

Work Life Balance – A Healthy Policy for Employee Retention

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CITATION: Sandhya, K. (2015), “Work Life Balance – A Healthy Policy for Employee Retention”, *MERC Global's International Journal of Social Science & Management*, Vol. 2, Issue 5, pp. 333-339.

ARTICLE HISTORY: Submitted: April 18, 2015, Revision received: June 01, 2015, Accepted: June 08, 2015

ARTICLE TYPE: Research paper

ABSTRACT

Work-life balance is referred as 'flexible working practice', which enables the employees to maintain a balance between work life and their personal life. The work life balance policies of an organisation should help the employees in maintaining a proper balance between work and their family commitments. They should also be framed in such a way that they support the prevailing organisational culture, the beliefs, values and practices of the employees at all the levels from top to bottom. The work life balance policies should also be implemented in a proper way. Employees after spending their time at work are unable to indulge in hobbies and lose the knack of deriving fun from very simple things. When it is a turn to think upon the physical aspect, they do not have time for exercise and very often they ignore their meal timings too. Thus, their health is neglected and are often found sick. The purpose of this paper is to discuss issues of work life balance in the organisation and assess the role of work life balance for employee attrition by measuring the percentage of dependent and independent variables. The Population of the proposed study includes all the IT company employees working in Hyderabad and Secunderabad.

KEYWORDS: Work life balance, Family friendly work arrangements, Flexible working practice, Organisational policies.

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