

Work -Life Balance and Work Stress in Work Environment -A Study

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Abstract

Work-life balance is a crucial aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. The term “work-life balance” has yet to lose its buzz in the last few years. This is partially due to the dominating presence of millennial in the workforce. Employers have been putting in a tremendous effort trying to determine the best way to appeal to millennial workers. Workplace stress is a big deal. While you would possibly think that stressed employees are the norm, it’s important to know that stress can cause some serious health consequences. As an employer, one among your many responsibilities is to require care of your employees and keep their well-being a priority. Chronic stress is one of the most common health issues in the workplace. It can lead to physical consequences such as hypertension, digestive troubles, chronic aches and pains and heart problems. Chronic stress can also negatively impact mental health because it’s linked to a higher risk of depression, anxiety and insomnia. Too much stress over an extended period of your time results in workplace burnout. Employees who work plenty of overtime hours are at a high risk of burnout. Burnout can cause fatigue, mood swings, irritability and a decrease in work performance. By creating a piece environment that prioritizes work-life balance, employers can economize and maintain a healthier, more productive workforce. But what exactly does work-life balance look like? Well, that’s where things can get a bit complicated. Work-life balance means something a touch different to everyone. Over the years, the knowledge and approach of work-life balance has been constantly evolving, and it’d be helpful for employers to spot the difference in opinions among the Baby Boomers, Generation X and Millennial.

Besides the physical effects of stress – like high vital sign, body aches, and heart issues – these bad health habits also can translate into poor work performance. Stressed out employees have trouble focusing, thinking clearly, and making rational decisions. While it’s not reasonable to expect a business to function properly with zero workplace stress, employers got to recognize the red flags of overly stressed employees and know when to take things down a notch. Preventing and helping employees manage stress will keep your employees healthier, happier, and more productive.

Keywords: *work-Life Balance, work stress, Environment, Employer, Work Place, Health Issues, Employees, Productive.*

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I. Introduction

Work–life balance is that the lack of opposition between work and other life roles. It is the state of equilibrium during which demands of private life, business life, and family life are equal. Work–life balance consists of, but it's not limited to, flexible work arrangements that allow employees to hold out other life programs and practices. The term 'work–life balance' is recent in origin, because it was first utilized in UK and US within the late 1970s and 1980s, respectively. Work–life balance may be a term commonly won't to describe the balance that a working individual needs between time allocated for work and other aspects of life. Work life balance may be a method which helps employees of a corporation to balance their personal and professional lives. Work life balance encourages employees to divide their time on the idea on priorities and maintain a balance by devoting time to family, health, vacations etc. alongside making a career, business travel etc. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company.

II. Importance of Work Life Balance

Working on a job for a company and making a career can be an extremely time consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance comes into the picture. Work life balance concept allows an employee to take care of a fine balance within the time he or she gives to figure also on personal business. By having an honest balance, people can have a top quality of labor life. This helps to extend productivity at workplace because the employee is relaxed about his personal commitments. It also allows the worker to offer quality time with family to spend vacations, leisure, work on his/her health etc. Hence work life balance is extremely important for employees and increases their motivation to work for the company.

III. Steps to Improve Work Life Balance

- Provide staff with more flexibility
- Support employees with technology
- Establish boundaries
- Encourage staff to take their annual leave
- Support family time
- Help staff look after their work-life balance
- Leave your door open
- Creating a work leisure plan

- Leaving out activities that waste time and energy
- Outsourcing work
- Set enough time for relaxation
- Prioritizing work

IV. Benefits of Work Life Balance

- Work life balance increases the motivation of employees and helps them perform better at job
- It helps people to relieve their stress as they can spend leisure time with their near and dear ones
- Companies can maximize productivity from an employee who is rejuvenated and refreshed as compared to a over worked employee
- Healthy lifestyles can be maintained by having a work life balance. This includes a good diet, regular exercises etc.
- Employees who are highly motivated can help the business grow as they are more attached to their job and careers

