
Study of Work Life Balance of PNB Employees

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Abstract: - Work life and personal life are two sides of same coin. The entry of foreign and private banks have brought radical changes in Banking Industry. Increasing work pressure, globalization, technological change etc. have created issues with both professional and personal life. Work deadlines are getting tighter and individuals fail to cope up with expected quality output. Work life balance has become a threat for employers and employees, both. The banking sector is one which is facing the problem of work life imbalance. Many a time people involve in reaching to the top work so hard that they miss out the real pleasure of life. The output of banking sector totally depends on human resources. Bank employees take full effort to cater to customer needs. This study aims at exploring the concept of work life balance and identifies the job-related factors that affect the employees' personal life.

Keywords: - Work life balance, professional life, personal life, quality of life, banking industry.

Introduction:-

The word work life balance was initially originated in 1986 increasing workloads, globalization, technological advancement have made it an issue for personal life and work life. The technological changes like e-mail, cell phone, are tools to connect personal life and work life. People have to make tough choices to achieve this balance charging the demand of clients and job directly affect personal life of employee making difficult house hold responsibility. Personal life and work life are interconnected and interdependent. Spending more time in office affects the employee's personal life. On the other hand if there are kids or aging parents. It can lead to absenteeism from work, creating issue, lack of concentration at work. If employees have no balance between work life and personal life, they feel unhappy, disappointed and frustrated. Work life brings greater influence to all aspects of life. Employee work well when they do spend proper time for personal interest and family. In recent, many organizations have balanced family friendly Policy and