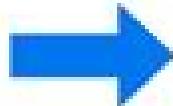


Work-Life Balance vs. Work-Life Success



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Work-Life Balance: Essential or Ephemeral? Andreas Schwingshackl, Stephania A. Cormier, Kanwaljeet J. S. Anand, 2017-09-28 Burn out and suicide rates among physicians and scientists in academic medicine are at an all time high and jeopardize the future of our entire profession. In the last 4 years alone burn out rates among physicians have increased by 25%. In a recent 2017 Medscape publication burn out rates in Critical Care physicians ranked in 9th place and Pediatricians ranked 13th among 27 subspecialties. Astonishingly over 50% of the participants reported burn out symptoms with clear race and gender disparities. While men generally report higher burn out rates than women, it is important to emphasize that response rates from women in these surveys were notoriously low and may not represent the complete picture. These numbers are even more dismal for tenured academic faculty at research extensive universities. In this group emotional exhaustion i.e. high burn out is reported at 35% with a clear association with age and lower burn out levels in the older tenured faculty. While no gender or racial ethnic differences were found in this particular group, higher levels of burn out were identified in individuals with financial responsibilities beyond a spouse and child. While it is comforting to note the increasing public interest and research activities in this field, successful approaches to ameliorate the burden and consequences of physician burn out are still inadequately developed. Academic centers increasingly offer some type of work life balance program to their employees but unfortunately these programs are frequently adopted from corporate business models and remain largely ineffective in the academic environment. It should be evident to most administrators that the stressors of academic clinicians and scientists substantially differ from those of corporate employees. Based on these observations and over 75 years of combined experience in academic medicine amongst the three editors of this Research Topic, we collected 26 manuscripts from 22 authors at different career stages and different genders, ethnicities, marital status and subspecialties to identify and stratify common and specific stressors and therapeutic approaches to ameliorate burn out and achieve work life balance in academic medicine. We are confident that each reader will identify with at least one if not several of the authors' opinions, experiences and approaches to attain greater work life balance and thereby avoid the consequences of burn out in modern academic medicine.

Work-Life Balance in Construction Low Sui Pheng, Benjamin K. Q. Chua, 2018-08-24 The book presents the latest studies on the work life balance of millennial also known as Generation Y building professionals in Singapore and South Korea. Its main goal is to compare and contrast the workplace attitudes of millennials and to provide guidelines that help supervisors in the construction industry manage their employees' expectations regarding work life balance. Accordingly, it explains and links various principles regarding work life conflicts, work life enrichments and the work life interface. Furthermore, the book introduces readers to coping strategies, a dimension that has not yet been explored substantially and has the potential to contribute significantly to the study and understanding of work life balance. The book makes recommendations for the top management on assigning a capable leader to drive the changes in

the organization and on empowering the leader to implement effective strategies for promoting work life balance especially for the millennials who are now playing an increasing central role in the global construction sector *Managing Stress: Skills for Self-Care, Personal Resiliency and Work-Life Balance in a Rapidly Changing World* Brian Luke Seaward,2020-12-08 Updated to provide a modern look at the daily stressors evolving in our ever changing society Managing Stress Skills for Self Care Personal Resiliency and Work Life Balance in a Rapidly Changing World Tenth Edition provides a comprehensive approach to stress management honoring the balance and harmony of the mind body spirit and emotions Referred to as the authority on stress management by students and professionals this book equips readers with the tools needed to identify and manage stress while also coaching on how to strive for health and balance in these changing times The holistic approach taken by internationally acclaimed lecturer and author Brian Luke Seaward gently guides the reader to greater levels of mental emotional physical and spiritual well being by emphasizing the importance of the mind body spirit connection

