

A REVIEW ON IMPACT OF WORK STRESS ON WORK LIFE BALANCE

Meenu.A¹ | Dr.S.Vasantha² | S.Sureshkumar³

¹(School of Management Studies, Research Scholar, Vels University, Chennai, Meenu405@gmail.com)

²(School of Management Studies, Professor, Vels University, Chennai, vasantha.sms@velsuniv.in)

³(School of Management Studies, Associate Professor, Vels University, Chennai, suresh.sms@velsuniv.ac.in)

Abstract— The concept of work life balance is a significant role in today's business world. Work life balance is a major concept of every organization's and also each individual's life. It is create quality life in each individual. The study gives proposal related to the impact of work stress on work life balance and also identifies what are the major factors affecting the work life balance. The study is based on the secondary data like journals, websites, news papers, government oriented papers, books, working papers, reports, doctoral thesis etc. the literature shows that effect on work life balance which means job satisfaction, absenteeism, career growth, turnover, work stress. It is help to identify the major factor affect the work life balance. The result shows that the major factor affecting the work life balance is work stress. if we reduced the work stress maximum business out come and quality of work life. The study shows that importance of work life balance in the personal and career life so this study helps to companies and each employee development.

Keywords— work life balance, work stress, impact of work stress on work life balance.

1. INTRODUCTION:

The purpose of this paper is to review the earliest literature on work life balance with the recognition and explanation of work life balance with work stress and other related factors. Personal goals and career objectives are the major factors of human life. Because these factors are leads to how to leave in society in each individual life. Every organization is trying how to improve their work life balance among the employees, so Work life balance is help to increase both the employee's productivity and efficiency. The major objective of each organization is to get maximum output. So work life balance is help to increase the business outcome level. The major factor is affect the work life balance is work stress, Work stress is affected the individuals mental health and physical health. These are leads to labor turnover, absenteeism, job dissatisfaction, low productivity. So this study is to discuss about impact of work stress on work life balance, and also discussed about the importance of work life balance in today's business world.

2. WORK STRESS :

Whenever the job requirements and needs of worker are not matching, it leads to work stress. Work stress is a physical and emotional response. Work stress is a major concept in each employees and each organizations, because Work stress is psychologically and physically affects the employees and its leads to health problems and work family conflict it is automatically affect the organizational process. Affect of Work stress is mainly divided in four Mental, Physical, Behavioral, and Cognitive. The impact of work stress is reduced the business outcomes because of that every organizations are trying to focus how to reduce the work stress. Because it is leads to high productivity, low absenteeism, low labor turnover, reduced health problems, quality work life. So many factors are affecting the work stress. They are long working hours, work overload, increased responsibilities at work place and home.

3. WORK LIFE BALANCE:

Susi.S,1 observed that work life balance policies are help to manage employees to their personal and professional life, and also it is help to develop organizational culture. Shwetha belwall, Rakesh Belwall,4 the work life imbalances are affecting greater economic pressure on employees and organizations. It is lead to employees work life conflicts, reduced productivity, increased absenteeism and labor turnover. Susanna shagveliyava, Rakesh yazdhanifard,5 work life balance is a major concept of employees such as a family size, children's, status are leading factors of work life imbalances. Miss.Aparajita Datta,2 says that Green human resource management practices and attitudes are forced personal, career, work life area among the employees .it is leads to increase the employee productivity .Hye kyoung Kim,9 Work life balance is leads to increase the employee's commitment and it is help to increase the employee's productivity. This is affect the overall business process and we can get, maximum business out come. Jane nyambura mukururi, Dr.james mark ngari,13 every organizations are focused to improve the quality of work life policies because these policies help to maintain work life balance, increase the employee's productivity, increase employee commitment, and job satisfaction. Satinder Singh,12 stated that the effect of work life imbalance is create work stress, absenteeism, turnover, competitive environment.

