

# Work-Life Balance: A Strategic Business Issue!



**We all want a good balance between our work life and our home life. We know what a difference it makes to our quality of life when we feel our job is interfering with our family activities or our family life is creating problems at work. But how many of us realize that having a good balance between the different parts of our lives is also important for the well-being and efficient running of our company?**

Canadian research on work-family conflict shows that this is an issue that employers must pay attention to as a significant strategic business issue. Employees who perceive that their employer is supportive of their personal work-life balance:

- > Are more committed to the company
- > Have higher job satisfaction
- > Have better physical and mental health
- > Experience less job stress
- > Miss less time at work
- > Spend less on prescription medications
- > Are less likely to be thinking of leaving the company

These things will all impact a company's recruitment costs, absenteeism, presenteeism, benefits cost, productivity, and ultimately the bottom line.

The responsibility for ensuring that employees experience harmony between their work life and their lives outside work is a shared one. Individual employees can help to manage their own work-life balance by determining and recognizing their major life goals and priorities. Most people have goals related to their physical, emotional, social, mental and spiritual lives. But, if they organize their lives around "to do" lists (or even worse, don't organize at all), many of these important priorities will be neglected. There is a lot that individuals can do to build time into their lives to ensure the important things don't get missed.

But there are many things employers can do as well to strategically address these issues. Some of these are:

- > Officially proclaim that the organization supports work-life balance – and mean it!
- > Encourage supervisors to show flexibility in how and where work gets done
- > Train supervisors in "people skills" such as active listening, emotional intelligence and coaching
- > Address ongoing work overload issues
- > Give employees as much control over how they do their jobs as possible
- > Focus on output, not hours
- > Provide supervisors the time, training and incentives to manage their people effectively
- > Ensure that the leadership of the organization provides a positive role model in terms of work-life balance
- > Encourage every supervisor to initiate a conversation with each employee about what work-life balance means to him or her. It isn't the same for everyone!

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## For more INFORMATION

Visit our website at [www.iapa.ca](http://www.iapa.ca) or contact Customer Care at 905.614.IAPA (4272).

### **Work-Life Balance: A Strategic Business Issue.**

This can be a 3-hour workshop or a 1 hour presentation.

It is available on request as on-site training.

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