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**WORK - LIFE BALANCE VIS–À-VIS HIGH STRESSED JOBS**

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**ABSTRACT:**

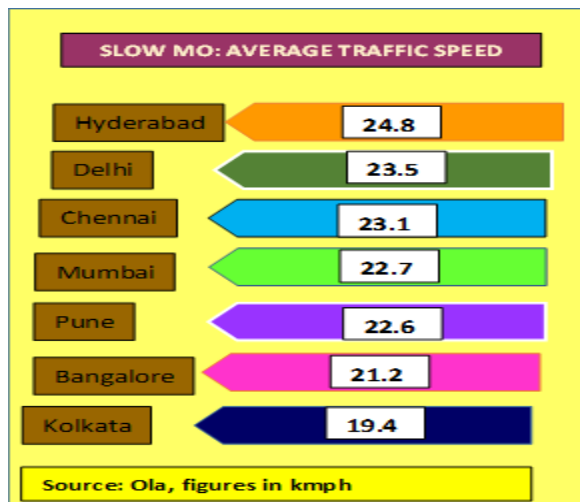
Work does an important role in everyone's lives. Salaries confirm that the lights remain, there's eatable on the table and on the rainy-day the vessel is complete. It's never an easy task to accomplish work-life balance in the present day's volatile and fast-stridden business world. It is becoming too difficult to distinguish work from our personal lives due to the growth happening with the help of technology and social media. The habit of checking emails everywhere and anywhere has become so common in the present era, attending the official calls during dinner and working with MacBook during non-working hours too. Employers do anticipate a lot more from their employees, leading to a high level of stress to accomplish higher productivity. Thus, this makes the employees' slog for lengthier hours, besides little time devoted to their family with creates stress. The concept of work-life balance explains the perfect condition where an employee could distinguish his/her time and energy amongst the job and any other significant elements of their life. Accomplishing work-life balance is a day-to-day life encounter. It is hard to take out time for one's family, peers, societal involvements, religiousness, personal development, self-attention, and other personal actions, apart from the workplace challenges. This conceptual paper explains how the various earlier studies on work-life balance and its components helped the author to understand the concept in detail which led to the designing of the research model, the various research elements considered for studies previously, what elements could be considered for the authors' thesis study, facilitated in the framing of the structured questionnaire and what statistical tools could be incorporated in order to get a perfect analysis and interpretation.

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## INTRODUCTION:

Stress is a feeling of demonstrative or bodily tension. It could originate from some event or thoughts that make a person feel irritated, annoyed, or tensed. Stress is an individual's body response to an encounter or demand. In short eruptions, stress can be optimistic, like when it supports a person to avoid threats or encounter a limit.

A beautiful instance of stressor is the traffic problem which all the metro cities are encountering in



the present days. At the rate of 21.2kmph, Bengaluru traffic swiftness is up 20% in 2 years (TOI 01/01/2021). Bengaluru one of the fast-paced metro cities of India has documented the second-lowest average traffic speed midst the metros during the year 2019 according to the taxicab aggregator Ola had stated. But the 21.2 kmph crawl for the present year, is a bordering enhancement when compared to the identical 2017 study had positioned the figures to 17.2 kmph, Bengaluru traffic was categorized as lethargic in the nation during that time. Such slow-moving traffic makes the office goers to reach the destination from their home door to door minimum time of three hours up and down in a day which comprises starting from the house gate to the work

station which includes, road travel with multiple signal stops, parking, runway walking, biometric spot, staircase climbing / traveling in lift, and lastly reaching the work desk. The entire travel process leads to a high level of stress among the working class. The situation is common among all the metro cities whether it is Bengaluru or any other city for that matter.

## STRESSORS:

A stressor is a substance or biological mediator, environmental circumstance, external motivation or an incident seen as instigating stress to a creature (Sato, Tadatoshi et al; 2006). Psychologically speaking, a stressor could be actions or atmospheres that persons could consider challenging, inspiring, and/or menacing individual care (Deckers, Lambert 2018).

Happenings or objects which could trigger a stress response could comprise:

- conservational stressors (hypo or hyperthermic illnesses, higher noise levels, too much illumination, overcapacity)
- everyday "stress" events (e.g., traffic, missing keys, cash, quality as well as quantity of bodily actions)
- life changes (e.g., split-up, demise)
- workplace stressors (e.g., great job demand vs. little job control, repetitive or continued actions, influential exertions, extreme positions, office chaos)
- chemical stressors (e.g., tobacco, liquor, medications)
- societal stressor (e.g., social and family difficulties) (Roster, Catherine A.; Ferrari, Joseph R. 2019)

Stressors could root bodily, chemical, and psychological reactions inside. Physical stressors yield automatic stresses upon skin, carcasses, tendons, ligaments, physiques, and stresses that originate

tissue distortion and (in dangerous cases) tissue disaster. Chemical stresses likewise produce biomechanical reactions linked through metabolism besides tissue healing. Physical stressors might lead to pain and damage job performance. Long-lasting pain and injury necessitating medical care might result from dangerous bodily stressors or else if there is inadequate regaining time amongst continuous acquaintances National Research Council (2001, & 1999). Recent research indicates that physical workplace disorder might be an instance of bodily stressors in an office setting (Roster, Catherine A.; Ferrari, Joseph R., 2019).

