

“Personal Balance Beam”: Work-Life Balance in a Post-COVID World

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ABSTRACT

With the pandemic slowing down and offices opening back up, we’re spending drastically less time at home. Where are our hours going? Is working from home giving people adequate connections and the same opportunity to climb the career ladder? This talk will help you find that equilibrium.

INTRODUCTION

Post-Covid World still needs to balance work and personal time, complicating both. What changed during this period? Is Staying at home and working from home helping us to handle balance better or not? Today we are going to speak about all of these topics.

BALANCE

Balancing your professional and personal life can be challenging, but it's essential.

When we are speaking about balance, what do we imagine first? It’s the Gymnasium balance beam. We imagine Sports and fight to stay correct and stable in an abnormal position for everyday life.

To do that, we need to practice for months or years and put all our effort there.

Somehow, in the background, we are doing the same, learning, teaching, fighting to be stable and staying long, and keeping balance in a day or weeks for work and life. But if we look around, there are many motivational videos and training, and most of them prove that you are working harder and you need to regulate your work-life balance without going deeply and evaluating the situation. Put more attention on your family, friends, pets, etc. Just in case it’s not always right. Always follow some structure, don’t forget to put your personal exceptions and judge it from the correct point of view.

Actually, in some cases it’s true, but paying more attention to creating an ideal balance for work-life will be a waste of time. Balance cannot be ideal, sometimes you need to work so hard to reach out next level, and after you can rebalance and spend time on your personal life and this cycle always will repeat. I don’t know any successful ppl who did not put effort into reaching out to some level. So, in any case, violated the balance for some time. Again, finding a Healthy balance is tricky, but we need to do it.

How nowadays important work-life balance, how it’s coming to be part of our lives. For example, in 2021 JUL Microsoft added “Quite Time” on outlook and MS Teams, Apple added, “Personal Focus”, and many other companies are day-by-day followers to help ppl divide personal and work balance.

WORK-LIFE BALANCE

In Cambridge Dictionary, Work/Life Balance is described well. Relating to the amount of time you spend doing your job compared to the amount of time you spend with your family and doing things you enjoy. But I think it’s not a question of Time; Balance can be perfectly organized with different approaches. I think Work/Life Balance is more about tools, approaches, and attitudes and not about the number of hours that a person should devote to work and personal affairs. (page 9)

Speaking about Work-Life Balance, we need to answer some questions like- Does work Life Balance have a positive effect on Job Performance? I have discovered a study that can answer that question.

A study was done by Johanim Johari – “ Autonomy, workload, work-life balance and job performance among teachers” they had a conclusion - The more people can balance their lives, especially their work and personal lives, they will make a person focus on what he is doing which will make them more productive. The inability to attain the correct balance with respect to effort and reward has a significant linkage to the dearth of control over workload and the lack of energy in fulfilling personal needs and obligations. When there is an imbalance between effort and reward, fatigue, poor performance, and declined life quality can result (Johari et al., 2018).

What’s important in this study and conclusion, it is done right before the Covid period.

Another question for another side of the topic- Family: Does Work-Family Conflict hurt Job Performance? To answer this question, I think sharing because the answer is already discovered years ago in a 1992 study done by Hughes and Barnett in 1994.

Work-Family Conflict is a stress variable that arises when individuals give more time to work, which results in conflict with family demands. Thus, work and family roles are inversely related, allowing time for one role to conflict with other roles (Hughes et al., 1992). This can be very demanding for someone who is required to complete urgent tasks and realign schedules to deal with opposing demands (Barnett, 1994), and the situation is one in which an employee is likely to find it difficult to establish a satisfactory work-to-family balance.

Does Work-Life Balance have a positive effect on Job Performance? Firstly understanding and after answering this question, and the most important part of not going deeply into philosophy, we have many studies which can give us exact answers, and based on that, we can create our conclusion.

Johari, et al., 2018, Haider, et. al., 2018, Talukder, A. K. M., et. al., 2018, Borgia, Michele Samuele, et al., 2022, Abdirahman, Hussein Isse Hassan, 2018, Adnan Bataineh, Khaled, 2019 and Soomro, Aqeel Ahmed, et., al., 2018.

From all those studies, the result proves that the more people can balance their lives, the more they will show good results in their work. On the other hand, when people cannot share their lives, some aspects of their lives will be disturbed, including their performance at work.

Discussing Work-Life balance, we will meet many factors that influence job performance in an organization, including Work-Life Balance and Work-Family Conflict. But it’s not always can be the case. To keep employees focused on their jobs, some companies use awards and punishments as a tool. To keep them more focused on the job that they are doing. The company, ethics, and culture make employees integrate with the company and slowly enter into the values that exist within the company.

POST-COVID WORK-LIFE BALANCE

When we speak about covid and post covid period, there is a myth that people can work from home and that work-life balance can be solved or improved.

The first major myth is balance is always heavy on the work side, and we need put attention to our personal life. Early 2020 Covid-19 has started. World in a second stopped the circulation of around of own axis. And most people started to work from home. If we look at this question only from the perspective of Work-Life balance. And it's fun, it's good, they can spend time with family. Let's remember those times discussing topics and productivity.

- We should be with families to understand or re-understand the importance.
- We spend time on work and its opportunity to be with family
- All topics like that for the first period, after 1-2 months people started fighting and want outside.

Productivity.

In most cases, we are working 24 hours from home because concentration is less.

When we turn on the Covid period. We have lots of bad improvements.

During Covid and post covid periods, globally, there were created habits. (Mostly bad)

Watching TV time is increased, weekly about 45 hours-if we compare in most countries its 40 hours are working hours for a full week.

Streaming services are doubled during the period, and after a period, in most cases, it's left as again bad habit.

On this page, we can find more habits that we used during the Covid period and After a covid period, Why I am always putting on the same line covid, and after the covid period, after Covid, most of the employees preferred to stay and work from home.

What kind of issues are we facing when we move to remote?

- limited access to benefits
- Face-to-face training, which is most effective than the online version
- lack of professional development activities
- interactions with experienced employees
- possibilities for professional network development
- hard situation, lack of experience, and they are alone with google

Other helpful strategies include providing structured training and development opportunities that create opportunities for younger and less experienced remote workers to connect and work with older employees.

CONCLUSION

We are coming to the 'New-Normal' lifestyle. Where is it hard to create a Company culture, or keep the old culture, connect people, keep kindness, be ready to help and support ethics, etc./

Balancing the Work-Life ratio is essential in all aspects of our life, including and mainly for our Mental and Physical Health of ours and our relatives.

We should try to keep this balance but never be afraid of breaching for fighting and achieving our Life goals.

Even working from home should not hold us for offering support to colleagues whom we never meet, don't hesitate to ask for help. Recognising that you need support is already an accomplishment. Especially important for managers, as they tend to take on a lot of their employee's stress in addition to their own. It would be best if you always had a transparent policy with your staff, but you also need time to decompress from the day. Let the team know that you won't be available after a specific o be more open to them during the day. We have ongoing studies about "New-Normal" life and working ethics which came after covid. And after some time, we can compare and make a stronger conclusion. Be safe and control your working hours from home. Make for you home office and at least organise in and out like in the office.

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