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RESEARCH ARTICLE

WORK LIFE BALANCE CHALLENGES FOR HRM IN FUTURE

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ABSTRACT

"The balance between work and an individual's life is significant in modern society because the concept suggests that the person has some form of control over his or her existence. At the beginning persons were satisfied with work and time duration at work life. While today these two basic things have lead to development of stress at every hierarchical level. Person has totally ignored time for Physical and Mental fitness in work life. The work life does include giving time for family but in very less consideration. The usual hours of entertainment are now utilized for extra duty. Thus the normal employee is not knowing where he is spending his hour of recreation and entertainment. The work pressure leads to stress and ultimately work life imbalance. The health hazards, stress and social problems are riding on a bomb shell of modern life. The tug of war between the employers and employees for high pay packages and multi million business profit figures is detriment to healthy society and environment. Some constructive steps by researchers, Government & companies be taken for drawing the line

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INTRODUCTION

Privatization and industrialization has taken a fast speed everywhere. This fast changing progress has altered the life styles included in it. The Indian Economy is booming with new trends and fire in service industry. The Indian Economy is all geared up to make India as developed nation thanks to trends in service industry. But as the idiom goes 'every coin has two sides.' The good glittering gold has got pocket piercing prices. The impact of developing economy has led to increase in work pressure, completion of targets and submission of daily, weekly and monthly reports. Employees complain there is too much to do, though most of them thrive being busy. The question is when does the pace of life reach a point where it affects the quality of life and the quality of our performance at work and at home? So work-life balance is not just a single man's issue. It affects each and every men working in that particular environment. It is not just a worker it includes that workers boss and in turn boss super boss also. It affects employers because people are so over-stretched that they are not able to perform at their best. And it is not just a "business" issue, it is a significant societal challenge because of the spillover effects on personal health and family life. We try to shed some empirical light on these issues using an innovative survey tool to collect new data on management and work-life balance practices from reputed firms in service industry. We show that this work life balance measure is significantly associated with better management. Firms in environments that are more competitive and/or who are more productive, however, have significantly worse work-life balance for their workers. The service industry in India measurably includes IT and ITES, banking and insurance and new boom of retail industry. The work life due to increase in pressure is getting affected day by day in this work areas. People are taking the extra profits at the cost of health. Usually people in ITES sector work overnight and sleep during day time thus giving rise to all the physical and psychological

problems. Working area balance are taken as major area of concern by all the organization. This has ultimately led to major job related crisis.

Definition

Job Stress

✓ Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury.

Work Life

- 'Work life can be defined as the environment and the surrounding of the employee in which he or she is working.'
- 'It is day to day activities that are carried out in work environment and habitat of work by employees.'
- Work Life is, environment which is prevailing at work place, which shapes out pattern of work and moulds the nature and behavior of individual working in it.
- Work-life includes a) hours b) people c) pattern of work d) employer.

Stress Management

'Stress management are defined as, the activities carried out to restrict and prevent the stress arising out of day to day activities.'

Objective

'To detect Stress and manage work life balance with respect to Indian service industry.'

Scope:

- Determining the stress building factors in Work life.
- The maintenance of work life balance with respect to stress and imbalance activities

- Knowing the characteristics of person working in service industry.
- Give down the solutions to imbalance in work life.

METHODS

This paper is an attempt to synthesize research in the area of work-life balance to provide business and labour leaders, policymakers and academics with a more objective “big picture” view on what is happening in this area. These data can also be used to make the case that work-life balance is an important social policy issue. This report focuses on the repercussions of work-life conflict on employees, employers and society over the service sector. It concentrates on what has changed and why such changes might have occurred. Specifically, this paper uses survey data from service industry. This analysis will help to focus on areas of high stress and management related activities. The reason for looking into matters is increasing stress in areas with incidents like Death of IT employees, husband killing wife and children, an incident in America where Mr Ramakrishnan shot down his all family members as he went family members. The stress relieving pills are being sold in open in and around Pune. This was revealed by a sting operation carried out by Pune Mirror (Times Of India). The Maharashtra State Chemist & Druggist Association shows that in case of anti-depressant drug *Prodac*, a whopping 2,70,800 pills are being sold in period of nine months.