Work-Life Balance in the Modern Workplace Sarah De Groot,2017-06-23 The term work life balance refers to the relationship between paid work in all of its various forms and personal life which includes family but is not limited to it In addition gender permeates every aspect of this relationship This volume brings together a wide range of perspectives from a number of different disciplines presenting research findings and their implications for policy at all levels national sectoral enterprise workplace Collectively the contributors seek to close the gap between research and policy with the intent of building a better work life balance regime for workers across a variety of personal circumstances needs and preferences Among the issues and topics covered are the following differences and similarities between men and women and particularly between mothers and fathers in their work choices third shift work work at home at night or during weekends effect of the extent to which employers perceive management of this process to be a burden employers exploitation of the psychological interconnection between masculinity and breadwinning organisational culture that is more available for supervisors than for rank and file workers weak enforcement mechanisms and token penalties for non compliance by employers trade unions as the best hope for precarious workers to improve work life balance crowd work on demand performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers an example of how to use work life balance insights to evaluate the law collective self scheduling employers duty to accommodate and financial hardship as a serious threat to work life balance As it has been shown clearly that work life conflict is associated with negative health outcomes exacerbates gender inequalities and many other concerns this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work life balance literature has to offer and how law should respond *Gender Equality and Work-Life Balance* Sarah Blithe,2015-06-05 Pressure to achieve work life balance has recently become a significant part of the cultural fabric of working life in United States A very few privileged employees tout their ability to find balance between their careers and the rest of their lives but most employees face considerable

organizational and economic constraints which hamper their ability to maintain a reasonable balance between paid work and other life aspects and it is not only women who struggle Increasingly men find it difficult to do it all Women have long noted the near impossibility of balancing multiple roles but it is only recently that men have been encouraged to see themselves beyond their breadwinner selves Gender Equality and Work Life Balance describes the work life practices of men in the United States The purpose is to increase gender equality at work for all employees With a focus on leave policy inequalities this book argues that men experience a phenomenon called the glass handcuffs which prevents them from leaving work to participate fully in their families homes and other life events highlighting the cultural institutional organizational and occupational conditions which make gender equality in work life policy usage difficult This social justice book ultimately draws conclusions about how to minimize inequalities at work Gender Equality and Work Life Balance is unique as it laces together some theoretical concepts which have little previous association including entrepreneurialism leave policy occupational identity and the economic necessities of families This book will therefore be of particular interest to researchers and academics alike in the disciplines of Gender studies Human Resource Management Employment Relations Sociology and Cultural Studies

A HAND BOOK ON WORK-LIFE BALANCE Dr. C. Swarnalatha,2017-01-12 We live in a globalized era where success is often defined by over achievement in either professional or personal lives When we focus too much on business or professional goals relationships can suffer *The Management of Work-life Balance in Enterprises* Massimo Fattorini,2004 *Work-Life Balance in Europe* S. Drobnić,A. Guillén,2011-06-13 Examining the debate on quality of jobs in Europe this book focuses on the work life balance a central element of the EU agenda It addresses tensions between work and private life examining job quality job security working conditions and time use patterns of individuals and households as well as institutional contexts

Work-life Balance, Employee Health and Wellbeing Connie Zheng,2024-10-03 Work life Balance Employee Health and Wellbeing delves into the connections between occupational responsibilities and personal happiness Comparing policy organisational practice and individual experiences of employees working lives it provides practical advice for management and policy improvement

Work-life Balance Investors in People UK.,2003 No public library discount on this item

Psychology for Business Success Michele A. Paludi,2013-03-25 This comprehensive four volume work presents practical up to date recommendations in areas impacting all job applicants and employees including work life balance diversity management performance recruitment training programs and employee conflict This four volume set uniquely integrates legislation management theories and social science research to cover a variety of human resource management topics such as leadership and managerial styles generational conflict in the workplace techniques for evaluating employee performance and workplace violence In addition best practices for policies investigation procedures and implementing training programs are covered all information that can result in dramatic improvements in the workplace environment and business success Every recommendation in this set is reflective of as well as responsive to the needs of

employees The overall objective of the work is to provide readers with effective management strategies to work strategically ethically honestly and effectively with people Additionally the contents emphasize the importance of gaining an understanding of the strategic influences on managing people for example documenting the connections between business and psychological strategies like effective listening Journal of Vocational Behavior Mark L Savickas,2003

