

- IS WORK-LIFE BALANCE MORE IMPORTANT THAN CAREER ADVANCEMENT

## OUTLINE

### 1. Introduction

- Thesis Statement: Work-life balance is more important than the career advancement. However, it is opposed on the grounds of financial importance for competitive societies. Nevertheless, a balanced-work life remains more inclusive phenomenon that outpaces the significance of the career advancement by all means.

### 2. Understanding the concept: Work-Life-Balance and the Career Advancement.

### 3. Work-Life Balance is more important than the career advancement:

i) Mental health is preserved.

- 'Salesforce' implemented 'family culture'.

ii) Physical health is maintained as well.

- Obesity rate increases exponentially in past decades. due to the stress of work (University of Mississippi).

iii) A balanced work life preserves the essence of close-relationships.

- Employees at Google feel more relaxed due to flexible working conditions.

- (iv) Both the parents can contribute in upbringing of child, reducing stress from spouses.  
- Maternity leave concept in Nordic region.
- (v) It reduces employee burnout as well.  
- Microsoft Japan four days a week program.
- (vi) Work-life balance enhances employee's capability and performance.  
- "Work, love, and play are the greatest balance wheels of man's being." - Orison Sweet Marden.
- (vii) It promotes personal development.  
- Person can do side hustle, pursue a hobby or a passion along with a job.
- (viii) It strengthens social solidarity, enhancing person's belongingness.  
- Ibn-e-Khaldun's theory of solidarity and its relevance in modern times.

4. On the flip side, the critics believe that Career Advancement is more important than Work-life balance (counter-Perspective):

- (i) It is the money in the end that matters in family as well as society.
- (ii) Career development provides grounds for one to become a role model.
- (iii) Humanity is moving toward AI-driven world, making upskilling a continuous process to compete.

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5. Nevertheless, Work-life Balance still remains more important than the career Advancement (Rebuttal):

- (i) It is the Ethics along with fulfillment of social responsibilities that matter for status of a person.
- (ii) Role modeling solely based on financial success will turn a generation materialistic and Stole.
- (iii) Sooner or later, AI will surpass humans for every skill except for building social life.

6. Conclusion

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## IS WORK-LIFE BALANCE MORE IMPORTANT THAN CAREER ADVANCEMENT

"You will never feel truly satisfied by work until you are satisfied by life." These words of Heather Schuck, author, show that life requires more than just financial achievements. Imagine climbing the ladder of career-advancement and reaching the top to witness the view of loneliness and unsatisfied version of oneself. <sup>Therefore,</sup> Work-life balance is essential as it covers almost all the domains of human satisfaction unlike career-advancement. There are a number of ways in which a work-life balance is more important than the career advancement. It preserves mental and physical health, maintaining close-relationships of a person. A balanced work life also enables both the parents to take part in child-upbringing. Along with this, it reduces burnout, enhances performance of an employee, promotes personal development and fosters social solidarity too. On the flip side, the critics believe opposite, prioritizing career advancement over work-life balance. This stance supports that it's the money at the end of the day that matters in both, family and society. Further, career advancement provides ground to become a role model; and prioritizing it, is not an option but obligation to compete in AI-driven society.

Despite these arguments, work-life balance remains more important than the career advancement. It is the ethics and social responsibilities that matter in a society in reality. Over and above, role modeling based on financial success will make generation materialistic and stoic in nature. Humans also forget that AI will surpass humans eventually in skills but not in their social life. Hence, it is evident that work-life balance is more important than the career development. However, it is opposed on the grounds of financial importance for competitive societies. Nevertheless, a balanced-work life remains more inclusive phenomenon that outpaces the significance of career advancement by all means.

To start with, it is important to understand the meaning of work-life balance and career advancement; also, how they differ. Work-life balance is the concept of giving specific time and significance to every work along with career. A person usually has a lot of things to do in life as Aristotle said, "Man is a social animal." To manage social relations; be it family, friends or relatives along with own development is essential for a balance life. On the other hand, career advancement is all about pursuing a career and do everything to provide it. This includes, skill development, cooperation, giving excessive amount of time to job and manage people at work. There

is a stark difference between both. The former is more like an umbrella term, addressing social-moral aspects of a man. The latter is susceptible to financial domain of a man. This is what work-life balance and career-advancement means for humans.

