

Harmonizing Two P's by the Working Professionals in the Present Era of Science and Advancement

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Abstract: Today it is important for working professionals to balance 2P's of life that's balancing personal and professional life. In the competitive business market, an organization needs an extremely forced, creative and flexible workforce and their work-life balance is necessary. An employee who maintains a good work-life balance can attain the peaks in their life. This balance is about supporting one's life so that there is an opportunity to strike a balance between personal life and work. It is a key element to succeed in one's life and can provide more choices to a person to organize career and still prioritizing things in personal lives. The objective of this research paper is to analyze the factors and its impact on the life of working professionals. To fulfill the research objectives primary data was collected by a questionnaire. The findings show that both P's are having a significant correlation and lowering the value of one P will definitely have an adverse effect on the other one. The study further reveals that disturbance in the work life balance will lead to deterioration in the health, poor family relations and other disorders can occur. The paper concludes by giving recommendations that as a working professional everyone should know the art of planning the crucial P's of their life. It helps to evaluate the actions and progress.

Keywords: 2P's of life, Work life balance, Stress.

I. INTRODUCTION

As time changes persistently, it is exceptionally hard to keep up the harmony between the professional and the individual life. A person is engaged in with various connections that impact a great deal to adjust between the working life and individual life. In mid 1960's analysts discovered unevenness in individual life and work (Kumari, 2012). There are many examinations directed on work life adjustments and it proposes the positive effect on every individual families. Work put adaptability is the

abilities of a specialist to connect with when, where and to what extent to related undertaking (Hill *et al.*, 2008).

With industrialization and urbanization since Second World War, ladies work drive interest has expanded hugely and we watch numerous double worker couples (Narayanan and Narayanan, 2012). These families used to rely on assistance from non-working ladies relatives. In any case, conventional family mind support has likewise diminished with time because of a large group of reasons (less relatives are accessible to care for their folks in maturity because of expanded rustic urban relocation and expanded requirement for money).

The present circumstance where specialists need to take care of their youngsters and also work prompts a circumstance called work-family strife. It alludes to weights from work and family spaces, which are incongruent with each other such that meeting prerequisites of one part makes it hard to palatably satisfy the other part (Kumari, 2012). As indicated by look into, working extend periods of time is one of the wellsprings of work-family struggle. Henceforth, to keep up the harmony amongst work and family life, the hypothesis "orchestrating two P's of life" has been received. As indicated by which the development of any organization relies upon the interrelated execution and responsibility of the representatives. Both individual and expert lives are interrelated and hard to be isolated from each other. Association needs to keep its representatives glad and fulfilled to get the most extreme efficiency (Margaret Deery, 2008). The adjust is accomplished when a person's rights are satisfied by the general population from whom he/she is hoping to deal with the center issues and issues in regards to proficient and individual life. Past examinations explain that representatives fulfillment, inspiration, gainfulness, profitability, enrollment and maintenance approaches can be enhanced by embracing adaptable working game plans and full assurance towards the improvement of the representatives and authoritative objectives.

Attaining a good work-life balance is essential for working professionals, more than anything else. According to Mr.

Raman Roy, Ex-CEO of Wipro Spectra mind, people these days are looking for more than a pay packet. They want to be treated nicely. That really sound good & obvious, but many employers don't get it. What are these other things, which are required to maintain career growth? What are the factors by balancing whom working professionals can achieve their career growth?

Here the study of Work life balance has been conducted in prospective of the working professionals including both employees and businessman of various organizations. Different issues have been identified which affects mainly on the overall output and behaviors of the employees and what can be done to improve the success, happiness and satisfaction. It can increase the productivity and good will of the organization too. Work life balance also reduces the stress of employees and builds a protected and improved workplace.

II. LITERATURE REVIEW

Number of studies has tended to this issue in alternate points of view. A portion of the papers identified with this subject are explored by the Scientists which are as per the following:

J. Redmond *et al.* (2006) favored "Work-Life Balance" due to the way that it fuses the experiences and need of watchmen and non-gatekeepers alike, and are a more powerful theoretical structure in which to consider better methodologies for living and working that are acceptable to all. By and by, it includes "changing work designs with the goal that everybody, paying little mind to age, race or sexual orientation can discover a cadence that empowers them all the more effectively to join work and their different obligations and desires" (Pillinger 2001: 1).

Supriya (2010) have featured Work-Life Balance crosswise over sexual orientations and found that the two men and ladies are encountering work life awkwardness. In spite of the fact that after Liberalization, numerous Indian associations have been presenting different Work-Life Balance hones like flexi times, low maintenance work, and arrangement for tyke mind offices which are encouraged in different created nations it is discovered that lopsidedness still exist among men and ladies in each association.

