



A Study on the Contribution of Work Life Balance towards the Expansion of the Organization

Dr. Sanjay Jain

Department of Business Administration, UCCMS, MLSU, Udaipur

Abstract: - In today's scenario Quality of work life (QWL) refers to the level of happiness or dissatisfaction with one's career. The employees who enjoy their career are said to have a high quality of work life, while those who are not satisfied or whose needs are unfilled are said to have a low Quality of work life. Work life generally associated with objective of organizational conditions and practices that enables employees of an organization to observe that they are virtually safe, satisfied and has better chances of growth and development as individual human beings. QWL is now a day's drawing more attention globally as in modern organization employees spend about more than one-third of their lives at their workplace. Hence, the prominence and importance of QWL is unparalleled and unquestionable. This article first focuses on the QWL, followed by various basic element of QWL in any organization: health and safety, employment security, job satisfaction, occupational stress, work environment, work-life balance and human relations. Finally, the article proposes some suggestions to improve QWL in organizations: employee participation, job design and work organization, workforce awareness and career guidance, role of HR managers, self-managing work teams, rewards, alternative work schedules and supportive organizational culture. It is argued that one needs to pay attention to improve all these functions and strike a balance among them to make QWL effective.

Keywords: Work Life Balance, Expansion, Organization.