In between of these two, work-life balance is more important than the career advancement in more than one ways. Firstly, it preserves the mental health. In today's world everyone is tangled, busy and suffering from <sup>at least</sup> one mental illness. According to Unicef "one in four Pakistani is suffering from one mental illness or other." A balance work-life counter this as it connects 'one' to the world. It makes one believe that their family is the most important 'work' in their life. To put things in perspective, the family culture of 'Salesforce' improved mental health of its employees as they understood their family needs them too. Such approach develops peace of mind. The family and the person both realize how they fit-in to complete the puzzle. So, ~~abalanced~~ work life evidently preserves the mental health.

In order to have a complete or fully healthy mindset, physical health cannot be ignored. Work-life balance, secondly, maintains physical health too. With the surge of service industry i.e. Information Technology (IT) and Artificial Intelligence (AI), people have become indolent. Their jobs does

not require much physical movement hence, making bodies adopting different abnormalities. According to a study of <sup>the</sup> University of Mississippi, obesity rate among adults has increased exponentially in past decades. Even countries like, Japan and South Korea is suffering from it. Work-life balance counter this. For instance, many MNCs like Unilever have gym and parks so their employees can maintain their physical health too. A balanced work-life, therefore, guarantee physical health.

Thirdly, a balanced work life promotes closeness of one towards close-relationships. The rapid urbanization has made humans so obsessed with progress that after so long they realize that they left their loved-ones behind somewhere. Srikanth Bohla, a blind industrialist in India, is epitome here. In his biography movie, he left his supporters for the success. However, later on he realizes and went back to them with regret. Interestingly, life may not be <sup>or</sup> easy on everyone to give second chances as with Srikanth. A work-life balance, therefore, is necessary as it maintains balance between corporate and personal life. For this reason, Google provides flexible working conditions to its employees. Resultantly, they feel satisfied too, depicting clearly that work-life balance is important for personal relationships.

Further, both the parents can contribute in the upbringing of a child with work-life balance. Since, human history it has been the responsibility of females to raise children. The situation has changed in first-world countries, but most of the world still stuck to its history. This reduces the role of bread-earner in child's life, diminishing importance. A balanced work-life, on the other hand, mitigate the onus from women or even male alone. A child become a mutual responsibility. For this, Nordic countries grant maternity leave to even males. After all, the child itself needs both the parents. This is how, work-life balance plays its role in the upbringing of children.

Along with it, a balanced work-life reduces mental burnout of an employee. It is a human psyche that it gets bored or frustrated with repetitive cycle of routine. For instance, a child cries for a toy, when he gets it, the excitement gradually decreases and death eventually. Then, he want something new. This inborn or innate feeling is evident in adults too in the form of burnout. Therefore, Microsoft Japan grants only four days a week working-schedule with flexible hours. The purpose is to have a work-life balance for its employees. So, they could identify personal traits such as hobby or activity like, playing any sports. This, resultantly, keep employee motivated hence, avoid burnout.



Moreover, a balanced work life enhances the performance of an employee and capabilities. A human needs a break from office chairs and sleek computer tables to enjoy life. When one explore life outside the premises of office building their actual growth happens. A person can be more innovative and confident then. A balanced approach in life would not only ~~not~~ make their boss satisfied but their families as well. As Orison Swett Marden said, "Work, love, and play are the greatest balance wheels of man's being." After all, a man is not born to spend all their life in front of screens, making money. Hence, employee's performance ~~is~~ also linked to work-life balance.

Talking of performance and development, a balanced work life aid in the personal development the most. When a person balances everything along with office hours then the room for personal growth enhances. Old or new hobbies and passion, written on CNs, can be pursued. Many household works could be done by oneself, saving labour cost. Most importantly, a person can do side hustle as well such as content creation, a small start-up. Work-life balance also develops new skills and helps person to upskill as well. Evidently, work-life balance is essential for personal development.

Lastly, work life balance improves social solidarity as well. When a person manages jobs along with household then the surrounding is observed too. As Ibn-e-Khaldun's theory of solidarity states that personal belongingness and mutual reliance is important for social cohesion. This can be interpreted, in modern times, as sending meals to neighbours, offering prayer in community religious places e.g. mosque, and openly visit town-parks. Such approach will create sense of belongingness in the society. One may not feel that there is no one for them as these efforts are like boomerang - give care, take care. Resultantly, it will foster social solidarity that career advancement alone is unable to, transforming a society more cohesive.

Despite all of its traits, the critics still believe that career advancement is more important than work-life balance. The following paragraphs will be on counter perspective.

