

1. Work Life Balance in New Normal

Ms. A. Naga Ramani

Assistant Professor,
Kalinga University,
Naya Raipur.

1.1 Meaning of Work Life Balance:

Defining balance of work-life balance includes seeing how functioning individuals oversee time spent at and outside of work. Time outside of work may incorporate overseeing connections, family obligations, and other external interests and pastimes. The strategies an individual uses to shuffle all their work and life requests comprise their balance of fun and serious activities. The definition is straightforward, yet working experts wherever battle to characterize it for themselves, not to mention accomplish it. Those in pursuit track down a muddled scene with a huge number of articles and claims to arriving. With numerous individuals feeling pushed and not "adjusted" it's an ideal opportunity to investigate how we conceptualize harmony between serious and fun activities and the manners by which it should develop for experts today.

1.2 History of Work Life Balance:

It's the late phases of the Industrial Revolution and individuals are exhausted. In the United Kingdom, it's regular for the normal laborer to work 14-16 hours every day, 6 days per week. These extended periods of time had social and wellbeing costs, particularly for small kids who were additionally working. Work reformers caused to notice this until the United Kingdom consented to less hours for ladies and kids. By and large, its laborers performed over 100 hours every week. These hours worked presented genuine wellbeing and dangers for the whole country.

On October 24, 1940, following quite a while of laborer developments, the US authoritatively corrects the Fair Labor Standards Act and embraces the 40-hour work week. This was the first move in quite a while back additional time. The genuine term "Work-Life balance" first shows up in the U.K. in the 80's as a board in the Women's Liberation Movement.

The development supported for adaptable timetables and maternity leave for ladies. In any case, while men were socially unhampered to seek after their vocation objectives without agonizing over housekeeping and family-raising, working ladies were required to work and keep up duty regarding housekeeping and family raising.

During the 80s a continuous refrain called attention to this conspicuous work-life unevenness asking could ladies in the work environment truly "have everything". Regardless of voicing these requirements, ladies experienced little help or development towards balance of fun and serious activities.

1.3 Work Life in New Normal:

Covid was a great jolt to push mankind into pursuing newer paths for a better life. For folks round the world these days, the recent covid-19 occurrence has become an image of how fragile and unpredictable our lives can be. This virus has changed the way, people used to live and perform day to day functions. It's continuing to increase its horrendous rate with the impact being felt at multiple levels ensuing in economic hold up, business disruption, trade hindrances, travel obstructions, public isolation and so on. On the other hand, people have become conscious about health and hygiene and the way of interacting with people.

1.4 Redefining Work from Home in Pandemic:

a. Preference for Work from Home: Companies all over the world have transmuted to online/virtual modes of operating businesses. Many countries went through complete lockdown which had led employers to think over, how to keep their employees safe without effecting operations in the new crises.

b. Having a Proper Communication Approach: Communication becomes a key part while working remotely to possess time to time updates and information, due to the responsibilities and interdependency we have on each other Work from home has penetrated into our lives. Covid was a great jolt to push mankind into pursuing newer digital paths, as physical meeting are no way possible. Using digital platforms like zoom, Google meet, Microsoft teams are of enormous advantage which facilitates folks to keep updated and feel connected while working from home.

c. Feel Good and Do Goo: When we say feel good and do good, its refers to mental health, physical health, empathy, problem solving, creativity, decision making etc, all those qualities which makes us a good leader, parent and contributor.

d. Define Your Home Office: The place which gives u energy, where u sit and work using your brainpower, creativity, empathy, problem solving and decision making. The factors such as comfort, lighting, temperature, flexibility should be taken care.

e. Set Boundaries: It's really important to set start and end of your work day, creating separate working space will help to stick to the office hours. Try not to relinquish the propensity for week after week arranging, communicate the same with your spouse and children.

f. Keep Moving: Most important, too much of sitting at one place shortens the life by 11minutes. So while taking on calls go for "walk and talk" concept. Make exercise your part of routine as it will help in maintaining mental and physical health.

