WORK LIFE BALANCE: MYTHS & STRESS MANAGEMENT

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This paper is an analysis and reflection related to work life balance. WLB is an emerging area of research which deals majorly to understand the situation and stress management possibilities. Work life balance is tough today because of so many complications. I this paper the researcher is trying to explain the myths related to WLB. This paper is also trying to suggest some possible solutions to manage the stress related to work life balance.

A healthy work life balance can improve physical, emotional and mental health. In order to bring balance in the work life this paper is suggesting some stress management measures which can be practiced.

Keywords: work life balance, myths, stress management, health

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I. INTRODUCTION

Work and personal life are essential aspect of the existence of human life. Work life balance is the state of equilibrium where a person equally prioritize the demands of one's career and the demands of one's personal life. Defining work life balance involves looking at how working professionals manage time at and outside of work. Time outside of work may include managing relationships, family and other outside interests. The method or process an individual uses to manage all their life and work related demands constitute their work life balance.

II. OVERVIEW

India is one of the growing economies, and most of the women are occupied in jobs in educational institutions somewhere. Job defines the importance and position of an individual in the community and it will effect on person's mentality and sense of well-being. The word "work" is worn for task or employment with pay. Within the culture of humanity, job creates one. It binds a people to others, move along culture's goals, and offer meaning to individual's life. Job is a human operation aimed at the fulfillment of human interests and needs. For a reciprocal beneficial partnership between employee and boss, work must fulfill the job.

One of India's fastest growing industries is the education market, and lecturers has a vital role in shaping the future of students. Towards the course of quality pedagogy, they actively involve themselves. Because new teaching methodologies are emerging rapidly, fulfilling their positions and duties in an efficient manner has become more challenging. The key causes of stress among the lecturers were reported as their different academic and administrative positions assigned to them. Lecturers become overwhelmed because they are unable to manage their demands for personal and professional life, leading to a decline in teaching content and lack of productivity, which in turn impacts the student-lecturer relationship. Due to changing demands, tough competition, job pressure and tight deadlines, tension has been rising. It would not solely influence the productivity of job but also affect the robustness of workers in the form of migraine, heart attack that can take place into death, as workplace stress is felt.

Job is the aspect of life that needs mental and physical effort to bring about an outcome. on one hand, it fulfills the basic human needs and provides a sense of trust, competence, and worth, while on the other hand too much of work is a major source of stress to lead to physiological and psychological disease. In other words, the working environment execute a major role in the life of a worker, the environment experienced by the human, thereby impacting the organization's competitiveness, contributing to the evolution of a new employee-centered approach to the work life's quality. It talks about the grade of employee partnerships & corporate working climate. It determines an individual's work-related experience. Staff are the teachers serving in public schools in the sense of this report. Training is a powerful instrument that every nation uses to improve its human capital. Whenever the term 'education' plays a crucial part in the teaching transaction.They hold vital responsibility for the growth of every nation's human capital. Schools also need to provide their teachers with a decent standard of working life in order for quality education to transpire.

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The question about how to manage stress and life at workplace slowly turn out to be a common conversation in the Indian context, mostly whenever it talks about job satisfaction for women workers. The stability of work life is a condition of equality in that the working and personal life must be equal. All positions have various demands and numerous challenges are met when those role expectations intersect, and it causes a lot of tension. When it just feels too much, humans mostly utilize the word anxiety to mark out the emotion when they are stressed and do not believe like they can fulfill all the challenges & expectations put on. The source of stress is called stressors, and there are hundreds of various forms of stressors. A possible source of stress may be any incident in existence that people feel threatening, hard to deal with& starting point causes excess strain. Over-lap and connect and promote stress of life and work. Stress associated with a topic lowers efficiency and morale. On the other side, it creates extreme depression and work-life disparity if there is no workplace satisfaction for female workers. Employers should trust in stress and work life strategies that employee participation can make the difference between those businesses that succeed on the market and those that doesn't. An impartial women's lives would be one in which who commitment is as well as effort are extended across important areas of meaning.

