Balancing Life in Working Lifestyle
Dr. Rajesh Kumar Gupta
Assistant Professor, Department of Commerce
Hiralal Ramniwas PG College, Khalilabad, Sant Kabir Nagar

In recent years, the balance between work and private life has become very important as the number of double-acting couples increases. Family and professional life are essential for everyone, and if not properly maintained, they can cause stress and tension, leading to a variety of illnesses. In the case of dual pairs, this topic is more important because they both have to work and at the same time assume responsibilities for the family. The aim of this study is to review useful literature on the balance of working life and to identify factors that cause problems. The refusal of work and family life can cause conflicts and disharmony, both at work and at home. It has been observed that the traditional views of men hinder the spouse of an employee who is assumed to be overburdened by women and who sacrifices priorities for the fulfillment of family duties. There are several factors, such as function timing, workload, lack of family and spouse due to stress and imbalance. Subsequent studies show that they understand their role in helping employees keep work and life in balance by providing day care, home work, hourly jobs and flexible working hours.

Introduction

The Indian economy has undergone many changes in recent decades. Industrialization, liberalization, privatization and IT growth. Moreover, the definition of our needs has changed. Things that are now considered luxury are now comfortable. Cultural and social norms have also undergone major changes. As a result, the number of double twins and the nuclear family increased. The needs and responsibilities of dual couples are more numerous and their role is reduced because the spouse plays an interchangeable role in the home. Previously, in traditional homes, women were housewives and the roles of male and female spouses were clearly defined. Because of the changing dynamics of the labor market, women are not part of the labor force. This has brought financial freedom to women, but it has resulted in the costs of balancing the different roles of employees, wives, mothers, legal daughters, sister friends and neighbors. The role of men is also significant in the role of men, where they support husbands to manage their tasks.

Balance between work and life

The balance between work and private life can be seamlessly and seamlessly aligned with work and life as priorities. Jobs, such as ambition, ambition and so on, have to focus on issues such as family, health, fun, fun and entertainment. The balance between work and private life not only affects the individual time that makes health and complacency possible, but does not hinder the efficiency of a person's working time. This balance between work and private life is not constant
and changes over time. The term Work Life Balance in 1986 was not only made for individuals who can influence the quality of life of a person, but also for the growing concern of an organization, and family life can influence working life. This leads to an increase in family conflict concepts and family conflicts. Sometimes the family disturbs it and vice versa. The time the family meant was dedicated to work and sometimes the opposite seemed good. Organizational policies and procedures need to be tailored to take these requirements into account, helping to keep work-related activities in balance.

Traditional society is a male ruler who cares for domestic work and is a leader and leader in family life. Moser (1995) stated that men were given an important role as the head of the family. They must make important family decisions and women are responsible for family activities. Women also played a role in caring for the health and education of children. In a traditional society, a balance between work and private life is not required, but in the modern economy the importance of double-working couples has increased.

Purpose of the study

We explore useful literature on the relationship between work and private life and stress, organizational involvement, turnover intent, role effectiveness and organizational productivity.

Literary review

Higgins et al. Thompson and Walker (1989) has found that contradictions and conflicts in personal life due to be considered working women are their main job is still to experience a housewife (care for words, children must) (1992), Hoch child (1989), Kelley and Voydanoff (1985), the elderly or sick parents and other domestic tasks can thus lead to domestic conflicts causing more disruption of the workplace than men.

In 1992 Karambayya and Reilly noted that in the case of double twins, women have to adjust their work schedules to deal with family and family responsibilities. It appears that male husbands continue to maintain their existing belief that caring for families and children is a duty of women and that their husbands are not well supported.

In addition, Higgins and Duxbury (1992) is one of the main causes of the conflict, but conflict whole family, while the family's life is interfering with the day and less time researchers Reynolds (2005) said it was still to interfere with the problems of life, a researcher discovered.

Yet Milkie and Peltola (1999) is his job if the spouse has to perform part of the household chores - that one does not achieve enough successful experience for every family balance and experience the day Ki colt (2003) From Refuge This is because they do not spend more time at work than people with a high level of satisfaction at home and at work.

