

Review Paper: Work-Life Balance Of Dual Earner Families

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Abstract:

Two significant job areas, that is, work and family, are of incredible centrality to people. Generally, these spaces were viewed as independent with the presumption that the man was the provider and the lady was the homemaker. Contemporary statistic, mechanical and market changes over the globe have limited the differentiation among work and family job spaces. Thusly, today, work and family are considered as related job spaces having noteworthy effect on one another. Therefore, looking at the relationship Liberalization, expanding Privatization and Globalization approach has made an uncommon change in an Indian economy in the previous twenty years. Work market has seen expanding business openings, making a path for youthful gifted labor, changes in statistic profile of representatives, high pressurized employments, chances to travel abroad, production of double vocation families and so forth. But on the opposite side of the coin worker is getting considerably more eager, profession arranged dismissing different parts of life outside work. More ladies are wandering into zones that were customarily overwhelmed by men. Ladies have now become a noticeable piece of the workforce. There is a change in perspective from men treated as providers and ladies as house guardian or youngster conveyer into ladies as both provider and the person who is fit for dealing with various jobs.

This paper distinguishes topics inside the work–life writing for double worker couples in India and a push to educate human asset advancement (HRD), researchers and professionals about the momentum state and work–life needs of double worker couples in nation. It would be useful for HRD experts to comprehend and acknowledge better working environment socioeconomics as far as social, social, and legitimate prerequisites in the nation to support the creation and execution of work–life inviting approaches and conditions.

This exploration benefits HRD experts and researchers, bosses, open approach authorities, and double worker couples utilized in IT Sector, India. It opens the entryway to a superior comprehension of the transferability of ebb and flow research to rehearse.

Keywords: Work-life Balance policies and practices(WLBP), Spillover-Crossover model (SCM), work-life balance(WLB), work–family enrichment (WFE), work–family conflict (WFC), Methodology Review, Dual-Earner Couples.

Introduction: Two significant job areas, that is, work and family, are of extraordinary importance to people. Customarily, these spaces were viewed as discrete with the suspicion that the man was the provider and the lady was the homemaker. Contemporary demographic, technological and market changes across the globe have minimized the distinction between work and family role domains. Consequently, today, work and family are considered as interdependent role domains having significant impact on each other. Subsequently, examining the relationship Liberalization, extending Privatization and Globalization policy has created a drastic change in an Indian economy in the past twenty years. Labor market has witnessed increasing employment opportunities, creating a way for young talented manpower, changes in demographic profile of employees, high pressurized jobs, opportunities to travel abroad, creation of dual career families etc., But on the other side of the coin employee is becoming much more ambitious, career oriented neglecting other aspects of life outside work. More women are venturing into areas that were traditionally dominated by men. Women have now become a visible part of the workforce. There is a paradigm shift from men treated as bread winners and women as house keeper or child bearer into women as both bread winner and the one who is capable of handling multiple roles. Work–life balance (WLB) is characterized by the UK Department of Trade and Industry as being 'tied in with modifying working examples paying little mind to age, race or sexual orientation, [so]everyone can discover a cadence to assist them with consolidating work with their different duties or yearnings' ([www.dti.gov.uk/work – life balance/what.html](http://www.dti.gov.uk/work-life-balance/what.html)). The way to WLB in business terms is a scope of adaptable work game plans confined in strategies and systems, for example, low maintenance working transitory working, work sharing, home and teleworking strategic scheduling and adaptable working hours, packed working weeks, annualized hours, vocation breaks and re-appropriating.

The term work – life parity incorporates various viewpoints as pursues:

- How long individuals work (adaptability in the quantity of hours worked)
- When individuals work (Working hours adaptability)
- Where individuals work (Place of work adaptability)
- Developing individuals through preparing with the goal that they can achieve the parity better
- Providing back-up help
- Breaks from work.

Work–family encounters, for example, work–family strife (WFC) and work–family improvement (WFE), not just overflow starting with one job area then onto the next yet additionally traverse from one job tenant (e.g., an accomplice in a double profession couple or a chief in a work setting) to the next part in a dyad (e.g., the other accomplice in a double vocation couple or a subordinate in a work setting). Audit of the writing recommends that reviews utilizing hybrid models in work–family encounters, particularly in work–family enhancement (WFE), are constrained.

Infrequently studies have investigated the procedures through which the hybrid happens. Also, very few investigations have considered manager subordinate dyads as units of examination in work–family writing. With this setting, the present article intends to advance a couple of

suggestions to analyze the hybrid of work–family encounters from an administrator to his/her subordinates. It sets that a director's work–family encounters may impact the impression of family steady workplace and the apparent authority over work routine, which thus may impact his/her subordinate's work–family encounters and the last's ensuing presentation. This article additionally investigates the directing jobs of compassion and pioneer part trade (LMX) quality in the hybrid of work–family encounters from chiefs to subordinates. An applied system is proposed for further experimental approval. Research and applied ramifications of the theoretical model are additionally talked about.

