

Work Life Balance/Harmony/Rhythm/Integration

A rose by any name smells the same

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I told Rama Bijapurkar
that I was going to
Udaipur to do a session
on work life balance.
she started laughing.
She said how can a
workaholic talk about
work life balance....



**That's exactly my point and why I am here..
Work life balance is a deeply personal
choice. Let me explain why...**

Structure

- How did this concept start?
- Is it work life balance or something else?
- What is an ideal Job?
- What are your choices and variables?
- Lessons from the best US companies on WLB
- Lessons from India
- What can we do?
- Summary

It was the second world war that got women into the workforce in large numbers in Europe, England and the US. The war effort needed women to step outside the home and work – as nurses, as teachers, as secretaries etc.

Appliances like dishwashers, refrigerators, washing machines, vacuum cleaners helped women balance work and home

Once women tasted earning power, they did not want to give it up. Contraception also enabled women to enter the workforce as they could control and limit the number of children they had.

Work Life balance or....

Work Life.....

Harmony

Integration

Rhythm

Conscience

Mastery

Equilibrium

It can never be a ratio, irrespective of what you pick

Work has been traditionally thought of as a place you go to and do something.

Housewives have been doing this at home for generations. We term that ‘household chores’.

Some reasons we work?

- Salary in relation to our talent and potential
 - Security
- Not to be bored sitting at home
- Personal pride and achievement
 - Success
- Provide for the future
 - Build assets
 - Build networks
- Contribute to company
- Contribute to society

**These are personal choices and trade offs
are involved**

The competitive framework

- Your company is competing with someone else
- Your industry is competing with everyone in today's digital world
- You are competing with others for progress

Everyone is trying to maximize time and efficiency in every measure

You love someone more than you love your job.. Child, partner, etc
You have duties and responsibilities to perform in your family and extended family

The Ideal Job

- Get up at 6 am
- Take a walk, exercise
- Have breakfast with family
- Drop child to school
- Maximum 15 mts travel between home and work.
- Get to office by 930
- Have a great, understanding boss.
- Regular tea breaks
- Regular gossip breaks
- Company lunch
- Attend meetings where you offer advise
- Tea breaks
- Leave for home by 5 pm, don't take any work home
- See movie at 6 pm with friends
- Have dinner in a restaurant
- Get home by 11 pm
- Sleep for 7 hours
- Wake up at 6 am

Does such a day exist, and will you be
happy?

What has changed at work in recent years?

Technology

- E mail
- Mobile phones
- Texts, What's app
 - Con calls
 - Video conference
- Air Conditioned Offices
 - Jet Travel
- Time zones connected now

Policies

- Work from home
- Flexi work times
- Location free roles
 - Free food
 - Casual Friday
 - Creche at work
 - Bring kids to work
 - Pets at work
- Station drop and pickup

Why do people talk of work-life balance?

- Gender – men vs women
- Time taken to get to work
- Stress in the transport options, train vs taxi vs auto vs driving in traffic
- Office environment, basic facilities, office space, etc
- Personal time management
- Relationship with boss
- Culture at work, Inclusiveness?
- Peer group behavior- supporting or cut throat
- Realistic targets/deadlines or artificial targets/deadlines
- Inability to give feedback and opinion
- Staying back late to impress the boss and system?
- Pressure to party with colleagues!

**How much of that list can you hold a
company accountable for?**

Each country and culture is different on WLB

Some insights from a US study on WLB

- 1. 20% of employees in the best 25 list complain of WLB**
- 2. 34% of this list complains of burn out vs 54 % for all other companies**
- 3. High burnout in Design and IT departments**
- 4. Half an hour less per working day increases productivity and sense of WLB**
- 5. A lunch break of 47 minutes is seen as the right time**
- 6. The energy you start the day with determines WLB**

Some insights from India studies on WLB

- 1. For women WLB is No 1 challenge (41 %)followed by harassment at work (20%)**
- 2. In companies to work for list of 2017, many PSUs (BHEL,SBI) are making their mark**
- 3. IT companies are no longer the most coveted places to work unlike ten years ago**
- 4. Reason : People rate Job Security as No 1 and Work Life balance as No 2**
- 5. People are willing to take a lower salary for Job security and work life balance**

What can you do?

- 1. It starts with personal confidence**
- 2. You cannot expect to maximize compensation, job advancement, career progress and culture, a great boss and understanding subordinates all at the same time.**
- 3. A friendly workplace helps, all of us contribute to that.**
- 4. Small celebrations and fun at work helps**
- 5. Open culture helps**
- 6. Having two three good friends at work helps**
- 7. Teamness helps- defined as One for all, all for one**
- 8. There is no work life balance without good health and family support**

Summary : WL Integration is in your choice