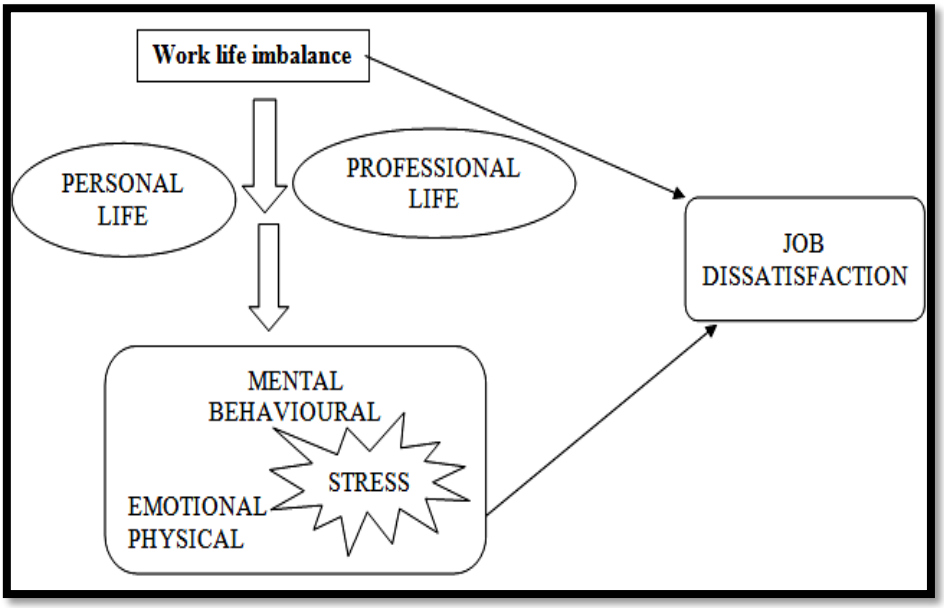

Figure 1: Relationship among work life imbalance, stress, and job dissatisfaction.

1. Stress at workplace: "Occupational stress is the inability to cope with pressures in a job, because of a poor fit between someone's abilities and his/her work requirements and conditions. It is a mental and physical condition which affects an individual's productivity, effectiveness, personal health, and quality of work."

- ComishR. & SwindleB. (1994): "Work stress is 'the emotional, cognitive, behavioral, and physiological reaction to aversive and noxious aspects of work, work environments and work organizations. It is a state characterized by high levels of arousal and distress often by feelings of not coping".

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- European Commission, DG, guidance on work–related stress (1999): "Job stress refers to the emotional, cognitive, behavioral, and physiological reaction to aversive and noxious aspects of work, work environments and work organizations. It is a state characterized by high levels of arousal and distress and often by feelings of not coping."
- European Commission,Directorate-General for Employment and Social Affairs (2000): "Work stress is transitional arousal state between objective stressors and strain where strain is reaction to the condition of stress."

- Dollar et al., (2001): "Occupational stress is any discomfort which is felt and perceived at a personal level and triggered by instances, events or situations that are too intense and frequent in nature to exceed a person's coping capabilities and resource to handle them adequately**".**

- -Malta, (2004)"Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury."
  -NIOSH
  (The National Institute of Occupational Safety and Health)

2. Common myths about stress; "It's true that stress is all around us, but you can plan your life, so you're not overwhelmed by it."

- **Myth#1 stress is same for everyone:** Incorrect, we should not always face tension in the same manner. For everybody, it is different. A high-pressure job can stress you out, although it thrives on your coworker

- **Myth#2 stress is always bad for you:** It is assumed that there will be no tension contributing to pleasure and wellbeing, it is not so. Stress itself, especially a little stress, keeps life in equilibrium. How we do it is what is relevant. We are efficient and satisfied when we do it well. Mismanage it, and maybe we will struggle or get even more overwhelmed.

- **Myth#3 stress is everywhere – you cannot do anything about it:** It is real, tension always revolve around us, even so you should plan your journey, so you can overcome by it and you can solve your problems with your own. Until and unless you won't go for more complicated tasks you would never learn how to manage problems and overcome it due to which you always feel stress.so, for every situation we have to prepare our self wholly and solely.

- **Myth#4 the most suitable stress -reducing methods are the best:** Again, not so true. Even if social interactions with peers may pretend to even have the remedies, there seem to be no universally reliable approaches for stress management. We everybody has someone life, situations, and reactions. For a tailored item made kit suited to the preferences, it will perform easier. So, consciousness manuals must never be ignored. Some provide successful tension management techniques, that can also strengthen if your practice each strategy faithfully.

