

WORK LIFE BALANCE : AN INFLUENCING FACTOR FOR WELL-BEING

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Abstract

The purpose of the paper is to define characteristics common to the balance of work and well-being. The first section deals with the good and determinant of wellbeing. The following authors present the balance between work and life and factors which influence the problem. The thesis discusses the principles outlined in the positive organisation, which concentrate on analyzing the positive results of organisations and the characteristics of their members (Cmsterdam and Spreitzer 2011). The research focuses specifically on the positive results. The author's tool (Work-Life Balance Barometer ®) is also defined. This example of a research tool has been studied to classify specific behavior for both phenomena. The approach used for the purpose of this article is a critical literary review of the last 10 years, including international and polished articles. The authors have selected publications with a problem of work-life balance and well-being. Research shows the balancing of work and well-being are deeply intertwined and have a number of common areas to explore. More research directions in this field are to be established in conclusions. The originality of the paper comes out of the introduction of a method for analysis (Work-Life Balance Barometer ®) that is available online on Sensorium24.com in two languages. The idea of the barometer is a longitudinal investigation.

Keywords: work-life balance, well-being, determinants, Work-Life Balance

1. INTRODUCTION

The question about issues important in the lives of people is very important and crucial for management science scholarships. The work-life balance and welfare are a popular subject for many research projects. While it is clear that both definitions are known, we still can not say much about their ties. Well-being studies are quite recent, and this topic is still in its infancy, as are studies on welfare in organizational settings (Lyubomirsky et al., 2005). Well-being work in organizational settings remains confronted by two major challenges—philosophical ambiguity surrounds project well-being and the complexity of the dominance of competitors' hedonic, eudaimonic and integrative strategies (Danna and Griffin, 1999). The balance between work and life is the topic which scientists in organisational psychology, sociology and management have well identified and studied. Many papers contain a number of determinants of the work-life balance, including organizational and individual factors. The purpose of this paper is to present a issue of work-life balance as a factor that affects good health. Authors seek common variables that allow research on issues by characterizing the well-being and working-life balance. The paper is a philosophical document with recommendations for further study.

2. CONCEPTUALIZATIONS OF PSYCHOLOGICAL WELL - BEING

Throughout organizational sciences, psychological well-being is a topic that earned growing attention. Academics and practitioners advocate for the importance not simply trying to cure mental illness, but developing the optimum psychological health for workers (Dagenais Desmarais and Savoie, 2012). Scholars recognize that mental or psychological health is usually two main aspects (Achille, 2003, Keyes, 2005; Keyes, 2002). The negative dimension of mental or psychological distress is generally called psychological distress, while the positive side is often described as psychological well-being (Keyes, 2006).

Wellness research has now taken three main areas of research: a eudaimonic approach, a hedonic approach and a comprehensive approach (Keyes et al., 2002; Ryan and Deci, 2001).

The Eudaimonic philosophy focusses on meaning and self-realization and defines the degree to which a person works entirely. In terms of the optimal functioning, meaning and updating the Eudaimonic approach, psychological wellbeing is taken into account (Ryan and Deci, 2000; Ryff and Keyes, 1995). Ryff's model, which consists of six dimensions: autonomy, environmental management, personal growth, positive relations with others, purpose in life, and acceptance, was the most frequently implemented method (Ryff, 1989; Ryff and Keyes, 1995).

The hedonic approach studies psychological well-being with regard to satisfaction with happiness and life (Dagenais-Desmarais & Savoie, 2012). In terms of success and pain management, this approach describes well-being. Even though the pleasure / pain continuum in human experience can be evaluated in many ways (SWB) most research has utilized subjective well-being evaluations in new hedonic psychology (Diener and Lucas, 1999).

This approach is primarily operationalized based on positive effect, negative impact, and satisfaction with life (Diener, 1984). The positive feelings include trust, interest, hope, pride and pleasure, while the negative feelings, like rage, hate, culpability and sorrow, include negative feelings. The affective component refers to life's emotions with the idea that "life is good" if a person experiences emotions that are positive rather than bad. The dimension of life satisfaction is a subjective well-being cognitive component (Myers and Deiner 1995). When people have more pleasure-giving experiences, they are perceived to be more subjective. The cognitive aspect refers to a reflecting perception of individuals that their lives are going well and are typically measured with life fulfilling steps.

Characteristics of subjective well-being: pleasure at life, the emergence of a positive mood, and the lack of a negative mood, often summed up as joy together.

Several scientists have proposed a feasible third alternative to an integrative approach to psychological well being. In an attempt to reconcile psychological well-being's dual perspective, R. M. and E. Ryan. L. Deci proposed that psychological well being should be viewed optimally as combining these two patterns in study, as each viewpoint provides a clear overview of the building (Dagenais-Desmarais and Savoie, 2012). Although this is appealing, its validity and superiority are little known (Keyes et al., 2002), and there is little empirical support (Dageais-Desmarais and Savoie, 2012) for this integrationist approach.

