

# Balancing work and life: Challenges and solutions for private sectors employees in T. Narasipura Taluk, Karnataka state

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## ABSTRACT

To foster a culture that encourages employees to maintain a healthy work-life balance, employers should encourage employees to take advantage of the following benefits: In addition, employers should prioritize supporting employees' mental health with programs such as EAP, stress management training, and mindfulness classes. Additionally, employers can play a role in creating a supportive environment by recognizing and rewarding employees who maintain a healthy work-life balance. By showing appreciation for employees' commitment to avoiding burnout and stress, employers can set a positive example for the entire organization. Finally, employers can also provide employees and their families with resources to help them achieve a better work-life balance, such as: B. Child care and other family support services. By providing support and resources to help employees maintain a healthy work-life balance, employers can create an environment that helps keep employees productive, energized and motivated.

**Key word:** Work-life balance, Work-family conflict, Employee Performance, Flexi-Time, Work Leave Initiatives,

employment rate of women in India has remarkably increased by 5.8% per year from 2010 to 2022, showing that women have made great strides in breaking barriers and building bridges in various professional fields.

Work-life balance focuses on two main aspects: achievement and enjoyment. A woman should have job satisfaction (enjoyment) and, at the same time, be able to progress in her career (achievement). When a working woman can achieve and enjoy both her professional and personal life, it indicates a positive work-life balance.

It's important to note that work-life balance varies from one individual to another due to differing priorities and lifestyles. There is no one-size-fits-all solution, and each person must find their balance based on their unique circumstances and goals.

Work-life balance has become a hot topic in recent years, as more people struggle to find equilibrium between their professional and personal lives. In this study, we will discuss the challenges faced by individuals in achieving work-life balance and propose potential solutions to help alleviate these issues.

## I. INTRODUCTION

The work-life balance for women employees has become a significant topic in recent times, especially as both men and women now share the responsibility of earning for their families. It's essential to understand how women manage both their professional and domestic lives.

In the past, women faced many challenges to establish their identity in society and their professional lives. However, with advancements in education and training institutions, things have significantly improved. As you mentioned, the

## WHAT IS WORK LIFE BALANCE?

Employers must recognize the need for humane working conditions and seek to create a supportive environment that reflects and encourages respect for family values. A successful family-friendly workplace is one that recognizes the importance of family to its employees and supports them in their efforts to achieve a balance between work and family responsibilities.

One way to achieve this balance is to create policies and programs that are flexible enough to meet the needs of diverse families.

Consideration should be given to offering flexible work schedules, child and elderly care resources, job sharing and telecommuting programs and access to a variety of counselling services. Additionally, providing employees with access to family-focused programs and services can help employees feel valued and supported.

By creating a supportive, flexible work environment, employers can demonstrate their commitment to family values and help reduce stress levels within their organization. A family-friendly workplace can also create a sense of loyalty, increased job satisfaction, improved morale and ultimately, better performance. This can lead to a positive return on investment for the employer as well as promote a healthier society as a whole.

#### CHALLENGES:

1. Long working hours: Many employees are faced with long and exhausting working hours, which can lead to burnout and negatively impact their personal lives. This is especially true in highly competitive industries where there is constant pressure to perform and excel.
2. Technological advances: The widespread use of smart-phones and other devices has made it easier for work to take up personal time. Employees often feel the need to be constantly in touch and respond to work-related matters, even outside of work hours.
3. No boundaries: As remote work becomes more common, the lines between work and personal life can become blurred. Many people find it difficult to establish and maintain boundaries between work and personal life, leading to increased stress and decreased well-being.

#### Solution:

1. FLEXIBLE WORK ARRANGEMENTS: Companies should consider offering flexible work options such as telecommuting, flexible hours and compressed work weeks. These agreements can help employees achieve a better work-life balance and increase overall job satisfaction
2. ENCOURAGE TIME MANAGEMENT: Employers can encourage time management by providing tools and training to help employees prioritize, set boundaries, and manage their workload more effectively.
3. FOSTER A HEALTHY WORK CULTURE: Organizations should strive to create a positive work environment where employees feel supported and encouraged, with their personal well-being a priority. This may include providing

wellness programs, encouraging employees to take breaks, and encouraging open communication. 4. Set clear expectations: Employers should strive to set clear expectations for employees, including when they can expect to come to work and when they can leave.

