



**GOOD SHEPHERD
INSTITUTIONS**

Benefits of Work-Life Balance

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Work-Life Balance Theory

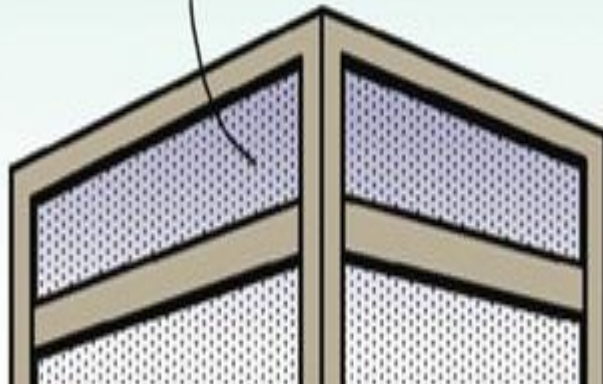
- Work-life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life.
- Many people seek work life balance, but it's not always easy to achieve.



WE'RE NO LONGER
USING THE TERM
"WORK-LIFE BALANCE"
BECAUSE IT IMPLIES
THAT YOUR LIFE IS
IMPORTANT.



NOW WE CALL
IT "WORK-LIFE
INTEGRATION" SO
IT'S EASIER TO MAKE
YOU WORK WHEN YOU
WOULD PREFER BEING
WITH LOVED ONES.



AND I'D
LIKE TO GIVE A
BIG THANKS
TO THOSE
OF YOU WHO
NEVER HAD
A LIFE.

YOU'RE
WELCOME.



MULTIPLE FACETS OF WORK LIFE BALANCE

Is 90 hours a week legal? Here's what India's labour laws say about working overtime

ET Online - Last Updated: Jan 14, 2025, 01:39:00 PM IST

Synopsis

Despite India's labour laws setting clear limits on working hours, overwork remains a persistent issue for many employees, particularly in urban areas. With the introduction of new labour codes and controversial comments from business leaders advocating for long work hours, the debate around work-life balance intensifies. Labour laws, though designed to protect workers, are not always effectively enforced, leaving employees vulnerable to exploitation. A closer look reveals the challenges of balancing India's growing workforce with fair working conditions.



After Narayana Murthy's 70-hour work week, L&T Chief pushes for 90-hour weeks; faces backlash

Despite India's labour laws capping working hours at 48 per week, many employees, particularly in urban areas, often find themselves working overtime without adequate compensation. The discrepancy between these laws and real working conditions highlights the ongoing challenges of protecting workers' rights. This issue is compounded by outdated regulations, weak enforcement, and the growing influence of large corporations, which demand more from their employees. With India's National Youth Day on January 12, a renewed conversation around workers' rights and the country's labour laws seems more

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'Your work-life balance shouldn't be...': Why Gautam Adani wants people to spend more time with their families

THE BIG QUESTION

NDTV | Profit

Narayana Murthy Defends 70-Hour Work Week - 'Set Aspirations High'

The Infosys co-founder was talking to RPSG Group chairman Sanjay Goenka when he defended the 70-hour-a-week comment that he made first in 2023.



NDTV Profit News
4:23 PM IST, 16 Dec 2024

Infosys co-founder NR Narayana Murthy has once again reiterated his call for a 70-hour workweek. In 2023, Murthy suggested that young professionals in India should be willing to work 70 hours a week to ensure the country's competitive edge on the global stage. The comments drew widespread criticism on social media but the industrialist seems to be in no mood of backing down.

Play (k)

Narayana Murthy Was "Disappointed" When India Shifted To 5-Day Workweek

Infosys co-founder Narayana Murthy said he was "disappointed" with India's shift from a six-day workweek to a five-day workweek in 1986.

Edited by: NDTV News Desk - Feature
Nov 15, 2024 14:26 pm IST

Read Time: 2 mins



L&T Chairman Wants Employees To Work 12 Hours A Day, More Than Narayana Murthy's 70 Hours Demand



WORK HOURS & OFFICE TIMING IN INDIA

According to the Factories Act of 1948, the maximum working hours in India are capped at 9 hours per day and 48 hours per week for adult workers

Key points about Indian working hour laws:

- Maximum daily hours: 9 hours
- Maximum weekly hours: 48 hours
- Overtime pay: Double the regular wage for hours worked beyond the daily or weekly limit
- Rest breaks: Employees must be provided with a break of at least 30 minutes after working for 5 continuous hours
- Weekly rest day: Every worker is entitled to one day off per week





Balance



Integration

Cause of Poor Work-Life Balance

Some of the common reasons that lead to a poor work-life balance include:

- Increased responsibilities at work
- Working longer hours
- Increased responsibilities at home
- Having children



Importance of Work-Life Balance



Importance of Work-Life Balance

- It impacts mental health.
- It impacts physical health.
- It impacts job performance.
- It impacts relationships.



Importance of Work-life Balance

- Work-life balance can improve ones overall well-being, including physical, emotional, and mental health.
- Studies have found that long hours can lead to serious health issues such as impaired sleep, depression, heavy drinking, diabetes, impaired memory, and heart disease.



Importance of Work-Life Balance

- While employers and employees may associate long working hours with increased productivity, many researchers say otherwise.
- Research by Stanford University, found that “*after workers hit a certain number of hours, their productivity began to decrease as the potential for mistakes and injuries increased*”.



Importance of Work-Life Balance

As a result, achieving a healthy work-life balance can reduce stress, improve emotional states, and increase overall productivity and employers bottom lines.



