WORK-LIFE BALANCE PRACTICES, OPPORTUNITIES & CHALLENGES - ITS IMPACT ON ORGANISATIONAL PERFORMANCE IN INDIAN CONTEXT

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ABSTRACT

This paper examines the key issues associated with Work-Life Balance (WLB) with a particular focus on practices within the in Indian organisations. Findings suggest that Indian organisations have started realizing that WLBPs are crucial for organisational performance. The paper provides an overview of the general literature and then the research that relates specifically to WLB in the Indian organisations. It builds on previous research in this area to present an adapted framework for addressing the key variables of WLB. The paper recognizes challenges for success of WLBPs and discusses its prospects. Recommendations are placed to facilitate employers to see employees’ work-life balance as a core strategic issue in corporate arena and obtain productive steps to have a robust framework of WLB.