Concept of Work-Life Balance:

Work-life equalization isn't negligible identified with work and life; it is the positive perspective. In the broadest sense, Work-life equalization is characterized as an acceptable degree of association or 'fit' between the numerous jobs in an individual's life (Hudson, 2005). Work-life parity is about the collaboration between paid work and different exercises, incorporating unpaid work in families and network, recreation and self-improvement. Greenhaus, Collins and Shaw (2003) characterized work-family balance as "how much an individual is similarly self-connected with and similarly happy with – their work job and family job". Work-life equalization doesn't mean an equivalent parity in units of time among work and life. It's anything but a tight rope stroll between two shafts acting as an authoritative duties and home requests simultaneously, yet it is about legitimate comprehension of the needs of the expert and individual level. Work-Life-Balance is the means by which one organizes vocation and way of life.

In Psychology, Work-Life-Balance takes a gander at both constructive and antagonistic parts of adjusting among expert and individual life. There have been numerous examinations that illuminate work-life strife (WLC). The present examination illuminates different parts of Work-Life-Balance of double worker couples and the adapting procedures used by the representatives to keep up the equalization. Representatives nearly go through portion of their day at work and return to their family lives at night. Overseeing and changing their needs and jobs from one area (attempt) to another (life/family). Fulfilling every one of the needs of both the spaces turns out to be extremely essential and strenuous for them as their vitality levels are not consistent. Not having the option to give equivalent time for every one of the areas may prompt some sort of disappointment and blame about the jobs they play.

In the event that these contention encounters proceed with it will play a negative effect on general life fulfillment, physical, mental and social wellbeing and prosperity. It can likewise influence execution at work. Clashes and issues looked in one area can influence one's inclusion in the other space. A few studies clarify the ideas of Enrichment and Facilitation to clarify the positive effect played by the contentions on the representatives. At the point when an individual has great involvement with one space of life, it encourages the workers to have a superior involvement with different areas too, which gets a feeling of generally speaking fulfillment expert and individual in the representatives.

It is additionally contemplated that getting the hang of performing multiple tasks aides overseeing both work and individual exercises all the more productively and easily. It is extremely hard to give an institutionalized definition for "work-life balance", be that as it may,

Kalliath and Brough, (2008) have characterized work-life-balance as "Work-life parity is the individual discernment that work and non-work exercises are well-coordinated and advance development as per a person's present life needs.

Work life balance Theories:

There are a few Theories clarifying the idea of work-life balance in which a few hypotheses that are conspicuous in Work life-Balance that will for a base to the present investigation are Segmentation, Compensation, Spillover, Work-family Border hypothesis, Crossover hypothesis and Spillover Crossover Model(SCM) .

Segmentation Theory:

Initially it was believed that work and life were two separate segments and did not affect each other. Blood and Wolfe (1960), who contributed to this perspective of work-life balance, applied the concept on blue collared workers. They explained that for workers who are unsatisfied or give an unsatisfactory performance or un-involving jobs, and separation and segmentation of work and home is a natural process. This leads to disconnection of one domain when in another which automatically brings in the balance between work and life.

Compensation theory:

This theory proposes that employees attempt to compensate for the lack of satisfaction in one domain (work or home) by trying to find more satisfaction in the other domain. According to the theory there are two types of compensations.

First would be the point at which an individual may diminish inclusion in the space where they are disappointed and increment contribution in an area that they feel progressively fulfilled in (Lambert, 1990). Second would be the point at which the representatives react to the disappointment experienced in one space by getting and moving in the direction of additional prizes in the other area where they as of now experience more fulfillment contrasted with the other space.

Spill-over Theory:

Spillover theory talks about one of the most important relationship between the personal and professional commitments of the employees. Previous studies and research suggest that every individual comes with their own set of skills, emotions, attitudes and behavior that make each person different in maintaining the balance between work and life. The spillover can be both negative and positive. Negative spillover refers to the fact that if the employee is undergoing stress in one domain, they may feel a sense of dissatisfaction even in the other domain. Positive overflow alludes to when a worker is cheerful and fruitful in one area they feel a feeling of fulfillment and satisfied in the other space too. The present investigation basically being the brain research of work-life balance, takes a great deal of help from this hypothesis thinking about that unpleasant occasions and issues in a single area has an impact in how representatives see their fulfillment in the other space.

