



Prifysgol Cymru

Y Drindod Dewi Sant

University of Wales

Trinity Saint David

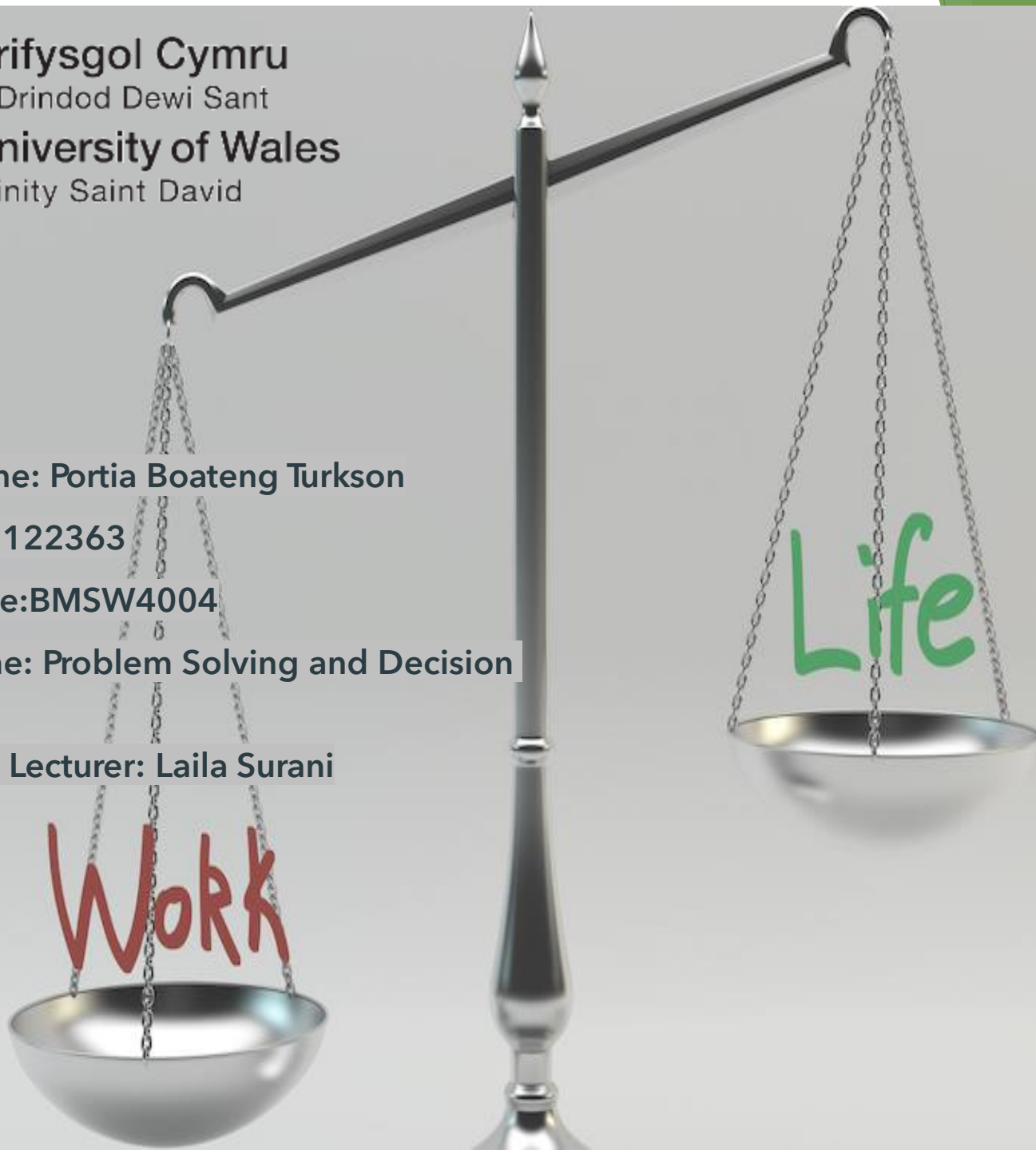
Student Name: Portia Boateng Turkson

Student ID: 2122363

Module Code: BMSW4004

Module name: Problem Solving and Decision making

Name of the Lecturer: Laila Surani



Introduction

- ▶ Poor health of corporate employees in the UK
- ▶ Mismanagement of work and personal life
- ▶ Extra workload
- ▶ Suffer mentally and physically
- ▶ (Source: Soni and Bakhru, 2019)



Define problem

- ▶ Work and life balance refers to the level of prioritisation between personal activities in an individuals life and the level to which activities related to their jobs are present in the home.



