

<https://www.hrzone.com/hr-glossary/what-is-work-life-balance>, unedited, facts unchecked

What is Work-life Balance?

Work-life Balance definition

Work-life balance refers to the level of prioritisation between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home.

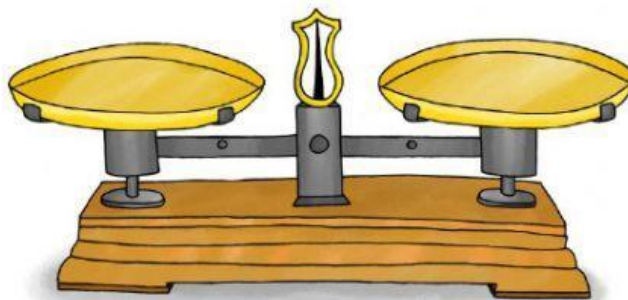
The ideal work-life balance is open to discussion. Freethinker Paul Krassner said that anthropologists often define happiness as having little or no differentiation between an individual's professional and personal lives.

Work-life balance is a topical issue due to the increased amount of technology that removes the importance of physical location in defining the work-life balance. Previously it was difficult or impossible to take work home and so there was a clear line between professional and personal.

The increase in mobile technology, cloud-based software and the proliferation of the internet has made it much easier for employees to be 'permanently' at work, blurring the distinction between professional and personal. Some commentators argue that smartphones and 'always-on' access to the workplace have replaced the authoritarian control of managers.

Stress is a common feature of a poor work-life balance. In the information economy mental stress has been identified as a significant economic and health problem, causing by a perceived need of employees to do more in less time.

A key issue in the work-life balance debate is where responsibility lies for ensuring employees have a good work-life balance. The general feeling is that employers have a responsibility to the health of their employees; apart from the moral responsibility, stressed-out employees are less productive and more likely to make errors.



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GIST: You are very dedicated to your job ... maybe too dedicated. Your family and friends have started to complain that they don't see you as much as they did, before. You are looking for some info to help you decide what to do, so **QUICKLY SKIM READ** this article, looking for and counting up these terms to help you decide whether or not you want to devote time to reading it more closely. (1 pt. each)

_____ Pablo _____ two _____ Krassner _____ four



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DETAILED: Great, this article will give you some good ideas! **READ** the questions **TWICE**, then **SCAN READ** the article **TWICE** – **WITHOUT** looking at the questions, then **CIRCLE** the T(rue) – F(alse) correct answers *according to the author* for as many of the questions as you can **WITHOUT** looking at the article. If you need to look at the article, again, to be sure your answers are right, it's OK, just **MARK** or **NOTE** the number of those questions, please. (2 pts. each)

1. Stress isn't a typical feature of a poor work-life balance. T - F
2. The internet makes it easier for us to work at home. T - F
3. Most believe that companies are responsible for ensuring a good work-life balance for their employees. T - F
4. "Work-life balance" means how we prioritize personal and professional activities in our lives. T - F
5. A good "work-life balance" also includes how much we work at home. T - F
6. Our "work-life balance" is a topic of current interest. T - F
7. Managers play an important role in controlling our work time at home. T - F
8. A good "work-life" balance is great, but it doesn't affect employees' performance. T - F
9. What is YOUR idea of a good work-life balance? Tell us in a complete sentence. (no points) _____