

HOW A MANAGER CAN HELP THEIR EMPLOYEES MAINTAIN WORK-LIFE BALANCE

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Today, the problem of work-life balance is increasingly influencing modern management. This problem exists in every aspect of our lives and it is not easy to avoid it, because it has a great impact on the quality and productivity of work.

It would seem that you just sit and work, there are no signs of imbalance, but not everything is as simple as it may seem at first glance. This problem is cyclical because humans are mobile creatures. We want to take a lot of things at once, to get into timing, not to let our colleagues down, and whatever work we take on, imbalance is everywhere.

The term “work-life balance” originated back in the 20th century. Even then, the concept of “paw disease” characteristic of workaholics was born. As the concept had only just emerged, it was impossible to take any action on employee well-being. Years of research were conducted, and by the early 1990s one of the causes of the imbalance-stress at work was identified [1].

In 2019-2022 coronavirus pandemic brought the “tipping point” in human history. No one even realized how much the virus would affect the performance and overall well-being of employees: more than 70 percent of employees worked remotely. Statistics show that after the pandemic, 74% percent of employees want to stay remote. Is it really a good thing? At first glance, working remotely from the office may seem easy, you’ll find it easier to balance work and household chores around the house. But on the other hand, you’ll find it harder to strike a balance because of a number of factors:

- it is more difficult to build relationships with your boss and colleagues and harmonize working moments, because there is no communication with them;
- there are blurred boundaries between work and personal life;
- lack of physical activity – you are constantly busy working, staying in bed or sitting on a chair;
- constantly checking up email;
- spending time on gadgets;
- not leaving the house [2].

We’ve gradually moved on to the main factor that prevents you from achieving work-life balance when working from home – a lack of motivators. The outstanding motivator factor is direct communication with your boss.

A good manager is a flexible person who supports his employees along the way. It is up to each employee to decide whether or not to accept help from the boss. If you don’t know what to do you can always turn to your boss, he can nudge you towards the right decision taking into account a work-life balance. A manager can help his employees achieve and maintain a work-life balance using the following 7 points.

1. Try to create a positive work environment where employees enjoy working. This is especially true for the work team. Diversify your employees’ workdays with evening corporate parties or evening outings for coffee. Believe, the relationship in the team affects the performance and mental state of employees. If a good and open to communication team is formed, it will be pleasant for both subordinates and bosses to work there.

2. Always listen to the wishes of your employees regarding work issues. If an employee comes to you with his ideas on work, always listen to him without interrupting, then ask the necessary questions. If a person is listened to attentively, he begins to feel his importance and does not lose interest in work. This stage is very important and should not be missed in building trusting relationships with employees. After all, if an employee trusts his boss, it becomes much easier to get up in the morning, and there is motivation to work better.

3. Don’t give employees too much to do. If an employee is empowered to do a lot of work at once, and a deadline is coming up, it can shake his work-life balance. After all, then he’ll always be thinking about the task and how he can finish everything as soon as possible. He’ll get the feeling that he’s not doing enough. Every day he will be visited by the thought: “I will do my task after work in my free time not to let my boss down”. Try to distribute the work between employees, so that everyone works in moderation, but efficiently, thoroughly and without overwork.

4. Share your life experiences with your employees. By telling stories from life, you act as a mentor, who at one time has made some conclusions for himself, and now you can share them with your employees. Perhaps someone will find something useful for themselves in your stories and use it in their own way to achieve balance.

5. Remind your employees to take a break. Whether it’s a five-minute break or a lunch break. This is very important because during a break, employees can refresh themselves and come to work with a refreshed head and new ideas.

6. Reward employees for work done or for introducing new ideas. This is also an important point, because the reward for their own labor raises motivation and the desire to work.

7. Separate your mail. Create one account purely for work and another to communicate with employees about everyday things. Tell your employees to sign you on the second account in a funny way, so that your message does not distract them from their personal life and does not remind them once again about work.

So, we can conclude: by following these simple points a manager can influence the efficiency and productivity of the entire team. These tips will help you in managing your employees, building a trusting relationship with them and maintaining the best productivity in the company.

If you are a good and flexible manager, your company's performance will not only increase, but there will be an opportunity for employees to build a good career and for a manager – to reduce an employee turnover. You will help people to feel confident and deal with work-life imbalance.

Remember that personnel management is not only about giving tasks and assignments. Above all, it is about taking care of your employees. Be honest and open with your employees, support them as best as you can, and don't let the problem develop further.

References

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