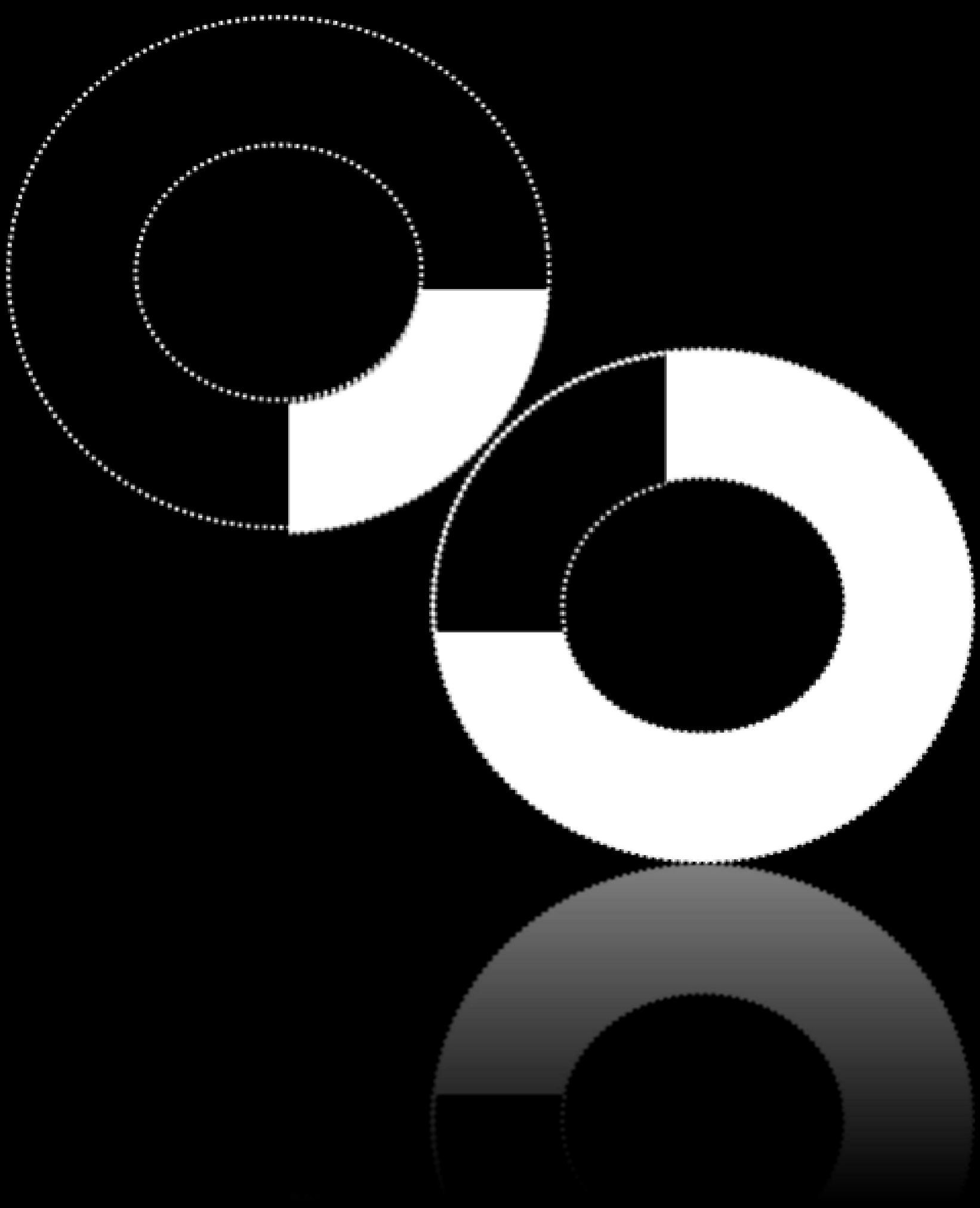


THE RESEARCH

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#Work life Management

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A report on Work-life Management - the latest trends and best practices –

So, what is Work-Life Balance?

We can say that it is the equilibrium between personal life and professional work life of a working person. With the increase in the competition in the business world, work-life balance has become one of the most crucial parts for both employers and employees and also for the organization as a whole.

Work-life balance mainly focuses on the prioritization of work and social life, health, families. which is greatly linked with employee's productivity, performance, and job satisfaction. It holds a crucial part not only for the employer but also for the organization's perspective as a whole because where there is a proper balance between work and life employees tend to put their best efforts at work and give their 100% for the organization.

The ideal work-life balance is defined by Freethinker Paul Krasner as - "happiness is having little or no differentiation between an individual's professional and personal lives".