- a. **Occupational Stressors** - Job-related stressors or occupational stressors are the tension-generating features leading to mental strain which is connected to one's job. Occupational stress denotes chronic circumstances. Occupational stressors could be handled by understanding what the stressful circumstances at job are and taking measures to remediate those circumstances (James Campbell; Henderson, Demetria F., 2016). Occupational stress could happen when employees do not sense that they are upheld by supervisors or colleagues, sense as though they have slight control over the work they accomplish or discover that their pains on the work are proportionate with the occupation's payments (WHO). Occupational stressors are the apprehension for both employees and employers since stressful job situations are linked to employees' expressive health, physical wellbeing, besides job deliverance (Sulsky, L. & Smith, C., 2005).
- b. **Personal Stressors** - Personal or Individual stressors are activities or circumstances that happens in an individual's life which may unfavorably influence the person's or their kinfolk's wellbeing. A stressor might happen directly, like personally undergoing a severe sickness, or ultimately, like having a family person with severe health problems.

### **OBJECTIVES OF THE STUDY:**

1. To understand the professional stressors prevailing among working professionals
2. To understand the causes of professional stressors
3. To understand the influences of professional stressors on Work-Life Balance

### **SCOPE OF THE STUDY:**

The current job scenario for every employee is the inescapable thing which is of utmost the inevitable component is the professional stress. The employee irrespective of the sector where he /she is in to should be prepared to accept the stress as part and parcel of his/her professional life. The scope of the study is to contemplate the various stressors influencing the work-life balance of individual employees among various sectors to understand how the stress element is playing a major role among every type of employee during their earning period of life.

### **RESEARCH METHODOLOGY:**

The study evaluates the current conditions of work-life balance among the various professionals in various sectors. An attempt has been done to understand the various dimensions of work-life balance to come out with the issues encountered among professionals, causes, and the various remedial measures are being extensively understood by the researcher.

**LITERATURE REVIEW ON WORK-LIFE BALANCE:**

1. **Ioan Lazăr, Codruța Osoian & Patricia Rațiu (2010)** In their study the aim was to increase the prospects from excellent practice in work-life balance. As the employee market enhances highly skilled and knowledgeable workforce is accessible to do jobs? Parents and careers who can afford to spend valuable time at the house along with extending financial support through the job? People with disabilities, by means of better access to work? The workforce normally where they can able to achieve a better sense of balance in their work apart from other aspects of their life. The balance in employees work and family could be achieved by being more systematic in their activities. Many research has proved that work-life balance practices are most operative when the independence of the employees is at a higher level which makes them enhance their capacity to perform in their jobs and also on the family front. In total, the successful intersection between work and non-work characteristics could be a win-win state of concern for the employees and employers at the same time. The art of attaining substantial familiarities in all life facets increases the excellence of individual relationships and a variety of structural consequences.

Appropriate accessibility and utilization of work-life balance practices, and when such practices are issued with reference to the superior and organizational upkeep can bring down struggles of work-life and enhances positive considerations about one's organization. These things are normally influence employee attitudes like higher job satisfaction and increased control in their job agenda which in turn would result in less of nonattendance, inclination towards revenue, job stress levels disparities, work-life battle and increased productivity. On the other hand lower revenue aspects are less of staffing and training budgets, high level of appreciated employee retention and higher organizational promise and reliability. All these attributes are linked with budgets savings, maximum customer fulfillment, and indirectly higher levels of organizational performance. This study contends that for a huge organization set up, constructing an organizational principles which provides backing for work-life balance is a lengthy period procedure. It comprises of altering how the people contemplate and converse about their job and about work-life balance so that utilizing elastic working decisions and while going an extra mile in work-life creativities becomes recognized and standard for every employee baring their gender, superiority with the organizational or individual obligations.

2. **Richard Welford (2008)** In their survey has clarified that advancements with regard to work-life balance have taken place when compared to the same type of study conducted four years ago. It is found that the employees of Hong Kong seem to be much contented. Many respondents were having shorter average working hours with less people who were in the category of regular overtime. This could be the major reason for the growth in general employee contentment and less possibility of shifting jobs over the coming 12 months. Additionally, the government's influence in encouraging 5-day work weeks is one initiative that has proved work-life balance. The act has made many industries in bringing about 5 day work plan as well. Some of the employers might have added even Saturday morning hours to the weekday workload, nevertheless it is seen that workers frequently work more than this new requirement, totaling the net effect of a short workload of around half a day.

The survey has also perceived considerable enhancement in the number of companies implementing flexible working arrangements to manage problems of work-life balance. For the first time this survey report also observed age and gender. It is found that the young men work for lengthier hours than any other groups. While satisfaction with work is highest among 40-49 years age group. However, the employees who are above 50 wish to work lengthier hours and undergo more

tiredness than the ones who are a decade younger. A high percentage of respondents feel that due to job they are having health problems, especially stress and lack of exercise. Such health problems affect financially companies as well as taxpayers who could devote more to medical expenditures. Apart from the financial burden, health issues would lead to lessening productivity and effectiveness of employees. It is the prime responsibility of organizations and the government to increase healthy working attitudes, environments, and practices to enhance employee satisfaction. Certainly, many organizations are understanding that it is for their selfish interests they need to encourage work-life balance to retain a productive and healthy workforce. Even though it could be difficult to say precisely the level of good work-life balance, still this study depicts that there is an enhancement in work-life balance across all the sectors.

3. **Nick Bloom, Tobias Kretschmer, John Van Reenan (2009)** In their study has made an attempt to understand the concept of quality of work life. A strong discussion is rampant all over the developed countries of the world around regarding quality of work problems. As the employment has increased in US & UK, the focus is more towards the quality than the number of jobs. Focus towards quality has improved due to the increase in women employment has escalated and problems of work-life balance and family-friendly strategies have increased the political agenda. The researchers put forth two opposite features of globalization like pessimistic & optimistic opinions. While the pessimists depend on various other methods of increasing productivity in the organization like tougher product market competition, globalization, and other decision-making strategies which are detrimental, on the other hand, the optimists argue that positive human resources management writings opine that healthier work-life balance will, in fact, increase output and also the profits to the organization and employers are wrongly failing to consider their employees as resources and bring in improved work-life balance procedures.