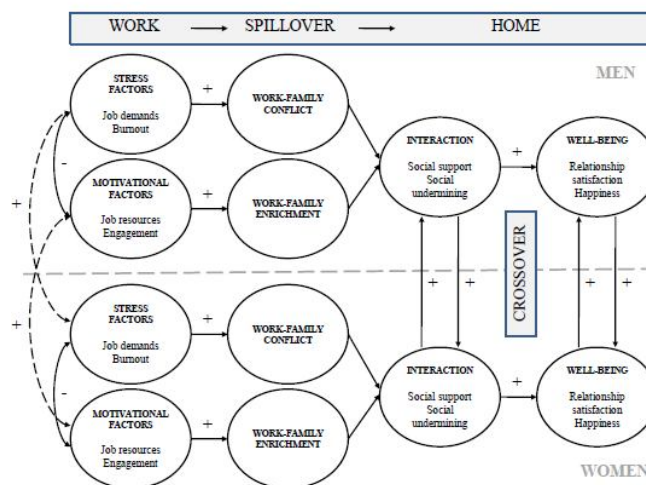
Work-family border Theory:

This is the latest theory of work life balance that shed light on how the roles of the individual lies within one of the domains. These roles are separated and divided by the boundaries which could be psychical, psychological and emotional. When roles, responsibilities and commitments from one of the domains crosses these borders there is an overlap in the personal and professional roles played by the individual which leads to conflicts in maintaining the balance. The flexibility in the boundaries affects the level of conflicts and transactions between the domains. When the roles overlap a lot of conflict is more likely and when they are divided and segmented it is less likely to any major issues and conflicts being observed in the employee’s maintaining of the work-life-balance.

Spillover Crossover Model (SCM):

SCM model is used to study impact of the work-domain on the home-domain, and consequently the transference of work related emotions from the employee to other at home (particularly the partner)

The Spillover–Crossover Model



Crossover-Theory:

Crossover effects appear between closely related partners who share the greater part of their lives together. Generally, it is assumed that the emotions expressed by one partner elicit an empathic reaction in the other partner. This agrees with the literal root meaning of the word empathy: “Feeling into.”

Work-Life Balance Policies (WLBP) in India:

In India two kinds of WLBP are discovered: Statutory and non-statutory. Statutory rehearses are the necessary and least advantage (WLBP) given to a representative under Indian work law. Statutory benefits found under Indian work enactment are-

1)Factories Act, 1948: According to Factories Act, 1948: No adult worker shall be allowed to

work in a factory for more than 48 hours in a week, 9 hours in a day & on first day of the week. Employees who work for a period of 240 days or more in a calendar year shall be provided leaves with wages & it is calculated as one day leave for every 20 days of work done by the employee. This Act also provides crèches, where 30 or more women employees are working.

2) Maternity advantage Act, 1961: According to Maternity Benefit Act, 1961, a working lady is taken into account a paid leave of 12 weeks, a month and a half before conveyance and a month and a half after conveyance. This is same for the instance of unnatural birth cycle. This Act empowers the working ladies monetarily stable during pregnancy. This Act likewise gives 2 nursing breaks for every day.

3) Indian Penal Code, 1869: Section 509(amended): Sexual harassment in the work place: this Act provides protection to the working women in the work place.

Non statutory benefits are the optional in nature. It's up to the employer whether he/she is interested to give it to his/her employees. Most IT organizations have initiated flexi time, shorter work week, work from home, vacations, crèche facilities etc. Following are a few instances of WLBP's embraced in India and outside India.

1. A female friendly work place strategy adopted by IBM Australia, Initiatives Achievements and Benefits:

- a) Flexible hours- option to work from home, Technology enables women to work & care for children at home
- b) Paid maternity leave financially stable whilst on maternity leave. 97% women have returned from maternity leave over the last 10 years
- c) Conducts 3 camps for younger women nationally. Duration: - 1 week & is primarily about the IT industry & what it entails.
- d) Vacation care program for IBM children - Gives working mothers' peace of mind that their children are being cared for during the school holidays
- e) Flexible leave- offers additional four weeks of annual leave, purchased through salary sacrifice.
- f) The extra a month gives representatives the alternative to take more leave whenever required and adds to less pressure and work over-burden inside the association.

(Source: - IBM lauded as most female friendly workplace. 08.11.2006, World Today, The ABC.)

2. Some WLBP's provided by Intel India are Compressed workweeks (5 working days), Flexible working hours, Alternate work schedules Telecommuting, Work from home, Part time employment, Childcare assistance (site care approach to childcare), Hospitalization insurance policy (covers employee & nominated dependents). They are secured under floater strategy of

500,000 p.a. Intel pays 100% of premium for representatives and 80% of premium for wards.

Under business voyager restorative arrangement: gave to both full time and low maintenance representative at no expense while they travel on business. Gathering term life coverage, Maternity leave: paid maternity leave for 84 days to ladies representative. Yearly leave: 15 days for beginning 2 years and 20 days following 2 years for every schedule year. Asset and referral administrations, Health and wellbeing benefits, Study repayments, Global chances, Recreational exercises, clubs and helping representatives to manage life occasion from getting hitched to taking a lifelong break.

3.WLBP received by TATA (fabricating): Adult training programs, Education about family arranging, Creche office (gave where number of female worker is more than 20).

WLBP received by TCS-Flexitime with certain compulsory long periods of work, Compressed work weeks, Conducts normal workshop on nourishment, better living and stress the board, Promotes Group development with comparable enthusiasm to meet up to direct different exercises. Maître is an activity for the life partners of workers.