Kadam (2012) characterizes Work-Life Balance is a subject, in which expanding enthusiasm for scholastic writing, enactment and open discloser. Work-Life Balance is a wide idea including appropriate organizing between Work, for example, profession and aspiration, then again and Life, for example, wellbeing, delight, relaxation, family and otherworldly advancement. Work-Life Balance implies, significant every day accomplishment and happiness in each of four life quadrants work, family, companion and self. The articulation Work-Life Balance was first utilized as a part of the United Kingdom in the late 1970s to portray the harmony between a person's work and individual life. In the United States, Work-Life Balance was first utilized as a part of 1986.

Pandey (2012) characterizes Work-Life Balance is a condition of balance in which the requests of both a man's employment and individual life are equivalent. Organizations HR People are finding the imaginative plans to get the win-win circumstance. Successful Work-Life Balance strategies are important to business and associations for various reasons including diminished staff turnover rates, turning into a decent manager or a worker of decision, expanded rate of profitability in preparing as representatives remain longer, lessened non-appearance and wiped out leave, enhanced resolve or fulfillment, more prominent staff devotion and responsibility and enhanced efficiency. A laborer with better Work-Life Balance will contribute more truly towards the progressive advancement and accomplishment.

Padma *et al.* (2013) characterizes the term Work-Life Balance (WLB) is pulled in by all including the people and Corporate everywhere throughout the world. Despite the fact that many have proposed different definitions, there is no acknowledged definition for this term. WLB is characterized as an agreeable level of contribution between the various parts of a man's life. It is a man's control over the duties between their work environment, family, companions and self. It is a pleasing state of adjust finished between representative's fundamental needs at their workplace and at their private life. There are distinctive people like relatives, mates, executives, peer social affair and others related with every individual's life. The help picked up from them will assume a key part in having an agreeable existence travel.

On the basis of above literature researcher conclude that the Work-Life Balance is asuitable mix of all the roles played by working professionals to make balance between 2P's of life and also a need of the society to take care so to get fulfill the goals of self and organizations in order to give better results.

III. OBJECTIVES OF THE STUDY

- To find out the factors affecting the personal and professional front.
- To study the impact of these factors on the life of working professionals.

IV. RATIONALE OF THE STUDY

This examination is essentially to assess the commonness of work life among working experts. The reason for existing is additionally to exhibit and talk about particularly the issues of adjusting their work and family life. Beforehand, the female workforce in India was principally utilized in non-administrative, subordinate or low-profile positions. Presently, they involve all classes of positions in the work environment. These adjustments in work culture have added to ladies' obligations and duties to their family and in addition to society (Mathew and Panchanatham 2009a; 2009b). The contentions between contending work requests and individual and family

needs appear to be the most plausible explanation behind this situation of work-life clashes. Research directed by Rout, Lewis and Kagan (1999) finds that ladies in India encounter impressive weight, in the morning before going out to work and after work, to do all that is important for the family. As per Peeters, Montgomery, Bakker and Schaufeli (2005), weights from the occupation and family areas are frequently contrary, offering ascend to irregularity.

This investigation is proposed to inspect the impact of long working hours, mindful duties or other potential work environment or family determinants on the work life adjust of wedded working professionals in Mathura. The intention is likewise to exhibit and talk about particularly the way that that work– life is out of adjust and needing consideration for most working professionals regardless of the division they are into be it scholastic, human services or IT. This examination has been fundamental for surveying the developing requirement for work life adjust arrangements / programs for the working professionals of India.

This paper is sorted out in three sections. The initial segment of the paper talks about the issues of the working experts and clarifies the fundamental reasons which disadjust the 2P's of life of staff. The second piece of the paper tosses light on the different elements, which ought to be adjusted by working experts. The third piece of the investigation correspond the distinctive elements and the level of their connection with each other. At long last an endeavor is made to discover an answer for the previously mentioned issues.

V. RESEARCH METHODOLOGY

A questionnaire has been framed taking the various factors into account. The present study was conducted in all types' of organizations situated at Matura, therefore the study includes various working professionals including both employees and a businessman has been summed up. Although it becomes very difficult to sum up these factors but an attempt has been made to rank them according to the responses of the respondents. Spearman's correlation technique is applied to find out to what degree these factors are associated with each other and which are most important factors if considered will help the professionals to balance the both P's of life.