Psychological good, as mentioned above, is a concept increasingly focused on the sciences of organization. Given this latest concern, psychological well-being interventions without contexts are preferable in this area. No appropriate conceptual structure for psychological well-being has been dedicated particularly for many years to work (Dagenais-Desmarais and Savoie, 2012).

In recent days Dagenais-Désmarais and Savoie have conceptualized psychological well-being through five dimensions, namely (Dagenais-Desmarais and Savoie, 2012), to better structure our understanding of psychological well-being and application at work:

- interpersonal fit at work,
- thriving at work,
- feeling of competency at work,
- desire for involvement at work,
- perceived recognition at work.

This theory offers a new look at the definition within an organizational context.

It is extremely important how well-being is described, since all these initiatives are aimed at changing people for the better, and therefore need some definition of what "the better" is, this affects the government's policies, management, training, care, parenting and preaching.

3. SELECTED FACTORS INFLUENCING WELL-BEING

3.1. Socio-demographic and human well-being factors

There are several factors that improve or increase the health of individuals well-being.

In the literature, the demographic variables such as age, schooling, gender and socioeconomic status were studied, in particular subjective well-being. Recent studies have indicated that there are important correlations between subjective health and certain population variables such as age, life conditions, academic achievement, family composition, and parental education (Eryilmaz, 2012). On the other hand, the relationship between demographic factors and subjective well-being is not significant to US studies (Huebner et al, 2004; McCullough et al., 2002).

Psychological factors such as internal position of influence and self-esteem, positive changes during early adolescence from high school to junior high school, interactions between peers and lack of stressful life events, somatic disorders, family structures and relationships also have an impact on the subjective well-being (Eryilmaz, 2012).

Particularly important are individual factors which influence the personality characteristics of extraversion and neuroticism. It has been empirically proven that neuroticism is the trait that mostly includes a negative effect as an indication of poor health, whereas extraversion is correlated with a positive effect that suggests greater well-being. Research has shown, in terms of other features of this five-factor model, that acceptability and sensitivity are positively correlated with well-being but not as strongly as neuroticism and extraversion, while results were smaller for openness to experience, although they were oriented toward a positive association of goodness (Butkovic et al., 2012).

It must be noted, however, that the relationship between personality and goodness is dynamic and therefore must be considered in the light of aging (Butkovic et al., 2012).

Last but not least, individual approaches are essential to enhancing the well-being of individuals.

Fordyce initially developed techniques for maximizing subjective well-being (1977, 1983). Fordyce established eight techniques in the first step of his empirical study, which improve subjective wellbeing of individuals. In step two, the number of approaches was increased to 14. In the third phase of the analysis he concluded that (Eryilmaz, 2012) the most effective strategies are:

- positive and optimistic thinking,
- dealing with new activities,
- having a life full of activities,
- participating in more social activities,
- improving extravert personality traits,
- decreasing negative thoughts.

Several strategies have been identified as positive for increased subjective welfare (Tkach and Lyubomirsky, 2006). Research indicates that people are engaged in policies such as positive relations, appreciation for and affection of others, satisfaction, good academic life, romantic relations, preservation of good fortune and management of negative feelings in the pursuit of happiness (Eryilmaz, and Yorulmaz, 2006).

3.2. Contextual factors influencing well-being

The well-being satisfaction factors are an important variable which affects subjective well-being and are defined as factors that influence well-being. While needs can be personal, their fulfillment is listed below in some situational contexts.

The theory of self-determination suggests that people have three psychological needs in different contexts: competence, relation and autonomy. Expertise means the success of the person in difficult matters and his or her efforts until the desired result is achieved. Secondly, the need for connectivity means building trust based on respect for one another. Finally, the need for autonomy is the choice and initiative of the individual (Ryan and Deci, 2000; Eryilmaz, 2012). Authors from the SDT point out that psychological development (e.g. intrinsic motivation), integrity (e.g. internalization and cultural assimilation) and wellbeing (e.g., satisfaction of life and psychological health) are essential to fulfilling these necessities as well as the experiences of vitality and congruence (Ryan and Deci, 2001). Achieving a need is therefore seen as a natural goal of human existence, which defines many of the meanings of human actions and purposes (Deci and Ryan, 2000). The specification of basic needs not only defines minimum psychological health requirements, but defines prescriptively the nutrients to which people must benefit from a social environment for psychological growth and prosperity (Ryan and Deci, 2001). SDT therefore describes the conditions that promote or undermine well-being within various periods of development and social context.

Employment can be a source of prosperity, prestige, happiness, great significance and well-being through fulfillment of employees' needs. Scientists should therefore make considerable efforts to understand the connection between employment and well-being.