Nature and impact of the poor work-life balance

- ▶ Vicious style that enables employees to carry forward an unhealthy life
- ▶ Causes long last impact on the physical and mental health
- ▶ High risk of coronary heart disease
- ▶ Work extra hours

(Source: Panojan, Perera and Dilakshan, 2022)



Overall performance of organizations

- ▶ Not every organisation employee has the same capability
- ▶ Senior employees set up wrong examples
- ▶ Understand the importance of quality work
- ▶ Seek a better work opportunity

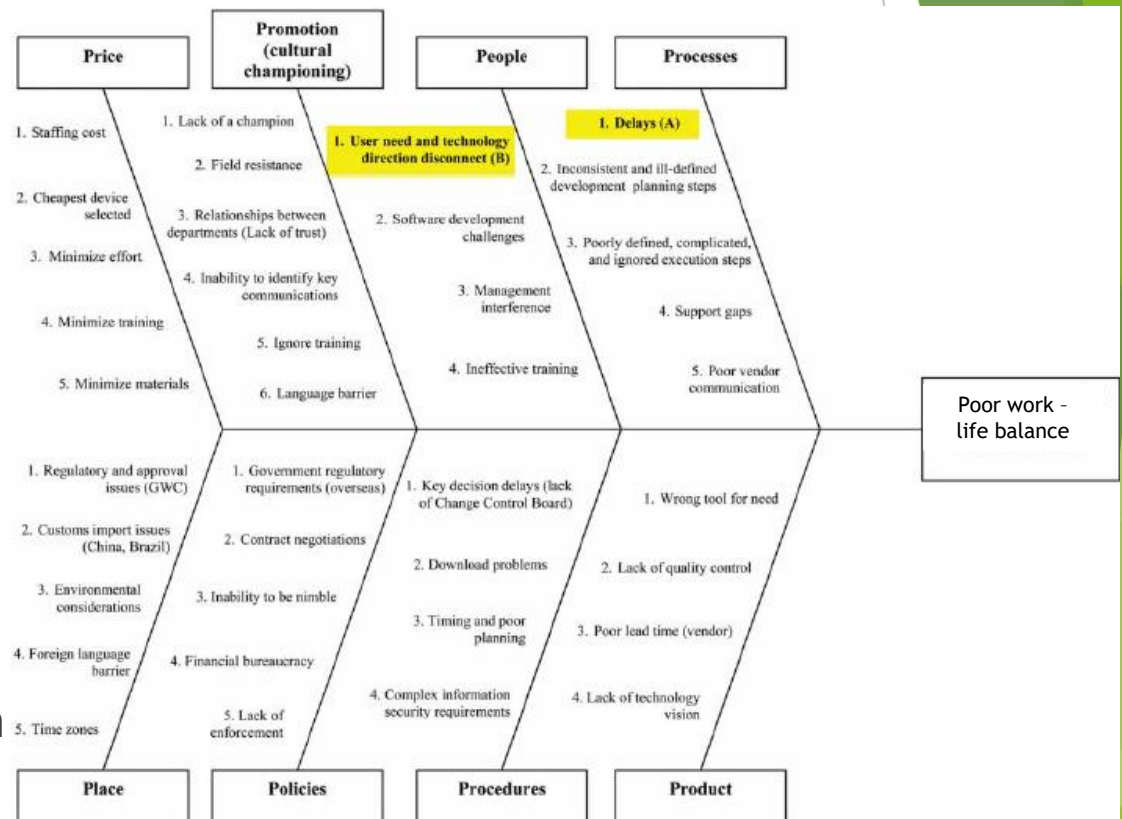
(Source: Oginni, 2021)