The researchers found proof of the mixed view of these two extremes and utilizing the original data, it displayed that they have a valuable secure exact degree of work-life balance. The pessimists argue that Anglo-Saxon administrative practices are damagingly linked with inferior work-life balance is denied – there is a positive link as recommended by the optimists. Likewise the pessimists' philosophy that struggle is unavoidably bad for workers' work-life balance is also denied which proves that there is no meaningfully undesirable connection. Bigger organizations that are naturally additionally globalized also have improved work-life balance practices on a mediocre level. However, the view that work-life balance will enhance output is also denied – there exists no link between output and work-life balance once we switch to respectable management. Rather there is no connection between work-life balance and productivity.

4. **Namita (2014)** Emphasized that work-life balance and employee commitment are the noticeable yardstick in high accomplishing companies who gain financial and status benefits of public recognition as the finest place to work or a preferred employer. Some family-friendly companies understand the necessity of work-life balance which comprises of recruitment and retention of the valued workforce, less absenteeism, less employee stress, health benefits, job satisfaction, and better life balance.

It has been recommended that effective work-life balance policies and practices must comprise of the effects of workplace culture and supervisor support of employees struggle towards balancing work and family responsibilities. In order to endorse the welfares of the employee and organization, emerging and upholding a culture that facilitates and cares the chance to have an anticipated work-life balance is important. A tough organizational culture enhances employees' determination to continue in the organization (Wheeler et al., 2006). The work-life balance must be reinforced and

stimulated at all levels of the company, consisting of senior management, line managers, and all staff. A company that reinforces and stimulates work-life balance policies and practices would gain the benefits of increased employee commitment and also a positive result is influenced by the workplace culture that is reassuring of utilizing work-life initiatives. Many organizations are designing on balancing of work-life of employees and measures to be adopted to answer complexities of workers in workplace and how to solve this issue utilizing time management and employees can accomplish their personal life and professional life efficiently. Nowadays organizations are all about operational with 24\*7 and stress will be entangled with work and psychological steadiness will be a primary apprehension for employers so as to how to make people work professionally. Organizations must organize special programs at the weekend by making an attractive work atmosphere through which people can get stress-free at least through week-end. Organizations should try to identify the causes for the birth of such imbalances.

5. **Gladys Muasya (2016)** In her study tried to explain the utilization of domestic workers dependent very much on affordability and trustworthiness. Women utilization of domestic workers on an as-needed basis and taking their older kids to daycare centers is due to the cost factor. The conducted in two institutions proved that the employers did not provide policies which encourage job flexibility or daycare centers which women want to develop their work-family balance practices. Policies from government and work, institutions can outline the work-family strategies exposed to women in the recognized sector. Organizations cannot presume that families are equipped with sufficient resources in the form of domestic workers and lengthy families to support their employees to solve work-family balance problems. The study is relevant to ignite a discussion regarding family-friendly organizations within the university. This study was conducted taking the sample of women who work in Kenyan universities, apart from the educational sector; women are employed in other sectors also. When more sector-specific studies are done then the identification of the occupation definite stressors and how these sectors are endorsing family-friendly policies could be understood clearly.
6. **Daniele Grandi (2012)** In his investigation has tried to explain the various obstacles and opportunities in work-life balance and implementation of work-life balance policies would be one of the primary focus of concern for the coming decades when addressing human resource practices. The necessity for a major balance between work and non-work activities is a concern widespread among the working population and it would be still more significant with the entrance of new generations in the labour market. This is not a stress-free challenge and both organizations and governments would be necessary to put additional struggle into this.

In this study, the analysis is concentrated mainly on the organizational profits in terms of recruitment, job satisfaction, retaining employees, performance, and efficiency. It is evident that how a modification in organizations' mindset and culture is essential to bring in their policies in line with population requirements and new ways of accomplishing a competitive edge which in the present era are surrounded in the worldwide labor market. Considering some organizations are proactive and reactive, there is the necessity to transfer additional phase forward in this direction. Though many faultfinders have been stimulated to the approach that organizations and governments have in connection with work-life balance problems, and to the overestimated significance that this issue has in the economic situation these days, the feeling is that giving work-life balance through the working population is an assignment that firms, in order to continue competitive, can't evade facing in an effective way. The employees' necessity for enhanced profits in an uninterruptedly dynamic atmosphere and wide opportunities for organizations, referring to competitive advantages,

lead to the inference that implementing work-life balance policies and welfare about the implementation of effective practices, to attain a good balance between work and non-work activities should be an inherent feature of the business and not just an additional element of corporate strategies.

7. **Gregg Schoenfeld (2005)** In his research report explains that work-life balance continues to be a problem that needs thoughtfulness from society. The dynamism of the global economy, in which organizations mostly function on a 24/7 agenda and also technological advancements has made an employee be linked all the time, has driven the work-life balance problem into the lead position in the minds of many. Many employers have understood that a burnt-out worker is merely a waste and that a contented worker is the fundamental of the upcoming triumph of any organization. Giving a broader thinking about this, many employers have well-thought-out work-life programs to help workers in managing the dilemma that may crop-up among work and the rest of life (Roberts, 2005). The findings prove that such employees who have access to work-life programs have a considerably enhanced work-life balance than employees who do not have access to such programs. The work-life programs facilitate flexibility and provide help to individuals in dealing with the modern lifestyle situations comprising of many urgencies like dual-earning families, childcare, elder care, etc.