VI. SAMPLING PLAN

- Targeted population: Working professionals
- Sampling unit: Individual employees and businessman
- Sampling method: Convenience sampling
- Sample size: 200
- Sample area: Mathura

VII. DATA ANALYSIS & INTERPRETATION

This survey has been conducted showing the both faces of the working professionals. Study includes the different working professionals including entrepreneurs, and the employees of all sectors. Both the genders have been considered for the study. A sample size of 200 has been studied and the responses of the survey are summed up in Table I as under:

TABLE I

S. No.	Types of Persons	Respondents			
		Males		Females	
		Responses	%	Responses	%
1.	Entrepreneurs	60	60%	45	45%
2.	Employees	40	40%	55	55%
	Total	100	100%	100	100%

Source: Primary data

VIII. FACTORS AFFECTING THE PERSONAL AND PROFESSIONAL FRONT

Some of the factors, which affect the life of working professionals, can be summed up as family & children, long job

timings, lust for money, distance from job, failure to perform job and over ambitious. Responses from the various respondents are summed in Table II as under:

TABLE II: FACTORS AFFECTING THE PERSONAL AND PROFESSIONAL FRONT

S. No.	Factors	Ranks Given by the Respondent			
		Males	Females	Rank Difference (D)	D ²
1.	Family and Children	4	1	3	9
2.	Over Ambitious	3	2	1	1

S. No.	Factors	Ranks Given by the Respondent			
		Males	Females	Rank Difference (D)	D ²
3.	Long Job Timings	2	4	-2	4
4.	Lust for Money	5	3	-2	4
5.	Distance from Job	6	6	0	0
6.	Failure to Perform Job	1	5	-4	16
Total					34

Source: Primary data

$\rho = +.898$ i.e. high degree of positive correlation

According to Niamh MacSweeney, “Believe it or not, it is possible to strike a good work-life balance and reduce stress reports.”

Dealing with the everyday demands of running a business can be highly stressful. Stress and its many symptoms can take a significant toll on individuals. It would have a negative influence on business and will lead impact on personal relationships

When work and personal life are off balance it would be difficult to make adjustments and restore harmony. It is difficult to find a balance in today’s fast paced environment. If your personal and professional life is unbalanced, it will create stress and its effects can be harmful.

IX. STRIKING A HEALTHY BALANCE BETWEEN THE TWO P’S OF LIFE

It isn’t all the time simple to cope with the burden of career and personal life. It’s a continuing challenge for most of the people to cut stress and uphold harmony in prime areas of their life. Fortunately there are ways to cope with stress and many approaches that can help you gaining equilibrium that is good for you. There are many factors, if properly balanced can help a working professional to balance both the fronts. Responses from various working professionals are summed in Table III as under:

TABLE III: FACTORS HELPING TO MAINTAIN A HEALTHY BALANCE BETWEEN THE TWO P’S OF LIFE

S. No.	Factors	Ranks Given by the Respondents			
		Males	Females	Rank Difference (D)	D ²
1.	Setting Realistic Goals	5	7	-2	4
2.	Effective Planning	1	4	-3	9
3.	Learn to unwind	8	8	0	0
4.	Handling Failure	7	10	-3	9
5.	Mentoring / Coaching	6	9	-3	9
6.	Coping Mechanism	9	6	3	9
7.	Physical Health	10	5	5	25
8.	Well Being	4	3	1	1
9.	Support from Family	2	1	1	1
10.	Satisfaction	3	2	1	1
Total					68

Source: Primary data

$\rho = +.931$ i.e. high degree of positive correlation

A. Setting Realistic Goals

Most important is to be realistic in your goals and know your limitations. You may be taking on more responsibility than you can or should manage. Remove an action which is not necessary and if you feel overwhelmed you have to pronounce no to things that are beyond capabilities. Never try to be defaultless and a perfectionist. Establish the needs and state how you can achieve this goal. Implement a realistic plan of action and don’t be afraid to ask for help.

B. Effective Planning

For people under pressure, their workload can sometimes seem unbearable. Don’t be tempted to work longer hours; instead try to manage time and work more effectively. The best way to manage is to avoid multicentricity of assignment at a time. Take one priority based assignment and work on it. Once you achieve that mission, choose the next and complete one job before you start another. The satisfaction of achieving your objectives is a great motivator to continued success.

C. Learn to Unwind

Although it may not always seem possible to reserve time each day for an activity, doing something that you enjoy can be hugely beneficial. Find something that helps you unwind and whatever it might be, make time to indulge your interest. Quiet reflection after a hectic day can relieve the symptoms of stress and increase your coping mechanisms.

The benefits of a good nights sleep should not be underestimated. Working under pressure can be difficult enough without the added problem of fatigue.

D. Physical Health

Your physical health affects how you experience stressful situations and regular exercise is a popular way to overthrow the stress. Few minutes of physical activity a day payback the body and is a great way to release tension. Good nutrition and a healthy lifestyle can make a gigantic difference. Limited intake of caffeine and alcohol, get ample rest and create a good balance between work and play. Entrepreneurs often under-rate their knowledge, skills and abilities so it is important to remain confident and have a strong belief in what you are trying to achieve.

