

Name: Yusra Vahidy
OB 61

Date _____

"Is Work-Life Balance
More Important than
Career Advancement?"

Outline:

1.) Introduction

2.) Work-life balance is more important than career advancement.

Individual reasons:

2a.) More family time.

2b.) Increased job satisfaction which enables a person to stay motivated at work.

2c.) Improved physical health because more time for exercise.

2d.) Reduces burnout which positively impact mental health.

Social perspective:

2e.) Healthy individuals contribute towards a healthy society.

2f.) Positive community bonds leads to social cohesion and unity.

Economic benefits:

2g.) Increased economic productivity.

- Increase in women participation
result is decline of informal sector.

Innovation:

2h.) Stronger employee relationship enhance teamwork which leads to innovation.

- Creative youth leads to innovation.

Date _____

Recopy the benefits from globalized world.

2i.) Positive business culture attracts foreign companies which brings foreign direct investment.

3.) Problems that can arise by only focusing on career-advancement.

4.) How Pakistan can learn from it.

5.) Conclusion.

As John was receiving an award for best employee, he received a call from his daughter. In a resentful tone, she said, "Daddy why did you not come at my annual result day? I got an award for getting second position in my class. All fathers were there and my friend's father hugged her on stage for securing ~~second~~ third position. I missed you, and I wished you were there for me." That day, John realised that how he has succeeded in becoming the best employee but failed as a father. This is an account of numerous households and it shows that how important is it to have work-life balance. There are many reasons associated with the importance of work-life-balance. When an individual balances his/her work and life he/she manages to secure more time for the family and leisure which enables him to stay motivated at work. It also improves his mental and physical health. When there are healthy individuals in a society, they are likely to play positive role towards betterment of society. This unites different communities. Also, it helps in achieving women participation. The economy is likely to experience increased productivity. A positive or business culture and

motivated youth leads towards innovation in an economy. Not only national but global benefits are manifest, as there would be increased global competitiveness. An overall positive business culture attracts foreign direct investment which bring benefits for a country in many ways. However, there are significant disadvantages when the focus is only on career advancement as it deteriorates family ties, reduces motivation in job and impact health negatively. In a nutshell, it is important to have work-life balance for the betterment of overall socio-economic health of a country. Nevertheless, failing to strike a balance brings significant challenges to the social fabric of the country.

There are numerous benefits of maintaining work-life balance for an individual. One of the benefits is being able to spend more time with family. Family is an important pillar of a society, without a strong family system, societies can never progress. When an individual, especially a man gives more time to his wife and kids, they are likely to be happy. There is a famous saying, "A happy wife means happy life" which shows the importance of giving proper

time to wife. Similarly, a strong couple would provide positive ground for their children to prosper. Children would feel secured, connected and loved by their parents. It is evident in many reports of World Health Organisation which clearly defines positive relation between parents' bond and children's well-being. Therefore, strong family ties are established when there is more family time.

There is an increased job satisfaction due to which a person stays motivated at work. When a person has time for other activities in life such as leisure, entertainment, then he is likely to stay fresh during work hours. Because his other needs are being fulfilled. This can be evident in Maslow's hierarchy of needs, as it suggests when a person's other needs like leisure, family bonds, social needs etc. are fulfilled, he is likely to experience motivation at work. This great positive impact on a person's motivation shows why work-life balance is important.

Physical health improvement is another positive outcome of maintaining work life balance. A person is likely to get time to focus on physical activities such as walking, exercising, or going to

the gym. The increased focus on physical activities would likely to have a positive impact on person's overall health. As suggested by science, physical activity and moderate walk increases bloodflow to other organs of the body which in result, contributes to improved physical health.

Most importantly, a person's mental health is likely to improve due to reduced burnout. When a person does not have to work worry all the time about work, then he is likely to live a stress free life. In the current globalized world, there is an increased awareness about mental health, and many countries especially Scandinavian countries are adopting mental-health related policies at work. Also, many countries are providing implementing specific measures to create work-life balance, in order to stop abusive and suicidal tendencies that results from deteriorating mental health. Therefore, creating work life balance positively impacts mental health.

At a bigger picture, mentally and physically healthy individuals tend to have a positive contribution towards the society. In a society filled with motivated and healthy individuals, provision of social services is a highly likely result.

In a country like Pakistan, where Multi-dimensional Poverty Rate has increased from 38.6% to 39.5% (PIID, 2024), social services like educational initiatives, free of cost skill learning initiatives would be of great help. Skilled-based education is likely to equip young minds with necessary skills to become a part of workforce. This shows the importance of healthy individuals in a society.