4.Citi India: Work from home for 2 days a month if their role permits it, Flexible work option e.g. flexi time, remote working, provide concierge service within the office premises, helping free up valuable time for employees

5.HCL Technology: Flexi timing for women, telecommunicating for women

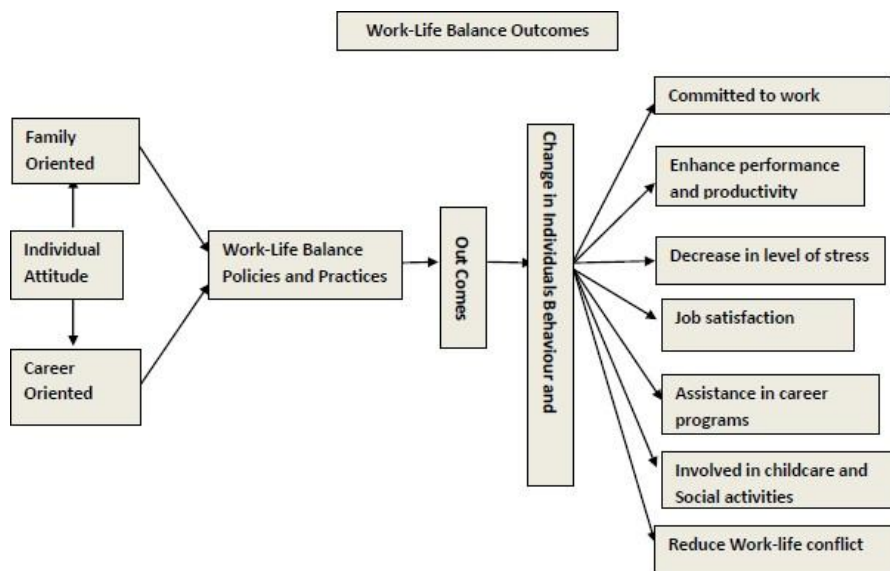
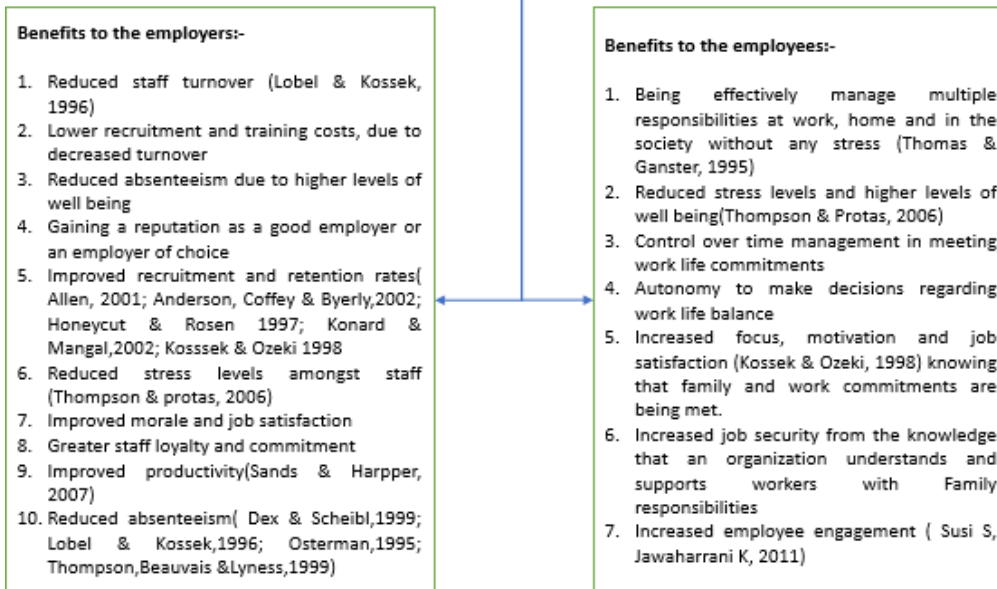
6.PepsiCo India: Free & healthy breakfast, day care facilities

7.Marico: Employees have adaptability to choose their work timings in talk with their chief, doesn't have exacting working hours, possibility leave approach (upto 4 days without composed authorization)

8.Hindustan lever ltd: Flexible work schedule, work from home opportunities, for women to return after career break

9.ICICI bank: Launched tale ladies driven activities on universal ladies' day (seventh March, 2016) Work@home, enables ladies representatives to telecommute at first for a year and afterward it very well may be expanded. The other activity helps ladies directors who travel on business, by covering the movement and remain of youthful, youngsters and their parental figures

Benefits from best practices of Work-life balance



Objectives of the Study:

- To comprehend the territories of research did in associations with work-life parity of

working couples.

- To attempt the inside and out examination on work-life equalization of working couples in private sector(Information Technology) India.

Methodology of the Study:

The study is based on secondary data. In this regard various libraries visited and some on-line journals were also reviewed in this direction

Review of the Literature:

Number of studies has addressed work-life balance's issues in different perspectives. Some of the papers related to this subject are reviewed. Past 15 years studies have been reviewed on work-life balance and its various perspectives have been considered while selecting the available literature.

