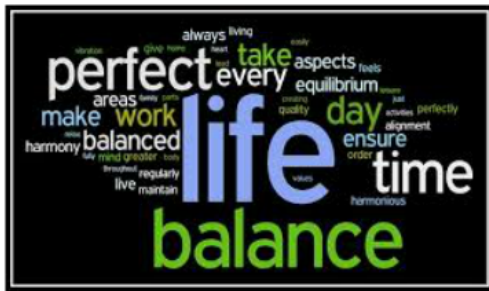
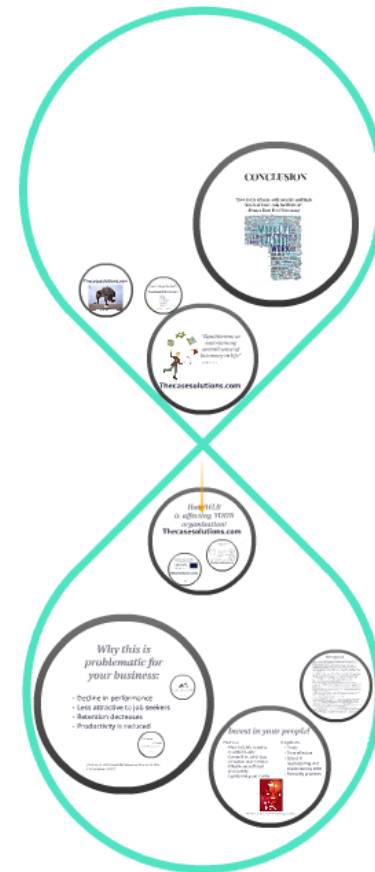
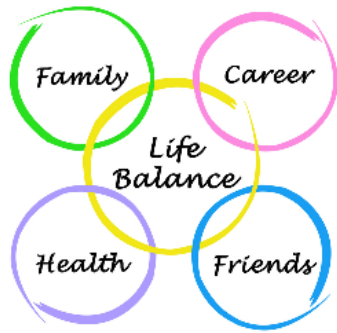


Shedding Gender Stigmas: Work-Life Balance Equity in the 21st Century

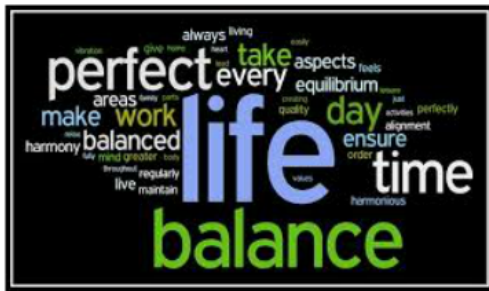


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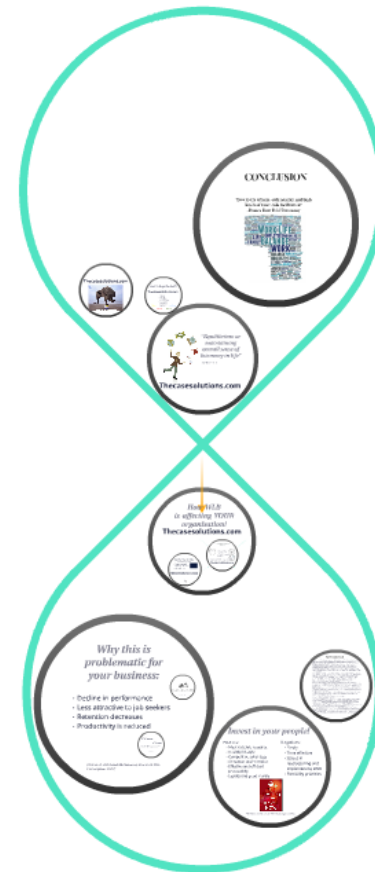




Shedding Gender Stigmas: Work-Life Balance Equity in the 21st Century



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Don't drop the ball!