Millennials Desire Better Work-Life Balance



33%

say managing their work, family, and personal responsibilities has become more difficult in the past 5 years



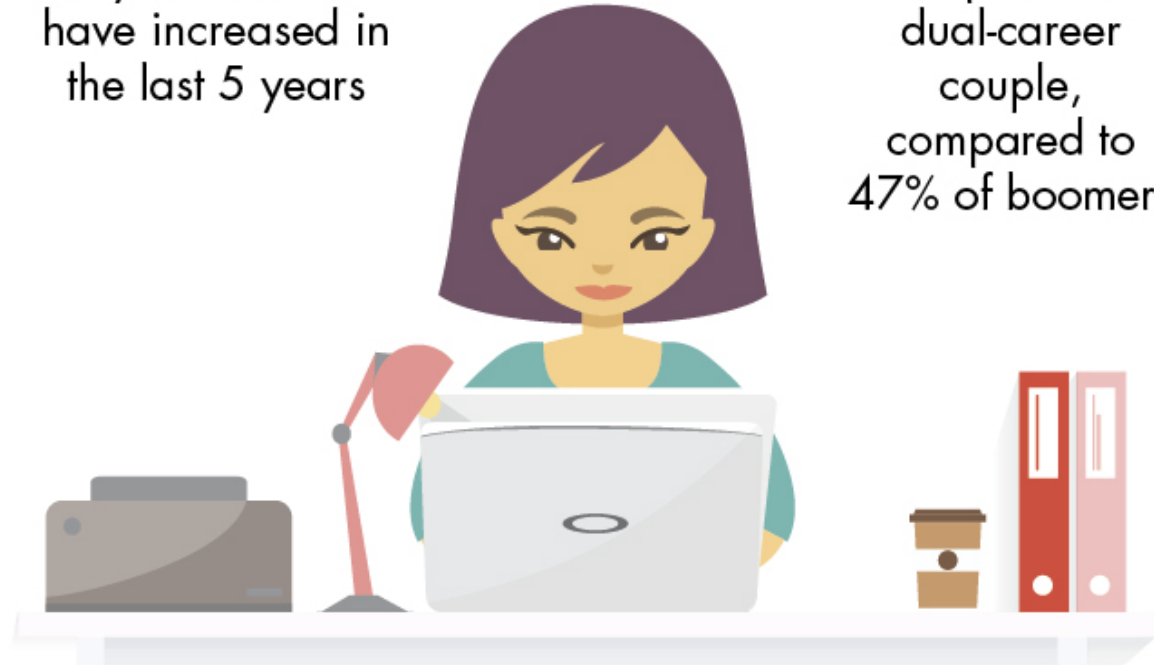
75%

want the ability to work flexibly and still be on track for promotion



47%

say work hours have increased in the last 5 years



78%

are part of a dual-career couple, compared to 47% of boomers

How to improve work-life balance?

Step 1
Pause &
Pay
Attention

Step 2
Reprioritize
& Reassess

Step:3
Reflect
Refine
Repeat



How to improve work-life balance?

These steps have been collapsed into a three-step structure to help simplify the process.

1. Pause and Pay Attention
2. Reprioritize and Reassess
3. Reflect, Refine, Repeat



Step 1: Pause and Pay Attention

Pause to consider the current work-life situation, ask – “*how you feel about your current situation*”.

Some questions one might reflect on include:

1. Am I spending enough quality time doing what I want?
2. Do I still feel aligned with my professional or personal goals? Why or why not?
3. Where do I feel the most stuck? What is it about this situation that makes me feel that way?



Step 2: Reprioritize and Reassess

During this step, identify -what is most meaningful to one and why, and consider alternatives to pursuing them.

Throughout this step, some questions one might ask oneself include:

1. What really matters to me, and am I doing enough of it?
2. Where can I make compromises? Where can't I? Where have I been making too many compromises?



Step 2: Reprioritize and Reassess

2. What alternative actions can I take to ensure I am devoting enough time and energy to my goals and relationships?
3. Where can I integrate my responsibilities to honour more than one simultaneously?



Step 3: Reflect, Refine, Repeat

This step will be different for everyone.

- For some, it may mean setting firm boundaries at work about when one can be contacted whilst out of the office, whereas for others, it might mean scheduling personal time for self-care.
- Still, others might look for more flexible work that allows them to take parental leave when needed or control their work day with flexible hours.



Step 3: Reflect, Refine, Repeat

- Whatever actions one decides are needed to create a good work-life balance; one should be conscious that they will likely need to continue refining it over time.
- Big life changes take time, so reflecting on one's approach and refining it periodically will probably be integral parts of the process.



Work-Life Balance Is a Cycle, Not an Achievement



- None of us are superhuman, and giving 200 percent at work or personal life will result in slip-ups in one or other areas of lives.
- Achieving a healthy work-life balance is key to being a well-rounded individual who thrives at home and in the office.

**A healthy
work- life
balance
takes work**



Practical Steps- Implementable at Work

- ✓ Set manageable goals to feel accomplished and in control.
- ✓ Prioritize tasks, eliminate unimportant ones, and ask for help when needed.
- ✓ Break big tasks into smaller steps and reward yourself for completing each.
- ✓ Ask for flexibility, like remote work or flexible hours, to boost productivity.



Practical Steps - Implementable at Home

- ✓ Unplug from technology to ensure personal time.
- ✓ Share responsibilities at home to avoid confusion and stress.
- ✓ Don't overcommit—learn to say “no”
- ✓ Lean on friends and family for support
- ✓ Take care of your body with proper diet, exercise, and rest.



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