The various anti depressant pills in the market

- Tryptoiner
- Clonil 25
- Venlor-XR
- Quitpin
- Encorate
- Mirtaz
- Pari-CR
- Depranil.

According to the sales record of the tablet prodac from jan to sep08.

Jan:151 Boxes
 Feb:157 Boxes
 Mar:149 Boxes
 Apr:136 Boxes
 May:145 Boxes
 Jun:159 Boxes
 Jul:141 Boxes
 Aug:157 Boxes
 Sep:159 Boxes
 Each Box Contain 200 pills.

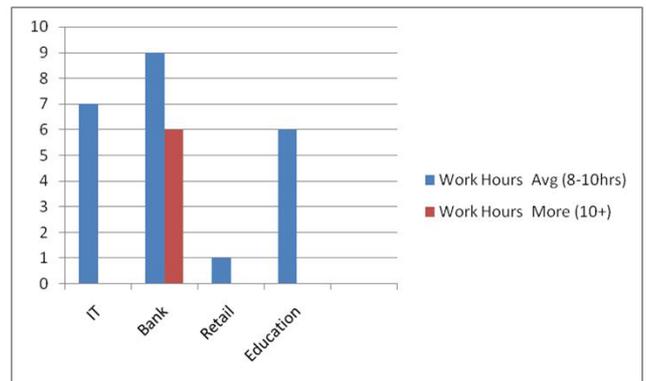
Data : Pune Mirror (Times of India)

Industrialization has lead the world on threshold of development. Today development has become the very necessity of each and every working force. The revolution in industries and organization has just not spared the working life style and the environment around. The modern outlook to both has given way to various pros and cons in working arena. The work life thus has emerged out as the moot point of consideration in era of development. The pros are upgraded technology, modern styles of working, management styles. The Cons are stress, tensions, work-pressures etc., in work arena.

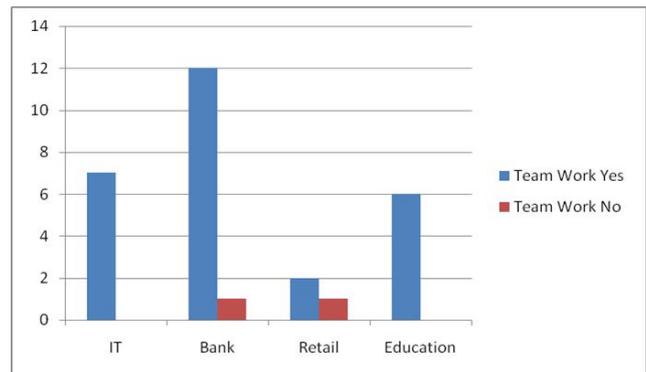
Factors

The following factors are ready and live reconer of work life becoming high-tech. These factors highlight on the stress building issues among employees. The stress builders thus cause major worklife imbalance. This work life imbalance is majr challenge before HRM in future environment. The following graph depict the budding grave problem of future. The figure concentrates on various

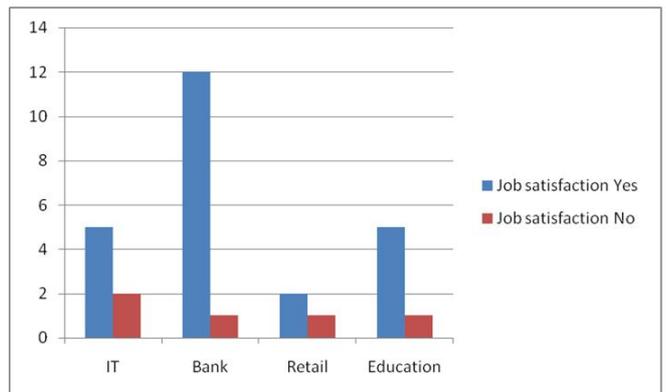
factors at work. I have taken major industries like IT, Retail, banking and education on X axis while the dependant factor on Y axis.



