

# VIBHRANCE



**CHRIST**  
INSTITUTE OF MANAGEMENT  
DELHI NCR, GHAZIABAD, INDIA

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BUSY LIFE

## SYNERGY

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# Mental Health: It's Importance in Work - Life Balance

Work-life balance is a term generally used to describe the balance that a working person needs between time allocated for work and other aspects of life. Areas of life other than work-life can include personal interests, family and social orleisure activities

Government-imposed quarantines, self-isolation, due to Covid-19 which has not only affected the work life of the people but it also had huge impact on the mental health of the people.

It's reasonable to feel unsettled at this time. Whether it's a sole trader or business owner who employs staff, an employee at an organisation or a manager, your workplace may be facing complicated times and it's normal to consider what that means for you.

There are many actions that people should take in their normal everyday lives to protect and nurture their mental health. People need to realize the importance of mental health and what impact it can cause not only on their professional life but also personal life.

COMPILED BY MISHIKA CHAUDHARY

These are unparalleled times. As the medical experts work hard to keep us safe, we are learning new ways to live. A big swing for some of us is working from home. While these are challenging times, it's important now more than ever to try to do the things that you know have kept you well in the past.

Finally, self-management is important; people need to control their own expectations and behaviour regarding work-life balance and be reasonable about what can be achieved.