The work influenced well-being in three respects are Barker, Caza and Wrzesniewski maintain (Barker and others, 2014):

- The work contract impacts the health of people – the job is a repayment initiative that helps them to meet their essential needs; the manner in which individuals determine fairness in their work contracts often determines well-being;
- Psychological and physiological implications of the work for well-being itself—two established approaches to the understanding of well-being—hedonic and eudaimonic—enhance relationships between work and well-being. Hedonic tradition in understanding the impact of work on well-being centers on the link between job satisfaction and the experienced satisfaction of employees, which is defined as the subjective assessment of their work situation by staff. Eudaimonic approaches to the understanding of the influence of work on well-being instead focus on how work perceptions of meaning and achievement can be formed (for example, well-being can be influenced by autonomy, diversity of skills, task identity or the significance of tasks). Moreover, psychological and physiological means may also affect the temporal structure of work. If the work structure is compatible with non-work activities and aspirations, the positive effect of the temporal structure of working for well-being is achieved;
- The workplace environment affects well-being—the well-being of workers can be affected by satisfying the basic human need to join the organization; people have a unique opportunity to develop positive relationships with people with whom they work. Not only the social working environment is important for well-being. Another important input to well-being is the physical environment of work. The physical workplace impact on the well-being of individuals starts with safety and occupational protection.

In summary, organizations can be important sources of employee welfare. It is, however, known that the subjects responsible for influencing the well-being of employees must bear differentiated intervention. It may not be adequate to intervene exclusively in 'happiness-at-work' and in programs to boost positive feelings (based on a hedonic approach to good health). In order to enhance the well-being of employees, changes to the working conditions—social or / or physical (for instance, increments in salaries, bonuses, improvement in

working conditions) may also be required. In addition, interventions focussed on the work itself (work design) are also necessary according to Eudaimonian tradition to understand the impact of wellbeing work.

4. WORK LIFE BALANCE AS A PREDICTOR OF SUBJECTIVE WELL-BEING

The balance between work and life, which many management, corporate and sociology scientists address, are a very important and critical topic. The basic goal of many young people is to achieve contemporary work-life balance. We can say that a work and family problem is also a correct and frequent subject of scientific research. Scientists and practitioners interested in the issue will be interested in defining conditions for the benefit of harmony of work and life in the lives of people.

In general, several scholars have concluded that the balance between work and life is related to the well-being of a person and the sense of overall peace in life (Clark, 2000; Marks and MacDermid, 1996). If we want to view them as part of the concept of well-being, we need to identify the definition first. The balance between work and life is described in many ways. A lack of agreement in describing it and recognizing its moral aspects is one of its important features.

It can be interchanged with: tension between family and work, inequality of working families, a work-family spillover, harmony between working and family life, accommodation, benefits, and segmentation (Schädel 2012).

Different terms depend on how a author describes the category (positive or negative). The most common terms are conflict between work and family and enhancement of work-family (work-family support, synergy). It is unusual for the topic to be clarified in the fields of human life as incompatible. Further writers want to make the problem a challenge, which can offer important benefits to people. This approach makes people's mental health much more rational and healthier. One downside is the low level of research into the enrichment of working life (Baral and Bhargava, 2010).

The work-life balance of Clutterbuck says that "a person who manages the potential conflict between different time and energy requirements, in order to satisfy the needs of welfare and self-fulfilment" (Clutterbuck, 2005). By defining the following time and space rings, the concept proposed by the author was specified:

- a) internal ring – a space and time for an individual,
- b) second ring – a space and time for close relatives,
- c) third ring – a space and time for working,
- d) external ring – a space and time for other people.

Each environment affects the lives of people. Yet people perceive special rings differently, a time and energy commitment balance is subjectively viewed in each. This makes it more difficult to investigate and find solutions in this area (Clutterbuck, 2005).

Popular approach to the question of work-life balance leads through the theory of social exchange, which explains how employees work and engage with their organizations. The social exchange occurs when both parties value the mutual trust and reciprocity exchange relationship (Blau, 1964). One of the essential criteria of cooperation is the belief of an employee that he or she contributes more to his or her well-being and organisation. Employees are strongly determined to pay for the organization through increased efforts (Wayne et al., 1997).

The balance of work life refers to the ability of people, whether they are of age or gender, to successfully combine work and homework. For example, due to the instance of work time and to traveling to and from work which can not be regarded as leisure but also can not be seen as a work in the sense of paid work (Wheatley, 2012), the distinction between work and life is problematic. Guest (2002) argues that a balance of work and life is not about equal weighting for both, but rather about a relationship that is acceptable and stable. The desired point may vary considerably among individuals because of the subjectivity in perceiving the problem. Moreover, balance changes dynamically and by the requirements of the employees or the employer. Balancing work and life means finding a rhythm that allows them to combine working with work, activities and aspirations that are not workable (Hughes and Bonzonielos, 2007).

