



Problem solving and decision making

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 - ❖ Topic: Work/Life Balance



WORK/LIFE BALANCE

Nature and Impact

- The work-life balance that involves controlling working hours and hours spent on personal life is important for physical and mental well-being, which in turn affects employee performance and the benefits organizations receive.(Sen and Hooja, 2018)
- This balance is also considered important between the government and political leaders, since the proper functioning of the population in general depends on this.(Sen and Hooja, 2018)
- According with Naithani (2010, pp. 152) “Work-life balance of an individual employee when viewed collectively for the total workforce of an organisation results into a colossal impact on the qualitative and quantitative organisational performance”.

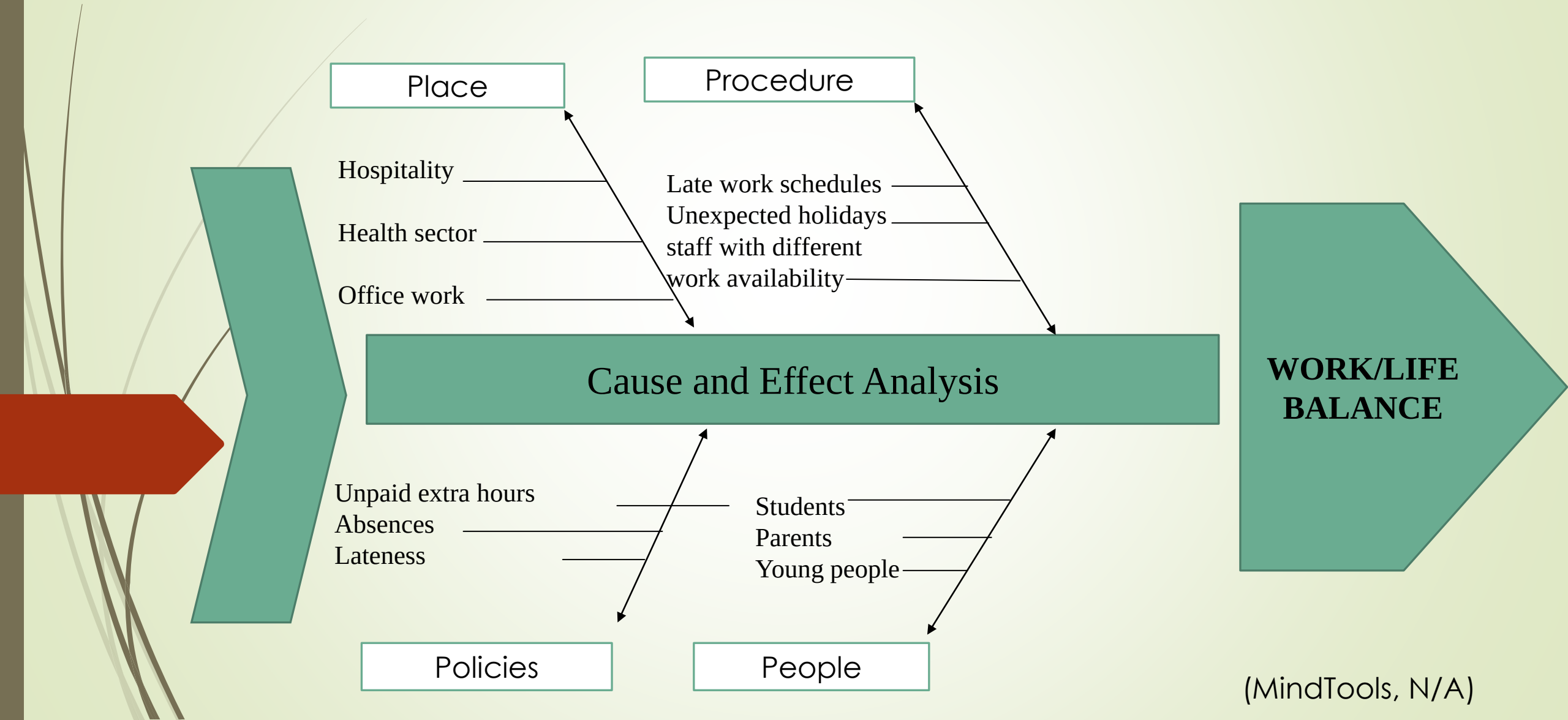


Overall Performance

- A work-life balance includes employers' ability to respect their employees and their free time.
- A good balance between work and personal life allows to generate more benefits to the organization in general. “satisfied employees=increased results.”
- The main goal of work-life balance is undoubtedly to seek a better relationship between the employer and its employees.

Fishbone Analysis

(By Professor Kaoro Ishikawa -1990)





PESTLE ANALYSIS

Political.- Brexit, immigration, reduction of foreign labor

Economic.- Economic inflation, Labour costs, Business cycle stage.

Sociological.-Summer, Christmas season are times of the year that require a greater number of hours of work

Technological.- Implementation of new technologies that allow the worker to have access to their work schedules in advance

Legal.- Laws on the right of workers to reconcile work and personal life.

Environment.-Good weather where the people have more hours to spend on fun time.

(PESTLEANALYSIS, N/A)



Evaluation of alternatives solutions

- ❖ Creation of an adequate work planning according to the hourly availability of the workers.
- ❖ Communication within 2 weeks in advance of the working days.
- ❖ Holiday notice within a wide margin of time.
- ❖ Respect the schedules between workers and employers.
- ❖ Offer the opportunity to grow to employees.(extra payment).



Implementation of Solutions

- ❖ Meeting with the staff to listen their needs about days off and holiday.
- ❖ Work schedules (2 weeks in advance).
- ❖ Holidays calendar.
- ❖ Promotion program.



Evaluate outcome

- Employers and employees expose their needs and adapt them to the work system
- By knowing their schedules in advance, employees can adapt their personal lives to work.
- With the scheduled vacation system, employees and employers optimize work-life balance.
- Thanks to the system of personal growth within the work, employees are able to have a better standard of living, which results in the satisfaction and performance of these individuals.

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