Though there are situations where such programs are not used to their full potential (Rodbourne, 1996; Spinks, 2004). It is the decision of both employer and employee to work together to enable at borrowing qualities from another culture with reference to work-life balance into the organization. It is depicted, that working for lengthier hours does not necessarily lead to less job security, and on the other hand it gives a lessened work-life balance. In addition, less work-life balance contributes to higher dissatisfaction at work. The demerits of owning dissatisfied employees ought to motivate the acculturation process. Even though work-life balance may seem to be a dream, society should not be unsuccessful to reply to the individuals when transacting with complicated problems which crop-up due to work and non-work situations, specifically with individuals who juggle between lives and professions. Linked with many issues connected with stress, including issues of health and well-being and less productivity, society must be clever to nurture an environment that controls situations to reproduce on their preferences and significances. People who want to balance to keep up health and accord may create fuller and more productive lives, which would possibly provide an advantage in all facets of society and occupation.

8. **Mridula N Murthy & Shailaja Shastri (2015)** In their study tried to explain the important problems of employees working in the private sector. With reference to the work-related themes, it was noticed that amorphous work agendas like last-minute meetings would affect the employees in tension and stress of performing the house chores or sometimes not complying with the domestic issues would lead to mismanagement on the family front. The importance of time than tasks by the organization has led to compromise on quality as the tasks were time driven. Some of the jobs were of non-desk in nature which led to extensive traveling like meeting the clients, customers, etc., and/or attending an international conference call(s) which was untimely in nature thereby hampering the balance in work and family. In connection with the self-related issues, it was perceived that poor time management was a crucial factor where the employees did not know how to do proper time management with relevant planning from both work life and personal life to achieve proper balance. Working from home even after working hours created tensions and stress which could lead to physical and psychological health issues for the employees. With regard to the family-related issues, in order to maintain the balance between the role of employee and parent,

employees try to give up on their “Me-Time” personal time to the kids, such sacrifice on the part of a parent leads to unrest in the family, it may lead to a situation where the employee will be responsible to produce a problem child in his family, the child may start feeling that there is no concern shown to him by the parents which in turn may take the child to a depression mode and other psychological problems may occur in due course. When the employee needs to devote time after working hours to the spouse and is unable to do so may lead to frustrations, unrest, zero interest in family life, etc. thereby contributing to ruining their personal life which would affect the organization in its productivity. Due to role conflict, the employees may get the feeling as to how worthy they are in the roles that they play at home due to non-compliance with certain tasks at home. Ex: as a mother – not giving much time to the child, as a daughter-in-law – non-performance of caring activity to the in-laws in the family, elderly care not in the expected level, etc. may lead to attitude issues and unrest in the family life. With regard to the other issues, it was observed that location of residence and its influence on the mental conditions of the employee was noticed. The traffic jams caused due to heavy vehicles being used by the people to save time and because of more number of vehicles on the roads has led to delay in the movement of vehicles which can cause higher levels of stress, fatigue, and tension among the employees even though it is saving their travel time to some extent. Weather-related blues depicts the ill effects of pollution in the environment whether it is air, water, or any other type of pollution. The pollution creates allergies, fatigue, physical health issues, etc. which contribute to low performance in work and personal life bring in imbalance at both places. When we analyze the coping strategies to bring-in balance in work and life, it was understood that some of the strategies can bring in balance among the employees. By adopting a few plans of action how to solve some of the imbalances could be thought. By developing new interests outside the organization and family by doing some activity which interests the employee like engaging themselves in some hobbies, recreational classes, etc. Employees can engage a maid for domestic help, one of the parents leave home late for work to drop the kids to school, arrange for some daycare to the kids and pick them in the evenings after working hours. By inculcating discipline at home, that is having a time table to do the list of things; employees can bring in some kind of a balance to some extent if not to full levels.

9. **Susi.S, & Jawaharrani.K (2011)** In their study tries to investigate the key drivers of employee engagement is work-life balance. Work-life balance and employee engagement become a noticeable yardstick in the high accomplishing organizations that yield the financial and status welfares of being openly familiar as the best place to work or an employer of choice. Many family-friendly organizations are sensible enough to understand the necessity for work-life balance which comprises of recruitment and retention of the valuable workforce, reduced absenteeism, reduced employee stress, health benefits, job satisfaction, and better life balance. It is recommended that the best work-life balance policies and practices must visualize the effects of workplace culture and supervisor support of employees’ hard work to balance work and family errands. Rising and preserving a culture that facilitates and supports the occasion to have an anticipated work-life balance and to encourage the benefits of the employee and organization. Wheeler et al., 2006 agree that a strong organizational culture enhances employee’s intention to be in the organization. The work-life balance must be held and stimulated at all levels of the organization, including senior management, line managers, and all staff. An organization that stimulates work-life balance policies and practices would win the profits of increased employee engagement and also positive results are dependent on a workplace culture that is helpful in using work-life advantages.
10. **Delina.G & Prabhakara Raya.R (2013)** In their investigations have tried to study on Work-Life Balance in working women. With double profession couples which are highly existing in the



modern era, there was a necessity for methodical research into the features of work-life conflict and extra understanding was essential into techniques through which the work-home link can be more efficiently accomplished. Much more investigations are essential to understand additional awareness about the meaning and results of work-family balance. The study said that weekly hours of work and the stress linked with work were significant factors leading to employees' work-life balance, together with their type of occupations, age, and caring commitments. Work-life balance struggles among working women affect their health who report high stress, headaches, muscle tension, weight gain, and depression than their male equivalents. Managing with the multiple responsibilities towards families and expectations of the workplace and continuous struggle to manage a balance between work and family could have severe consequences on the life of a person by upsetting their well-being and overall quality of life. The demand from employees is extensive for the right to balance work and home life in the present busy world where finding time for oneself seems next to impossible. Even though health and wellness programs can solve the problem of balancing their personal and professional life for certain, but they alone cannot be the remedy to solve the problems of imbalance.