Perspectives on Labour and Income ,2009 Work-Life Matters David Pendleton,Peter Derbyshire,Chloe Hodgkinson,2022-09-11 Work life balance isn't about where or how you spend your time At least not solely It's about where and how you use and replenish your energy Work matters Life matters Work life matters As we start to navigate life during and after the pandemic employers and employees are increasingly re evaluating how work can be made more sustainable and more fulfilling Many employees particularly Gen X and Gen Z are seeking a new psychological contract with their employers Putting these trends into context and offering practical solutions this book takes a deep dive into why work matters as part of a healthy and fulfilling life The authors present a new and different way of thinking about the matter of balance arguing that there is no hard divide between work and life because work takes place entirely within life and you can't balance two things when one is a subset of the other To achieve the balance required for a healthy existence we need to recognise that there are activities in all parts of work life that drain our energy and others that give us a buzz Rather than trying to solve the drain of hard work by living it large at the weekend or compensating for an unfulfilling home life by working like a demon we need to create balance at work and balance at home Now is a golden opportunity to re examine the world of work and job craft to make them more satisfying less draining and more energising The ideas in this book provide a practical guide to help that process **Strauss and Mayer's Emergency Department Management** Robert W. Strauss,Thom A. Mayer,2013-12-11

Offers a real world pragmatic guide designed to help emergency department managers efficiently which handle the many complex issues that arise in this challenging clinical environment This title delivers practical solutions to virtually any problem that may arise in running an emergency department or acute care center **The New Normal Work life Balance** Dwayne Anderson,2021-09-15 The New Normal Work Life Balance Are You Struggling To Balance Your Work Life Amid This NewNormal Discover How To Get Control of Your Life Avoid Stress Burnouts By Maintaining A Proper Balance Between Your Work Life While Working Remotely During This Pandemic It has been over a year and we've seen and done things we'd never imagine From stockpiling toilet paper hand sanitizer fighting over face masks to working from the couch Although the frenzy of stockpiling has subsided we continue to work from home This Transition Has Been Unfamiliar But It Has Become Our NEW NORMAL Everyone fortunate enough to remain employed as some companies had to shut down offices or undergo major retrenchment had to instantaneously adapt to the new routine Here's something that will surprise you Ever since the Work From Home model has come into effect work life balance has been affected Now you may be wondering if employees are working from home wouldn't that be good for their family life After all they are spending most of their time at home

leaving them to have a better work life balance The truth is that work life balance has been highly affected because of the work from home model and the new normal As a matter of fact Seven in 10 Americans working from home during COVID 19 are struggling to maintain a healthy work life balance 65% of people admit that now that they're working remotely they're working longer hours than ever before 56% of people say they're more stressed about work than ever before when working from home during COVID 19 The average workday lengthened by 48.5 minutes following stay at home orders and lockdowns 40% of remote workers say unplugging after hours is the biggest challenge of working remotely 67% of people working remotely feel pressure to be available at all hours of the day 29% of remote workers say they struggle to have a work life balance compared to 23% of in office employees Though workfromhome has mostly been a blessing there are a few drawbacks the skewed work life balance is one of them According to the Harvard Business Review close to 190 billion is spent on employees facing burnout A poor work life balance is one of the major reasons for burnout and therefore must be addressed at the earliest Especially given the unpredictable often under pressure workplace environment and the added blurring of lines between work and personal because of the need to work from home more often due to COVID If you want to have a more balanced life then it's important to understand what balance even is Because most people get it wrong and end up feeling stressed tired and overworked with no time for themselves their families and friends Well not anymore Because we are about to show you what is the right work life balance and how you can achieve it in the new normal quickly and easily Learn How To Manage Your Work Environment During This Pandemic To Create A Better Work Life Balance A comprehensive guide that will help you to achieve work life balance as a remote worker get control of your life and adopt healthy lifestyle changes

Work-life Balance in the 21st Century Jessica Nicklin, 2017-10 The world of work is constantly evolving as is the interplay between work and other life domains As such it is critical that practitioners and scholars recognise the complexities of balancing work and life in the 21st century The goal of this book is therefore to meet the demand for knowledge and skills to help employees employers and families successfully navigate work and life The chapters address problems and propose solutions for diverse issues ranging from classic yet prevalent topics i.e. gender disparities to novel ideas and new directions for research i.e. chronotypes and recovery experience To best serve the needs of the readers both academic and applied this volume includes empirical studies practical reflections review chapters and research recommendations for the future The idea of work family conflict is not a new one and has been of interest to scholars and organisational leaders for nearly five decades Yet we know now that balancing work and life goes beyond the needs of the traditional family and the traditional nine to five job We also know that in addition to the negative consequences associated with work family conflict there are indeed benefits associated with balancing multiple life roles As such the first section of this volume examines work life balance in unique and often overlooked populations of workers The second section goes beyond the traditional idea of work family conflict to explore innovative ways in which to conceptualise work life

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