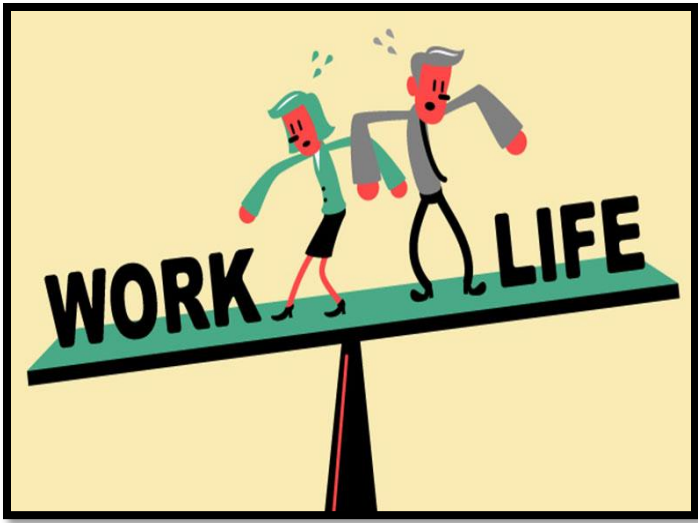
Ok, the show is the work-life balance debate is where responsibility lies for ensuring employees having a good work-life balance. The general feeling is that employers have a responsibility to the health of their employees apart from the moral responsibility, as they know that the more stressed out the employees are the more the chances are for errors and mistakes.

Most of the studies have shown that when there are happy homes, people are less likely to have a conflicting atmosphere.

When it comes to human resource interventions, organizations tend to think beyond the traditional ways keeping in mind the attrition rate.

And as a result, initiatives such as flexible working hours, alternative work arrangements, leave policies and benefits, and employee assistance programs have become a significant part of most of the company's benefit programs and compensation packages.

Introduction-



When it comes to personalized attention and concern to employees of an organization, corporates like ITC, TATA, Reliance, and Google are the companies that come to our minds.

But the question is that what makes these organizations different from other firms and the answer lies in their –

- Work culture
 - Sharing the same work ethics
 - Eco - friendly work environment
 - Providing all facilities required by employees
 - From time-to-time medical assurance
 - Parenthood vacation
 - Post demise support
 - Helping hand for advanced education
 - Profound perquisites
 - Liberty to bring new ideas and innovations
 - Many organizations like Google also provide childcare facilities to their employees
 - Strong and adaptive working culture
- And the list goes on ...

Importance –

So now we understood why these companies are so successful and why & how they create an ideal working atmosphere for many of us.

But the next question that you might be thinking about is, why do they offer so much, or why is it necessary, and the answer to that is because employees are considered to be the most valuable non-tangible assets for an organization.

The employees are considered the most crucial (valuable) asset for the proper functioning and smooth operations of a firm, and most importantly they are the main reason for the success of an organization.

Any successful company is capable of achieving its goal only because of its proper HR analysis, policies in the favor of its employees and company as a whole, and its manpower proper usage, in the right direction.

Almost all the conglomerates believe that the customers are the king, and their employees are the first customers to any organization.

If the organization does not have happy and satisfies customers/ employees, then they will not be able to give their 100% and hence the organization won't be able to reach new heights and will be unable to achieve its targets and goals.

Strategies & Best practices to achieve the heights –

•Get input from employees –

To be able to call yourself successful as an organization, work-life integration strategies must be relevant and responsive to the need of employees.

Together employs inputs many companies hold regular strategic meetings are conducted group discussions on work-life priorities and framework-life strategies and interventions. company-wide service are also effective tools for collecting information across business units and geographic locations.

It is important that data collection efforts fully engage employees across diversity e dimensions and in different life and career stages.