4. IMPACT OF WORK STRESS ON WORK LIFE BALANCE :

Dr. Anil Kumar, Professor & Meenakshi Yadav,⁷ stated that the result of work stress is including work role uncertainty, relationship with co-workers, organizational culture, and work family conflicts. Farah mukhtar,¹⁰ stated that work life balance is improve the job satisfaction so automatically employees commitment and involvement increases this is help to improve the employees productivity. Prof. Shrutee K. Bhalerao,¹⁶ Stated that the secret of successful organizations is employee engagement and work life balance, it is help to organization and employees perform well. Namitha,¹⁵ Discussed that many organizations are provide high commitment management practices. The result of this a large number of employees feel that they are highly committed to organization. Increase the communication between employees and employee, family friendly working atmosphere are the major way to improve the high commitment management practices. Fapohunda, Tinuke.M,¹⁷ Discussed that every organizations are realizing the importance of work life balance. It is include self, time, stress, change, technology, leisure management. Fotis V.Mistakis,³ employee are satisfied with their work life balance is improve the employees productivity., making a greater contribution, and their reducing public health increasing social well-being..Felicity Asiedu-Appiah, Oheneba Aduse-Poku,⁸stated that Worldwide Work related stress is faced the big challenge that is workers physical conditios.because of that we reduce the work stress we can achieve healthy, productive, motivated employees. Rajesh K.yadav, nishant dahhade,¹⁴ stated that so many organizations are followed many reasons for stress in the work place, but we can avoid all these problems. Sometimes stress gives positive outcomes also. Irina verma, DR. Sathish soni⁶ discussed that Affect of work-role, work- overload, and work ambiguity is creating work stress. Impact of work stress is creating negative behavior in family roles.

5. DISCUSSIONS :

Today's very competitive world. Every organization is trying how to get maximum business out comes, Improve the employee efficiency is the only way of getting maximum outcome. Instead of that many organizations are focused how to improve the employee engagement. Reduced Work stress is help to increase the work life balance and it is leads to employee engagement, we can get maximum out comes. The reviews are stated that stress is the combination of physical, social, psychological elements. It is affects peoples in different ways. But work stress is the major factor of affect the work life balance. It is leads to high productivity, low absenteeism, low labor turnover, reduced health problems, quality work life.

6. CONCLUSION:

The study is help me to understand, to manage career and personal life is a tough task but organizations and employees are more concentrated and trying how to improve or handle the work life balance, we can get best result. Because of that many organizations are focused on work life balance policies .The reviews are stated that the major factor affect the work life balance is work stress. If we reduced the work stress we can get high productivity, low absenteeism, low labor turnover, reduced health problems, quality work life and good work life balance. This is leads to employee wellbeing and organizational development.

REFERENCES

- [1] Work life balance: the key driver of employee engagement, Susi.s, jawaharrani (2011)Asian journal of management research. Page no 276
- [2] Work life balances a new concept in green HRM, miss. Aparajitha Datta (2011) www.ijmas.com page no 83
- [3] Work life balance and flexibility in paid work for generation Y:A discussion, Fotios,V.Mistakis (2014) business and management horizons ,page no 44
- [4] Work life balance and family friendly and quality of work life balance issues: studying employees perspectives of working women in Oman, Shwetha belwall, Rakesh. Journal of international women studies (2014) page no 98-99
- [5] Impact of flexible working hours on work life balance, sussanna shagavaliyama, Rashadh yuzdanifard (2014) Asian journal of international business management .page no 20-21
- [6] Work life balance of working women, Irina verma, Dr.satish soni, www.eminence journal .com page no 2
- [7] Occupational stress among working women: An empirical study, Dr.Anil Kumar, prof: meenakshi yadav, samodhana journal of management research page no 199-205
- [8] Work life balance practices and female lectures career progression in Ghana, Felicity Asiedu-Appiah, Oheneba Aduse-Poku, (2014) Asian journal of management research page 427
- [9] Work life balance and employee performance: the mediating role of effective commitment, Hye kyoung Kim, global business management research academic journal(2014) no 1
- [10] Work life balance and job satisfaction among faculty of Iowa state university, Farah mukhtar, http://iib.dr.iastate.edu/letu (2012) page no 83
- [11] Work life balance: A literature review, satinder sing, global institute of research and education (2013) page no 1
- [12] Influence of work life balance policies on employee job satisfaction in Kenyas banking sector: A case of commercial banks in Nairobi central business district, Jane nyambara, Dr. James markngarin (2014) IOSR journal of humanities and social science page no 102-104
- [13] Work life balance and job satisfaction among the working women of banking and education sector –A comparative study, Rajesh.K.Yadav, Mishant dabhade, ILSHS, (2014) page no 1
- [14] Work life balance in India: the key driver of employee engagement, Namitha, international journal of management and commerce innovations (2014) page no 104- 106
- [15] Work life balance: the key driver of employee engagement, prof: Shrutee, K.Bhalerao, ASMIS international E-journal of ongoing research in management IT, (2013), page no 8
- [16] An exploration of the effects of work life balance on productivity, Faponda, Tinke.M, American research for policy development ,(2014) page no 74, 75, 76.