

Work-Life Balance

An Essential Part of the Business Environment.

Stepping towards the workplace wellness programs.

Employee's health is the utmost importance in any job sector because the productivity is impacted through the health of the employee.

Most of the employees often struggle to cope with the workplace pressure. We must admit one thing that whenever there is a task involving, pressure will automatically be building up on it.

The running deadlines, keeping up with the targets is a huge thing to stabilize. However, this is what a workplace compromise of isn't it? If there is no pressure or stress induced in any workplace, then there is something lurking behind it. May be its not called as a workplace anymore.

So, before we delve into our topic and better management of workplace stress, we will have to discuss about few things which are considered as important when coming to work life balance.

There are many complaints received from employees in an office regarding the task's assignments.

Few employees are treated harshly by the management and the rest are kept in a safe zone, when the employees approached the management for the mistreatment they had undergone and are there any legitimate reasons for it, they were shocked to know that the management has preserved the employees in a safe zone because they are well-known to each other and hangout regularly.

Here, there is no place for equality and the employees couldn't raise their voice to further extent because of the hierarchy.

Well, this is just an example situation, we often witness such things as well. But do those things are really able to protect the employees from stress?

Are such methods if practiced vigorously, the reputation of the business will be intact?

The only answer we can come up with is a big NO. Because employees need to work equally without any bias treatment to enhance their career progression as well as the growth of the company in which they are working.

Businesses now-a-days are investing their all efforts to stay in the market and to stay in the competition.

In order to stay in the competition, implementing different ideologies at workplace will enhance the productivity.

This e-book will assist you in multiple ways to maintain an equilibrium between work and life.

Most of the individuals who will be worrying about their personal life being compromised with the load induced by workplace are not able to implement the balance between the work and the personal life.

There are certain reasons for having a poor work-life balance and they can be categorized as follows:

- Work pressure and additional responsibilities.
- Family issues.
- Extending the work hours.

Most of the business are aware of the fact that their employees are struggling with the challenges in maintaining the work-life balance.

These challenges cannot be sorted out easily with the help of external tools or any tactics.

Effective Tips for Work-Life Balance

These tips mentioned here are applicable for the employers as well as for the employees.

Let us in detail discuss about the tips separately for employers and employees.

For Employers

- Eliminates the risk factor in stress management by providing each employee with manageable tasks.
- Increase in the productivity with the assistance of team work and implementing various strategies with effective planning.
- Profitability increases if work-life balance is promoted at the workplace.
- Rate of absenteeism is reduced.
- Overall reputation of the brand increases.

For Employees

- Improved time management.
- Focused mode will be activated.
- Better health and wellbeing of the employee.
- Develops the feeling of inclusion and feeling valued at the workplace.
- Stress will be reduced at work.

Nurturing the Work-Life Balance

Work-life balance can be promoted at the industries in ways, the most effective ways to implement it will be through organizing wellness programs.

Corporate wellness programs benefit again both the employers and the employees.

With the fast phased digital transformation, there will be humongous opportunities with the organizations to enhance the work-life balance of the employees working under their control.

To bring up with the latest ideas and implement them effectively on-site, there will be planning sessions to be organized and well-planned with the help of the creative team.

Work-life balance can be backed up with the help of the corporate wellness programs.

These are the programs undertaken by the management by having a major goal for improving health of the employees.

Collaboration with the third-party organizers or NGOs can also be done with help of the management to conduct the programs officially at the office to encourage employees to practice good health activities.

For any company, employees are the only assets who will work as per the requirement of the company. The quality of work can be only said to be delivered if the employee feels safe and secure, valued and creates a bonding with the management.

Corporate wellness programs benefit the company's productivity by boosting the wellness of the employees.

To nurture the work-life balance, these are the tips suggested for the organizations to practice at their workplaces.

- Working closely with the creative team while planning the wellness programs
- Establishing the board for handling the latest proposals
- Developing the goals and defining the objectives
- Incentive programs
- Assessing the organization based on the capabilities and identifying the loopholes for handling the adverse situations.

Wellness Program Ideation

If you would like to develop a corporate wellness program at your business, the following are the key ideas for implementation.

- ❖ Conducting an online or offline survey for the employees to collect their opinions regarding the work allotment to the implementation of the guidelines at the workplace.
- ❖ Taking necessary inputs from the employees for betterment in the work modules.
- ❖ Collaborating with various sources externally to impart wellness programs on-site.
