Work-Life interface

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Abstract: *By using their intelligence, creativity, collaborative and cooperative skills in order to lead to the betterment of their life with the help of science and technology, art, education and other several features of civilization, human beings are trying to find ways to deal with these difficulties. Especially creative and innovative skills are of the importance in such issues as something that enables all the possibilities available is continuous innovation, breakthroughs and outcomes of changes. This paper is dedicated to one of the most common problems of human being, work-life interface, and exploration of both practical and creative approaches to handle, manage and solve this issue including its implementation process, strengths and limitations. It also explains creative working process on the problem and some learning outcomes from the project.*

Keywords: *imbalance, organizational commitment, family devotion, time management.*
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Introduction

The world is filled with lots of issues and challenges some of which are very common, something people are confronted with in their daily life and some are big, serious, well-known ones many people, governments, societies or even countries as a whole are struggling with. Actually, all the people face personal problems with their physical (disability, heart diseases, obesity and etc.) and mental (depression, anxiety, addiction, concern, self-doubt, stress and etc) health problems as well as relationships with people around them. Societies, on the other hand, heaps on more serious issues such as high levels of crime, racism, terrorism, poverty unemployment and violence, political discord, economic and environmental problems. All of the issues are very complex, and the ways to resolve them are elusive and various. Yet they have a link in common since they are all caused by humanity and their activities. To be more precise, people's behaviour is by far the most significant and single cause of these challenges.

Description of the problem, reasons and effects

It is true for contemporary society that work has already become superior to any other things in people's lives. Their desire to have successful career and better future prospects always push them to try to reach high achievements and set aside their own well-being. The balance or integration between work and life is critical as it is difficult to create. Before calling it as a problem, the meaning should be identified. What is work-life interface? It is mostly seen when a person's work interferes with life or life sometimes interferes with work Clearly, work-life balance is the state in which one equally deals with meeting the demands of

their professional and and personal life. The most common reasons which lead to failure of balancing both are as follows:

➢ Increased working hours

➢ Increased responsibility both at work and in the family

➢ Having children

➢ Lack of time management skills

➢ People's personality to be a perfectionist

➢ Stringent rules

➢ Excessive workload

➢ Time pressure

➢ Hostile working environment

Work/life balance attainment is becoming mythical quality which is issued by not only individuals but also by the organizations that employ them. This issue has an impact on everyone despite their gender, race, age, religion, profession, family structure or the level of education (McMillan, Morris & Atchley). Employee job performance is mainly deterred by stress which is associated with juggling personal and professional life. Lockwood (2003) found in his recent research that more than 70% of employees complain about absence of healthy work-life balance, while additional research showed that 90% of working adults find it difficult to spend enough time with their family members. In terms of organizations, Job Satisfaction Survey which was done by Society for Human Resource Management in 2007 reported that being flexible in balancing work and life issues is ranked as "very essential" for 52% of total respondents and HR professionals (Frincke, 2007). What is interesting about the survey is that individual workers ranked work life balance as fourth most important after compensation, benefits, job security which means for majority the balance between their work and life has already become less significant. This research findings shows only the "tip of the iceberg" in comparison with deep and broad work/life problems workers and organizations are facing. Traditionally, work/life balance is defined as a concept "absence of conflict" between both domains. For instance, balance happens when there is a short of interference between work and family roles rather than concentrating on involvement and equality. However, most of the employees have to work more hours than expected. The research by Holly and Mohnen shows that working hours for both full-time and part-time employees are more or less different from desired ones (see appendix 1).

Regarding the effects, work-life imbalance come at a cost for workers, workplaces and societies. A conflict between them negatively impact on the life quality and career achievements for employees. Vlems (2008) states that both personal and social outcomes of work/life imbalance involve:

➢ increased level of stress and stress related to illness;

➢ lack of life-satisfaction;

➢ enhanced rates of family disagreements, violence and divorce;

➢ increasing frequencies of drug abuse;

➢ rising difficulties with parenting, upbringing of children and adolescents as a result of which juvenile delinquency and violence may occur;

➢ shrunken productivity;

- ➢ expanded healthcare costs;

- ➢ diminished job satisfaction

- ➢ lessened devotion and organizational commitment

- ➢ employee exhaustion coming into existence with its negative organizational effects

Most researches primarily focus on its work-related outcomes which include turnover, work involvement, job performance and career outcomes. Less attention is usually given to family-related outcomes which primarily consist of family satisfaction, functioning and performance. For instance, proof of important assocciations of work/life balance with job and family satisfaction have been shown with examples of workers drawn from several national cultures (O'Driscoll & Spector, 2004). Evidence also confirms that balance in work and life also mediates job stress and serious mental health issues for employees (Timms, 2015).