Vijaya Mani (2013) has uncovered the central point impacting the Work Life Balance of Women experts in India, for example, job strife, absence of acknowledgment, authoritative legislative issues, sex segregation, old and kids care issues, nature of wellbeing, issues in time the executives and absence of appropriate social help.

K.Santhana Lakshmi et al, (March 2013) have analyzed that the Educational establishments should address the Work Life Balance related issues among their staff, explicitly ladies and adopt an all encompassing strategy to plan and actualize the approaches to help the school personnel to deal with their WLB.

KumariK.Thriveni et al, (2012) have studied and analyzed the significant relationship between the demographic variables and WLB.

Shalini and Bhawna (2012) uncovered in their investigation that nature of work life is being utilized by the endeavors as a key instrument to draw in and hold the representatives and all the more critically to assist them with maintaining work-life offset with equivalent consideration on execution and duty at work.

Heather S.McMillan et al, (2011) recommended that the individual agreement and its belongings have built up another Harmony dependent on struggle and improvement. N.Krishna Reddy et al, (2010) reasoned that the wedded ladies representatives absolutely experience Work-Family Conflict (WFC) while endeavoring to adjust their work and family lives. Along these lines, Organization needs to outline rules for the administration of WFCs since they are identified with work fulfillment and execution of the representatives.

Niharika and Supriya (2010) have mulled over the work based parts and family related factors that are considered to add to work-life balance. Work based components are flexi-time, choice to work low support and chance to work from home and the family related components are kid care office and versatility to manage emergencies at home.

Masako Seto et al, (2004) have examined the effects of work related factors and Work-Family Conflict on depressive symptoms among working women living with young children in a

Japanese Metropolis. Caroline Downes and Eileen Koekemoer (2012) have contemplated strategies of work-life balance. Four fundamental subjects were removed. The initial two subjects identified with the different manners by which members use strategic scheduling and the impacting factors. Members use strategic scheduling as indicated by their own inclination (e.g., Spillover of working hours, separating one's working day into littler work hours, working from various areas) and were impacted by elements, for example, customer's needs and desires, claim remaining burden/weight and individual duties/obligations. The third subject identified with different discernments in regards to the degree of position of the board, perceivability and furthermore close to home life and circumstance. The last topic showed that the utilization of strategic scheduling have results, which incorporate among others delay in work/cutoff times, diminished profitability or execution, expanded outstanding task at hand and wellbeing outcomes.

VanishreeBeloor, Dr T S Nanjundeswaraswamy, Dr. Swamy D R(2017)suggested that quality of work life(QWL) is a multidimensional factor such as job satisfaction, adequate pay, work environment, organizational culture etc, these factors affect the employee performance, productivity, absenteeism, retention rate etc. These human factors may affect employee commitment.

ProkreetiMitra (2015) has examined the issues associated with stress and the work life balance and the adverse outcomes of it. Stress is described as the state of emotional or mental strain that is caused due to some unavoidable circumstances. It has now become a topic for social and psychological concern for many individuals and organization both.

Tara Shankar and Jyotsna Bhatnagar (Jul, 2010) have conceptualized a model for work-life balance. The model needs to be tested through a questionnaire on WLB to be developed in an Indian context, which captures all the variables(Work Life Balance, Employee Engagement, Emotional Consonance/Dissonance & Turnover Intention).They found that higher employee engagement leads to lower intention to quit the firm.

Dr. M.M. Bagali and SahanaMaiya (2013) did an observational examination on work-life parity of working moms in both Public and Private division. Both the parts were assessed on 6 sub scales viz: individual factors, adjusting factors, hierarchical support, persuasive factors, professional success and mental factors. The outcomes uncover the image of challenges looked in adjusting the work request and the life (family) obligation. There was high connection between's the challenges confronted and the exercise in careful control to be performed. The noteworthy outcomes reflected in the regions of professional success factors, hierarchical help and Psychological variables. The investigation characterizes certain particular HRM mediations for better work-life balance, per area.

Waqar Akbar &UzmaHafeez (March, 2015) have studied impact of WLB on job satisfaction, of school teachers in 21st century. Long Working Hours, Work Pressure/stress, Change of Job, Flexible Working Condition/Environment were independent variables. Salary level, interpersonal relationship, spend time with family, balance between work and life, staff loyalty were considered as dependent variables for study. Results demonstrated that in schools work-life balance has not much impact on teacher's job satisfaction, which shows that working hours, work pressure and change of job has a insignificant relationship while working condition has a significant relationship with job satisfaction. It means teachers can faces a lack of work-life

balance in their life.

Sachin Gupta (2016) has suggested that Emotional Intelligence (EI) plays an important role in employee's performance. It improves employee's quality of work-life (qwl) and reduce work interference family (wif) role conflict and family interference work (FIW) role conflict.