According to a study by Barnett and Lundgren (1998), working women in their assigned work schedule adjustment costs also need to perform their traditional role of housewife first. It still
shows that men have older thoughts and less support, which is considered natural for women to sacrifice their work to fulfill their family duties.

In 2001, Kinnunen and Mauno were of the opinion that working parents were tired and exhausted because of the heavy burdens of work and family. This has a negative effect on family life and is more important in relationships between men and women when they cannot act as husbands and parents. This has caused family conflicts and it has been observed that stress and fatigue have a negative effect on couples' married life.

The results of Chenu and Robinson (2002) emphasize the role of demographic characteristics that influence the working time of duos. Demography plays an important role because the expectations, perceptions and preferences of employees for the working hours depend on the background. It should be noted that people with the same demographic background have a comparable perception of working hours.

Society has also witnessed a change in the perception of marriage. It is no longer considered a Jew for life. This is because women find longer lifetime partners by focusing on your professional skills and sharpening talents will affect the balance of work life (Lewis et al., 1999). Conversely, Milkie et al. (1999) emphasized that it is a happy marriage that helps to keep the balance between work and life.

The role of career autonomy for women (Maruyama et al. 2009) was re sponsored by Chawla and Sondhi (2011) in their research, with women with more job autonomy who improved the work-life balance and improved the organization's involvement.

The research conducted by Mathew and Panchanatham (2011) differs from earlier studies, looking at the lives of Indian female entrepreneurs and maintaining a balance in life. The diversity of roles that female entrepreneurs have is seen as a major cause of stress and disease. Longer working hours have a negative effect on the balance between work and private life between female entrepreneurs. The results of Subramanian & Ali (2011) have confirmed the results of work-life balance studies and the flexible timing of women, allowing them to take care of both their families and their work.

This research in India has noted that child support and belief in religion can be positive factors that help balance work and life (Kalliath, Kalliath and Singh, 2011). Understanding and supporting adults can benefit adult couples.

In the paper by Sree and Jyothi (2012) the role of the problem of female employees in the workplace was discussed in order to influence their lives. The relationship between initiatives of organizations to maintain the balance between work and private life has helped to improve the emotional intelligence of female employees, which has led to improved role effectiveness. So building emotional intelligence can reduce striking effects - bad days at work - but you cannot reduce bad days with your children and your partner at home.
Earlier Halbesleben ET. (2007), Halbesleben, Wheeler and Rossi (2012), couples who work in the same workplace, agree and support each other. Dissonance has to do with time, behavior can easily be overcome and in this case I feel exhausted from work. The study also discusses the strengths and weaknesses of working couples in the same organization and their impact on the balance between work and private life.

Hayman and Rasmussen (2013) have argued that men’s work is equally valuable until most studies now focus on the importance of work-life balance for female employees. The increase of dual couples has changed the role of the male husband and he helps his wife to fulfill family duties. That is why the organization's policy with regard to the balance between work and private life must also take care of male employees.

Another paper tried to study the balance between work and private life in the education sector (Marafiq, 2013). Employees feel the lack of prior notification by the executive with regard to work assignments on weekends and weekends, resulting in a negative balance in working life. This causes confusion in the family, less motivation and turnover.

**Conclusion**

Most studies have initially explained that in the case of double twins a man has to sacrifice his or her workload to care for a family member rather than a man. Later, women wanted to improve their skills and qualifications to successfully carry out their work. The definition of marriage has changed for women who are no longer considered lifelong bonds. Organizations have come to the fore through policies such as flexible timing, day care facilities for female employees who have worked to find the balance between work and private life and to increase the involvement of the organization.

In various studies, it was first observed that the balance between work and private issues of female workers and facilities such as flexible timing, freedom of movement, childcare facilities and supportive organizational environments to improve the productivity of the organization discussed. Later, some studies also emphasize the importance of a balance between work and private life for male employees, and they also help a woman who cares for her children and works for the household. Interference with the work-life balance has a negative influence on the organization's involvement, morale, turnover intent and stress-related problems.