

5.3. SUGGESTIONS

From the above study the researcher suggests the following suggestions:

1. The concept of Work Life Balance is well known in general. The broad concept should be introduced to professional couples.
2. Work Life Balance has impact on family and professional life. Balancing of Family Life and Professional Life will reduce this impact.
3. It is observed that the working hours are long, creates problems. The flexible working hours, work from home or job sharing will help in reducing problems.
4. Most of the organization has rigid environment. Employee supportive environment should be followed by organization.
5. The time spared for family is very less ie. Average 4 hours by working couple. This needs to address seriously.
6. Holidays / Vacations should be planned for better family interactions.
7. Motivational programs to be conducted for working couple.
8. People face stress in managing work life balance. This can be resolved by micro planning, prioritizing work to be done and sharing responsibilities.
9. The time spend with family should be balanced to get satisfied with family life. Job Satisfaction, Performance in Job, organizational climate, self determination and Salary/compensation also plays major role it.
10. Good communication in organization and with family member will help in balancing family and work life.
11. For career growth family should not be hurdle. Family members should be taken in confidence so as to support each other for career development.
12. Since the spouse also has long working hours, the husband also should support spouse and should share the responsibilities of family.

13. The organizations should build emotional support to employees for balancing their family and work life.
14. A sufficient time should be spent by the couple for their children.
15. The working couple should socialize and should participate in social events. Socializing will help them in getting support from community.
16. Family should be given more priority than money, career and prestige. A proper balance between family and career should be maintained.

Suggestions to develop work life balance in Employees:

1. The employees are supposed to set priorities and structure the time for work according to the responsibilities allocated.
2. The employees should be organized to minimize the wastage of time.
3. The work should be distributed within the family members.
4. Give importance to the priorities in life and then set boundaries according to which it will help to fulfill them.
5. Give time to practice hobbies which help to relax.
6. Follow physical workout schedule to stay fit as it helps to maintain balance.
7. Enjoy some quality time in a vacation for relaxation.
8. Build up a support network with friends, colleagues and neighbors and ask for help when necessary.
9. Enjoy quality family time with family members.
10. Ensure the childcare centre which is used for childcare is reliable.
11. Avoid the situations which take excess time or energy.
12. Create and organize a family calendar which gives important dates of functions and activities to make it easy for remembering activities.
13. Spend time with the partner (spouse) to let go any grudges and discuss to solve them out.
14. Create moments for family to practice fun and happiness together in small packs.
15. Evaluate work life balance on regular basis as 'Balance is Beautiful'

Suggestions to develop work life balance in Employers:

1. Take equal efforts to know what the employees want or what they require to move forward in maintaining balance.
2. Try to educate with the information to employees so that they understand their benefits and start practicing it positively.
3. It is very important to keep an eye out for specific employees so they do not get exhaustive through responsibilities and measure for burnout.
4. Embrace and practice “Flexi time’ or flexible working hours for some relaxations.
5. Support telecommuting to save time for meeting personally and travelling for long hours.
6. Encourage efficient work and 'Not More Work'.
7. Take help of employees to solve few organization problems and welcome suggestions.
8. Give effective solutions to problems brought by employees.
9. Promote health initiative in organization to be fit by means of mentally and physically.
10. Promote new creative methods of work for employees.