

IMPACT OF WORK LIFE BALANCE AND STRESS MANAGEMENT

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ABSTRACT

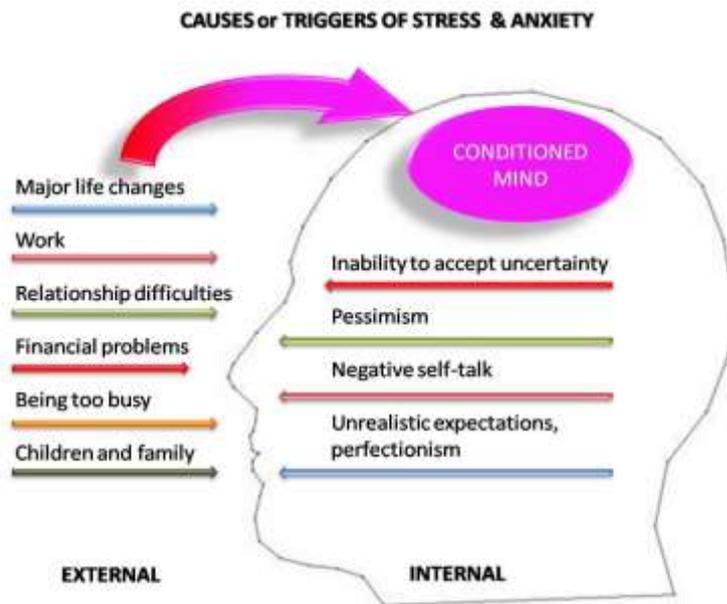
The research paper (article) proposes the effective techniques and strategies to manage stress in the work life as well as personal life. The article highlights the role of an individual, who is facing difficulties in work life and personal life it also explains the importance of employee satisfaction and ways to make employee development .In this modern work life balance and stress management becomes a corner point of discussion .the paper has discussed the challenges for effective implementation of polices for reducing stress management. This article is made an effort to understand the current generation busy life. Stress can described as a state of tensed, worried and anxious stress can be positive attribute if it is taken at the right time and it can be also be negative .when it starts to increase .because of stress the employees performance will be reduced and he/she can become incapable of doing work. The proper care should be taken by individual employee as well as by the organisation in order to improve the employee performance. It also highlights the objectives of work life balance and stress management.

Key Words: Employee satisfaction, stress. Work life balance, performance.

INTRODUCTION

In the fast developing knowledge economy has given places for more number of people to be enlightened by higher education and has given employment opportunities to work in organisation. In this modern generation working people are more when compared to old generation, where one person will work and take care of the entire family. But now trend as changed and the number of workers are increased. The purposeful human activity is decreased towards the satisfaction of human needs and designs, state of balance in both professional and personal life is equal. Stress management is very important in work life balance. The causes of stress are known as stressors there are number of reasons for stress and this stress can lead to many issues in work life.

Fig 1. The following picture shows the causes or stressors of stress;-



2. PROBLEM STATEMENT:

Every individual worker play an important role in the development of the country's economy. However there are several issues and problems that employees face today. Sometimes all the employees are not treated equally at the work place. In the organization there will be inequality between male and female workers and unequal pay.

Mainly when it comes to work life balance, there arises a word 'stress'. It is the main problem faced by all the working people in this modern year. Stress can be defined as employee's state of anxiousness, tension, etc.

The following are major problems and causes of stress;

- 1) Balancing between professional life and personal life problems.
- 2) Balancing proper health at work place.
- 3) Stress due to stereotyped thinking about family problems and work pressure.
- 4) Working stress in professional life and emotional stress in personal life.

- 5) Stress due to discrimination at work place.
- 6) Stress due to change in life style.
- 7) Stress due to mismatch between work life and family.
- 8) Stress due to financial problem in family.

Based on the above problems the research is conducted to provide some solution to reduce stress in work life balance and also to provide job satisfaction at work.

3.OBJECTIVES

The study and research attempts to address the following important research objectives of work like balance and stress management. Since, the working people are more in this generation.

The study aims to address the following research objectives;-

- 1) To reduce stress in the work place.
- 2) To reduce stress in the personal life.
- 3) Proper stress management in both professional and personal life.
- 4) To provide suitable solution for managing stress.

4.RESEARCH METHEDODOLOGY

The proposed study is based on both qualitative research to achieve the said above objectives of the study, the secondary information have been used. The various research paper, books and website are referred for collecting data relating to this article in order to understand the scope of the study.

5.DATA COLLECTION

The data is collected through secondary sources like google and books. The aim of collecting data is to provide solution and strategies for manging stress and work life balance the referred articles based on the primary data where they conducted personal interview and made questionaries' for collecting data.

6.FINDINGS/SUGGESTIONS

The findings based on the following factors;-

- 1) Employees stress level.
- 2) Work place support,

- 3) Personal life issues.
- 4) Personal life interference with professional life issues.

From the above factors and data collected it is clear that stress is main reason for imbalance between work life and personal life.

The following are causes of stress;-

- 1) Technology and its uses.
- 2) Work pressure.
- 3) Long working hour.
- 4) Policies of organisation.
- 5) Self-high expectation.
- 6) Attitude and values of employee.
- 7) Type of family
- 8) Dependent of employee.
- 9) Not satisfied with the job.

Because of the above reason the individual employee may feel stressed and not able to work as effectively as before and obviously there is an imbalance or mismatch between work life and personal life.

For overcoming from the stress, the following are the findings and suggestions;-

7. ROLES AND RESPONSIBILITIES OF INDIVIDUAL IN WORK LIFE BALANCE:

- 1) Make choice carefully about fit with organisation when applying for a job.
- 2) Identifying personal needs and possible solution.
- 3) Managing work life balancing needs.
- 4) Participating in development of organisational work life balance needs.
- 5) Co-ordinating with colleagues and managers at work place.

8. ROLES AND RESPONSIBILITIES OF ORGANISATIONAL IN WORK LIFE BALANCE:

- 1) Developing work life balance strategy that wats the needs of both individual employee and organisation.
- 2) Providing proper training to the employees about new technology.
- 3) Providing refreshments and taking proper health measure.
- 4) Communicating with employees and motivating employees to work more efficiently.

5) Taking measures against discrimination and maintaining quality in the organisation.

Apart from the above suggestion, there are three simple things one can do to achieve work life balance. They are;-

1) A-Awareness

2) C-Choice

3) E-Energy

A) Deepen your awareness through listings deeply and noticing two things: what throws you off balance and what brings you calm and fulfilment.

Awareness is being mindful present in your life.

B) Exercise the power of choice, choose to release what drains you and embrace what truly nourishes you. When being to make life giving choices in your life, you will be able to make many more decisions easily. Realising in your life is the consequences of your choices becomes very empowering.

C) Reclaim the energy that is natural birth right your life will become power full dynamic

Concentric circle the more aware you, because the more you become aware of your choices. The more you realize that your life is created by your choices, the more real energy and power you will experience in your life.

9. CONCLUSION

This research helps to identify and resolve the various aspects of stress factor related to the work-life balance. As stress affects the outcome of productivity, monitoring and managing job stress is extremely important aspects it is primarily and responsibility of an individual to balance work and life. And initiate steps to reduce stress the organisation can indeed facilitate the progress. The individual has to explore his values, aspirations and goals to understand what he expects from work and life and then develop the suitable ways of balancing work and life.

On the other hand, organisation initiate cutting edge work life balance practices to help the employees manage their affairs more effectively. It can be also train employees to understand the issues of work life and stress management assistance program.so it is the responsibility of the employer and employee to contribute to the better work life balance for fruitful productivity.

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