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MANAGEMENT OF WORK-LIFE BALANCE: PSYCHOANALYSIS AND ALTERNATIVES

By

Ghulam Syed Khanvri

**Lecturer: Department of Management
Applied College, Jazan University, (KSA)**

E-mail: gskhavri@gmail.com

Mobile: +966 530781727

Abstract:

This paper entitled “Management of Work-Life Balance: Psychoanalysis and Alternatives” is truly related with the balance between work and personal life. It shows the activeness and simplicity of a person who is the head of the family to manage both work-life and personal life. The focus of this study is given on the problems and getting the solutions for the imbalance working life. First to understand the basic problems and then find out the solutions that how to handles these deficiencies tactfully after getting the different sources. This work of study emphasized the overall characteristics of a successful work-life balance. This paper is divided into four sections in which first part is introduction to study, second is related to the challenges and its solutions, third is proper guidelines to handle the personal and work-life imbalances and fourth is conclusion of the study.

Keywords: Work-life balance, Challenges to handle work life imbalance, Commands of steps to manage work-life imbalance, Psychoanalysis and Alternatives of work-life balance,

Section I

This section of study deals with all about the introductory part of the research that is a work-life imbalance and their impact over the healthy work-life balance and its positive change in the result.

1.1 Preface:

The term “**work life balance**” means the division of one's time and focus between work and family or leisure activities. Work-life balance is an idiom used for the plan that a person need time for both work as well as other aspects of life, it may be family-related or personal interests. Actually, the modern employees want to balance his life at work with their personal life. It indicates more flexible work hours and remote working. To achieve work-life balance in a satisfactory level there is a need of blending of significant factors like time, energy, resources etc. in a quality of work life. And to improve the quality of work life in an organization we cannot ignore the importance of excellent work-life balance. It is clear not everyone seeks the same kind of work-life balance.

As per the definition of work-life balance is concerned till date there is no any specific definition. Every scholar has their own mindset so it involves looking at how working people manage time spent at and outside the work. Actually, time outside of work may include supervising relationships, family responsibilities and other outside hobbies and wellbeing. Today many employees feeling stressed and not “balanced” so here is the time to take a look at how we

conceptualize work-life balance and find out the ways through which this gap will be minimize professionally.

To go further studies of work life balance we have to know the challenges. This work life balance firstly used in United Kingdom in the end of 1970s. In fact, today's scenario every challenge we encounter adds to anxiety, anxiety leads to pressure, pressure leads to stress, stress leads to poignant which is directly connected with physical unbalance and unhappiness. So, if we want to maintain a healthy work-life balance it is very important to overcome the challenges.

Section II

This section of study discusses all about the challenges and solutions in the work-life balance. It shows the benefits of study to tackle the situation which creates the imbalance between work-life and personal-life which is directly or indirectly related with the healthy work-life balance.

2.1. Challenges and its Solutions:

Following are the most important challenge which can apply in our work life circumstances. Every organization and individual have its own situation so better is to compare it with your situation and find out your challenges then its solution.

2.1.1. Impartial Demand:

Unreasonable demands at work, arrangements that are consumption of personal time, such meetings at weekend and overload of technology are mentioned as adding a lot of stress. Demands of personal life are adding pressure to work, as time is required to accommodate family or friends that kill the work-time. Meeting too many demands is a threat to the healthy work life balance.

Solution: It must be clear about what you want from job and life? For this justify yourself, are the demands reasonable in the light of what you wish for? For every challenge, go through the subjects: what do I add from doing it and what is the worth I pay? Who else grow from it and who else going to pay a cost? And like this information, offers you a high-quality structure to make a beautiful alternative.

2.1.2 Control:

It is very complex to deal with the unmanageable workload or the lack of confidence of the circumstances of the organization you work in. In personal conditions facets like sickness, assessments and child issues can feel stressful if all control is gone. So, not have a control is always creating pressure and it escapes you 'hanging in there, with a dark cloud above your head'.

