

TIMES ASCENT 2-2-03-2017.



Kazutada Kobayashi
president & CEO,
Canon India

Who would mind a few more hours in the day or week to wrap up all the work and have a few moments of relaxation as well? However, the twenty-fifth hour does not exist. And for working professionals, a minimum of one-third of our time is spent at the workplace. Work too hard, and personal relationships and even health

Page 1
might go for a toss; whereas too much focus on private time can have one lose their competitive edge. With employees committed to take their organisation towards greater heights and continue to live



A tricky ballance

WHERE DOES WORK END AND LIFE BEGIN?

While the employees continue to achieve their 'key result areas', it is the organisation's responsibility to engage the employees through various programmes

its vision, it becomes imperative for the employers too, to realise their significance and chart out their HR strategies accordingly in order to attain a middle ground. There used to be a time when the boundaries between work and home were well defined. Today, however, it is inevitable to shut one out of the other because of the changing dynamics of work and play. So, in a world where professionals find themselves working in roles where the switch never really goes off, how do professionals strike a work-life balance and how do leaders help them maintain this balance? It can be tricky to say the least. Every day,

millions of employees wrestle with these questions. At the same time, leaders wrestle with solutions. It can be a tough issue to negotiate because the answers vary. Companies realise that it is high time one addresses this issue as factors like long hours, performing under pressure and lack of social support can have a negative impact on a person's mental and physical health. On the other hand, engaged and enthused employees contribute more to an organisation's productivity. As a first step, while the employees continue to achieve their 'key result areas', it is the organisation's responsibility to engage the employees through various programmes, with an objective to keep them motivated to contribute to the organisation's success along with an enhanced sense of their well-being. Everybody should find their work worth spending such valuable time of their lives on. There should be measures to judge, acknowledge and award employees for their contribution. Employees dedicated to build their careers, seek recognition for their work that would add laurels to their professional portfolio. Along with the organisation contributing to their professional life balance, it is important for the employees themselves to maintain a track of their health and personal well-being. Spending time with family, cooking and playing a few of your favourite sports can help remove the stress at work. However, as we continue to grow and evolve, what it takes to strike that balance is bound to shift and change. This compels one to think what

Along with the organisation contributing to their professional life balance, it is important for the employees to maintain a track of their health



exactly is work-life balance and how can it be achieved. I believe in the concept of 'Kyosei', signifying 'living and working together for the common good', as a means of achieving this perfect balance. I may refer to it as work-life assimilation because customarily, more often than not, work and life are intertwined in present times. With technology keeping us connected in more ways than ever, this work-life assimilation is

something that professionals need to acknowledge and address to support the unique needs of the workforce. My advice would be that companies can play a huge role in creating this integration for employees by compartmentalising work for them and following some key directions. Every manager should be responsible for 'leading by example'. Leaders, as much as any individual team member, need time off to recharge and enjoy personal time. Seeing a leader work for a specific number of hours a week imprints among employees that they too, should follow a routine. Self awareness also becomes crucial, as it is important for every employee in the organisation to prioritise and self-regulate instead of following a trend or setting unrealistic targets for everyone. Doing so will help one enjoy the work as much as the output of it. It is also in a leader's best interest to ensure the team is healthy and in good shape in order to achieve organisational goals and maintain top productivity. Having said that, a successful leader always knows that the organisation will reap much more benefits out of happy and enthused employees. Keeping the precise balance of work and play, leaders need to encourage their employees to take up some hobbies and follow their passion. It could be photography, travel, fitness, music, art, cooking or anything that liberates the collared professional and provides him/her the well-deserved 'me' time. We must keep the child within alive and continue progressing in life.

IMAGESBAZAR