#### II. REVIEW OF LITERATURE

1. Work-life balance is an increasingly important consideration for both employers and employees in today's society. It is important to take a holistic approach and look at this issue through a variety of lenses. Employers must consider the effects of poor work-life balance on their organizations, while employees must consider the impacts on their individual lives. Studies, like those conducted by DBabinDhas (2016), S. PattuMeenakshi, Mr.VenkataSubrahmanyam C. V. (2017), and M. Muthukumar, R. Savitha (2018), have explored various aspects of work-life balance, ranging from the physical and psychological implications to the challenges and opportunities it presents for employers and employees.
2. Moreover, TarunaYadav, Sushma Rani (2019) explored the effects of modern workplace trends and changing employee needs on work-life balance in India. They found that employers must focus on creating a balanced workplace environment, one where both the organization's goals as well as the individual's aspirations can be met. Additionally, employers must strive to create an environment with reduced job stress and increased job satisfaction, one where employees can achieve a healthy work-life balance.
3. The study conducted by Muhammad Atif Sheik (2020) seeks to understand the impact of work and home demands on work life balance and how that is mediated through work family conflicts. This study utilized a mixed quantitative and qualitative technique collecting data from 300 female doctors from both private and public hospitals in two districts of Sialkot. The Statistical Package for Social Sciences (SPSS) was used to analyze the data through ANOVA, t-test, correlation and regression analysis. The results show that work family conflicts do indeed mediate work life balance outcomes due to work and home demands.
4. This research is of great importance and relevance to individuals, especially women, who face the challenge of finding a balance between their career and family obligations. It

is therefore essential that strategies are developed to address the issues identified in the study and support work-life balance. Such strategies should include initiatives to reduce workplace demands, increase workplace flexibility and provide support services such as child care and parenting advice. Additionally, better communication between employers and employees can help to reduce conflict and create a more supportive environment.

5. work-life balance is essential to workplace satisfaction and creates a healthier environment for both employers and employees. By exploring the various implications and taking action to create a balanced work environment, employers and employees can ensure a more productive, successful and satisfying workplace.
6. Overall, it is clear that more research is needed in this area in order to better understand the complex relationship between work, home and family demands and their combined impact on work-life balance. What is certain, however, is that organizations must continue to recognize the importance of work-life balance and strive to create an environment that supports it.

#### STATEMENT OF THE PROBLEM:

Organizations are increasingly recognizing that the well-being their employees impacts their productivity and in today's competitive business environment, organizations are beginning to recognize that promoting work/life balance initiatives is vital to their long-term success. By implementing initiatives to create a supportive, flexible and family-friendly environment, organizations can make positive changes to their corporate culture. Furthermore, if these initiatives are crafted strategically, they can also enhance the organization's brand, reputation, and competitive edge.

Organizations can benefit from a range of work/life balance initiatives. For instance, employers can implement flexible work practices, such as compressed workweek, job sharing, and teleworking, to enable employees to balance their personal and professional commitments. Additionally, employers can offer subsidies for child-care costs and discounted memberships to gyms and other wellness programs to promote employee health and well-being.

Ultimately, by creating an environment that supports work/life balance, organizations can benefit from improved morale and better job satisfaction, which can lead to greater productivity and a competitive edge in the market place.

Moreover, employers can contribute to the well-being of their employees and help them to achieve a more balanced lifestyle.

#### SCOPE OF THE STUDY:

This study focuses on employees working in selected private sectors in T. Narasipura Taluk in Karnataka, India. The aim is to understand the challenges these individuals face in achieving work-life balance and to identify possible solutions that can be implemented to improve their well-being and job satisfaction.

#### RESEARCH METHODOLOGY

A research methodology incorporating both qualitative and quantitative methods was employed to collect data. The qualitative method was used to assess the perceptions of Private sector employees on the topics of work life balance, while the quantitative method was used to analyze the impact of the respondents' working conditions on their overall life satisfaction. Data was collected through questionnaires and interviews, while the data collected was analyzed using the Statistical Package for Social Sciences (SPSS) software. The results indicated that there was an overall lack of work life balance among the respondents, and a significant negative correlation between the respondents' working conditions and their overall life satisfaction. The findings of this study suggest that the government should focus on increasing the quality of life of its employees by providing better working conditions and supporting programs to promote work life balance. Additionally, employers should consider implementing policies and practices that encourage employees to maintain a healthy balance between their work and personal life. In doing so, employees would be happier and more productive, thus leading to an overall improved quality of life in society.

**PRIMARY DATA:** A questionnaire consisting of 35 questions was distributed among a sample size of 120 employees in the selected private sectors in T. Narasipura Taluk Karnataka state. The survey aimed to gather insights into the participants' experiences, challenges, and perceptions of work-life balance in their respective workplaces.

**SECONDARY DATA:** In addition to the primary data collected through the questionnaire, secondary data was obtained by visiting websites and reviewing articles, research papers, and other relevant sources related to work-life balance. This information was used to supplement the primary data, providing additional context and

understanding of the issues faced by the respondents.

By combining the findings from both primary and secondary sources, this study aims to present a comprehensive overview of the challenges and solutions related to work-life balance for employees in the selected cities in Karnataka. The results and insights from this research can potentially inform employers, policymakers, and other stakeholders on ways to create a more supportive and balanced work environment for their employees.

### PURPOSE OF THIS STUDY

The is to explore the different factors that contribute to stress and imbalance in the work-life dynamic, as well as the adjustments employees make to achieve a healthier balance between their personal and professional lives.

To accomplish this goal, the study has set the following objectives:

1. Identify factors that impact work-life balance, such as child care arrangements, meeting family obligations and duties, organizational initiatives to support work-life balance, and potential barriers to achieving a balanced lifestyle.