Moreover, the same set of individuals tend to foster positive community bonds which leads towards social cohesion. Positive, motivated and educated individuals are likely to engage positively with each other, despite cultural differences. This motivates people to put differences aside and work towards the betterment of society as a whole. The immense focus on work-life balance policies in Denmark, results in increased community engagement (OECD Reports). Hence, work-life balance positively impacts social cohesion.

Benefits of work-life balance are not only limited to society but it encompasses economic dimension as well. One major advantage is increased economic productivity. Since it enhance business productivity due to increased employee motivation, enhanced business activity is likely to be increased.

economic productivity, therefore increasing Gross Domestic Product. In Pakistan, where industrialization and business activity is in decline, providing implementing ways to promote work life balance would significantly boost the morale of people and hence, it would lead to increased economic output. Also, if companies prefer work-life balancing policies for employees, then it would likely to help reduce informal sector of the economy. As women make up a significant portion of informal economy due to family constraints and obligations, they find it difficult to work full-day which is why there is only 25 percent women in formal workforce and 83 percent men in formal workforce.

(“Embracing Feminism”, Dawn, 2024). Providing women with flexible work hours, online opportunities would largely help to increase the women participation in workforce and therefore reduction in informal economy.

On the other hand, work life balance lead to innovations. Because, well-motivated employees are likely to build positive interaction with each other leading to cross cultural communication in a business environment. Emotionally and mentally fit employees are likely

to think creatively and able to provide more ideas (Personality and Five-Factor Model of Personality by Furnham, 2008).

Also, children of these parents who have they had are also likely to be more creative and innovative, because throughout their childhood they got care, love, appreciation due to which they are likely to grow up as intelligent and creative adults.

(by Harris, 2000) It is emphasized on the value of effective parents and they parental bond into parents child's int imaginative capabilities and creativity. As a result, the novelty papers due to innovation. Results in innovative and healthy society, positive business culture attracts foreign companies in form of multinationals, or foreign direct investment which greatly helps the economy. There are many areas in an economy that can be easily targeted by foreign direct investment such as poverty, illiteracy and unemployment. The best example of the economy which grew from scratch to diamonds is the economy of Singapore. The first they that the country's Prime Minister Lee Kuan Yew was to open gateway for foreign companies by providing business friendly

environment and culture to them. As a result, the economy greatly boomed from 1965 to 1973. Therefore, significance of foreign direct investment cannot be neglected.

However, prioritizing only career advancement would lead to many problems, firstly it would deteriorate family relationships, a broken family only nurtures harbors traumas in children. In many cases in a society, couples get separated due to lack of time for each other and as a result, innocents of the family suffer greatly. The future of children with childhood trauma is likely to be ambiguous, as youth is the pillar of society, especially in Pakistan where there is youth bulge. A demotivated, demoralized ^{youth} cannot be creative and cannot bring innovation to the society. Also, business environment would be toxic due to over-burdened workforce leading to decline in business productivity, as a result, economy of a country suffers.

It is high-time that Pakistan should learn from the countries that promote maintaining work-life balance for the sake of the betterment of the society. Since 64% of the population of

Pakistan is youth, who is already struggling in economy due to stressed business environments. The stressed work culture and exploitative nature of business (not paying for overtime) has left young minds vulnerable to suicides. As the suicide rates are increasing in Pakistan. According to World Health Organization (WHO), Pakistan's suicide rates has risen from 7.3 per 100,000 to 9.8 per 100,000, which is an alarming increase. Stressed business environment is a major contributor to it. By introducing flexible work hours, hybrid work models in most of the business would greatly reduce stress and overall job satisfaction.

The issue of gender equality would be thoroughly address through this. As it is difficult for most mothers to take care of children and doing hectic jobs, as a result children's health and mother's mental health is compromised.

So, by introducing work life balance policies women of Pakistan would be positively impacted which increases their productivity, job satisfaction and ensures their overall well-being. More measures such as paid maternity leaves would further enhance their sense of belonging in the company which are positively affects the overall productivity of the company as suggested by Maslow.

Additionally, there should be qualitative measures for performance rather than quantitative. This would focus on employee productivity rather than the total hours spent. Shifting towards a culture that values well-being over work-hours will not only improve employee satisfaction but also drive sustainable growth in Pakistan.

In a nutshell, it is important to have work-life balance for the betterment of overall socio-economic health of the country. However, failing to strike a balance brings significant challenges to the country. In Pakistan, where business environment is less conducive to growth, it is important for businesses to introduce measures that help in striking work-life balance for employees so that they may feel mentally and physically healthy, motivated and recognized in the company. Introduction of such policies would enable individuals of the society to bring positive change in the economy of Pakistan.