g. Find Moments of Stillness: One of the advantage of work from home, nobody is after you to see what you are doing, so take a quiet corner, close your eyes and think. Seeing things from the new perspective gives you greater ideas. Before the important meeting take a quiet walk, stillness creates a space which helps us in taking better decisions.

h. Connect with Others: Due to this pandemic, physical meetings, parties, travelling has come to end, but by mobile integration you can stay connected with your colleagues, friends and relatives. Always staying connected with others is good for mental wellbeing.

i. Finally, Remind Yourself That This Pandemic Will Not Last Forever: Be positive and consider the perks of life your leading now, cherish every moment you are spending with your family.

1.5 Importance of Work Life Balance:

The importance of work life balance has been emerged mainly because of changes in the environment like technology, economic, cultural and environment etc. (Covid 19 is the best example). Due to these changes the nature of work, organisation, employment, leadership and relationship has also changed. The changes in social level and institutional level have a greater impact on lives of Indian families. So, it is very important for people to differentiate between work life and personal life in such a way that neither overlaps on the other. This has many important benefits like helps to maintain mental health, physical health, make people better-rounded in the organisation, and increased productivity.

1.6 Challenges of Work Life Balance in Pandemic:

a. Emotional Exhaustion:

Emotional exhaustion “represents basic individual stress dimension of burnout”. Overwhelming demand of time/energy experienced by an individual, excess of emotional and psychological demands thrust on an individual lead to emotional exhaustion. So, the feeling of being overextended and drained of inner resources causes emotional exhaustion.

Research suggests that work–family conflict often leads to emotional exhaustion. At the time of lockdown, the employed individuals who are working from home might be experiencing difficulty in maintaining WLB.

b. Gender Differences:

Gender differences and gender roles are important factors in facilitating a better understanding of the work–family interface. Gender role theory (Pleck, 1977) posits that men and women prioritise work and family differently. According to this theory, when it comes to giving preference between work and family domains, work becomes the primary domain for men and women give preference to the family (Blanch and Aluja, 2012). Literature suggests that any change in the work–family context gives the reason to explore the gender differences both within and across the work and family life domains

c. Participative Leadership:

The supportive nature of a participative leader may be expected to assume a critical part in making less pressure among workers in any requesting circumstance.

During the work from home at the hour of cross country lockdown, the limit among work and day to day life can be viewed as very porous between the working hours. In such a work–family setting, the job of participative administration in choosing the plan for getting work done and task execution level could be considered to help lessen emotional exhaustion.

1.7 Challenges Faced by Working Women Professionals in Pandemic:

challenge for ladies is overseeing both individual just as expert with no help from house cleaner on account of pandemic doing practically the entire everyday exercises at home, overseeing office work, dealing with kids, old individuals and so on, truly feverish undertaking for ladies to do every one of these things. As per ILO, Women around the world make up more than 70% of laborers in wellbeing, remembering those working for care organizations. They are on the cutting edge of the battle against COVID-19. Because of the pandemic they are confronting a twofold weight: longer moves at work and extra consideration work at home. For the very nearly 100 million female laborers in wellbeing and care organizations all throughout the planet, adjusting work and family obligations has consistently been a test. The flare-up has revealed insight into these longstanding sexual orientation disparities. It has likewise uncovered and exacerbated a generally existing worldwide consideration emergency. Presently a-days an exceptionally regular debate that everybody is confronting and may have caught wind of is burnout. This happens while tremendous pressure is put onto an individual, finishing in "chronic stress."