11. **Kanthisree.G & Sarada Devi.M (2013)** In their research tried to understand the work-life balance of employees working in public and private sectors. The results proved that a good number said positively or self-assured enough to balance their monotonous work easily / at ease. Due to some financial, family difficulties, ineffectiveness, lack of commitment some of the respondents expressed their inability to balance. In the public sector, the significance level is on the higher side with practices like working hours, Flexi timings, current working hours, wages earned, training provided to the employees, and mandatory overtime. Thus it is concluded that public sector employees are highly contented with all the above practices than the private sector employees. Hence it is recommended that the management of chosen organizations to plan and take needy steps to overcome their reservations and inspire them to increase their personality and performance by providing stress decreasing events like restrooms for relaxation, social meetings, workers participation, refreshment as and when essential, recreational facilities, regular breaks, superior and subordinate relationships, childcare, and eldercare, periodical advising for healthy and industrious atmosphere. Hence handling and shaping both the work and life of employees methodically and tactically in any public or private sector units have led to increased output in the long run.
12. **Bell, Rajendran & Theiler (2012)** In their study have investigated correlational relationships between the work-related pressures, health, work-life balance, and work-life conflict among the academicians. Job stress in universities worldwide has been enhancing over the last few decades and has a significant influence on academic staff performances and student outcomes. In spite of its relevance, very little research has been done in this area. As academics influence the lives of many students and other faculty members, intensive caring and handling job stress in universities is highly significant. Though there could be access to employee assistance programs in universities like stress management and flexible work arrangements, the complicated structure of stress looks to affect academics' health and work-life balance adversely. More research is essential in the area of stress, health, and work-life balance to comprehend better the relationships between these aspects and facilitate universities on how to effectively develop academic work-life.
13. **Anand Kumar Choudhary & Monica Shrivastava (2015)** Study says that the opinion of employees on work-life balance and emotional cleverness is very significant to achieve in the economic setting. Even though various theories on work-life balance are formulated as there was no combined agreement regarding the same and most of the theories have been formulated supporting

the males. Women-oriented theories especially for working mothers are very few. Emotional talent has become an important aspect in managing work-life balance, a constraint that requires careful examination by organizations. Flexi timings have also developed as an important constraint, but if it has less or zero influence in developing countries as there it is still in its blossoming phase. Work-life strategies of public/private sectors are diverse. Technology requires to be made a stimulating factor for managing work-life balance and not to imbalance unity between work and family. Women with dependent children are far more vulnerable to work-life conflicts; job stress etc., and young people are less vulnerable to work-life conflicts. Transformational leadership style should be implemented by the organization to balance work and family life.

14. **Ritu Atheya, & Renu Arora (2014)** In their study about stress and its influence on employees' work-life balance tried to depict that job stress in any kind of an organization would influence on their performances. Even though it is important still there is lack of proper stress management programs. As stress influences, the results of productivity, monitoring, and managing job stress are tremendously significant. To balance work and life and ignite methods to lessen stress and fatigue is predominantly an individuals' concern. The organization can definitely support the procedure. The individual has to find out his values, aspirations, and goals to comprehend what he presumes from work and life and then improve the appropriate ways of balancing work and life. Thus, he has to examine himself on his work responsibilities, ways of managing, and relationship management. On the other hand, organizations can initiate cutting-edge work-life balance practices to help the employees accomplish their businesses more excellently. It can also train employees to comprehend the problems of work-life and stress management support programs. Even with the accessibility of employee assistance programs in organization such as stress management and flexible work arrangements, the multifaceted nature of stress still appears to impact the well-being and work-life balance adversely. So it is the concern of the employer and employee to bring about a better work-life balance for profitable output.
15. **Taruna Yadav, & Sushma Rani (2015)** In their study try to recommend the challenges and opportunities of work-life balance. Actually, work-life balance can be measured as the key driver of a human being's occupation choice. Many organizations are conscious of the fact and have taken applied methods to enhance their HR plans and produce an empowering environment. In today's worldwide marketplace, as organizations objectives to decrease prices, it falls to the human resource expertise to identify the hazardous difficulties of work/life balance. The most important issue to affect and progress work-life balance is organization obligation as well as an individual's obligation. Thus the recommended work-life balance plans can help organizations in producing a stress-free atmosphere for employed people & therefore help better-quality work-life balance.
16. **Job Ayodele Ekundayo (2014)** In his study tries to explain that it is comprehensible that in every single organization a certain percentage of the working population undergoes professional stress but professional stress should not be taken as an individual problem. If organizational management deliberates professional stress as an individual problem and not a management problem, then they have to face loss due to nonattendance, resigning of jobs, total cost of work-related calamities, and low quality work. Therefore, organizations should handle occupational stress positively to escalate production. This study concludes that workplace stress has undesirable associations with organizational production.
17. **Steve French, Keele University (2013)** In their survey tried to report that the respondents who were on full-time contracts were undergoing lengthier working hours and rise in workload. While

some members, particularly those who were able to access and use flexible working practices and family friendly policies are not as much affected by the enlargement of working hours and mounting strength of work, the majority of members recognize problems with the salary and appreciation they get in return for higher production and highlight a craving to have a significant contribution to the distribution, intensive care and contract of workload.