Firstly, it is the money or financial gain at the end of the day that matter for both family and society. People value financial status as the whole status. For instance, a celebrity with broken family, deteriorated concepts of morals and controversial figure or image would have more following hence respect than a wise man. This happens only because the former is rich. The world only values everything in financial terminology. As many say, "What is the benefit of it?"

Such cost-oriented generation values only money or financial worth of an individual, making career advancement more important than work-life balance.

Secondly, career development provide one with the capability to become a role model for everyone. There are multiple examples such as, Bill gates, Mark Zuckerberg and Elon Musk. There is one thing between all that these all are crazy rich. People value your worth over name indeed. To put things in perspective, Elon Musk was not a sensation for news channels unless he surpassed Jeff Bezos, becoming richest man alive. This clearly depicts that if Elon didn't pursue career, he would not be a role model for many.

A person, this way, will be a guidance for coming generations to follow footsteps. Hence, career advancement is more important than work-life balance for becoming a role model.

Thirdly, prioritizing career advancement has slowly become an obligation amidst AI-driven world. With the advent of AI, humans have been progressing rapidly due to its advanced algorithms. Chat-GPT, DeepMind II and Alpha-zero are its examples.

In this world of advancement, a new concept of technological lag has been emerging. This concept represents the people unable to adopt technology, facing backlash. To avoid this, a person needs to continuously progress

learning new skills and adapting to new technology. It has become prerequisite to secure job too. Therefore, career advancement is more significant than work-life balance to run parallel to AI-driven world.

The preceding paragraphs have discussed the superiority of career advancement over work-life balance. The following paragraphs are its rebuttal, supporting work-life ~~para~~ balance over career advancement.

First of all, it is the Ethics along with fulfillment of social responsibilities that matter for family and society. Most people confuse money here, which is only a part of it. Work-life balance act as umbrella term here, addressing different social and moral aspect of man. It teaches a man, the essence of being together. It also makes one generous towards others and helpful. A person through balanced work life can contribute in society, for example, taking part in community discussions, addressing societal issues i.e. drainage issue. The morality and ethical foundation also laid down when person lives in real world rather than in office. Reading books, understanding religion, addressing socio-economic issues, aid in children's upbringing and taking care of old parents or neighbours are its manifestation. This will poster the status on moral and ethical grounds with money as one of the constituent of it.

In addition to this, role models are not finance-oriented. There are many role models that had nothing to do with money. Nelson Mandela, Abdul Satton Edhi, Karl Marx and many Greek philosophers are its examples. None of them were rich or holds their legacy over financial gain. It was their contribution towards humanity. The reality is that 21st century is the age of materialism just just like, Renaissance was the age of art and literature. Also, if a person leaves behind a legacy of financial success by focussing on career advancement alone, then the coming generations will be materialistic. Such is the case of today's world too. People rather become stoic as happiness or sorrow are same for them. Only financial success satisfy them. Work-life balance counter it, and provide an ideal role model to seek guidance in every domain of life.

Lastly, it is of paramount important to consider AI as it will surely surpass humans in every domain of knowledge. However, AI can-not compete humans in social relationships. Chat-GPT cannot guide a human ways to maintain 'humanity' in social world. Whatever it tells, is inculcated in it by the very humans. So, no matter how hard humans try to run parallel to AI, it will still surpass them. In contrast of this, humans needs to enhance their own

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capabilities and development - outside the boundaries of office. IEEE has taken action over this by introducing Ethical AI systems. Hence, humans need to prioritise work-life balance more than the career advancement. The latter will not satisfy forever, but the former eventually will satiate all desires of humans.

In a nutshell, work-life balance is more important than the career advancement. However, it is opposed on the grounds of financial importance for competitive societies. Nevertheless, a balanced work life remains more inclusive that outpaces the significance of career advancement by all means. It not only gives a more wholesome status but also renders a more appealing role model. Humans need to understand this that AI will surpass them in every domain except in social domain. So, competing with it or giving priority to financial success is aimless. After all, work-life balance promotes social solidarity, personal development, personal performance, mutual responsibility of a child, closeness of close or loved-ones, physical and mental health. Therefore, humans need to address the elephant in the room in almost every way through balancing work life. Resultantly, humans will be more efficient and more lively. Following this trajectory, emphasising work-life balanced over career advancement, a person will not be alone rather satisfied when the ladder of success is climbed.