Solution: Lack of control is the personal internal response of the individual. Accepting the condition for what it is, at different moment in time, would not weaken your power and make you more competent and efficient. On the other hand, feeling frustrated by the lack of control always makes it inferior or worse. Sometimes, you just have to go with the flow depending upon the situation.

2.1.3 Awkward Relationships:

The employees feel isolated when the situation find unsupportive relationships at work, impolite behavior or not getting credits etc always creating a complicated and unproductive job environment. Similarly, at home if it is unsupportive relationships, where no one helps each other consider other people's stress creates frustration and unhappiness.

Solution: This problem can be handled by the management of communication, expectation and overall people management. Here support and coordination system will help to balance the realistic expectations.

2.1.4 A short of resources:

For better organization of work and life there is a need of appropriate resources. Not the right ones or not enough resources are really affecting how life can be controlled? It means resource is the main key of work and life balance management system.

Solution: A good management skill can handle this issue of resources. Creativity and taking action at any time may manage the alternatives which more or less lower the pressure of resources.

2.1.5 Obstructive approach:

It is common in every organization some people found having obstructive approaches. If the energy levels are stumpy and destabilized, due to all the different challenges, it can be really tough to find that resilience. So, resilience is challenging situation determines how healthy someone is managing and finding a way forward.

Solution: Association and consideration is the healthy way of building resilience. Open mind and feeling of doing something new can manage this approach of obstruction in the field of work and life balance.

2.1.6 Lack of ability:

Professional skill, personal awareness and behavior of work force managing and surviving with the given challenges. No skill means more stress in life. Skill of the people is the root of success in every organization.

Solution: To control this problem better is to find out the weaknesses in certain areas like confidence, communication or practical skills etc. then try to minimize these weaknesses and develop better skills which boost up your feelings and then you can control your stress level and mood will be fresh.

2.1.7 Lofty Pressure Levels:

This pressure generally found with the all other factors of stress. It is mandatory to handle properly all the affecting factors which directly or indirectly create pressure to disturb the work life balance. Because not being able to handle stress will kill any chance of a healthy work-life balance.

Solution: Best option here is “don’t accept stress as a fact of life”. Actually, stress is an individual response and he/she can manage it by learning skills that will help to lessen stress. Here a person can be very dynamic without feeling stressed. In fact, we forget that we are powerful and that we can take charge of circumstances that appear to be out of our control. It takes a new way of looking our self aspects of our life and developing our awareness and cleverness.

The choice is in our hand because life and work are there to enjoy not bringing you down. To get better the excellence of work-life in the organization, it can't overlook the importance of introducing an outstanding work-life balance. Nevertheless, not everyone tries to find the same kind of work-life balance. That's why it is very important to have open communication channel with the employees.



Section III

This section of study deals with the suggestions and guidelines to manage the work-life imbalances. How it meets the requirements to handle the work and personal life balance. Over all this part of study provide a professional guideline for a healthy work-life balance.

3.1. Commands to manage a healthy work-life balance:

So, here are a few alternatives that'll help to balance the employees with their personal and work-life:

- 3.1.1 Stretchy operational Hours:** It indicates the employees are free to come and work at hours where they are the most comfortable. It doesn't mean leaving at 5 or 6 o'clock on the point of work.
- 3.1.2. Work from abode:** The idea of work from home will work wonders in boosting confidence and growing productivity. Not all days just one or two days in a week or month.
- 3.1.3. Off-site Working:** It refers to when an employee works outside the traditional job environment. Because, they prefer to work from a remote location. This form of working style is seeing a lot of interest among the employees.

3.1.4. Identify our potency: Focus on our strengths and contract out the others. Don't try and be all things to all people in the organization.

3.1.5. Time management: Give priorities of the limited assigned time. Suppose there is a list of 10 tasks, we need to priorities those tasks into following classes.