1.8 What Will Work Life Look Life after Pandemic?

Before the pandemic, the tried and true way of thinking had been that workplaces were basic to profitability, culture, and winning the battle for ability. Organizations contended strongly for prime office space in major metropolitan bases on the world, and many zeroed in on arrangements that supposedly promoted joint effort. Densification, open-office plans, hoteling, and cooperating were the calls to war. Even after reopening, the office experience will not remain same as it was earlier, many companies will require their employees to wear masks, overhaul spaces to guarantee physical separating, restrict movement in congested areas like elevators, pantries etc. But, is it possible that the fulfillment and profitability individuals experience working from homes is the result of the social capital developed through endless long stretches of water-cooler discussions, gatherings, and social commitment before the beginning of the pandemic? Will corporate societies and networks disintegrate over the long run without actual communication? Will arranged and spontaneous snapshots of cooperation become hindered? Will there be less mentorship and ability advancement? Has working from home succeeded only because it is viewed as temporary, not permanent? Basically, both side of arguments are correct. Every organization has its own way of operating, and so are the situations of different individuals. Some have enjoyed and some have drained by it. Some people have experienced different emotions at the different times due to emotional exhaustion and burn out. The productivity of the employees who do many kinds of jobs has increased; for others it has declined. Many kinds of virtual collaboration have been successful, some have failed. Some are getting mentorship and participating in casual conversations with colleagues and other are missing it.

- **Examples:**

At the Lehi, Utah-based Company Canopy, which provides tax software for accounting, the workforce of more than 100 employees is currently working from home. That has posed some challenges, "considering we're not a work-from-home workforce, so we just don't know what we don't know," said Camille Lewis, SHRM-CP, Canopy's director of people operations. The company is making adjustments to processes as the need arises and helping employees make adjustments to their new workspaces. Canopy is reimbursing small expenditures, such as paying for a yoga ball for an employee to sit on or a houseplant to brighten up a new workspace. One big issue with working remotely is the "mental and emotional piece," Lewis said. "[Employees] are trying to adapt to the new dynamics within the team." To help address that and encourage employees to "bond and stay connected through this challenge," Lewis said, Canopy employees have been invited to take part in a 30-day wellness program from The New York Times that focuses on physical, mental and emotional well-being.

At Truist Bank, created by the merger last year of SunTrust and BB&T, employees who earn less than \$100,000 per year are being given a \$1,200 pretax bonus to help offset financial pressures caused by the pandemic. Truist is also offering 10 days of paid time off for employees to care for children whose schools are closed, child care reimbursement, and increased emergency child care and elder care benefits. That includes paying up to \$100 per day for child care services for employees who earn less than \$50,000 per year and have children under age 13 or with special needs. The benefit is capped at \$2,000 or 20 days, said Angeles Quinones, a spokeswoman for Truist. For every \$1 that Truist employees donate to the One Team Fund, which provides financial assistance to help employees recover from unexpected events, the company is contributing \$4. The extra benefits "will hopefully alleviate some of the financial pressures caused by this pandemic and help recognize our teammates' focus on our clients' needs, even as many of our teammates may be facing challenges at home," Quinones said. As the pandemic unfolds, it's likely that the assistance organizations provide will evolve. "All of us HR professionals have to continue to evaluate where we are in the crisis," McLaughlin, PepsiCo's CHRO, said, and to employees, "we need to extend a lot of grace."

1.9 Conclusion:

- Due to loads of articles and news data on the current circumstances, there is a prominent possibility of individuals' psychological sickness thus diminishing profitability.
- On companies part, it's important to keep its people updated about its new developments, strategies etc. by organizing weekly virtual town hall.
- Now it has become very important to take necessary precautions like proper sanitization of work place for protecting the wellbeing and security for all.
- There are numerous ways you can keep up your psychological and physical prosperity:-
 - a. Slow and consistent breathing will assist with managing your breath and pulse.
 - b. Stretching and reflection are on the whole great propensities to fabricate.
 - c. Try to practice good eating habits, even dinners
 - d. Find exercises to concentrate away from your musings, like perusing.

Human Resource Beginning Management

- e. Take part from news and online media.
- f. Get day by day workout.
- g. Keep to a reliable rest plan.
- h. Prevent yourself as well as others from becoming ill.
- i. Practice cleanliness and social distancing
- j. Maintain strategic distance from public spots