The survey says that the results of these growths for the respondents are undesirable. The varying workloads are influencing the work-life balance of members, is being shown in work-related stress and levels of ill health, and disturbs the ability of respondents to provide high-quality services. There appears to be leading to a rise in the number of problematic relations between managers and employees and this seems to be the case particularly among members who contemplate themselves to be restricted, those from BME communities, and those with concern for elderly care. They expressed in the present survey, the extra complications they face at work when compared with other groups of members and also progressively face difficulties when dealing with their managers. The results depict that those working in the civil services still have better access to flexible working practices than those working in the private and commercial services sectors, the access to such policies seems to be becoming more incomplete. Moreover, members anticipate the planned cabinet office proposals to be undesirable in relation to their job (especially for those members with caring responsibilities) and to discourage them.

Comparing the surveys of 2006 and 2013 gives more proof that the workload and work-life balance of the respondents have come down in almost every area scrutinized in particular surveys. The real danger to emerge from this, against the current aims of the coalition government to get more workforce reductions and continue ‘reforms’ of civil service work is the influence of work magnification on the ability of respondents to give the essential public services they provide; on the enthusiasm of respondents to carry out this work, on the potential unfair results of these growths and health, security, and well-being of these workers for which the Government, as the employer has a duty of care.

18. **Vijaya Kumari.S. & Manor Selvi.M (2016)** In their investigations on some contributions to work-life balance studies with particular reference to telecom sector workers. There were negative effects of pitiable work-life balance due to high levels of work-family conflict and family-work conflict on family contentment. There are also negative effects of pitiable work-life balance due to high levels of work-family conflict on work contentment and mental wellbeing. It was understood that demands and stress from work and family domains have an adverse impact on family satisfaction. In addition, greater levels of work demands and lengthier time dedicated to employment led to low levels of quality time spent with families and lower family contentment. Work-family conflict leads to less contentment with the job and dedication towards employers, and high level of distress, concentration problems, sleeping disorders, unhappiness, and lack of confidence among employees. There are no negative associations between family-work conflict and work contentment, and family-work conflict and mental wellbeing. Though there are relationships between family-work conflict on work satisfaction and psychological health, there was no statistical relevance. The main reasons for work-family conflicts were due to long working hours and an absence of work schedule flexibility. The study depicted that there were an increase in the female workforce and dual-income households and the telecom employee force is aging. For employees with eldercare and childcare tasks, which would lead to demand for more flexible working schedules. Employers can enhance work-life balance by inculcating family-friendly initiatives like flexible timings, compressed working week, and time off in lieu, childcare support, and eldercare

support. Results from this study are significant to both employees and employers in terms of a deeper understanding of work-life balance and its relevance to people's wellbeing, which thus affects organizations' production and performance.

19. **Sudhir Chandra Das (2015)** In their study made an effort to understand the work-life balance practices among public and private insurance companies and to recognize the homogeneous group of objects called a cluster. To do that two-step cluster analysis using Schwarz's Bayesian Criterion (BIC) has been conducted. Public sector insurance employees said that they working satisfactorily with flexible-schedules than public sector employees. With reference to employees' well-being, additional responsibilities causing work-life imbalance, public sector employees projected more contentment when compared to private insurance companies. It is noticed that public sector companies are practicing work-life balance better than private companies. With reference to the work overload and stress management methods, private companies are in advance than public insurance companies.

The outcomes of the study suggest some significant differences between the work-life experiences of employees in public and private sector insurance companies. These have influences on management in these two organizations. The private sector employees relish significantly a smaller amount of work-family amalgamation than public sector employees. It is likely that employees in the private sector would ultimately withdraw from this sector and move into public sector jobs as a means to accomplish better work-family amalgamation. The management should consider the nature of the organization and methods of work-life balance and make to order their policies with employee's participation.

20. **Bimaldeep Kaur (2014)** In her investigations has tried to explain how to maintain a work-life balance in the modern challenging world. To explain this she has studied four real-life instances of people who represent the issues of work-life balance. One thing that was common with most people was stress. Ambitions and anticipations are greater which puts forth an even higher burden on the mind and causes stress and stress linked health issues to physical and mental health, relationships, and way of life. It becomes challenging for the employees to make time for their own self, their loved ones, and the people who are significant to them. This leads to an imbalance among work and personal life and stress-related problems, like loss of sleep and other illnesses, and such problems are aggravating in the modern way of life to almost all kinds of professions.

Incorporating correct employment practices to help employees accomplish better work-life balance can facilitate employees to sense added control of their working life and lead to high efficiency, less absenteeism, and a contented, less stressed workforce (Anil.K 2013). Demographic changes, including an aging population and nuclear family structures would enhance the chances of employees preferring flexible working schedules. Introduction of employment policies that raise the spirits to a healthier work-life balance for the employees which can fetch actual profits to the business. Flexible working and work-life balance policies would also raise more positive insight as an employer which can lead to healthier relations with the employees and higher staff trustworthiness, pledge and enthusiasm, bringing down staff income and recruitment overheads.

21. **Soo Jung Jang (2008)** In her study has tried to understand the relationship of apparent workplace support, supervisory support, work timetable flexibility, work-life balance, and employee health. To understand the above aspects, examined the association concerning supportive policies and work-life balance amongst working parents. Quantitative and qualitative techniques were utilized to

achieve a general picture of the work-life balance plans utilized by working parents. Specifically, it is anticipated that the details collected for the deep study would add to more understanding of the work-life familiarities of parents caring for children with enduring disorders, as this population has not often been deliberated in detail. Earlier studies built on traditional statistical methods have added to the field's understanding of work life balance by discovering a direct linear association among workplace rules and employee results. But the smaller quantity of research has explored multiple workplace rules and significant intervening factors such as work-life balance. In line with the research done by Voydanoff (2004) on boundary spanning resources & Clark (2000) border theory, the results showed that working parents who were facilitated with an organizational culture or an understanding the supervisor was helped with extra flexible work timings which in turn was positively linked with perceptions of good health.