1) Urgent and imperative	2) Imperative but not urgent
3) Urgent but not imperative	4) Neither urgent nor imperative

3.1.6. Identify crest and furrow: A person must assign sturdy, high-concentration tasks to the mornings. Don't leave the tough tasks until its night time and vice versa.

3.1.7. Plan for personal time: It is easy to manage of personal issues whenever arises if you have some personal time plan.

3.1.8. Schedule a working hour: Schedule work hours for yourself and do everything in your assigned hours. Otherwise, before you know it, you'll be working until midnight every night.

3.1.9. Create a timeline for activities: Set a date across the top and activities down the side. Include family commitments such as anniversary, birthday parties, holidays, etc. Therefore, you don't forget that you are unavailable for work on those days.

3.1.10. Schedule an exercise a must: Make sure exercise is given as much priority as your customers to generate money. Reason behind a healthy body means a fresh mind, which means you will function better and complete tasks in given time edge.

3.1.11. Execute what you love: If your love one deserves give some precious time other than work. It always refreshes and energizes you and facilitates you to foster the positive thoughts which are the root of success.

3.1.12. Formulate workplace conducive: Make workplace supportive so always invest in highly mechanized equipments which help you to perform well without more stress.

3.1.13. Control your mind: If you feel doubt or anxiety immediately start mental exercises with meditation or reading books you love or spend time with someone who support you in all the way.

3.1.14. Be practical: Do self analysis everyday and ask yourself what worked today, what not done, what went wrong and how this matter can be fixed. Count yourself what you learn everyday with your business.

3.1.15. Track your Time: It is the good investment in time tracking tools. There are a lot of tools for track everything from the frequency and duration of meeting or chasing the exchanging leads towards success. Here many technologies works like software which allows to quickly build to get how long a particular work takes and on that basis we can effectively estimate the time (how long the next work task will take) etc.

- 3.1.16. Recognize and Cherish your Network:** Better way to maintain a good relationship is to give priorities for growing your network. Try to have a planned escort system in place so easily can track the time and cost involved to nurture our network. Here we can set the benchmarks and learn the lesson as early as possible.
- 3.1.17. Faucet into conferencing technology:** We are using different methods to drive a different meeting. Here we can use technology base software like Skype, Zoom, Team, Google meet etc conferencing technologies.
- 3.1.18. Step out a phone or coffee time:** Lonely working always creates dizziness towards work interest. So schedule some phone calls or coffee time with like-minded persons or business owners to discuss a different idea and offer each other to support to become success.
- 3.1.19. Halfway meeting and agreement:** It is literally better thing to finalize the meeting not in the office but in the halfway like café or restaurants etc. This activity will save the time and energy with a new fashion idea and not to mention money spent on travel.
- 3.1.20. Take time out:** Remember the tasks are easier than others, so be realistic about whether we can afford to rest or not. We might not have time every day to simply sit silently but do your best to give yourself a break. Build a point of getting up and stretching every 15 or 20 minutes. It will help you to become clearer, more focused, more productive and more dynamic.

SECTION IV

This section of study deals with the short summary and conclusion of the article entitled “Management of Work-Life Balance: Psychoanalysis and Alternatives”

4.1 Summary and Conclusion:

Work-life balance is an expression used for the plan that a person needs time for both work as well as other aspects of life. Employees feel stressed and not "balanced" so here is the time to take a look at how we conceptualize work-life balance and find out the best alternative.

This study offers a very high-quality structure to make a beautiful alternative to what is currently happening in the human race of work and personal life. Lack of control is the personal internal response of the individual. Accepting the condition for what it is, at different moment in time, would not weaken your power. Feeling frustrated by the lack of control always makes it inferior or worse. Sometimes, you just have to go with the flow depending upon the situation.

This study also meets the requirements to handle the work and personal life balance. Over all this part of study provide a professional and certified guideline for a healthy work-life balance. Do self analysis everyday and ask yourself what worked today, what not done and how can be manage the personal life with stressful work-life happily and joyfully and bring work & life into balance.

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