Descriptions of solutions

It is true that balance consists of different components such as emotional, developmental both mental and physical. Balance is life of present, balance is acting, balance is conveyed in lots of various ways, for example, satisfaction, awareness, peacefulness, mobility, persistence, easiness, connections and reflection (Haddock, 2000). Considering these expressions, measures to the problem of work/life interface should be taken by individuals themselves, organizations and certainly, with the help of education. What can be done by individuals to balance their work and life so that they can lessen stress levels and have better life? First, they have to question themselves about what needs to be changed, what actually is working now, what the consequences of their choice are. Then assessment of the areas which are inbalanced in life is very important. People have to think about making small adjustments. Considering that everyone is individual and distinctive, the notion of balance has a great link to our own personal experiences, aims, health and finances. Therefore, we have to realize our priorities that means true mission of our life should be digged deeply. In order to do this, one should seek the resources to keep self-awareness.

Regarding the technology as a drug, addictive one but can be controlled by just switching off laptops, phones or televisions. Another way is respecting values of other people about work/life balance with the help of listening actively, coaching or mentoring. Observation is one of the most significant steps to change one's life to the betterment. By analyzing advantages others could get from different methods and putting them into practice could be useful for majority. Being more courageous and taking more risks are handy in an attempt to get out of the comfort zone and make changes to the life. Risktakers, in most cases, have better results and outcomes from their efforts to change their life. All above mentioned ways are greatly connected with people's personality and their way of thinking. People's try to change their mind could be one step to solve the issue. Creativeness and innovativeness of these ideas are not in their meanings but they are more or less linked to the implementation of them. Finding one's own creative way to practice the methods is very individual. People can use different creative ways to set priorities by listing every time they are doing something and highlighting those are considered important or give good results.

For organizations, it is mostly reliant on the working environment, boss-employee relationship and, certainly, relationship with colleagues. The notion of work/life balance is fundamental to the idea of paid work and private life which have to be observed less as opposite priorities. Kirrane and Backley (2008) made and observation on the ways to achieve it and stated that adopting a system is a process including two ways, namely, the needs of employees as well as employers. The process of implementing the ways to encourage work/life balance attitudes in employees is a complex issue for organizations. People's values should be met in organizations and family situations. I suggest the way of educating the executives

and HRs how work/life balance positively impacts on productivity and efficiency of the work. Most workers are pressured by overworking or non-flexible hours of working which may cause dissatisfaction among them. Consequently, their desire to work is killed and they start working only for the reason that their employers want.

However, work effectiveness, progress, innovation and productivity come from the job fulfillment of the staff. Realizing this, organizations should allow their workers to do the job according to their capability to work. Fixed working hours should be changed so that they should meet the requirements of both the company and the staff. The research by Holly and Mohnen indicates that working hours which were determined by employers influence negatively on life satisfaction while self-directed hours affect positively (see appendix 2). Also, organizations could offer some workshops, meditation or some training rooms in the workplace by setting fixed time for workers to participate so that they can either reduce the stress resulting from the conflict between work and life or prevent from any bad consequences of work/life inbalance. Education plays an important role in delivering this message to both individuals and companies. I think the subject which teaches how to maintain the balance between work and life should be added into curriculum, and thus family and work commitments are taught from the primary stage of education. Since everyone is expected to be lost in the world of work and life, educating people from the start could be a great foundation for future upcomings.

Target audience

Work and life interface and imbalance are inevitable issues for the masses so that lots of people cannot avoid. Therefore, solutions provided in the essay could be used by all who are suffering from the issue. Precisely, organizations can take the advantage of implementing the ways in the workplace or above-mentioned individual actions could be done by people to eradicate the obstacle in their life. Also, the role of the governments and the head of states are of the importance in working hours management. New laws about the rights of organizations and employees in terms of balancing imposed could bring more betterment to people's lives. Finally, the Ministery of Education is able to facilitate the curriculum which enables people to acquire knowledge about how to prevent the issue.

Description of the creative process

The creative process I experienced is basically ordinary and usual since it took a great deal of research first. The creative process is, as Glaveanu states, a form of action which does not only include thinking. It involves both the inter-dependence of mental and physical culture. He also mentions that creativity is an outcome of more experience, seeing, reading and listening more about the issue, observing others' works related to it and coming one's own creative and innovative ideas about the problem. I went through all the stages of creative process while doing the project such doing, undergoing and impulsion. The hardest step was facing some obstacles when the mind was blocked and did not come up with any novel ideas. This resulted in some hesitations, anxiety and depression which is actually common for all creative processes as nothing can be achieved without any challenges. Following the conception of Mumford (1991), succession of stages could be achieved. As he confirmed that problem construction, idea observation and evaluation, integration and reorganization of the most optimal fitting categories are all of the essence in the process of finding new solutions. Lastly, to "jump" from one stage to another, to recognize some simultaneously and to return to previous phases were all helpful in the process.

