**Training Fiche Template**

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| **Title** | **WORK LIFE BALANCE DISORDERS** | |
| **Keywords (meta tag)** | Work-life balance, Burnout, Personal health, Strategic choices | |
| **Language** | English | |
| **Objectives  / Goals / Learning outcomes** | * Explain the term work-life balance and distinguish between different types of disorders * Discuss the benefits of work-life balance for the individuals and organisations * Identify ways to improve work-life balance from individual and organisational point of view | |
| **Training area: (Select one)** | | |
| **Online / Digital Marketing / Cyber-Security** | |  |
| **E-Commerce / Financing** | |  |
| **Digital Well-Being** | | **X** |
| **Smart work / Digital Nomads** | |  |
| **Description** | Work-life balance (WLB) is a topic that is increasingly being explored and is of interest to both the organization and the individuals. Individuals benefits are better health and quality of life, what influences organizational productivity and performance. This unit, entitled Work-Life Balance Disorders looks at explanations of WLB and distinguishes between different types of WLB disorders. It also discusses and explains the benefits of WLB for both individual and organisation and identifies ways to improve WLB and reduce WLB disorders. | |
| **Contents arranged in 3 levels** | 1. **Healt and work-life balance disorders**   **1.1 Work life balance disorders**  1.1.1 What is work life balance  1.1.2 Work life balance disorders  1.1.3 Individual strategies to improve work life balance  1.1.4 Organisational strategies of work-life balance improvement | |
| **Self-evaluation (multiple choice queries and answers)** | 1. **Work life balance disorder arises because of:**   a.- good functioning in multiple roles at home and at work  **b.- interference between work and home/family life**  c.- high personal control of workers   1. **Individual strategies can be classified into two types:**   **a.- attitude and ability**  b.- digital and physical skills  c.- managerial and organisational   1. **A positive attitude is:**   a.- negatively related to work home balance  b.- not related work home balance  c.- **positively related to work home balance**   1. **Organisational support:**   **a.- reduces work home conflicts**  b.- increases work home conflicts  c.- is not related to work home conflicts   1. **Flexible working arrangements:**   a.- include fixed working hours and full-time working arrangement  b.- reduce job satisfaction and create work-life conflicts  c.- **enhance job satisfaction and morale** | |
| **Resources (videos, reference link)** | * The RIGHT Way to Do Work-Life Balance <https://www.youtube.com/watch?v=O0yxJH2i0DE> * How to Improve Your Work-Life Balance Today   <https://www.businessnewsdaily.com/5244-improve-work-life-balance-today.html> | |
| **Related material** |  | |
| **Related PPT** | ESMERALD\_WLB\_UNIDU\_COMPOSITE.pptx | |
| **Bibliography** | * Adkins, C. and Premeaux, S. (2012), “Spending time: the impact of hours worked on work‐family conflict”, Journal of Vocational Behavior, Vol. 80 No. 2, pp. 380‐389. * Carlson, D., Grzywacz, J., Ferguson, M., Hunter, E., Clinch, C. and Arcury, T. (2011), “Health and turnover of working mothers after childbirth via the work‐family interface: an analysis across time”,Journal of Applied Psychology, Vol. 96 No. 5, pp. 1045‐1054. * Chen, Z. and Powell, G. (2012), “No pain, no gain? A Resource‐based model of work‐to‐family enrichment and conflict”, Journal of Vocational Behavior, Vol. 81 No. 1, pp. 89‐98. * Clark, S. (2000), “Work/family border theory: a new theory of work/life balance”, Human Relations, Vol. 53 No. 6, pp. 747‐770. * Goetzel, R. and Ozminkowski, R. (2008), “The health and cost benefits of work site health‐ promotion programs”, Annual Review of Public Health, Vol. 29, pp. 303‐323. * Greenhaus, J. and Powell, G. (2006), “When work and family are allies: a theory of work family enrichment”, Academy of Management Review, Vol. 31 No. 1, pp. 72‐92. * Kalliath, T. and Brough, P. ( 2008), “Work‐Life balance: a review of the meaning of the balance construct”, Journal of Management & Organization, Vol. 14 No. 3, pp. 323‐327. * Mescher, S., Benschop, Y. and Doorewaard, H. (2010), “Representations of work‐life balance support”, Human Relations, Vol. 63 No. 1, pp. 21‐39. * Meyer, J. and Maltin, E. (2010), “Employee commitment and well‐being: a critical review, theoretical framework and research agenda”, Journal of Vocational Behaviour, Vol. 77 No. 2, pp. 323‐337. * Peeters, M. C., Montgomery, A. J., Bakker, A. B., & Schaufeli, W. B. (2005). Balancing work and home: How job and home demands are related to burnout. International Journal of Stress Management, 12(1), 43. * Premeaux, S., Adkins, C. and Mossholder, K. (2007), “Balancing work and family: a field study of multi‐dimensional, multi‐role work‐family conflict”, Journal of Organizational Behavior, Vol. 28 No. 6, pp. 705‐727. * Putri, A., & Amran, A. (2021). Employees Work-Life Balance Reviewed From Work From Home Aspect During COVID-19 Pandemic. International Journal of Management Science and Information Technology, 1(1), 30-34. * Zheng,C, Molineux,J, Mirshekary,S and Scarparo,S 2015, Developing individual and organisational work-life balance strategies to improve employee health and wellbeing, Employee Relations, vol. Vol. 37, no. Iss 3, pp. 354-379 | |
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