R. Geetha and Dr. R. S. Mani (Nov, 2016) have examined that activity fulfillment intervened the connection between nature of work life and execution of representatives. After the writing survey on nature of work life, obviously an association can't get proficient and successful results from the representatives' without Quality of work life. QWL is significant for workers' just as for the associations to accomplish the general development and benefit in the market. A decent nature of work life pulls in new ability as well as hold the current ability. Nature of work life contains professional stability, satisfactory and reasonable remuneration and equivalent business opportunity, great working conditions mother all together. QWL plans to meet the twin objectives of upgraded viability of associations and improved personal satisfaction at work for representatives.

Helen De Cieri, Barbara Holmes, Jacqui Abbott and Trisha Pettit investigated the range and utilization of WLB systems in Australian associations and distinguish the obstructions to those techniques. It is obvious that, while a few accomplishments have been made throughout the years, there stay considerable difficulties for the take-up and the executives of WLB methodologies.

Margaret O'Brien (May, 2012) has explored that the need for work-life balance practices is becoming more accepted by employers in the private as well as the public sector, although company executives are still uncertain about the remit of their responsibilities those factors that facilitate and challenge the implementation of work-family balance practices. Employers of both public and private sectors are embracing work-life balance practices, although company executives are still uncertain about the remit of their responsibilities.

Georgeta Panisoara, Mihaela Serban (2013) inspected whether conjugal status affects work-life balance with the goal that the associations can imagine and execute legitimate persuasive strategies. The discoveries show that the four classifications of representatives incorporated into the examination (unmarried, wedded without kids, wedded with youngsters under 18, wedded with kids more than 18) don't have an essentially unique degree of work-life balance. New bits of knowledge into the connection between conjugal status and work-life balance are given.

LAKSHMYPRIYA K. & DR. G. RAMA KRISHNA (June, 2016) studied that women entrepreneurs face many constraints apart from the generally discussed fund unavailability and red tapism. Most women do not shun their family responsibilities for running their enterprises which often results in negative family work spill over. The study shows that support and encouragement from spouse, family members and extended family members are crucial in deciding the extent of positive family-work spillover. The better the support from family the spillover effects are positive contributing to an effective work life balance.

Shobitha Poulouse and Sudarsan N (2014) have a calculated survey study over work life balance. In this study, work-life balance have been conceptualized primarily under four sections. At first hypothetical foundation of the subject is evoked through different definitions and speculations

relating to the region. The subsequent part exhibits, different scales for estimation of work life balance while the third and fourth part is given to talk on the different elements impacting WLB and their results. Studies attempted toward this path globally and broadly are introduced independently.

Timo Anttila, Tomi Oinas, Mia Tammelin and Jouko Natti (July, 2015) dissected a few parts of worldly and spatial adaptability, and their relationship with representatives' work-life balance. This examination isolates four elements of fleeting adaptability and one pointer of spatial adaptability. The elements of transient adaptability are the quantity of hours worked, when the hours are worked, work-time power, and the level of working-time independence. To condense, this examination has indicated that the correlation of various components of working time is essential, as they impact and affect work-life balance.

Marcel Lourel, Michael T. Ford, Claire Edey Gamassou, Nicolas and Anne Hartmann (June, 2008) showed in their examination that apparent pressure in part intervened the connection between negative or positive work-home-work obstruction and occupation fulfillment. The suggestions and methodological impediments are examined also. The investigation proposes the significance of contemplating connections between work life and home life in authoritative strategies. Ebb and flow investigate proposes that representative duty is especially high in associations that have work-life balance policies.

Pavithra Sampath and Rupashree Baral (2017) conceptualized a model to advance a couple of recommendations to look at the hybrid of work-family encounters from an administrator to his/her subordinates. They investigated the directing jobs of compassion and pioneer part trade (LMX) quality in the hybrid of work-family encounters from administrators to subordinates.

Gillian A. Maxwell and Marilyn McDougall (March, 2004) studied the associations between large scale, hierarchical and individual levels. They found an absence of 'association' between the inborn issues on the full scale, authoritative and singular levels. This article investigates associations between large scale, authoritative and singular degrees of WLB approach and practice. It does as such through late research dependent on seven contextual analyses – five in the open division and two in the willful part. From the experience of the case associations, it is apparent that the associations between large scale, hierarchical and singular levels are basic.

Alwine Mohnen, Sarah Holly (2012) considered the impact of working hours on representatives' fulfillment. The outcomes show that high working hours and extra time when all is said in done don't prompt diminished fulfillment. Or maybe, expanding working hours and additional time effects affect life and employment fulfillment, while the craving to diminish working hours negatively affects fulfillment. In 2009, about 60% of representatives wanted to lessen their working hours. The general number of hours by which representatives need to diminish their working time is driven principally by additional time remuneration. This examination, shows association between working hours and fulfillment with alluring work-life balance. This equalization is explicit to every representative and identifies with fulfillment with an occupation and every single other part throughout everyday life, particularly family life and relaxation time. Hence, significant level of fulfillment among representatives is accomplished through great

work-life balance rehearses.

