



ORIGINAL RESEARCH PAPER

Engineering

WORK LIFE BALANCE PROVISIONS A MYTHS OR REALITY IN NEW TECHNOLOGICAL ERA

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ABSTRACT

Work Life balance is fundamental for all organizations in order to ensure continued association and retention of employees. It is a comprehensive program which is intended to increase employee's satisfaction. The purpose of this paper is to determine the significant causes, symptoms and impact of Work Life imbalance and to propose strategies which help to improve the Work Life balance in organizations based on its findings. Based on an intensive review of literature key drivers which affect the Work Life balance in an organization is identified. Technology has been believed to be "a double-edged sword". It was observed that the technological innovations that were originally designed to facilitate the issues at professional and personal levels failed to reduce the strain efficiently, and instead led people to plan additional activities and acknowledge more obligations. In an era of dynamic technology, to ensure personal growth in a particular workplace it is a necessity to keep knowledge and skills updated. While new skills and demands are an essential requisite for employees, they have their consequent implications which includes increased work burden, stress and social pressure that may eventually lead to psychosocial problems, work-family conflict, higher pressure for performance/efficiency and less privacy as well as dissatisfaction at work and turnover. Moreover, employees are often required to meet higher expectations with respect to their efficiency levels.

INTRODUCTION

The study discovered that the major causes of Work Life imbalance in an organization includes; Techno-overload, Techno-invasion, Techno-complexity, Techno-insecurity and Techno-uncertainty. Also, it was deduced that anxiety, fatigue, skepticism, and inefficacy are major symptoms of Work Life imbalance in an organization. It was identified that the major effects of Work Life imbalance in an organization are not just work motivation but overall employee well-being, causing health problems and reducing performance. To minimize the effects of Work Life imbalance in an organization, the study recommended that organizations must provide spirituality training to ensure restored mental health of employees and time saved due to technological innovation must be efficiently utilized by the employees in achieving a satisfactory equilibrium between work and non-work activities..

Confronted with a regularly changing technology context, the necessity to use and update knowledge and skills can be considered to be a key demand to enter and stay in a particular workplace. While new skills and demands are an essential requisite for employees, they have their consequent implications which includes higher work burden, stress and social pressure that may eventually lead to psychosocial problems (Carlotto, Wendt and Jones, 2017), work-family conflict (Ayyagari, Grover and Purvis, 2011), higher pressure for performance/efficiency and less privacy" (De Wet, Koekemoer and Nel, 2016) as well as dissatisfaction at work and turnover (Carlotto, Wendt and Jones, 2017). Additionally, employees are often required to meet higher expectations with respect to their productivity levels (Shu, Tu and Wang, 2011). The unceasing and rapid development of technology has undoubtedly resulted in increased effectiveness and efficiency in most organizations, but, at the same time, it has also been the underlying cause of increased levels of technostress in the workplace Ahmad, Amin, Ismail, 2012

Spiritual Capability and Work-life Balance

It is argued that even without a genuine commitment to achieve the practice for accomplishing spiritual capability, the usage of fostering work life balance raises genuine concerns about its use to further economic goals of organizations', and therefore, has the potential of becoming yet another management fad (Fernando, 2005). Though some research works have tried to explore the topics such as description of workplace spirituality, sources of workplace spirituality or features of an organization facilitating workplace spirituality (Milliman, J, 1999; Pfeffer, J, 2003;

Marques J, et.al, 2005). However the studies were lacking sound theoretical and empirical base in the ways of expediting the underlying purpose behind it (Giacalone and Jurkiewicz, 2007) and one possibility we have felt is to address the challenges of work-life balance

CASE STUDY

Keeping the research gap into perspective with its expected positive result, the purpose of this research paper is to examine the correlation among the factors influencing spiritual capability in the context of work place spirituality and work-life balance. As evident from the extant literature findings, this study is significant because there is still so much divergence, even controversy, in perceptions about the resultant phenomenon of work life balance while fostering spirituality in the workplace. Therefore, this empirical investigation will be a significant contribution to research on studying the variables of both the concepts collectively as almost no studies exist in this area of research and the ways which it influences management, human resources and the corporate organization as a whole.

There is no single measure in the literature for these constructs; therefore, the present research paper may be considered as exploratory. We have understood that exploratory designs are predominantly used for discovering new ideas/facts and hence an exploration through literature review is carried out to get an insight and understanding on building the relationship between spiritual capability and corresponding work-life balance.

CONCLUSIONS

To summarize, it can be noted from the review of available literature that there is an unchecked use of the construct of workplace spirituality in organizational HR practices, and inspecting the popularity of the construct it is not illogical to assume the semblance with work-life balance. Therefore, a new direction is evolved showing the far increasing relevance of spiritual capability into work life balance.

Uniqueness of the present study was the empirical findings which has supported spiritual intelligence as the predictor for expected functional styles in organizational HR practices to foster work life balance. Hence the outcome of correlational studies with demographic profile has suggested that spiritual capability provides a valid and useful public domain on work-life balance measures. Though the ensuing study shows a moderate significance, however more work is needed on this

area to enable it to validate with confidence for the assessment of work-life balance subcomponents. Therefore, this review has sought to draw new insights and research directions from the extant literature on workplace spirituality and its relationship to organizational performance.

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