- **Myth#5 No symptoms, no stress:** It should not mean whether you do not really have discomfort simply because you do not even have symptoms. Although if you disguise the effects of medications, you might ignore the signals that you will have to reduce the burden

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on your cognitive and emotional systems. And since discomfort is a behavioral result, chances are that you can feel it clinically. Fear, pace, or difficulty breathing are common symptoms. Popular psychological symptoms of stress entail feeling stressed, leaderless, and finding trouble paying attention.

- **Myth#6: Only major stress dimensions require attention:** "Small" signs are nearest warnings that your life is going out of your control & should not be overlooked, including headaches or stomach acid. Do not wait for, or it might be too late, a big stress symptom, like-heart attack. It would cost substantial rewards in time, effort, and well-being to make lifestyle improvements, such as more exercise or a healthy diet.

- **Myth#7 Taking alcohol is an effective way to get ride with stress:** For a person struggling to deal with stress, drinking alcohol can be much more harmful.

  Often, it is a reasonable stress relief to have a drink, according to the University of Utah. The setting depends on it. For e.g., if an individual is depressed and go out with friends for a drink, the condition of being with friends is typically the reliever of tension, rather than the drink itself. If a person is at home and uses alcohol to ease discomfort or to fall asleep, then there may be complications. The fact that alcohol stimulates areas of the brain responsible for decision-making and balance is one reason why alcohol should not be used to reduce tension.

  Furthermore, while a person can fall asleep faster after a drink or two, they can wake up regularly later in the night or wake up too early when REM sleep patterns are disrupted. It is important to find other ways to alleviate tension than alcohol and medications.

- **Myth#8 Stress is a motivator**: Fact: Certain individuals might be inspired by tension, even so the positives of inspiration do not outweigh the overall negative health toll.

  In a survey carried out in 2014, Chinese community health staff were asked about their work burden and excitement in relation to job satisfaction. This research revealed, using two separate metrics, that work-related discomfort had a negative correlation with job satisfaction.

  Short-term stress may be a driving force, particularly acute stress, for certain individuals. Acute stress helps certain people accomplish activities such as reaching critical deadlines and increasing the alertness of a person. In comparison, cycles of intense stress will make individuals do their best and think positively about how challenges can be solved. Stress as a driving factor is warranted in these situations.

  Chronic stress, which has negative long-term effects, is, however, less of a driving agent and more of a strain. The benefits of acute stress are outweighed by chronic stress's long-term impact on the physical, behavioral, and emotional well-being of an individual.

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- **Myth 9: Stress causes grey hair.:** Fact: There are more sources of grey hair than stress. It has long been a misconception that high-stress levels cause grey hair. This is not confirmed by research, however. Next, it is not about hair going gray. As individuals mature, the pigment responsible for hair color is less produced. Age is also a significant factor in grey hair growth, as well as the genetic predisposition of an individual. Any other diseases and variables that can cause grey hair include:

  - Heart disease
  - A vitamin deficiency
  - Tumor growth
  - Cigarette smoking
  - Vitiligo
  - Low bone mass
  - Alopecia areata (hair loss)
  - Heart disease

  Therefore, research shows that discomfort, if at all, is not a major factor in the growth of grey hair.

- **Myth 10: Stress causes cancer:** Fact: Cancer is caused by many factors. Cancer cannot be attributed exclusively to stress.

  The ties between stress and cancer are, at best, small, according to the National Cancer Institute. A correlation between some psychological factors and an increased risk of developing cancer has been identified in some research. However, it should be stated that only because the probability of contracting a disease is greater, it does not mean that a person will contract that disease.