The excellent study, which utilized in-depth interviews, exposed several evolving problems that are significant to the working parents' managing plans and health, inclusive of the significance of the accessibility of prescribed work schedule, flexibility policies, and the supportiveness of the workplace. Above all, this study gives comprehensive facts to enhance the prevailing work-life balance studies which have by and large not encompassed parents of children with chronic conditions. Work-life balance strategies assimilated in this model adds to the growth of family stress theory. Based on the family stress theory, lengthened sympathetic resources, specifically the ones which help work-life balance are desirable at the work level. The outcome of this study emphasizes flexible policies, paid leave, and generous support as key issues in facilitating work-life balance. The results can be of help to social workers in rising more in effect intermediation struggles by notifying their counseling strategies and reassuring them to offer work-life balance plans to employees. Similarly, occupational social workers can utilize the results of this study to formulate new programs and appraise prevailing ones such as EAPs. In terms of social work advocacy at the policy levels, both qualitative and quantitative aspects of this study are the significance of flexible timings. The qualitative study recommends paid leave and generous health care policies which could help parents of children with chronic conditions. It is anticipated that this study would give details to support in formulating more effective workplace involvements, and also it would help create work-life balance as a crucial problem in the social work area. Lastly, the study also signifies the necessity to create more sympathetic public and private policies for such families with children with chronic conditions.

22. **Damodharan & Ganapathi (2015)** In their study have tried to understand the work-life balance of faculty members of higher education institutions. The excellence of work-life magnitudes of adequate and fair compensation, safe and healthy working atmosphere, growth opportunities and security, development prospects, and social assimilation are surely and highly linked with the overall quality of work-life of the faculty members of higher education institutes. To enhance the quality of work-life of the faculty members of higher educational institutes, the management should ensure the faculty members with adequate income and regular salary increases. Subsequently, a safe and healthy working atmosphere is essential for faculty members and also sufficient working amenities. To increase the quality of work-life of the faculty members of higher educational institutes, the management must facilitate professional growth and self-improvement. Moreover, the higher educational institutes should make sure the job security for minimum years to their faculty members. These methods will diminish the psychological heaviness of faculty members, in turn, it will escalate their performance.

The higher education institutes should offer chances to faculty members for learning valuable novel talents/techniques and also for knowledge growth. Moreover, the faculty should be stimulated of making use of information technology in teaching and learning. Meanwhile, the higher educational institutes must encourage self-improvement to the faculty members. The faculty members must have the wisdom of one community and the similar sense should spread even outside the institute to have a better quality of work-life. Also, the management must permit their faculty members to act as visiting faculty and should inspire faculty members to carry out foreign projects.

23. **Fapohunda, Tinuke. M.(2014)** In their research have tried to understand the effects of work-life balance on productivity. Work-life balance contains effectively handling the arrangement amongst paid work and other vital events – such as devoting time to family, doing exercises and time-out, providing voluntary help or pursuing part-time/extra education. Increasing the balance amongst work and private lives leads to frank repayments both for employers and employees. It helps in managing robust groups of people and active trades. Work-life balance has organizational results like increased rates of nonattendance and turnover; decreased productivity; declined job satisfaction; growing healthcare costs and lesser levels of organizational promise and loyalty. Although employers are in essence not answerable for giving work balance to their employees, they can support the employees to pursue and continue their own work balance. Work-life balance has two-edged advancements. When the correct balance is established and maintained, both the employee and the employer advances. As far as the employee there would be increased happiness, greater relations with management, prosperous communication, improved sense of worth, wellbeing, concentration, and self-possession, increased tasks supervision increased driving force, and lower levels of stress. In a similar manner, the organization is able to take total benefit of prevailing human resources, has superior seem to a broader diversity of candidates, has added workforce commitment and initiative, lesser non-attendance, and bigger productivity. The values, purposes, strategies, and predictions in the place of work should hence support employees in their work-life balance varieties.
24. **Sarah Holly & Alwine Mohnen (2012)** In their study on work-life balance analyzed the components of work-life and other parts of life, specifically family life and free time which is individual precise. So, high contentment is the resultant of a good work-life balance. The connection between working hours and work-life balance is actually significant for the organizations and their HR strategies because the results show dissimilar perceptions and influences of job conditions on the workforce. Events that influence jobs towards positivity may affect life satisfaction negatively which may result in destructive strategies. With respect to flexible working circumstances, two results were particularly fascinating. An important instigator of the desire to reduce working hours is the usage of a home-based office. Irrespective of their performance, employees who work at home often like to reduce their hours of working considerably more. Moreover, flexible working hour provisions reduced satisfaction, when compared with fixed working hours which is made the German organizations provide flexible working conditions.

Their findings reveal a higher understanding of the impact of working hour environments on employee contentment. Rewarded overtime has an encouraging influence on job contentment; therefore, establishments can gratify their employees, even the ones who have high workloads, if they reimburse them for overtime, either in full, partial, or with supplementary holidays. Compensation for overtime also reduced employees' requests to reduce their working timings irrespective of occupational status. Because we witness diverse effects of working hours and overtime on employees' satisfaction with different parts of their life, they conclude that

organizations find it difficult to provide maximum detailed HR policies. In addition, the poised counter workforces, who should give up the optimistic effect on one portion of their life with an undesirable outcome on the other? Children living in their parents' households also decrease the number of hours that parents want to reduce or extend their work. Further research should seek deeper insights into the interplay of different elements of satisfaction. Nearly 60% of employees' would take less money to work fewer hours, which implies high dissatisfaction with working conditions, likely related to the tremendous increase in evidence of burn-out in recent years. This finding is a hint to rethink working conditions; a mismatch between actual and desired working hours is highly relevant. Although we provide new evidence in this field, many questions have yet to be answered.