E. Coping Mechanisms

Everyone needs help from time to time. The important thing to remember is that you don't have to cope alone. If life is getting too chaotic to manage, seek professional help from a coach or get advice from support groups and other entrepreneurs.

A trusted friend or family member can be a great source to talk with during times of stress or failure. Learn to share your feelings and allow those close to you to provide love, support and guidance. Take time for your family and friends because relationships help promote a better life balance.

F. Handling Failure

Working can be challenging and exciting. Since working professionals invest so much of themselves into profession, failure can have a dramatic impact on both personal and professional self-esteem. Overcoming the fear of failure can be a major challenge. Nobody likes to fail and it can be difficult to bounce back if a project is unsuccessful.

The important thing to remember is that your work may have failed but you have not. There are a lot of lessons to be learnt from failure and mistakes. Newly acquired knowledge and insight helps people to move forward and the possibility of succeeding the next time increases significantly. There are various approaches that can be taken to create a balance and methods that can be used to cope with stress and disappointment. People live by the ethos that the more hours they work they

more they will succeed. But effective time management, when implemented, can create a more harmonious work-life balance.

G. Coaching

Coaching, support groups and stress management techniques can re-build self-esteem and restore belief in both professional and personal goals. A good coach will be able to identify improvements and work out an implementation plan so that the goals can be realized.

H. Satisfaction

It is well known fact that the desires of human beings never end. Satisfaction from job is essential for working professionals. Never compare with your *Colleagues* in terms of salary. There may be possibility of the difference of workload. For instance if you are working part time than the salary in comparison to full time employees will be less than half. There may be possibility of getting low designation. You must be satisfied at one or another end.

I. Support from Family

Support from family is another very important factor for working professional. In case of both male and female support is required from spouse and children. It is only with there support a person can touch the peaks of his/her life and career.

X. RESULTS

Different respondents have ranked the factors differently and their responses have been summed up. When the technique of Spearman correlation has been applied then a high degree of correlation i.e. +. 898 were found between the factors, which affect the life of a working professional. Similarly the degree of correlation was a little higher i.e. +. 931 between the factors helping to maintain the balance between the 2P's of life.

XI. FINDINGS

For the study taken 100 Males and 100 Females responses have been taken. In males' entrepreneur are more while in case of females employees are in majority.

When talk about various factors affecting the personal and professional front the factors responsible for affecting their personal front are different, in case of males the factor which ranked 1st is failure to perform job while in case of females family and children factor stood first rank.

When talk about factors helping to maintain a Healthy Balance between the Two P's of Life in case of males effective planning considered most while in case of females support from family got the first priority.

XII. RECOMMENDATION & SUGGESTION

Hence the researcher also suggests managerial action that can be used to reduce stress and maintains 2P's of life.

1. As a working professional everyone should know the art of planning the crucial P's of their life. It helps you to evaluate the actions and progress.
2. Despite knowing the truth that we are daily running on the treadmill of work so as to earn money for fulfilling the needs of our family and children and still sparing no time with them. Honesty is very important here in exchanging the expectations of your family. You cannot ignore any of the 2P's. To be Ambitious is a good thing and it builds our entrepreneurial economies; immediately balance it with what you and your family really want from life.
3. Time, energy and all other demands in life needs to be settled in a due course of time subject to an action plan. Health must be the topmost priority in setting the plan into action. Regular health assessments, with proper execution of diet-charts, yoga, meditation and exercise which in turn will result in the enhancement of your professional and family life
4. Create a blue-print and road map of the dreams of your family, yearning and the demands of life altogether on one page. One should evaluate his priorities, taking in all the information.
5. Manage your time chunk out 'islands of time' for exercise, family time, hobbies and 'just me time' into your working week. These are the things that can foster you. You need to rejuvenate and regenerate your own personal energy and spirit.

XIII. CONCLUSION

The study reveals that it is very important to manage your most important P's of life. Both P's are having a significant correlation as already clear from the study conducted, as lowering the value of one P will definitely have an adverse affect on other one. It is evident from the study that disturbance in the work life balance will lead to deterioration in the health, poor family relations, illness and other disorders can occur. Moreover, your effectiveness and productivity at work will certainly reduce. As an established principle, exploring the professional productivity with SWOT analysis done and actively looking for

areas of improvement is a key to success. Rather than being egoistic, identify the skills, talents and capabilities and work accordingly. Truly a sensible check can save from heartache and stress. Just think of the present, find a large piece of paper, your sparkle pens and plan to climb the heights of success.

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