

Work life Balance: *A source of Job satisfaction - Cases of various Organizations*

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Abstract — “A 'good job' can be both practically attractive while still not good enough to devote your entire life to.” —
Alain de Botton..

Balancing demand of individual with that of the organization is the area of substantial concern for any organization in present scenario. The well being of organization is directly proportional to that of the individual working in the organization. An individual has two roles to play- personal and professional; each role having different set of demands. When such roles are overlapped, multiple problems are faced leading to losses for all concerned: the individual, the family, the organization and the society. Exploring the fullest capacity of human capital is recognized as important strategic matters, as it is well recognized that tensions exist between the parties involved in implementation of work-life policies and practices. Our study is about different organizations in form of cases that how the clashes between the work life and personal life of people hinders success of organization and individual and what strategies can be adopted to resolve issues related to work life imbalances.

Index Terms — Work life balance, Job satisfaction and job dissatisfaction, flexi assignment, telecommuting