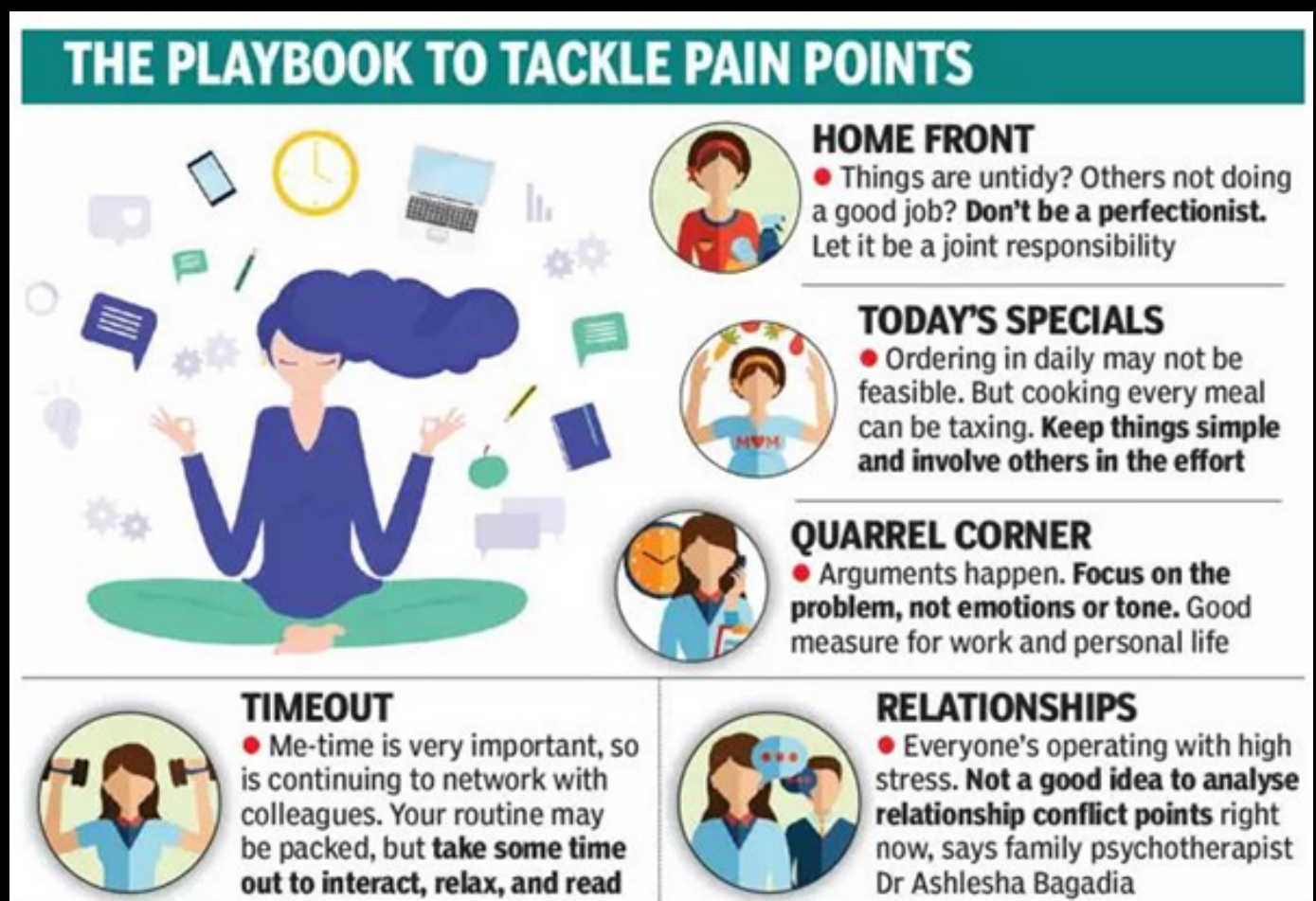


# Managing Work Life Imbalance

The narrative, 'women can have it all—work, family, ambition and a dream home' is undoubtedly positive and motivating for women to strive and do better. Unfortunately, in these testing times of COVID 19, it is causing several women to crack under pressure. Though male members are stepping up for housework, women are still expected to handle most of the burden while also focusing on career.

The psychological impact of the coronavirus outbreak is worse for women than men as per the research by Esprimi and Richmond Foundation, a mental health organisation. The study involved 1,064 individuals and showed that 47 per cent of the respondents were feeling depressed and 48 per cent of them often experienced a sense of apathy. Women, the study suggested, were more likely to have such feelings, with 1/4th of the female respondents saying they felt depressed all the time. So, what's the solution? 'Women will have to reorganize, restart and reinvent their thought process to balance work and life, if there are going to be big changes'

COMPILED BY - DR PRIYANKA



## THE PLAYBOOK TO TACKLE PAIN POINTS

- HOME FRONT**
  - Things are untidy? Others not doing a good job? **Don't be a perfectionist.** Let it be a joint responsibility
- TODAY'S SPECIALS**
  - Ordering in daily may not be feasible. But cooking every meal can be taxing. **Keep things simple and involve others in the effort**
- QUARREL CORNER**
  - Arguments happen. **Focus on the problem, not emotions or tone.** Good measure for work and personal life
- TIMEOUT**
  - Me-time is very important, so is continuing to network with colleagues. Your routine may be packed, but **take some time out to interact, relax, and read**
- RELATIONSHIPS**
  - Everyone's operating with high stress. **Not a good idea to analyse relationship conflict points** right now, says family psychotherapist Dr Ashlesha Bagadia

# Work life Balance: Challenges and Solutions

Many a times, work takes precedence over everything else in our lives. Our desire to succeed professionally can push us to set aside our own well-being. Creating a synergy between personal and professional life is important not only for physical, emotional and mental well-being, but also for career.

People have debated the concept of 'work life balance' for decades, and it carries different meaning to different people. One person might think he has achieved balance when he can leave work early enough to eat dinner with his family. Someone else might view it as having a flexible schedule, so that they can study for a part-time graduate degree. Yet another person might feel fulfilled by spending their free time advancing their career. In short, we achieve life balance when we have enough time to pursue both work and personal interests that we love. However, when you feel as if one side of your life is using too much of your energy, you are stressed on our work, the productivity will fall, and the personal relationships become strained.

COMPILED BY - DERICK JOY AND ALPHA MARIA ANTONY

**Work-life imbalance can lead to some serious issues as:**

- **Fatigue:** If you are over tired it reduces your ability to work productively. This can take a toll on your professional reputation.
- **Health:** Long working hours can cause stress which may have adverse effects on one's immune system. Stress also puts one at risk of substance abuse.
- **No time for Family:** Working long hours or overtime might make you miss important family moments and events. This can leave you feeling left out and damage your relationships.
- **Increased Expectations:** Working extra hours might lead to you taking on extra responsibility. This can cause extra stress and challenges that one will have a really hard time facing.

**Possible ways to create a better work-life balance:**

- Accept that there is no 'perfect' work-life balance.
- Find a job that you love.
- Prioritize your health.
- Don't be afraid to open up.
- Take a vacation.
- Make time for yourself and your loved ones.
- Set boundaries and work hours.
- Set goals and priorities



# Work Life Balance during Pandemic

Work-life balance means how well an individual aligns his/her professional life and family life to achieve a state of equilibrium. Human beings focus on adaptability or time allocation as a way to create work-life balance. As we know that now everything is fully integrated, the question arises how to create balance as a state of being? Merely flexing the work schedule or working from home doesn't imply that our lives are being well balanced. Not assessing our thoughts and intentions in the moment of what we want to concentrate on -whether it is the disturbance on our mind, the emotions we have, the task at hand or synergy we are in, all counts a lot.

COVID-19 has made employers move away from conventional thinking that productivity is contingent upon set hours within an office environment. As one begins to return to workplaces and find new standard, alternative working patterns will also help to diminish commuter traffic and with social distancing measures. To assure the physical and mental health of employees, many companies are now implementing on-call counseling. They came out with a standard operating procedure once the lockdown was declared and measures to ensure that business continuity and employee productivity go hand in hand, as we knew that home isolation might turn out to be gloomy and depressing for a lot of people.

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- HR DIGEST
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