

Work-Life Balance

classmate

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Work-life balance has recently taken the attention of both researchers & executives. This subject interests almost everyone with a professional career. For those who think that the main objective in life is to work, their career becomes the core of life. However, people have limited time and therefore have to perform many other activities other than their jobs. Without the balance between the two, many mishaps can be experienced in both.

Work-life balance is defined as individual's ability to meet their work & family commitments, as well as non-work responsibilities & activities. Greenhaus (2002) defined work-life balance as satisfaction & good functioning at work & at home with a minimum of role conflict. Many things in life are the determinants of work-life balance.

An individual is the most important determination of work-life balance. Also family expectations define your work-life balance. The demand that one experiences in family life and that have effects on life balance can be given as the demand of workload & time, role expectations in family & support to be given to the spouse. Another determination of work-life balance is social environment. Especially in countries that stand-out with their culturally collectivist characteristics, an individual also has responsibilities towards certain social groups he belongs.

If one has managed to allocate the required time for every aspect of life duly & not to reflect the problems in one part of life to another it means that he has been able to achieve work-family balance. Life as a whole is composed of many other aspects

along with work. Those who have achieved a balance among these aspects are sure to achieve the life balance, which does away with any imbalance.