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- *Working*
- *Sleeping*
- *Family time*
- *Sport/exercise*
- *Socialising*
- *Travel time*
- *Hobbies*

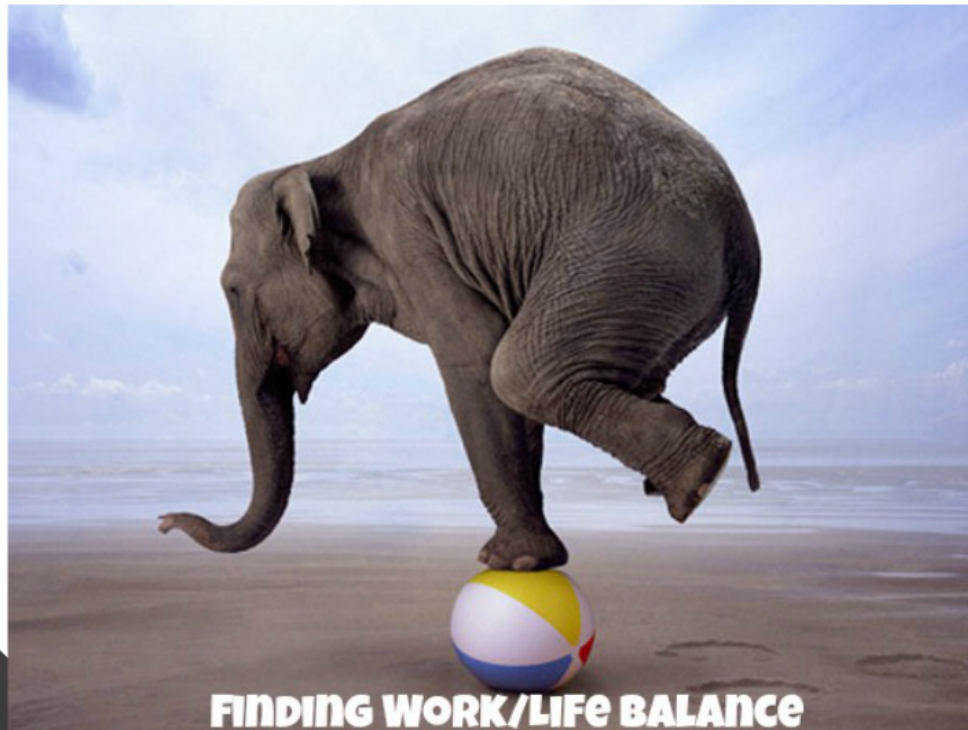
5 hours

20 hours

10 hours

15 hours

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5 hours

- Socialising
- Travel time
- Hobbies

20 hours

10 hours

15 hours



*"Equilibrium or
maintaining
overall sense of
harmony in life"*

Rantanen 2011

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How WLB is affecting YOUR organisation!

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Enrichment and Facilitation

Multiple Role Benefits

- Personal Growth
- Psychological Energy
- Job satisfaction



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The Engaged Worker

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- *Vigor*
- *Dedication*
- *Enjoys life outside of work*
- *Work is not stressful, rather is enjoyable*
- *Positive spill over effect - meaning that a fulfilling job can spill over into having a fulfilling social life*



Negative Work Life Balance



Workaholics The addiction

"The compulsion or the uncontrollable need to work incessantly"
- Gates (1971)

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- *Overworking*
- *conflict*
- *negative spillover*
- *burnout*

Overemployed

- Work too ideal hours
- High levels of stress and fatigue
- Consistently rushed
- Lack of managerial understanding about resources and worker capabilities
- Lack enthusiasm and drive
- High risk of burnout



Negative effects of the individual on the organization :

- Irritability
- Negativity
- Pessimism
- Depression
- Lack of Concentration
- Poor social functioning
- Low Performance
- Procrastination
- Substance abuse
- Absenteeism
- Poor self efficiency
- Short Temper



Legitimate Business concern !

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