Review of Literature

Artemis Chang*, Paula McDonald and Pauline Burton (2010) (Methodological choices in work-life balance research 1987 to 2006: a critical review) This study reviewed methodological choices (sampling frames, constructs investigated and measures used) in 245 empirical work-life balance papers published in a range of discipline-based peer-reviewed journals between 1987 and 2006. Results show that work-life balance studies need to establish greater consistency between the conceptualization of constructs and the operationalization of measures. There is also scope for well-designed field experiments to establish clear causal relationships between variables. Sampling choice in previous literature is somewhat constrained and may be enhanced by targeting single and same-sex parent families, manual and lower skilled service workers, and employees providing eldercare. Researchers should also be more transparent in providing rationales for their choices of organizations or group lists used to target respondents. The findings have significant implications for understanding, interpreting, and utilizing the contemporary work and family literature.

B. Jayanthi Dr. T. Vanniarajan (2012) (Work-Life Imbalance Among Executives: A Gender Focus) Working environment is growing a high pressured environment especially after the globalization. The executives are highly affected by their work pressures and also by their work-life imbalance. The work-life imbalance among them affects the performance of the executives not only in organization but also in their family. It results in the poor performance of executives in both these two places. The present study has made an attempt to identify the important factors leading to work-life imbalances. It identified that the lack of role autonomy, role ambiguity, role conflict and role overload are the important factors leading to work-life imbalance. The level of above said stressors are identified as higher in private sector than in public sector organization.

Carol Emslie* and Kate Hunt (2009) (Live to Work’ or ‘Work to Live’? A Qualitative Study of Gender and Work–life Balance among Men and Women in Mid-life) many contemporary studies of ‘work–life balance’ either ignore gender or take it for granted. They conducted semi-structured interviews with men and women in mid-life (aged 50 to 52 years) in order to compare their experiences of work–life balance. Their data suggest that gender remains embedded in the
ways that respondents negotiate home and work life. The women discussed their current problems juggling a variety of roles (despite having no young children at home), while men confined their discussion of such conflicts to the past, when their children were young. However, diversity among men (some of whom ‘worked to live’ while others ‘lived to work’) and women (some of whom constructed themselves in relation to their families, while others positioned themselves as ‘independent women’) was apparent, as were some commonalities between men and women (both men and women constructed themselves as ‘pragmatic workers’). They suggest ways in which gender-neutral theories of work–life balance may be extended.

J s Gunavathy (2010)(Work-Life Balance Interventions Prevalent in the Indian Industry) The increasing prevalence of work-life conflicts and increasing concern about work-life issues in the corporate arena present both a challenge and opportunity for Human esource (HR)professionals. Work-life conflicts affect employee well-being in a myriad ways. Work-life balance initiatives designed to help employees balance their work and personal lives are not only adopting, but also a necessity for many employers today. There is a need for organizations to adopt human resource strategies and policies that accommodate the work-life needs of adverse workforce in the current business environment. This paper presents the results of the study on organizational polices and provisions regarding work-life balance of the employees, which was carried out among a cross-section of leading corporate entities (N = 30) in Chennai representing equally the three industrial sectors, namely, manufacturing, information technology and services. The results reveal the commonalities and differences in work-life balanceprovisions across the three sectors and also the impact of the global economic slowdown on the same.

Jon Gordon (2012) (7 Ways To Rethink Work-Life Balance)In a perfect world, work and home would balance out neatly. We'd work from 8 to 5 each day, take an hour-long lunch, and then home and spend uninterrupted Time with our families. But for people working in the wake of the recession, firmly entrenched in an "always on" society, this notion seems hopelessly outdated. Managers and all local government staff members continue to work long, stressful hours, and that work extends into evenings and weekends, including council and other generational meetings that managers usually attend. Perhaps there are even more meetings now—financial and otherwise. No wonder a 2011 survey of North American employees by Captivate Network 1
found that 87 percent of respondents say their work-life balance (or lack thereof) is negatively affecting their health! With so many people suffering from this problem, you would think the natural solution would be to encourage organizations to help their stressed-out employees find more balance in their lives. But this isn't so. Work-life balance, at least in the sense that most of us think about it, is a myth. It does not exist. For many people, it never has. Personally, I have never been able to balance the scales of work and life on a day-to-day basis. Rather, I’ve come to realize that the dance between work and life is more about rhythm than balance. I compare the rhythms of work and life with the rhythms of nature. There's a time and a "season" for everything. For most people, there are seasons when hard work and extra hours are necessary, and seasons when there is more time for rest. And guess what? When you love what you do—and I truly believe there is meaning and even joy to be found in every job, especially for a local government manager who is trying to create a better life and community for residents—you'll thrive during the busy seasons and fully appreciate the down time.

