

Work Life Balance

James C Harris

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Dr. Jeanie Kline

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In today's society, work and leisure are two aspects of life that are often opposed to each other. The way we view and prioritize these aspects is influenced by our worldview, beliefs, values, and experiences. In this paper, we will discuss the importance of work-life balance and how employers can support their workers in achieving it. We will consider the impact of work-life balance on families, children's mental health and development.

In her statement, Joanne Ciulla suggests that our perception of work, leisure, and the way we live is shaped by our understanding of the broader context in which we exist. Ciulla (2000) states "It is the way that we experience them that matters, not the specific activities" The way we view these aspects of life is influenced by our worldview, beliefs, values, and experiences. For instance, someone who sees work as necessary to survive may prioritize relaxation and see it as the end goal of life, while someone who values achievement may view leisure as a luxury and secondary or tertiary to fulfillment.

Economic status is a factor that can influence our thinking about work and leisure. For example, someone with a high-paying job may view work as a means of achieving financial security, while someone who struggles to make ends meet may see work as purely survival and will prioritize leisure over work.

In my opinion, employers should support workers' efforts to balance work, family, community life, and leisure. There are several reasons for this. First, studies have shown that employees who have a good work-life balance are more productive, motivated, and loyal to their employers. Second, it can help reduce employee stress and burnout, which can lead to worse

performance. Lastly, I believe that as humans, we are not living to work but working so that we can live and enjoy our limited time on earth.

To create work-life balance, employers can offer flexible work arrangements, such as telecommuting, flexible hours, and job sharing. They can also provide on-site childcare, health and wellness programs, and paid time off for personal and family obligations. A balanced life, in my view, involves a mix of work, family, community, and leisure that promotes physical, mental, and emotional health. Workers can help themselves by setting work boundaries, prioritizing their needs over profits, and taking mental health breaks.

Galinsky's "Ask the Children" piece highlights the importance of work-life balance for families. Galinsky shows data that "One of the most frequent messages to the working parents of America is to prioritize, to put their family first. Nineteen percent of the children write this to parents..." The interviews with children show that they value spending time with their parents, participating in family activities, and having parents who are not stressed and overworked. This supports the idea that work-life balance is not just a personal issue and also a family issue that can have a greater impact on children's mental health and therefore their development.

In conclusion, work and leisure are two essential aspects of life that must be balanced to ensure optimal physical, mental, and emotional health. Employers can play a crucial role in supporting their workers' efforts to achieve work-life balance by offering flexible work arrangements, on-site childcare, health and wellness programs, and paid time off for personal and family obligations. Workers can also take steps to prioritize their needs, set work boundaries, and take mental health breaks. Ultimately, the importance of work-life balance extends beyond the

individual level and affects families, particularly children's mental health and development. By prioritizing work-life balance, we can create healthier, happier, and more productive individuals and communities.

Works Cited

Ciulla, Joanne B. "The Search for Something More." *The Working Life: The Promise and Betrayal of Modern Work*, Crown Business, New York, NY, 2000, pp. 226.

Galinsky, Ellen. "Ask the Children: The Breakthrough Study That Reveals How to Succeed at Work and Parenting." Quill Press, pp. 345.