



Work Life Balance

Name: Feliciana Mendes

Lecturer: Diola Bijlhout

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Introduction

In this presentation I will be covering the following:

- Nature and impact of the complex problem
- Overall performance of the organisation
- Cause and effect analysis (fishbone)
- PESTLE analysis
- Find solutions
- Implementation plan and evaluation
- Conclusion and provide references



Nature and Impact of the Complex Problem

Lack of work life balance causes:

- Low productivity
- Lack of support
- Loneliness
- Frustration

Disbalance can affect mental health

Changes mood

Strokes

Anxiety and depression

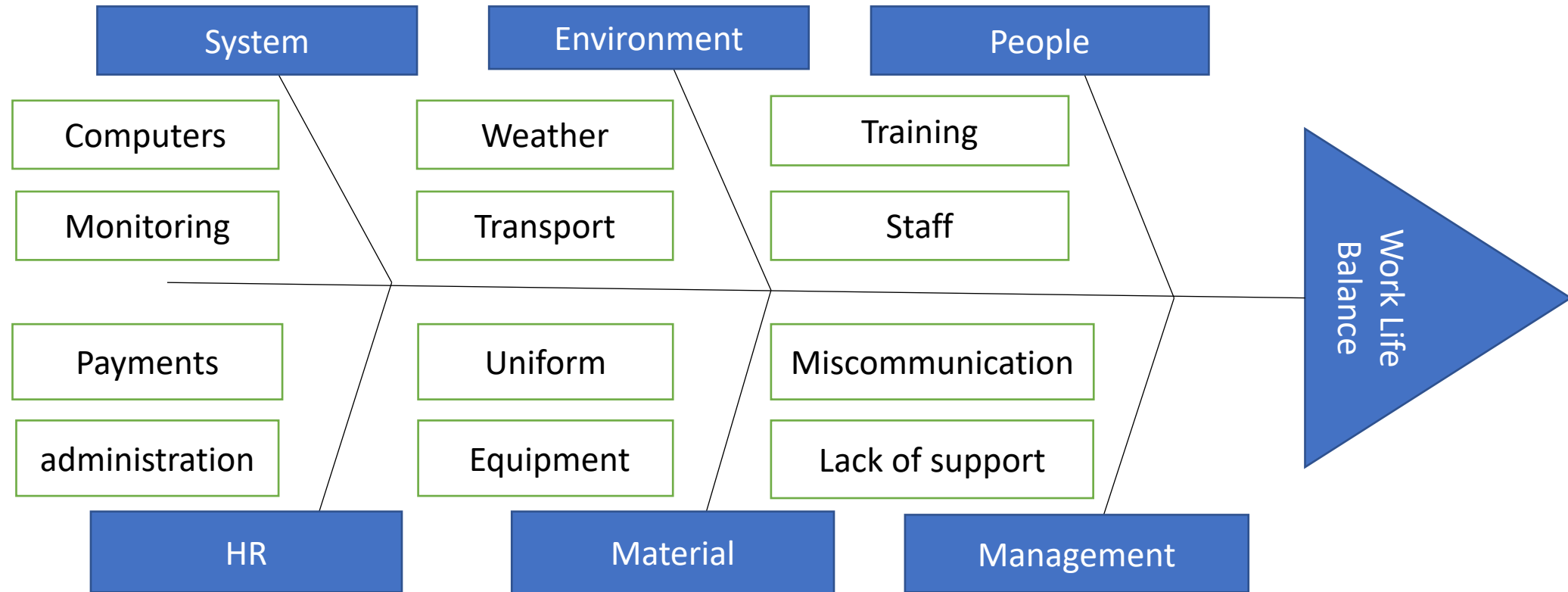
(The Effects of Work & Life Imbalance, 2022)

Overall Performance of the Organisation

- Lack of support
- Miscommunication
- Lack of staff training
- Staff overwork

(Work-Life Balance Practices and Organizational Performance –
(Impactafya, 2022)

Cause and Effect Analysis (fishbone)



PESTLE Analysis

Political- More benefits to support employees with families

Economical- Managers could increase payment to help employees financially

Social- Online platform for employees to choose their availability

Technology- Online platform for hiring more staff

Legal- Employees could pay less tax to coop with the cost of living

Environment- Allow employees to take regular breaks when working more than 8 hours a day

Solutions

1. Prioritize your health- don't overwork yourself
2. Take breaks- travel if necessary
3. Ask for flexibility- to balance your life
4. Reduce work hours- spend some time with family

(Sage, 2022)

Implementation Plan and Evaluation

Action	Responsible	Priority	Status	Start Date	End Date
Increasing Salary	HR	High	In progress	18.08.22	22.09.22
Weekly Meetings	Managers	Medium	Pending	15.09.22	15.10.22
Flexibility with Schedule	Supervisor	High	Completed	12.08.22	17.08.22

Conclusion

In this presentation I have concluded

The nature and impact of the complex problem, the overall performance of the organization, I have identified the cause and effect analysis, pestle analysis.

I have come up with some solutions which I have evaluated and implemented a plan for HR, managers and supervisor to follow. I have also provided references.

References

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