25. **Beauregard, Alexandra T & Henry, Lesley C. (2009)** In their study try to understand that the work-life balance practices are dependent on the organization's abilities to increase the intake of employees, employee retention, and which brings down the work-life conflict amongst employees. It provides spontaneous thinking that by giving work-life balance practices the organization can interest individuals to that particular organization and also would upshot in improved employee outlooks and performances inside the organization. After understanding many research articles on work-life balance two things become strong. One is with such practices in place in the organization do not make the employees free from work-life conflict. In other words, employees may feel that due to adopting these practices they may be treated that they are not making many developmental activities or they do not have as much dedication towards the organization. Employees who do not utilize these practices may or may not discover that they are undergoing fewer work-life conflicts. The existence of caring managers and organizational environments could be at lower levels or not so important in lessening the conflicts (e.g., Behson, 2005; Premeaux et al., 2007). The second thing is whether there is any influence on the work-life conflict in bringing about the balance amongst the employees, work-life balance practices frequently are linked with enhanced organizational performance. When there are work-life balance practices made accessible to the employees, the organizations provide economic benefits through recruitment by increasing the insights of expected organizational sustenance to the job hunters (Casper & Buffardi, 2004), especially those who need such backing because of unpaid assistance extended to them as a part of responsibilities (Frone & Yardley, 1996). The accessibility of the practices could also enhance work-related outlooks positively, job struggles, and related deeds by increasing societal argument procedures; as symbols of structural apprehension for employees, work-life practices encourage employee attention in and commitment to the organization (Pfeffer, 1981). Work-life practices allow organizations to bargain lesser salaries in the discussion (Baughman et al., 2003), and entice the investors by signing the organization's legitimacy (Arthur, 2003).

Existing employees who utilize the existing work-life practices may save investments to the organization through long work hours and increased output. Workers may work for lengthier hours as flexible working arrangements enhances their availability for the job and lessens their travel duration, or they may be swapping relaxation time for flexibility (Golden, 2001; Meyer et al., 2001). They could prefer to work all through peak hours because of individual efficiency (Shepard et al., 1996), or work additional hours during the period of the organization's critical hours as an alternative of flexibility at other times (McDonald et al., 2005). They could also enhance their job strength in order to evade losing a job that gives them the flexibility they wanted (Shepard et al., 1996). Many organizations may be willing to offer work-life practices despite the fact that the practices would yield them the desired profits irrespective of whether their workforce utilized the practices or not. This is true in situations where there are not many hefty rules. The accomplishment

of business situation right is exclusively significant in countries where public procedures are not an important aspect for organizational work-life balance practices. For example according to the DTI report 2007 if employees have to perform the caregiving tasks for young or disabled kids, or for their elderly dependents, they can rightly appeal a flexible work schedule, and the concerned employer has to contemplate the appeal. In the European countries and in Japan, the public policy supports flexible work hours, paid parental leave, and fewer weekly working hours in order to facilitate women's contribution to the labour force (Appelbaum, Bailey, Berg, & Kalleberg, 2006). On the contrary, countries like the USA, Australia, and Canada depend on the inventiveness of separate firms to execute work-life practices. For such illustrations, a business case is the main motivation for many organizations to do so.

There is a disagreement regarding repetition about the business case and distributing extensively substitute ways through which work-life practices impact organizational performances could have unwanted results of leading organizations' considerations while actually work-life practices may yield price savings and enhance the status, both internally and externally irrespective of the fact that the employee utilizes work-life practices and thereby has attained work-life balance. This would possibly help to bring down organizations' curiosity in tackling the problems of suitability for work-life culture adjacent to utilizing of such practices, actions necessary to facilitate their workers work-life balance. Without essential modifications incorporated, work-life practices users would be mainly women, men would remain to anticipate undesirable consequences which would crop-up from using such practices, and the profession-oriented workforce of both sexes would contemplate before utilizing the practices offered to them. This contemplation would bring the wrong way for all the concerned, and diminish the profits to the organizations resulting from enhanced employee insights about current or expected organizational support. But it could be contended strongly that the scarcity of research supporting the business case about work-life practices risks the actual application and usage of those practices. If it is mysterious that whether or not the employees' utilization of work-life practices really brings down their work-life conflict, then there is no way of certainty that practices are developed, designed and implemented in such a manner to get the greatest possible profits from them both for employees and employers. While ignoring some of the possible undesirable features of work-life practices, there could be no base from which to work for better efficiency in executing the practice and a higher level of supportiveness from organizations and their representatives.

### **LIMITATIONS:**

1. Since the study is done only to understand the stress vis-à-vis work-life balance, it is limited to work-life balance features alone.
2. As this is not an empirical study no data analysis is conducted, only the concept of work-life balance and its features are explained in detail.

### **RECOMMENDATIONS:**

The study recommends further more study could be done on other stress and work-life balance concepts also with various other parameters to understand the work-life balance concept more extensively among any other sector or a combination of two or more sectors. Such studies would enable researchers and organization leaders to explore and understand widespread knowledge about work-life balance characteristics to implement employee-friendly practices to achieve work-life balance in an accurate sense.



**CONCLUSIONS:**

The extensive literature review has enabled the researcher to frame the parameters, components, designing of the research model, constructs of the study which has in turn, helped the researcher in framing the structured questionnaires parameter wise and also the detailed analysis of the data collected appropriately from the target respondents in order to conduct an in-depth research which is exceptional and to arrive at real-world recommendations.

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