Kesting and Harris provide an organisation's view of the balance between work and life, which stresses that people control when, where and how they work (Kesting and Harris, 2009).

Authors McDowall and Lindsay focus on two variables: the effectiveness of individuals and their position fulfillment (McDowall and Lindsay, 2014).

Reiter presents his diversity as one of the authors who addressed the issue. You provided D with a taxonomy. In the ethical sense, R. Forsyth is very fine. There are two aspects to the typology: idealism and relativism. There are four definitions in the matrix built on those two criteria: situation, absolute, subjectivist and unique (Reiter, 2007). The definition is very helpful and helps to better explain the meaning of equilibrium between work and life. Nevertheless, information organization and work in the field remain important.

The balancing between work and life is often related to organizational practice in management science. The interdisciplinary aspects of work-life balance was taken into consideration and researchers will clarify the

causes of the problem. In addition, they perform gender research in organizations and seek to distinguish between carrying models unique to sex (carrying men's and mommy tracks) (Gatrell et al., 2013).

Employment is a field of life that varies from other fields such as recreation, friends and family: the place of work has specific parameters that contribute to unique personal experiences. Many people spend at least half their hours at work and primarily center this life domain (Morin, 2004). People are likely to have a diverse, rich and complex relationship with the workforce in much of the developmental lifecycle — be it preparing for, entering or looking to quit it (Barker et al., 2013). In appreciation of the work that is an area of life that forms people's ways to understand the relationships between employment and well-being, not just their lives in the working environment but their lives in a broader sense. Although some researchers have explored the impact of work on areas like family and leisure, others have examined how these areas of life play an important role in the general work experience (Barker et al., 2014).

The work-to-family conflict literature suggests that the way people are balancing work and family relationships have a significant impact on well-being, job performance and family functions (Gareis et al., 2009). The interface between work and family has traditionally been negative. For many years, scientists have given empirical evidence that work affects family psychology and physics, and that failure to align conflicting labor and family life interests results in a reduced sense of well-being.

Thankfully it was not always negative that work-family and well-being relationships were identified. Some studies supported the notion of family-work enrichment—which means that interactions gained have one role to play in improving the quality of life in another situation (Greenhaus and Powell, 2006).

The effect of jobs and corporate features on the well-being of employees is well demonstrated. The research has shown that the main features of a career are correlated with the well-being of workers. At least some of these futures are well supported by a work that is mentally "good": opportunity to control people, likelihood of use and development of skills, external objectives, variety, environmental consistency, interaction with others, money availability, physical safety, respected a social position, supporting supervision, career prospects and equity (Warr, 2013).

Although a large number of studies focused on the well-being of workers (Buss, 2000; Lyubomirsky, 2001), the scientific research focused relatively little on the positive effect of the balance in working life on well-being of employees.

1 revealed in the science papers of Ebscohost ® and Proquest ® the effects of search sentences "work-life balance" as well as "well-being." The research findings highlighting the connection between the 'balance of working and social life' and 'good life' are reported in only 18 articles from 53 papers.

Some scholars have shown that the level of conflict between work and interface life is affected by the balance in working life. In addition to family labor strife, the conflict in the family workplace impacts the balance of work life. The balance of work life was also found to affect subjective well-being. The literature indicates, however, that work and life conflicts can contribute to commitment, reduced satisfaction and reduced feelings of well-being to the organization (Singh and Amanjot, 2013).

The understanding of each person of the balance of work life can be shaped by many factors, including their system of values, temperament, socialisation, attitudes, beliefs, aspirations or motivation. On the other hand, it is also the duty of the species to maintain a good working-stage relationship. Some interventions to improve the work life balance are characterized in the literature: flexible working schedules, compressed working weeks, work-sharing, telecom, provision of daycare and care for elderly people, part-time work, increased mobility for employees, flexible leisure arrangements, satisfaction surveys, training and support for development; health and safety programs and other employee support programs (Singh and Amanjot, 2013).

5. CONCLUSIONS

The findings of the literature analysis done for the paper indicate that many reasons can be used to explain the connection between well-being and the balance between work and life. The most important things to consider are: The following:

- There is a need to continue from the organizational point of view on the problems with a single perspective of the balance of well-being and work and life.
- A great number of factors which influence the equilibrium between well-being and workplace make them organize and search for specific categories difficult.
- In order for workers to learn, understand and know the goal of building work-life equilibrium programs in the organization strongly linked to motivational systems which have certain mechanisms-every improvement in the area has to be coordinated and implemented properly,
- It is necessary for researchers in the organizational environment to go beyond context-free wellbeing measures in the analysis of work-related wellbeing,
- In the research of well-being and work-life balance, an integrated (individual and organizational) approach is necessary;
- The relationship between work-life balance and well-being needs to be identified by future moderators and mediators.

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