

Work life Balance: The key drive for a Happier life

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ABSTRACT:

Do we live to work or we work to live?a

That work and home (or families) are the two most important domains in the life. To maintain a balance between work and personal life. This balance is necessary for a healthy life and happiness. Life is a choice what to do today and balancing act in the workplace and a personal life. Balancing work and life has become an important issue in today. It feels happiness for longer time and not to wait for work to over. When you feel happy in all situation positive or negative, that is real happiness, so be happy and think positive.

1. Introduction

The life style changes so fast, everyone have many thing to do but time never enough and sufficient. Do we live to work or we work to live? I feel work and home are the two most important tasks in the life for us. While some may argue that, realizing ourselves through work is being able to self- actualize and attaining the zenith of our chosen career, is a truly all-encompassing self actualization however, it will integrate both our work and life (family, personal life). When an individual is employed in an organization, they do not give up their life in exchange for work, rather they attempts to maintain a balance between work and personal life. This balance is necessary for a healthy life and happiness. Life is a choice what to do today and balancing act in the workplace and a personal life.

2. Defining Work life balance

It is safe to say that almost everyone is seeking w balance between work and life. But what is work/life balance? We have all heard the term, and many of us complain that we do not have enough of time in our lives. Among men and women alike, the frustrating search for work life balance is a frequent topic of conversation, usually translated into not enough time or support to do, to handle, to manage our work commitments or personal responsibilities.

Work-family balance is defined as “satisfaction and good functioning at work and at home, with a minimum of role conflict” (Clark, 2000, p. 751). Moreover, Parkes and Langford (2008) defined this as “an individual’s ability to meet work and family commitments, as well as other non-work responsibilities and activities” (p. 267). That is, these two definitions for work-life balance imply establishing an acceptable combination of work and life (Thornthwaite, 2004).

The meaning of work/life balance has chameleon characteristics. It means different things to different groups, and the meaning often depends on the context of the conversation and the speaker’s viewpoint, as thinking differ person to person and so their approach.

The following are working definitions of terms used regarding work/life balance; some definitions overlap and some are continuing to evolving.

Work/family: a term more frequently used in the past than today. The current trend is to use titles that include the phrase work/life, giving a broader work/life connotation or labeling referring to specific areas of support (e.g., quality of life, flexible work options, life balance, etc.)

Work/family conflict: the push and pull between work and family responsibilities.

Work/life balance from the employee viewpoint: the dilemma of managing work obligations and personal/family responsibilities.

Work/life balance from the employer viewpoint: the challenge of creating a supportive company culture where employees can focus on their jobs while at work.

3. How to work life balance: two domains

- Work: career, business, performance, responsibility
- Life: health, family, friend, happiness

In our life we need to do many thing, some area we can get a success but not everything we can achieve it. We have some ways to make life better and easy:

1. Everything is not perfect, just except it - Today we see all the successful people as perfectionist, but when they were young they were like others, playing, doing homework; but when they grew up they found real life is must tuff, difficult and taking responsibilities for work and family is not easy. When they realized this fact they worked hard round the clock and even 24 hour were not enough for them and they tried to become perfectionists, because in life everything cannot be perfect, and we should learn to be happy with our imperfections.
2. Sometime make ourselves free from technology - Technology is good and make life easy, we can communicate to everyone, every time, with whole of the world, but on the other hand we get trouble, we cannot have time for ourselves or for people in front of us. It is necessary that, some time we should avoid use it, when we want to relax or sleep. We can have a quality time, focus on work and peaceful mind.
3. Exercise and Medication - We give so many reasons for not doing exercise. We have no time to exercise but we have time to do everything not important. We know exercise is very important for our life, it make us reduce stress and make us happier. We need to manage time to exercise and medication to make our life better.
4. Learn to say No - Every day we do many activity but if we want to success, we must focus on important work and do what we really want it, we do not waste time for some people or some activity if it dose not make us reach our goal. So we should learn to say NO to people and work that is not important.
5. Change our habit - Some time we do same thing again and again, that become habit and we thinks we cannot change that habit but it is not true. If we want to have a quality of life we need to change a habit, be flexible with our schedule, ask for help when we need it. This thing will make us relax to do work success and happy in life. But it is equally important that we should refrain ourselves from adopting bad habits.
6. Start with small thing - When we set our target do not plan very big one but should start from small thing, after that we will gain confidence to do a big things. We cannot be successful in one day but we should do the same thing every day and by our persistence and endurance one day we will get a success.

4. Work life balance in the workplace

When we work that we love, it gives us happiness and work satisfaction or job satisfaction and any work done with happiness and work satisfaction lead us towards success. When we work what we love, than we do not feel to stop work or we do not wait to end working hours. A satisfactory work gives us happiness at workplace as well as in our personal life. This is how we can balance our work and life at the same time. There are many organizations that offer flexible working hours to employees. The flexibility gives both employees and employers a better comfort level and greater efficiency and performance. This results into better productivity and achieving organizational goals and profitability too. Also, flexible working hours promote and facilitate better work-life balance and this reduced stress and increase employee's wellbeing too.

5. Happy 8 work life balance

It is really critical to manage personal and work life balance. If we cannot balance it well, that may result into many problems at our work life and at personal life too, which also takes toll on social life as well. Wrong balance gives us stress and anxiety, which disturbs our mental and physical health. Right balance at both end is key factor to be successful. A sound mind in sound body, which means a good mental and physical health, results into better and balance life we can chalk out a plan for ourselves, which emphasizes on main 8 areas as follows:

1. Happy Body: a healthy body and mind, the people who are healthy start by eating good food, exercise regularly and trained they mind to be ready for every change in life.
2. Happy Heart: having good mental health, cheerful, calm, relax mind is good, especially the balance of life. This is crucial for success in our life. It is also necessary to be polite, humble, patient and keep on learning a new thing. This will help us to succeed in our work life. Learn to forgive ourselver and others because we are not alone and people can make a mistake. Forgiveness helps us live with other people happier. Thoughts of resentment and revenge pollutes our mind and thoughts of forgiving makes us better person in life.
3. Happy Society: in the good society, family, friends and work, if around with people love us, care and helping for each other. It will make us feel happy. This is another important part of a balanced life and work.
4. Happy Relax: to know how to relax and flexibility in workplace, in personal life and with people around you. This will bring us have a quality of life and peaceful. If we can manage our emotion and time management will bring happiness to us.
5. Happy Brain: always keep learning to get a new knowledge and update our knowledge. Everything is changing so fast, if we stop learning we will lag behind them. we need to develop ourselves to be successful in the workplace.
6. Happy Soul: faith, religion and belief is help us to gain peace of mind. All religions teach people to love each other and do not encroach on anyone. The purpose of life to do a good thing and living together in peace and happy.

7. Happy Money: to make money and invest, life will be happy without debt. The money can help people to have a comfortable life and have a high standard of living. The most important thing not only know how to work and earn money but need to know how to savings and investment.
8. Happy Family: good and loving family, who are mentally strong, stable and successful, most came from a good family background is mean a member of family they are close to each other. A family is very important, it is a good basis to help people success and have a happy life.

6. Conclusion

This is important to keep employees happy and in love and want to work and contribute to the great work that has made the organization a success as well. If you have a loving family and good work will lead to happiness and success. But it is important to strike a balance between personal life and work better. When the family of employees happy they will work well and if they are success in work they can make family happy very easily. For get both thing do not be afraid to ask for flexibility, be relax and happy to do everything.

6. Reference

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