towards the work also. So here Balance between Wok-Life and Personal Life is very important.

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DISCUSSIONS

After reviewing the various articles on work-life balance, the concept of work-life balance is clearly specified and the variables influencing the work-life balance, such as age, educational qualification, marital status, nature of family, number of children in the family, number of earning members in the family, size of the family, monthly income, family income per month, designation, number of working hours per day, teaching experience, mode of transport used are identified.

Thilagavathi and Selvan (2019), has identified 24 variables and their objective is to test whether any association between each of the variables and level of work-life balance. In those variables they don't include monetary benefits, Social factors which will also influence the work-life balance.

Roshani and Bagrecha (2017), has taken into consideration of demographical and work variables alone, and find its impact on work-life balance not any association among them.

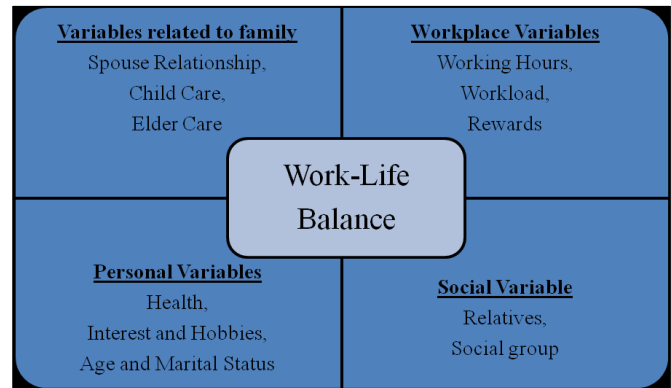
Bharathi and Mala (2016) as identified the personal challenges and professional challenges. Inadequate self-attention, insufficient time spent on elders and children, feeling depressed or suffering with hypertension, all negative aspects are considered. Social factors and relationship factors are not considered.

For better understanding and enrichment of the study, we can use the conceptual framework of the variables influencing work-life balance of working individual, in which the variables are divided into 4 constructs such as Variables related to family, workplace variables, personal variables, social variable. In Variables related to family include spouse relationship, child care, and elder care. In workplace variables include working hours, work load and rewards. In personal variables include health, interest and hobbies, age and marital status. In social variables include relatives and social group.

In our Analytical frame of reference, we have derived three factors influencing the work-life balance, such as Family and Personal factors, work related factors and monetary benefits. Monetary benefits are included because without money, the life cannot be managed well. In order to meet the basic necessities in our day to day life, we need money. The money is received from work place in the form of salary, incentives and other monetary benefits from our institution where we work.

In Family and personal factors, Personal variables such as gender, age, educational qualification, experience, income per month, marital status, number of children and their age, nature of family, number of family members, number of earning members in the family, family income, mode of conveyance, is they want to take care of any elder / child in

the family are considered. In family variables such as time spent with the family, family support to job, relationship. In Work-life factors, variables such as work load, working hours, pleasant and neat working environment, Stress level, work schedule, Transport facilities provided, Rewards or promotions are addressed. In Monetary benefits, Variables such as salary, loan facilities, Non Monetary incentives, medical holidays, fringe/additional benefits provided by the institutions were discussed.



Source: Fig. 1 pattern slightly differs from actual and taken from Neelni Giri Goswami, Work-Life Balance among Women in India with Special Reference to Agra and National Capital Region (NCR), (Synopsis).

Fig. 1: Conceptual Framework of the Variables Influencing Work-Life Balance

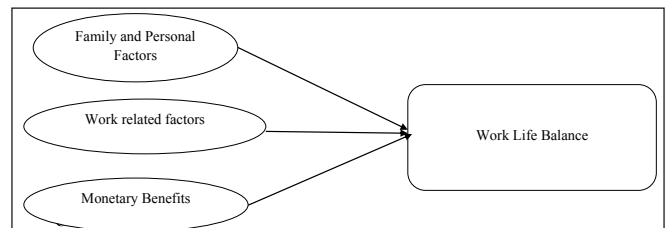


Fig. 2: Analytical Frame of the Variables Influencing Work-Life Balance

CONCLUSION

In this paper, we have identified the variables which influence the work-life balance and formulated an analytical frame of reference on work life balance. Work-life balance does not mean an equal balance. Work-life balance is the ability to experience a sense of control and to stay productive and competitive at work while maintaining a happy, healthy home life with sufficient leisure.

Work, Family and Personal life should be complementary to each and not conflicting with each other. Some are successful in their careers but fail in family and personal life, whereas others who have a vibrant personal and family life are below

par at work. Being successful in one sphere of life at the cost of the other is not a healthy sign.

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