Katherine T. Smith (2010) (Work-Life Balance Perspectives of Marketing Professionals in Generation Y) The current generation of workers places greater attention on work-life balance than the prior generation. The employee recruiting process in professional services firms will have to take this into consideration if they are to effectively compete in the marketplace for employees. This study examines research questions regarding work-life balance perspectives of Millennial job candidates. Maslow’s hierarchy theory and McClelland’s motivational needs theory offer some theoretical support regarding why people strive to achieve a healthy work-life balance. Results of the study indicate that Millennials regard work-life balance as important to a person's quality of work, job performance, ethical decision making, and long-term job satisfaction.

Linda Coiey (2010) (Central Policies, Local Discretion: A Review Of Employee Access To Work-Life Balance Arrangements In A Public Sector Agency) Work-life balance is one of the leading contemporary issues in the Australian employment environment, driven by both Employee demands and employer desire to attract employees in a tight labor market. This article is about the important issue of employee experiences of work-life balance, and uses a public sector case study to consider progress and identify issues yet to be resolved. The research
considers the extent of the work-life balance policy framework in the case study agency, employees' awareness of their work-life balance options, and employee perceptions about access to flexible working arrangements. The research finds that the agency has a solid policy framework and reasonably high levels of awareness. But it identifies a gap between employees' awareness and their perceptions of access, and uncovers many Local-level barriers to access to flexible working arrangements. The article concludes that, to ensure employees have access to work-life balance, the agency should shift its focus to implementation of the policy framework through activities such as education and culture change activities.

Maria D’agostino John Jay CollegeIn (2009) Itstheir an effort to make sense of the work/life balance quandary, this article discusses preliminary results of a broader research project (D’Agostino and Levine 2009) empirically examining the utilization of work/life practices by women in state-level government in the United States. The purpose of this research is to examine whether women’s utilization of work/life practices contributes to their career progression. Therefore, the central research question examines, what is the impact of work/life utilization practices on women’s career progression? Findings indicate that women who have reached executive level positions are more likely to utilize specific practices, such as flexible hours, than others, such as working part time or childcare reimbursement. Furthermore, work/life policies and practices should be framed and marketed to society in general in order to encourage utilization.

Matthew J. Grawitch and Patrick W. Maloney(2011)(Moving Towards a better understanding of the work and non work interface) Given the growing popularity of work–life and work–family issues in organizations and society in general, Kossek, Baltes, and Matthews (2011) highlight at least two deficiencies that abound in the literature on the interface between work and nonwork demands. Specifically, Kossek et al. indicate that this area of research suffers from misguided assumptions regarding the universality of work and nonwork demands and inadequate framing of the interaction between the work and nonwork interface. Here, they outline some points of agreement with Kossek and colleagues, as well as where their perspectives and conclusions diverge. Finally interpretation of these issues may lead to a fifth path to facilitate research and practice in the work and nonwork interface.
Michael B. Hargis (2011) (What’s Really Important? Examining The Relative Importance Of Antecedents To Work-Family Conflict) Recent demographic changes in the workplace have led to substantial increases in the number of dual-income earning households, adults caring for aging parents and children, single parent families, and the average number of hours worked per week (Clark and Weismantle, 2003). These trends have fueled interest from researchers and practitioners who seek to understand the antecedents that influence how individuals experience and respond to the challenges of balancing work and family demands (Eby et al., 2005). Prior independent studies and meta-analyses have linked work-family conflict (WFC) to important outcomes such as job and life satisfaction (Allen et al., 2000; Boles et al., 2001; Kossek and Ozecki, 1998), psychological distress (Frone, 2003), chronic health problems (Grzywacz, 2000), job performance and absenteeism (Allen et al., 2000), and turnover intentions and voluntary turnover (Boyar et al., 2003; Lee and Maurer, 1999). Recognizing the relationship between WFC and these important personal and work outcomes, researchers have attempted to identify the antecedents to WFC.