Hours of work

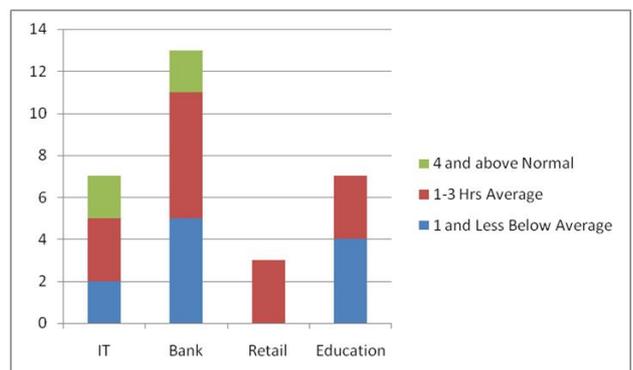


Team work
 The graph shows no of people who like team work.

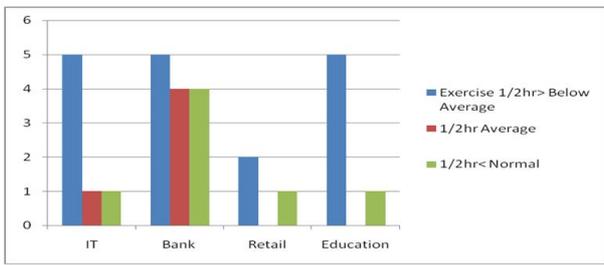


Job satisfaction

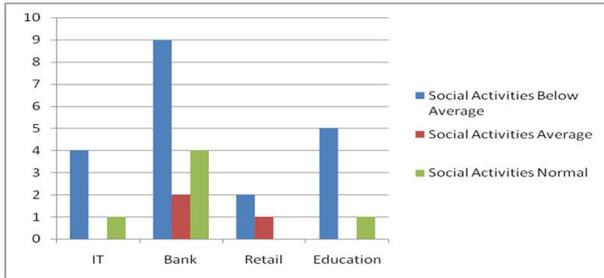
The graph shows the slow growing dissatisfaction in organization. This can be tapped upon by HR manager to develop competencies