•Lead by examples –

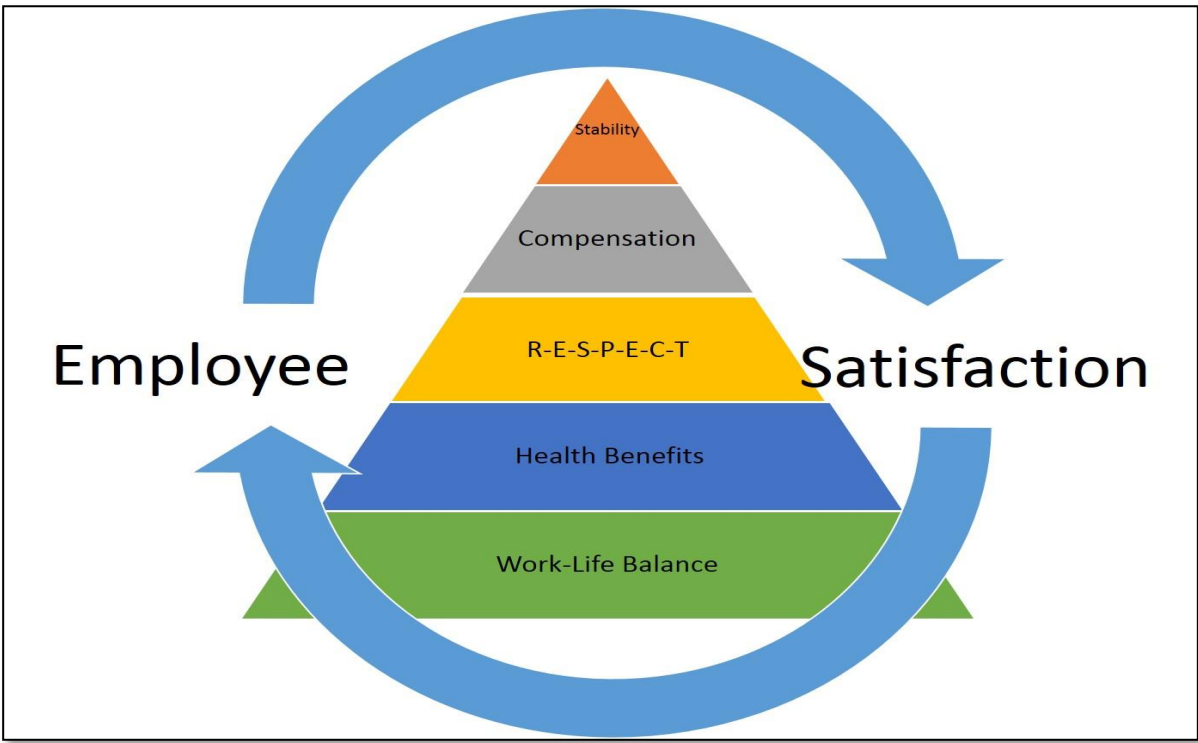
The behaviors of the company's leadership can be significant importance and impact on how employees view and impress work-life and integration.

In a Harvard business review study of employees across global locations, only 25% of employees reported that their company leads models sustainable work life practices.

Similarly starting a company that supports work-life integration isn't enough.

Business leaders need to walk the talk and demonstrate their commitments to achieve work life equilibrium just means taking advantage of the same work-life options rewards offered to employees.

Google offers its employees a chance to rest and recharge in designated nap rooms, and similarly, in recent findings HubSpot also offered the same to its employees.



•Emphasize on outcomes and not hours –

Progressive companies understand that activity does not always come in 8 hours increments and working long hours does not necessarily require more productivity.

As a case in point UK employees on average work for longer hours than other European countries but have a lower overall productivity rate.

Today de Valka performance is increasing leave evaluated in terms of outcome and deliverable rather than ICS worked or time in the office.

This may require retraining managers and establishing new performance targets for employees that reward performance in terms of productivity and outcomes rather than working hours in total in their offices.

•Promote and celebrate diversity –

companies with a diverse workforce have proven to be more productive and profitable and have better recruitment and retention outcomes. Millennial workers often drank a diverse workforce higher on a scale of importance than salary and benefits.

•Develop a supportive culture –

The key to a successful work-life integration program lies and establishing a workplace culture based on the trust and personal responsibilities of employees. for managers developing trust means letting go of preconceived notions that office FaceTime and working long hours evaluates the high-performance. supporting flexible schedules is also necessary as 63% of employee's respondents believe that working 9 to 5 is an outdated concept.

Today's workers want to be flexible to perform their jobs when how and where they want.

capital One allows employees to work on their timetable in work settings that best suit their needs whenever at home in the company's new eco-friendly settings are at the local coffee shop whatever is suitable for their employees.

This gives the employees the freedom and flexibility to work according to their schedule and help them in giving their best output for which business supports them.

•Promote health and wellness –

A national service 62% of employees said that availability of wellness program Asia primary selling point when looking for a A national service 62% of employees said that availability of wellness program Aisa primary selling point when looking for a new job. Wellness benefits include providing nutritional food options conducting health screenings, for all employees.

•Encourage napping –

Google was one of the first companies to promote the benefit of napping. the company introduced energy parts into the workplace reclining chairs inside a large bubble with built-in music and soothing sounds. An alarm gently wakes up snappers and lights and vibrations.

Conclusion–

The study found that burnout results in higher absenteeism, workplace injuries, reduced quality of work, and physical and mental exhaustion.

Compounding the issue, employees aren't likely to admit if they are feeling burned out and overworked because they fear they will be viewed as unable to handle their job.

Empowering employees and providing them the tools and supports to take control of their work-life needs can have a profound impact on job satisfaction, productivity, performance, and retention.

Work life integration strategies that fully engage employees and are responsive to both individual and organizational needs have become a foundational element in today's competitive business environment.

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