DO YOU OWN YOUR WORK OR DOES YOUR WORK OWN YOU?

60% of Indian working professionals surveyed rate their current work-life-balance average to terrible.

Monster.com in India surveyed close to 2000 respondents to explore working professionals' sentiments around work-life-balance (WLB), and raise awareness among employers as to what aspects of work-life-balance are most valued by their employees.

WORK LIFE BALANCE A MYTH, OR REALITY?

Survey reveals dichotomy

60% respondents reported an average to terrible WLB

However, if given a choice **78%** would prefer being 'segmentors' not 'blenders'

Segmentors – People who create clearly defined boundaries between their personal and work lives.

WORK-LIFE BALANCE OR WORK-LIFE BLEND?

Surprisingly, people segregate work and life, rather than think of 'blending'

Blenders – People who blur the lines between work and home and easily navigate their way between the two.

THERE GO MY HEALTH AND RELATIONSHIPS...

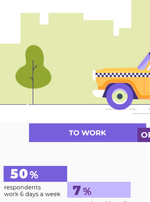
67% of India's working professionals either have sometimes, often or always, thought about work, even when not at work

50% respondents in relationships, confessed that the lack of WLB made them, their partners or both, ill-tempered or irritable

A BAD WORK-LIFE BALANCE RUINS ONE'S HEALTH AS WELL.

Stress led to the following illnesses in respondents

CONSTANT CONNECTIVITY = CONSTANT ANXIETY



32% young professionals find technology a hindrance in managing work and family commitments

54% respondents were single, surprisingly

Other major hindrances that emerged:

18% meetings, calls and trainings after office hours

11% negative attitude of supervisors towards existing policies

48% respondents feel their managers support WLB

But, **37%** claim the contrary

COMMUTING TO WORK IS A MAJOR BUZZ KILL

75% spend anywhere between one to more than two hours commuting to work

70% preferred work from home on all days, or atleast few times a week, to save time

TO WORK OR NOT TO WORK ON WEEKENDS

50% respondents work 6 days a week

7% reported working all days of the week

Understandably, **34%** would not like to work on weekends

GIVE ME FLEXIBILITY & SOME 'ME TIME'

For **40%** respondents WLB meant getting the time to pursue hobbies and passion

For **41%** it meant "flexible work hours"

While for **39%** it implied leaving work on time and not bringing work home

For **22%** taking time off regularly meant WLB

ORGANIZATIONS LISTEN UP!

In organizations where there is a work life balance policy,

THE TOP THREE PROVISIONS OFFERED

75% respondents have said that their workplace doesn't have a separate WLB policy

25% are not even aware of such a policy

HAPPIER EMPLOYEES = MORE PRODUCTIVITY

In the end, a good work-life balance and happy employees can translate into better productivity! Our respondents felt the same way.

Almost **78%** believed that a good WLB enhanced productivity

However, **12%** were sure a good WLB did not translate into healthy productivity

10% were unsure if it made a difference at all or not

#WorkLifeBalance

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