

THE NOTION OF WORK LIFE BALANCE, DETERMINING FACTORS, ANTECEDENTS AND CONSEQUENCES: A COMPREHENSIVE LITERATURE SURVEY

Dr. Abdulrahman Ali AlHazemi

Assistant professor of Human Resource Management
HOD, HRM Department, College of Bsuiness
University of Jeddah

Email: ahazemi@uj.edu.sa

&

Wasif Ali

Doctoral Research Scholar
Faculty of Commerce, Banaras Hindu University
Varanasi, Uttar Pradesh, India, PIN-221005

Email: wasifali098@gmail.com

ABSTRACT

In the present age of cut-throat competition, organization need to emphasis on offering job that facilitates a better scope for development of employee's potential as well as organization scope. The world is changing fast and so do the expectations of managing the work-life balance is undergoing a major change. Work-life balance is a state of equilibrium in which the demands of both a person's job and personal life are equal. In recent society is totally full of conflicting responsibilities and commitments; work-life balance has become an important issue in the workplace. Work Life Balance (WLB) refers to the effective management of multiple responsibilities at work, at home, and in the other aspects of life. It is an issue that is important for both employee and organization. Work Life Balance has emerged as a major theme during the last two decades, which witnessed a significant increase of work caused by economic uncertainty, organizational restructuring, and increase in business competition. Composition of work and family life spheres has significantly changed over a period of time. Today's working male and female face a broad set of daily challenges which many times create imbalance between their working (professional) life and personal/family life. Lack of work-life balance thus influences working individual's performance at workplace as well as in personal life. There are various factors of work life balance which influences individual's personal and work life. A number of antecedents and consequences of WLB has been found in literature. The present research paper is theoretical and descriptive in nature and describes the various Work Life Balance (WLB) factors, theories, antecedents and consequences with the help of appropriate literatures and previous studies relating this area.

Keywords: Work Life Balance (WLB), Work Family Conflict, Employee, Flexibility, Job Satisfaction.