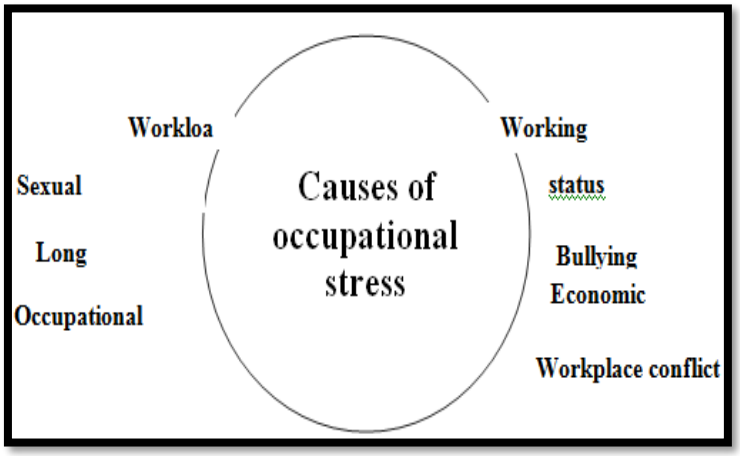
  However, it is likely that for some diseases, depression has secondary consequences, including changing the immune system, which is charged with battling cancer. Thus, while experiments have not decided whether stress induces cancer directly, the indirect effects on the growth of cancer can also be considered for cancer patients.

3. Reasons for workplace stress : The reasons for stress can be classified into two major classifications & they are:

1. **Internal causes**: These triggers include the mind-set, way of thought etc. of a person. Such triggers arise within the person or contribute to stress. All internal factors are dependent on an individual's interpretation. Also, if there is no danger in the area, a person may feel threatened by a person or a circumstance and may get stressed.

2. **External causes**: there are many reasons in an organization which affect an individual's performance, they include –

- **Working hours**: Rather strange working hours can lead to many employee physiological complications, which can lead to depression at work.



- **Managerial style:** The supervisory style of managers influences organizational tension. Managers with autocratic control styles offer workers extraordinarily little flexibility in decision-making and preparation. Therefore, workers employed for those executives are depressed because of truly little control over their job and incredibly high constraints.

- **Job insecurity**: When a person works in an organization, fear of losing his or her employment contributes to constant tension that reduces the quality of work.

- **Overload & under load**: Job exhaustion involves completing a significant volume of work within a relatively brief span of time. Such increased demands from any person could lead to stress. There is a noticeably short amount of work to do elsewhere under load, with too much time available. Employees here doubt their abilities and feel overwhelmed.

  Often circumstances that involve behavioural improvements may place an employee under tension because of the need to behave in a manner that is not common to the employee.

- **Control at work**- This applies to the level of an employee's influence over his or her employment. If the worker has little or little influence over the job, so he/she loses confidence in the job and becomes anxious about achieving superior standards.

4. Stress Management at Workplace

- **Stress management at organization level :** These are some steps which are taken by an organization to manage the stress level:

  - **Reducing long working hours**: Organizations can see that it is important to minimize workers' lengthy working hours and teach them proper time management strategies.
  - **Use of Technology:** Organizations can use the technologies available to have advanced training courses on any subject necessary for the advancement of their work.
  - **Communication:** Organizations should promote contact and always require input, where every employee should always be personally willing to listen to the HR

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boss. In addition to new studies released on job tension, how to spot it and overcome it, the organization still aims to keep up on both corporate and business coverage.

- **Security Fears:** Organizations should make sure to make staff and individuals feel secure by enforcing access management rules, verifying the identity of business visitors, and not encouraging unwanted individuals to enter.
- **Workplace Diversity:** Companies must engage in every type of experiences from all ages, genders and each levels of education.
- **Conduct training for Employees Work-Life balance**: Employees must be offer the necessary instruction to achieve a work-life balance trainings must be conducted for them so that they can perform peacefully.
- **Introduction of Retirement Plans:** In order not to think about their retirement again, the introduction of the social security scheme and pension plans is a wonderful insurance and relaxation for workers.
- **Job stability and fear of downsizing**: There's a very dynamic global crisis. Unfortunately, many companies are pressured to lay off and downsize and there is little management can do internally to avoid this epidemic.

Workplace stress reduction and control needs strategies at the corporate level, since it is the organization that causes the stress. Instead of coping with the causes of the trauma, a strategy restricted of assisting these things already suffering anxiety is equivalent to applying dig plaster on wounds. Trying to go up an escalator that goes down is an alternate analogy! There are several types of organizational interventions, ranging from systemic to therapeutic. Assessing the likelihood of occupational tension must consider:

- The risk & the level of sick health that may arise or can lead of exposure to a potential danger
- degree to which the threat is revealed to a person
- The number of hazard-exposed workers.