Niharika Doble and M.V. Supriya (Nov, 2010) tended to work-life balance crosswise over sexual orientations. The two people revealed encountering work life unevenness. While most nations in the created world have set up family neighborly work rehearses (Moen and Yu 2000; Dougherty and West 2000), the equivalent is yet to be found in great measure in India. With the expansion in number of double vocation couples, it is nevertheless normal that such practices must be received here as well, as they would go far towards upgrading nature of work and family life and improving profitability. Building a steady workplace is one more significant activity to be tended to.

Dr. Ipseeta Satpathy; Dr. B. Chandra Mohan Patnaik; Mitu Agarwal (March, 2014) reviewed the literature of work-life balance and found that the work life balance is an important issue for the development of the working couples, especially working women and more importantly to the organization as a whole. The couples who are able to manage their family obligations and work place obligations are successful and are able to contribute toward the organizational growth.

Mridula N Murthy and Shailaja Shastri (July, 2015) explored the work life balance among employees especially women have a lot of role conflicts as mothers and other family roles. The study utilized thematic analysis through 5 themes; Work related issues, Family related issues, Self-related issues, other issues and coping strategies which results that many employees sacrifice their personal time in order to get the balance between work and life. Employees, many men these days want to get take up household responsibilities. A lot of coping strategies that the employees utilized have been discussed by them.

Arnold B. Bakker and Evangelia Demerouti (January 30, 2012) explored that the past research has indicated that activity requests and occupation assets may impact worker prosperity through work-family conflict (WFC) and improvement, the SCM goes above and beyond and shows how encounters developed at work can impact the accomplice at home. The SCM coordinates two lines of research and show how negative, yet additionally positive encounters at work spot can impact one's accomplice's prosperity. While work requests and burnout appear to undermine social help given to the companion, work assets and commitment appear to encourage social help and positively affect life partner's prosperity.

Mina Westman, Paula Brough And Thomas Kalliath (2009) gave their valuable comments over "crossover of positive emotions" So far researchers have investigated mainly the crossover of negative emotions, such as anxiety (Westman, Etzion, & Horowitz, 2004), depression (Katz, Beach, & Joiner, 1999), and dissatisfaction (Westman, Vinokur, et al., 2004). How much do we know if positive emotions such as wellbeing and job satisfaction crossover from one individual to another? It should be noted that positive experiences and feelings are not merely the absence of stress; they are qualitatively different experiences (Fredrickson, 2001). The empathy definitions allow for the sharing of both positive and negative emotions.

Guideline & Dr. R. Prabhakara Raya (October, 2013) investigated the intense difficulties looked

by working ladies in keeping up a harmony between their own and expert life. A few influencing factors work-life equalization of wedded working ladies have been analyzed in this examination. The instrument utilized for the examination is the manual on work-life equalization of The Industrial Society (presently the Work Foundation) by Daniels and McCarraher. Study uncovered that the IT division working experts were found to have more troubles in adjusting work and family pursued by scholastic area working ladies and afterward wellbeing part working ladies. With double profession couples broadly common in this advanced time, there is a requirement for deliberate investigation into the idea of work-life struggle and further understanding is required into implies by which the work-family interface can be all the more productively overseen.

Sunny L. Munn and SanghamitraChaudhuri (2016) for double worker couples, finding a reasonable harmony among work and living is frequently troublesome, making a requirement for associations universally to know about the similitudes and dissimilarities that exist for double worker couples far and wide. This article distinguishes the work-life issues of double worker couples and hierarchical practices in both the United States and India with an end goal to help associations viably oversee work-life approaches influencing the sex job elements of the present multicultural associations. They gives a dialog of basic subjects, including the distinguishing proof of adapting aptitudes and sexual orientation jobs. The discoveries from this exploration will be helpful to researchers and professionals from the two nations.

Hideo Noda & Saki Ito (Jan, 2016) studied Cross-sectional analysis of determinants of life satisfaction which was performed using the Organization for Economic Co-operation and Development (OECD) Better Life Index. An increase in the indicator of work-life balance, in terms of time devoted to leisure and personal care, raises the life satisfaction of both men and women. The effect is greater for men. In modern Japan, adjusting working hours to different living environments and working more flexibly can be difficult because of the constraints imposed by some companies. A system that increases both the work-life balance of people and productivity of companies must be developed. Analysis conducted from a global perspective, based on a dataset that includes developing countries as well as developed countries, is expected to generate new findings. Education, the environment, governance, and other factors should be examined through analysis of the world economy, including both developed and developing countries. Such empirical studies should be conducted in the future.

Arnold B. Bakker, EvangeliaDemerouti& Ronald Burke (2009) examined the relationship between work holism and relationship satisfaction of dual earner couples (168). More specifically, on the basis of the previous literature work holism is hypothesized, positively related to work family conflict. In addition, the authors predicted that work-holism is related to reduced support provided to the partner, through work-family conflict, and that individuals who receive considerable support from their partners are more satisfied with their relationship. Finally, the authors hypothesized straight crossover of relationship satisfaction between partners. Furthermore, in line with predictions, the authors found that gender did not affect the strength of the relations in the proposed model. The current study suggests that work-holism has negative consequences for relationship quality.