V. Work-Life Balance Benefits to Organization

- Measured increases in individual productivity, accountability and commitment
- Better teamwork and communication
- Improved morale
- Increased engagement and commitment levels
- Less negative organizational stress
- Work-Life Balance Benefits to the Individual
- More value and balance in your daily life
- Better understanding of what your best individual work-life balance is
- Increased productivity
- Improved relationships both on and off the job
- Reduced stress

VI. Stress at Workplace

Workplace stress is extremely costly and impacts the business heavily. No employer can take workplace stress casually because it directly affects the business revenue. Employer strategies for reducing stress at work, you must know the impact of work stress. The work stress is that the common problem faced

by employees worldwide. Employees are the main asset of the organization. So it's a requirement for employee and therefore the employer both to concentrate to stop stress within the workplace. In one of my article, in the same way, an employer has to take all the steps to reduce stress in the workplace for their employees.

VII. Impact of Work Stress in the Workplace

We are becoming stressed in today's workplace and it's an adverse impact on our health and well-being. Stress has become an unavoidable part of the daily work routine. Work stress features a severe effect on both employees and therefore the employer also. Cost of labor stress is extremely high for the employer. If employees are mentally fit and healthy; they perform well on the work. If employees get stress they don't perform up to their full potential. They smoke, drink, become inactive and absent from work, eat less, have relationship issues, and fall sick more often. They lose concentration, lose interest, decrease productivity and make more mistakes on the work. A low-stress workplace may be a happier, healthier and more productive workplace. So it's always within the best interest of employers to require steps in reducing the strain level within the office.

There is not one reason which causes stress to all or any of the workers. It varies from person to person. So, there's no "one size fits all" stress reducers which may reduce stress within the workplace of all the workers. To understand employees' pain, an employer has got to put themselves in their shoe. And put his best effort to create an accommodating work environment. An employer should also keep the option open to change the environment as and when required.

✓ Now I will be able to take you through the employer's strategies for reducing stress at work.

→ Employers can Reduce Stress in the Workplace

- } Balance Workload
- } Allow Flexi-time and Remote Working
- } Lack of Understanding of Leadership and Roles
- } Work to Improve Communication
- } Create a Sense of Loyalty to your Employees
- } Engage and Recognize your Employee at Work
- } Make Wellness a Part of the Workplace
- } Help Employees Move in the Office
- } Resolve Conflict without Adding to it
- } Lead by Example
- } Encourage Team Environment
- } Make Your Employees Comfortable

- } Avoid Interruptions Comfortable
 - } Provide Proper Training
 - } Promote the Employee assistance programme(EAP)
 - } Provide Timely Feedback
 - } Create a Culture of Cooperation and Support
 - } Create a Program or Tool to Relieve Stress
 - } Create an Employee Friendly Environment
- Stress Management Training Benefits to Organization**
- } Reduced negative organizational stress
 - } Increased individual productivity and responsibility
 - } Better team communications and morale
 - } Retention of valued employees
 - } Improved customer satisfaction
- Stress Management Training Benefits to the Individual
- } Reduced personal stress
 - } Improved decision making
 - } Increased productivity
 - } Connecting better to family & friends

VIII. Conclusion

As you've got seen in various ways employers can reduce stress within the workplace. Nobody wants to lose valued staff as a result of stress. It's important to have proper support and cooperation among employees. There are many benefits to reducing stress within the workplace. Workplace stress can't be ignored by the Employer and take all the required steps to scale back it from the work environment. Meaningful daily Achievement and delight in each of my four life quadrants: Work, Family, Friends and Self. When you get home, before you enter the door, believe whether you would like to specialise in achieving or enjoying reception tonight. Then act accordingly when you do walk in the door. At work you'll create your own best Work-Life Balance by ensuring you not only achieve, but also reflect the enjoyment of the work, and therefore the joy of life, every day. If nobody pats you on the rear today, pat yourself on the rear. And help others to do the same. When you do, once you are an individual that not only gets things done, but also enjoys the doing, it attracts people to you. They want you on their team and they want to be on your team. Simple concepts. And once you specialise in them as key components of your day, they're not that tough to implement. So, make it happen, for yourself, your family and every one the important individuals you care about...every day for the remainder of your life... Achieve and luxuriate in.

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