Cause-and-effect analysis of the poor work-life balance

- Price
- Promotion
- people
- process
- Place
- Policies
- procedure
- Product/Service

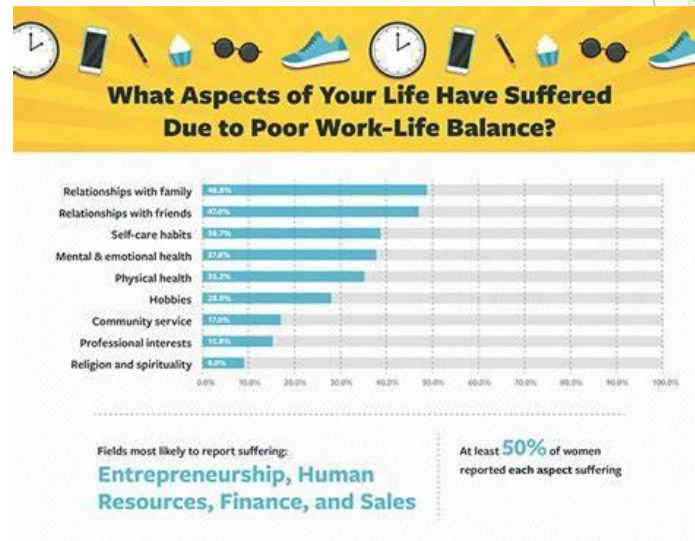
(Source: Aziz-Ur-Rehman and Siddiqui, 2019)



PESTLE analysis of the macro-environmental factors contributing to the poor work-life balance

- ▶ Issues in obtaining job opportunities
- ▶ Factors that caused inflation
- ▶ Salary structure and the income level
- ▶ Technologically advanced equipment
- ▶ Positive working environment

(Source: Petzer, 2020)



Alternative solutions to poor work-life balance

- ▶ Identified the peaks of the productivity
- ▶ Take scheduled breaks
- ▶ Use the lunch breaks
- ▶ Flexible work culture

(Source: Tirta and Enrika, 2020)

A larger slice of the cake



Implementation plan

How to develop an implementation plan



Conclusion

- ▶ Promoting and practising a healthy work life balance is good for people as well as businesses. This topic helps to improve my work and balance life.

References

- ▶ Darko Asumadu, 2018. The IO, title={The influence of work-life balance on employees' commitment among bankers in Accra, Ghana}, author={Daniel Ampem Darko-Asumadu and Solomon Sika-Bright and Brempong Osei-Tutu}, year={2018}
<https://www.semanticscholar.org/paper/The-influence-of-work-life-balance-on-employees...>
- ▶ Aziz-Ur-Rehman, Maha and Siddiqui, Danish Ahmed, Relationship between Flexible Working Arrangements and Job Satisfaction Mediated by Work-Life Balance: Evidence from Public Sector Universities Employees of Pakistan (December 29, 2019). https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3510918
- ▶ Sundaresan S. (2015) conducted a study on Work-life balance -implications for working women among 125 working women in Bangalore, India. The study revealed that burden of excessive work, the need ... <https://www.researchgate.net/publication/272845610>
- ▶ P. Panojan, B. A. K. S. Perera & R. Dilakshan (2019): Work-life balance of professional quantity surveyors engaged in the construction industry, International Journal of <https://www.researchgate.net/profile/Rajaratnam-Dilakshan->
- ▶ Shaikh, 2021 RoleOE, title={Role of Employee Behaviour and Job Stress on Work-Life Balance: A Case of HEIs of Pakistan}, author={Sofia Bano Shaikh and Abuzar Wajidi}, journal={Journal of Entrepreneurship, Management, and Innovation}, year={2021}
<https://www.semanticscholar.org/paper/Role-of-Employee-Behaviour-and-Job-Stress-on-A..>
- ▶ Pooja Soni and Kanupriya Misra Bakhru (2019). Understanding triangulated ... Problems and Perspectives in Management, 17(2), 63-82. ... Work-life balance traits Eudaimonic well-
https://www.researchgate.net/publication/332592177_Understanding_triangulated...