Katie M. Lawson, Kelly D. Davis and Susan M. McHale, Leslie B. Mallet and Orfeu M. Buxton(2014) investigated that Prior research shows that representatives' work encounters can "overflow" into their family lives and "hybrid" to influence relatives. Developing thinks about that underline negative ramifications of work for family life, this investigation inspected positive work-to-family overflow and positive and negative hybrid among moms and their youngsters. Aftereffects of 2-level models demonstrated that moms' certain state of mind after work, all things considered, was legitimately identified with youth reports of increasingly positive effect, better rest quality, and longer rest term. Likewise, moms with increasingly positive work encounters, by and large, showed more positive disposition after work, and thusly, young people detailed more positive effect and less physical wellbeing manifestations. Concentrate concentrated on positive work-family overflow and hybrid, included kid results (instead of concentrating on life partner results), and researched instruments through which work may impact family life.

Akihito Shimazu¹, Kazumi Kubota, Arnold Bakker, Eva Demerouti, Kyoko Shimada and NoritoKawakami(2013) Dual encounters of WFC and FWC have unfavorable relationship with mental soundness of workers and relationship quality between accomplices of the two sexual orientations. Likewise, double encounters in spouses have an antagonistic relationship with mental wellbeing of their accomplices (i.e., wives), though this isn't the situation for wives.

Findings:

After going through all the literature reviews we can conclude that stress and work life balance both are some severe issues faced at the individual and organizational context. Literature review shows that stress and work life balance are mainly the cause of organizational change which is an outcome of the globalization effect. The employees affected by the change endure severe physical ailments such as health deteriorate, sickness, and mental instability. The emotional aspect of an individual is also affected when they undergo the change and very few people are there to give them mental and moral support. Stress not only leads to ill health of any individual, but also causes mental disability for any individual to perform.

Also, another important reason which we got from the literature review is that the constant and rapid changes taking places in any organization. This sometimes becomes a problem for the employees as they are not able to sustain the change and they start avoiding their work as they are not emotionally in a stage to accept organization change (2015) .Study reveals that irrespective of employment status domestic responsibilities are still conducted by women and fatherhood has not been provided with specific rights to balance work and life.

Concluding Remarks:

WLB and the associated organizational policies such as flextime have recently become an important research area for human resource practitioners (Dancaster, 2006).Due to the different authoritative and representative advantages related with WLB, the prevalence and utilization of such strategies (for example strategic scheduling) by associations both globally and broadly have expanded (Dancaster, 2006; Mageni and Slabbert, 2005).The different audits completed shows

that the work life balance is a significant issue for the improvement of the working couples, particularly working ladies and all the more critically to the association all in all. The couples who are able to manage their family obligations and work place obligations are successful and are able to contribute toward the organizational growth. Several variables contributing in the life of the dual earners for managing work-life balance are – restructuring organizational schedule of women to take care of family responsibilities, work load adjustment of women employees, level of exhaustion, demography influences, the working hour preference for the working couple, trust/ sense of belongingness to the organization, social support, gender effect on the work life balance, independence to ladies having crèche offices at work spots, positive work-life balance positive and family inviting associations, more prominent employment fulfillment having beneficial outcome on work-life balance, various jobs lead to pressure and wellbeing related issues, off-move(unscheduled) to working couples oversees work life balance, flexi working course of action, support from kids, couple utilized in same occupation and same association helps in overseeing work life balance and so on.

Findings also reveal that work-life balance issue is persisting because of various reasons like work culture inadequate HR policies and practices job insecurity, low compensations and many more. Also, there exists a difference in work-life of employees in private and public sector and more apparently employee's dissatisfaction is related to work-life balance and stress. Employee welfare and satisfaction should be the topmost priority of the organizations because human resource is the most vital asset of any organization. Some societal reasons are also responsible for the issue of imbalance as firstly, it is still a male-dominated society where women are not treated equally to men.

Secondly, men are still not considered for their fatherhood rights formally. Third, organizations are not taking strategic moves for practicing work-life balance policies. Recently, the focus has been shifted from supportive perspectives like Organization and family to individual's own personality. In the time of individual goal achievement, a human being must try to balance his personal and work demands by analyzing his own traits and have control over them as well as organization's must also recruit people for specific posts based on their personality traits. So, we can conclude that all other factors being secondary in attaining work-life balance equilibrium the primary one is the personality traits possessed by a person which can be managed by oneself for a balanced and contented life.

Scope of Further Research:

Though a lot of research has already been conducted on work-life balance issue from an organization perspective, now paradigm shift has taken place from organization to individual perspective. So, further researches on work-life balance could be conducted on considering the role of personality traits, perception, behavior of individual towards work and life and also the positive orientation towards work and life.

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