Strengths and limitations to implement creative ideas

Strengths, weaknesses or limitations are inevitable for any creative and novel ideas. Since implementation requires more than expected, difficulties are certain to happen. As for solutions for the problem of work/life imbalance, it requires a great deal of time commitment from individuals since they have to make

decisions on their priorities and to find out more about the most beneficial ones. Organizations have to fund more on the betterment of employees' both work and life efficiency. For instance, offering training or meditation projects demands more financial support from the companies and societies as some construction should be done or more professionals should be employed. The limitation is that not all organizations are either willing to implement it or afford and ready for these changes. Changes in curriculum in terms of the subject including work/life balance instructions require some government policies since some questionnaires or observations should be done. The limitation is that it is long-lasting process since most of the societies, organizations as well as people have already got used to current situations and are eager to maintain the status quo.
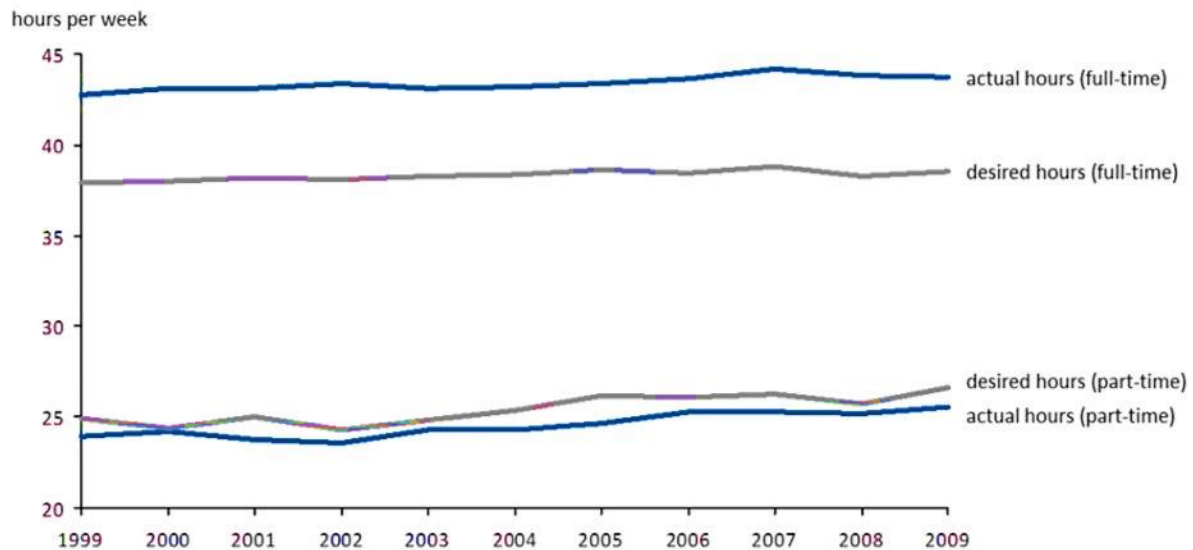
Conclusion

The study analyzed the negative impact of work/life imbalance and work/life interface as well as the importance of work/life balance on people's life satisfaction. It also suggested some ways both new and novel, practical and simple at the same time to tackle the problem and improve people's life and work productivity and efficacy. The paper drew a conclusion that WLB has a mediating impact on the relationship with worker well-being and work culture. To summarize, the ways to resolve this common problem in our every day life can be prevented or reduced by attempts of individuals, organizations and societies, the most importantly with the help of education.

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Appendices

Appendix 1

Appendix 2

	(1) Satisfaction_job	(2) Satisfaction_life	(3) Satisfaction_family_life	(4) Satisfaction_free_time
Wh (base: wh_fixed)				
Wh_employer_directed	-0.170**	-0.064	0.062	-0.024
	(-2.26)	(-1.12)	(0.84)	(-0.30)
Wh_self_directed	0.170*	-0.069	-0.140	0.032
	(1.69)	(-0.91)	(-1.41)	(0.30)
Wh_flexitime	-0.110	-0.191***	-0.264***	-0.158*
	(-1.38)	(-3.16)	(-3.34)	(-1.88)
Evening_work	0.037	0.004	-0.065**	-0.144***
	(1.12)	(0.18)	(-2.00)	(-4.16)
Night_work	-0.029	0.026	0.001	0.105**
	(-0.69)	(0.83)	(0.02)	(2.40)
Saturday_work	0.032	-0.002	-0.032	-0.067**
	(1.08)	(-0.08)	(-1.09)	(-2.17)
Sunday_work	-0.047	-0.058**	-0.061*	-0.046
	(-1.40)	(-2.27)	(-1.83)	(-1.30)
Commute (base: infrequently)				
Commutefreq_daily	-0.024	-0.035	0.071	-0.230***
	(-0.42)	(-0.81)	(1.26)	(-3.86)
Commutefreq_weekly	-0.030	-0.027	-0.137	-0.418***
	(-0.20)	(-0.24)	(-0.92)	(-2.64)
Work_autonomy	0.197**	0.181***	0.002	-0.121
	(2.29)	(2.77)	(0.02)	(-1.34)
Control variables included[a]	Yes	Yes	Yes	Yes
Constant	6.236***	9.295***	12.169***	10.251***
	(7.94)	(15.18)	(15.25)	(12.42)
Observations	4590	4606	4593	4605
R²	0.170	0.277	0.118	0.154