Both facets either nature or management, its social or interpersonal perception, should be taken into consideration in the study of stressful hazards at work.9 While prevention is a priority, preventive measures may be placed in place to control the danger and minimize the impact of the threat. Legislation increasingly allows managers to judge and resolve all risks to the health and welfare of staff, including their mental health. It is important to target facilities, materials, the atmosphere and people to build a stable system of work. Monitoring and evaluation mechanisms are often necessary to determine the degree to which prevention and control measures are successful.

While there have been well established correlations between occupational causes and psychological ill health and related absence of illness, proof-based strategies to mitigate these challenges. Innovative arbitration has used educate and interpersonal methods to enhance involvement in all type of problem whether it is decision-making or problem management, enhance support input, and strengthen coordination.

- More positive input, becoming more able to cope, and enhanced working team functioning, and environment were recorded by those taught skills to mobilize help at work. Those attending training Performa decreased depression amid those most at risk of leaving,

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- Workers undergoing organizational transition who have been taught stress coping skills, how to contribute and regulate, their work has seen a decline in levels of stress hormone,
- Workers taught verbal and non-verbal communication and sensitivity skills showed decreased resignations of employees and sick leave,
- Socially inactive workers attending stress control training increased their subjective capacity to cope and those undergoing physical activity strengthened their feelings of well-being and lowered their body pain problems, but still registered diminished job satisfaction.
- Employees completing one of seven educational modules highlighting one or more components of stress control, neurological mechanisms, dealing with others or behavioral knowledge processes, reported rapid after the class decreases in depression, anxiety, internal stress, and mental fatigue. At 9-16 months' follow-up, there was a further decrease in psychiatric tension and physical fatigue.
- At the time of women's pregnancy office gives them month of maximum 9 month, which will be a positive point for ladies with the help of this law they do not have that much pressure or do not feel overburden. Exaggerate workload make women feel anxiety. This also one of major factor for management of stress at company level.

Success is when you start coping and stopping conflict would be turn on the atmosphere of the company. Stress could be used to guide action as beneficial information, not as insecurity in persons. Making this style of civilization includes strong role models from the top of the organization who have very command over leadership the creation and execution of an organization-wide stress strategy, and processes for early detection of challenges and analysis and improvement of solutions designed to solve them. It is important to provide a culture of transparency and empathy rather than of guilt and critique. Third, but not least, interventions should be tested to assess their effectiveness. Ideally, the technique of getting this can involve a high turnaround time, valid and reliable interventions, and a monitoring group. The Workplace Content Questionnaire, which offers evaluations of the above-mentioned job burden predictors, and the Occupational Stress Index, are two metrics that have been widely used to provide a detailed examine of office anxiety. Discussion of the plan and its execution with the required labor unions and health and safety committees is necessary.

- **Stress Management at individual level :** There are several powerful ways to help a person battle depression or have a happier safe life. Those approaches are —

  - **Take enough** sleep: It gives the body with adequate relaxation and helps you to reduce the effects of stress.
  - **Relaxation techniques :** Arts, dance, music, for example, allow individuals to become more creative and reduce tension.
  - **Talking to a close one:** After talking to your best friend, or close one or sharing your problem with them, can also help you overcome your stress.
  - **Time management:** It allows time to be spent efficiently. And it encourages people to coordinate their tasks. And it helps to preserve the normal course of operations and decreases tension.
  - Taking new, unimportant requests that are not required, raises the workload, and creates extra tension, say 'NO' to additional unimportant requests.

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- **Take adequate rest:** Whenever you feel you are sick, having enough rest allows people to recover from the symptoms of depression and helps to improve their mood.
- **do some physical activities:** bodily workouts strengthen the mind and health and help to restore the confidence lost from stress
- **Avoid habits:** Such products, such as smoking, drinking alcohol, etc., create addiction and further trigger tension through the need for constant intake of these kinds of products.
- **Facing the cause:** One of the key solutions for managing stress is to work with the source of stress. The source of stress is no longer when you face the stressor, and the person is free from stress.

Both individual and corporate interventions are included in most efforts to minimize the wellbeing risk associated with stress in the workplace. They should try to improve the strengths and resources of the individual and to help the person to change their situation.

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