Muhammad Bilal, Muhammad Zia-ur-Rehman & Irfan Raza (2010) (Impact of Family Friendly Policies on Employees Job Satisfaction and Turnover Intention (A study on work-life balance at workplace) Work-life conflict has a damaging effect on job satisfaction, organizational commitment, productivity turnover, and Absenteeism. On an individual level, work-life conflict is associated with employee burnout, mental health issues, substance abuse, and diminished family functioning. Thus, work-life balance is an important issue to the Banking industry, in terms of both organizational effectiveness and occupational health. Long and inflexible work hours are the most consistent predictor of work-life conflict among Banking employees, particularly those working in office. There is considerable resistance to the adoption of new ways of scheduling work within the banking industry.

Muhammad Imran Malik, Dr. Saddam Hussain, Asif Mahmood (2011) (Examining a Chain Relationship of Layoff Survivors’ Role Overload, Work-Life Balance and their Productivity) One of the biggest challenges facing organizations today is how to deal with the current business challenges. These challenges range from increased oil prices, political instability, HIV/AIDS, economic recession, stress among employees, work family conflict and their impact on
productivity. The current study focuses on a segment of layoff survivors and examines the chain relationship of overload that layoff survivors experience while at work, balance between their work and life and productivity. The study is conducted considering the responses of 450 layoff survivors. Cross – sectional design suited the structure of the study and is adopted by the team of researchers. After analyzing the responses gathered through structured questionnaires rated at five points likert scale the research team reveals that role overload is negatively associated with work life balance or it is a source of work life conflict. Work life balance is a positive predictor of employee productivity. Results of the study are discussed in the light of earlier research studies for generalization of results.

Nick bloom,1 Tobias kretschmer,2* and John van reenen3(2011)(Are Family-Friendly Workplace Practices A Valuable Firm Resource?) They study the determinants and consequences of family-friendly workplace practices (ffwp) using a sample of over 450 manufacturing firms in germany, france, u.k., and u.s. They find a positive correlation between firm productivity and ffwp. This association disappears, however, once they control for a measure of the quality of management practices. They further find that firms with a higher proportion of female managers and more skilled workers, as well as well managed firms, tend to implement more ffwp. Conversely, a firm’s environment does not have a significant impact on the ffwp it provides.

Paula Brougha* and Michael P. O'Driscollb(2010) (Organizational interventions for balancing work and home demands: An overview) The effective management of work and non-work demands can have a significant effect on workers’ health and performance. The last decade especially has seen an explosion of work-life balance research, resulting in substantial theoretical and practical advances. However, the published literature on organizational interventions to improve work-life balance is extremely sparse. In this paper, we provide some prominent examples of empirical research concerning work-life balance organizational interventions and note that these fall into three main groups: initiatives addressing working time and/or working hours, collaborative action research focused on improving workplace equity and performance levels, and initiatives to embed worklife balance within organizational cultures. We also comment on some common difficulties faced by researchers in evaluating interventions. The
specific examples presented here illustrate challenges to research on the effectiveness of work-life balance interventions. We encourage researchers to reconsider the use of merely descriptive rather than more rigorous research designs and to investigate the long-term effectiveness of organizational strategies to enhance work-life balance.

Remus Ilies Kelly Schwind Wilson David T. Wagner Michigan State University (2011) (The Spillover Of Daily Job Satisfaction Onto Employees’ Family Lives: The Facilitating Role Of Work-Family Integration) The longitudinal, multisource, multimethod study presented herein examines the role of employees’ work-family integration in the spillover of daily job satisfaction onto daily marital satisfaction and affective states experienced by employees at home. The spillover linkages are modeled at the within-individual level, and results support the main effects of daily job satisfaction on daily marital satisfaction and affect at home, as well as the moderating effect of work-family integration on the strength of the within-individual spillover effects on home affect. That is, employees with highly integrated work and family roles exhibited stronger intraindividual spillover effects on positive and negative affect at home.