2. Provide recommendations for enhancing the current work-life balance situation, based on the findings of the study. These suggestions will aim to help both employees and organizations create a more harmonious and balanced environment for everyone involved.

### DEMOGRAPHIC VARIABLES:

Using Table 1, provide the frequency and percentage of respondents for each description of gender, age, education, employee occupation, marital status, etc. used to analyze the demographic profile of the respondents. Table 1 shows that about 52% of the respondents were male and 47% were female, with the 30-40 age group having the largest number of respondents at about 55%. The sample is split between married (ie 50%) and unmarried (ie 70%). It can also be seen that 25 percent of the respondents were college graduates and 50 percent were graduate students, with 25 percent also holding advanced degrees. Most respondents, about 39 percent, had 5-10 years of total work experience. It was also noted that most of the respondents earn less than Rs 50,000per month.

Variables	Frequency(N=120)	Percentage
<b>Gender</b>		
Male	63	52.5
Female	57	47.5
<b>Age (Years)</b>		
20-30	40	33.33
30-40	50	41.67
40-50	12	10
50-60	08	6.67
<b>Educational Qualification</b>		
Intermediate	0	0
Graduate	30	25
Post Graduate	60	50
Higher Degree	30	25
<b>Total Experience (Years)</b>		
Less than 5	25	20.83
Bellow 10	45	37.50
10-15	18	15
15-20	15	12.50
More than 20	17	14.67
<b>Marital Status</b>		

<b>Married</b>	50	<b>41.67</b>
<b>Unmarried</b>	70	<b>58.33</b>
<b>Monthly Income</b>		
<b>Below 50,000</b>	58	<b>48.33</b>
<b>50,000-1,00,000</b>	42	<b>35</b>
<b>1,00,000-1,50,000</b>	20	<b>16.67</b>

### III. SUGGESTIONS:

However, some people appear to manage career success and a positive private life with ease. Here are a few pointers:

- 1. Strive for work-life effectiveness—not: Even** in the busiest of schedules, the most practical and effective way we can live is by aligning our personal priorities of work, family, health, and well-being. Such realignment can bring huge gains in emotional and physical energy, not to mention greater clarity and focus at work.
- 2. Define success in all categories of your life:** Consider sharing your priorities and ideas of success with important stakeholders in your life. By doing so, you will gain valuable perspective and, perhaps, buy-in to your work and life goals.
- 3. Maintain control:** It's important not to be so immersed in your work that there isn't anything else. Taking care of your body and your mindset, carving out time to be with your family, doing things that recharge you — these all make you more productive in the end. We should also proactively manage the direction and meaning of our work.
- 4. Manage expectations:** Having a clear understanding of expectations from supervisors, colleagues, and family members can help alleviate potential stress and conflict. Establishing ground rules and communication protocols helps to keep everyone on the same page with respect to commitments and expectations.
- 5. Prioritize consistency:** While it may be tempting to take on new projects or tasks, it is important to maintain discipline in managing one's commitments. This includes setting reasonable expectations and sticking to them, as well as taking necessary breaks to refresh and recharge.
- 6. Develop a trusted network:** People who have a positive impact on our lives can be invaluable support and offer valuable advice for dealing with the pressures of work and life balance. The more people you are surrounded by, the more likely it is that you will have someone to turn to for help and support.
- 7. Practice resilience:** We all face challenging times, and it is important to maintain focus and perspective when faced with difficulty. Taking a

step back, reflecting on successes, and recognizing progress made in any area of life can provide the motivation and confidence to push through.

**8. Celebrate successes:** It is important to take the time to appreciate the wins, both small and large. From the completion of a project to a well-deserved vacation, recognizing the successes in our lives can provide the motivation to keep going and the courage to take on new challenges.

**9. Lay the foundation for meaningful work:** While we can't always control the direction of our work, we can strive to make it meaningful. Identifying what matters to you and proactively seeking out opportunities to pursue these goals can create a fulfilling work experience.

**10. Take time for yourself:** Self-care is an essential part of work-life balance. Taking the time to focus on our physical, mental, and emotional health can increase our productivity and enhance our overall wellbeing. This can be as simple as a daily walk, yoga class, or even a few minutes of meditation.

**11. Embrace flexibility:** As our lives and responsibilities evolve, so should our approach to work and life balance. Finding creative solutions to the demands of both work and life can help us manage us.

### IV. CONCLUSION

The importance of work life balance has been recognized by many employers. It is evident from this review that employees who have balanced work and non-work roles are more likely to perform better thus, it is essential for employers to promote policies and structures that enhance work life balance of employees in their organisations. However, in the Private sector employees context, several studies have shown that there are systemic barriers that hinder the implementation of work life balance policies, such as leadership failure which has birthed political, economic and social challenges that are the primary sources of work life conflict, they include corruption, weak institutions that lack the capacity to monitor and enforce employment standards, high unemployment ratios, poverty, inflation and a plethora of others. The studies also showed other

barriers that are more directly hindering the successful implementation of WLB policies in organisation to include role overload, long hours of work culture, lack of supportive organisational culture.

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