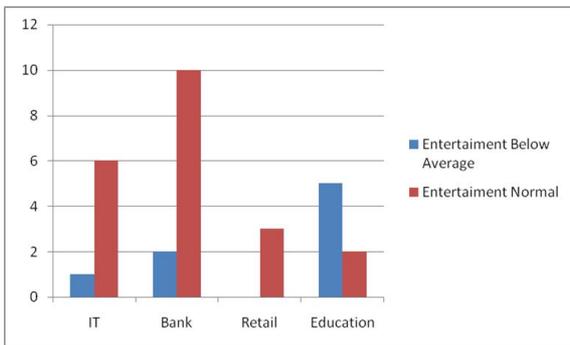
Time for Family



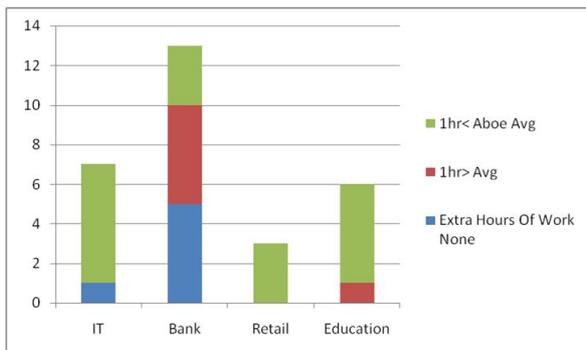
Time for Exercise



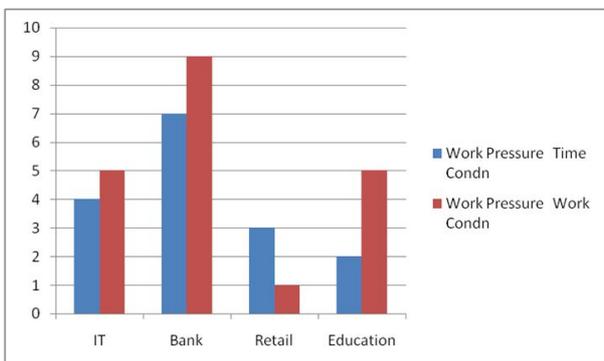
Time for Social Activities



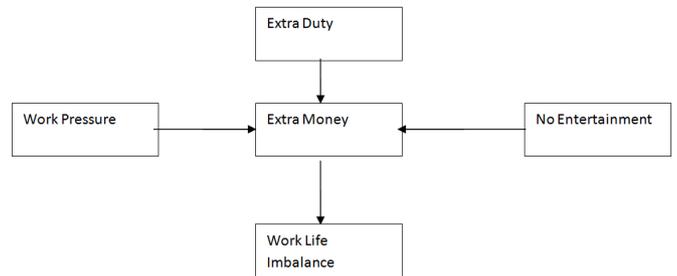
Time for Entertainment



Extra Hours of work

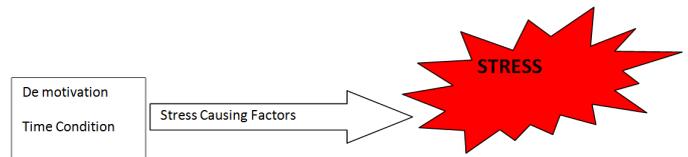


Work Pressure



The above work life imbalance fig depicts

For the purpose of Extra money person work out for extra duty. But at the same time the same person as seen in figure utilizes time of entertainment in that extra duty. Thus the extra money and duty build up extra pressure. This gives rise to Work life imbalance.



The Feed back quotes some or other factor as de-motivating factor. This shows the presence of stress at working level. This gives rise to thought of Factors causing STRESS out of questionnaire most of employees have given there ascent to

- a)De-motivation
- b)Time Coordination

These answers show many causes of growing work life imbalance in areas of work environment. The models above depict the very issues which develop the stress and make the problem a challenge to solve and give best and optimum result. The expectation from industries is to look upon these areas and make HR man competent enough to manage the crisis. The recent deaths and suicides among IT professional has shown that employees has some or other tensions. These problems are caused of stress and eventually a very turmoil in lives of professionals. The people around are caring for money than anything else and they are made to care by the organizations around. Why the organizations cant utilize the efficient resource what it has. It should preserve these knowledgeable brains so that more efficiency can be achieved. The organization thus must take this problem quit seriously before it becomes tedious enough to solve for.

Conclusions

The impact of growing industry showed various problem to grass root of manpower. The problems are still at initial level to be uprooted for. The work force is very much important than any other resource. The graphs and tables showed that many necessary activities are over looked by employees while working. Yet there are many factors which along with tension support the life of distressed employee. But the major habits like,

- Time for Family
- Hours of work
- Time for Exercise
- Time for Social Activities
- Time for Entertainment
- Extra Hours of work
- Work Pressure

These build up pressure and work life imbalance. This has led to major challenge to every one in and related to HRM.

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Annexure

Questionnaire:

1. How many hours do you work?

2. What are the activities you like to do?

3. What are the activities you don't like to do?

4. Do you like to work alone or in team.

5. Are you happy with your job?

6. How much time you give for exercise?

7. How much time you give for social Activities?

8. How much time you give for Family?

9. How much time you give for Entertainment?

10. In addition to office hours how many extra hours do you work?

11. What are the types of work pressure do you have?

12. What is motivating factor in work life?

13. What are de-motivating factor in work life?

14. Do have informal group at work place?

15. Do you get holidays ; CL and Medical Leaves as and when required.

16. Do you have opportunities for promotion and job enrichment.

17. Is your work appreciated by your boss?

18. What qualities are required to get success at work place?

19. What criteria will you use for switching over a job?

a) Money b) Environment c) Designation d) Security e) Creativity

Other

20. What is your definition of successful career/life?
