

Title: Work Life Balance

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Date: 09/ 08/ 2022

Introduction: Work Life Balance

When companies fail to recognize the need for their employees to maintain a healthy work-life balance, they are ultimately affecting their productivity levels. Too much emphasis on work frequently results in feelings of loneliness and frustration for employees. Acknowledging each employee's efforts to strive for a balance between work and personal life allows CEOs to be part of the solution. Job satisfaction typically increases with a healthy work-life balance, which increases employee loyalty, creativity, productivity, and overall satisfaction.

Complex Problems

- Deteriorating health
- Strain personal relationships
- Lack of creativity or productivity at work
- Mental breakdown
- Some may result to substance abuse due to lack of proper management to stress

Impact Of The Problem

- Development of coronary heart disease like stroke
- Stress can lead to an individual becoming anxious which can in turn lead to depression
- Change in sleeping pattern leading to sleep deprivation
- Poor concentration

Informed Cause And Effect Analysis Of Complex Problem

- **WHAT IS THE PROBLEM**

- Over bearing bosses
- Work beyond standard business hours
- Competent co worker

- **WHEN DID THE PROBLEM FIRST START**

- Start to feel tired and bodily pains
- When and individual easily gets upset
- When relationships starts to struggle

- **HOW BIG IS THE PROBLEM**

- Isolation
- Job insecurities and a lack of control
- Job stress

- **WHERE IS THE PROBLEM OBSERVED**

- Workers are productive on average of 2 hours per day
- About 21% of working time is spent on news and entertainment
- On average messages are checked every 6 minutes

A PESTLE Analysis Complex Problem

- SOCIAL
 - Life style choices
 - Expectations like carrier attitude
 - Work life balance
 - Cultral norms
- LEGAL
 - Empoyment labour laws
 - Employment tribunal decision
 - Impact work and practice
 - Health and safety regulation
- ENVIRONMENTAL
 - Coperate social responding
 - Etical sourcing in groups / services procurement
 - Business supply chain management

Evaluation Of Alternative Solution Of The Complex Problem

- Flexible working hours
- Employees benefits and rights must be communicated
- Take good care of health ie exercise
- Staff must be encouraged to use their leave
- Reasonable work load

A Demonstration Of How Organisations May Plan The Implimentstion Of Chosen Solution And Evaluate Outcome

- Staff must take inventory
- Relief stress
- Prioritise what is important
- Staff must take a balance carreirs

Conclusion

- In conclusion it is very important that employees needs are met by their respective companies, taking into consideration the contributions and benefits the employees bring to the firm to provide a better service for the growth and establishment of the company

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