

## Organization vs. family: In the perspective of an employee

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### **Abstract**

*We connect with this world either with the motto of being recognized or valued through the best we display in our working zones. This paper throws a light on the insight of an employee the way he or she wants to be identified while going ahead with the challenges between 'work-to-family conflict' and 'family-to-work conflict' in a profession. In addition to that, how best an organization seems to be supportive to the employee in his hard ships of life and what could be the optimum support can be shown by an employee in the tough times of the company. How company entails the security and welfare of an employee in promoting workaholic atmosphere by winning his heart. Moreover, if company goes by boss-centric approach, there will be no scope for solutions and growth. The way an employee manages his 'schedule control' with 'employee supportive team leader' carrying with mutual respect will undoubtedly lead to the reciprocal co-ordination among the employees and company meets up with the profit what they expected. Of all the above, what are the challenges and questions will be raised in the hearts of an employees. Finally, the indispensable factor of self-actualization coined by Abraham Maslow, U.S psychologist ensures how the brand of faith, reliability and satisfaction drive any company towards achieving excellence.*

**Key words:** *'work to family and family to work conflict', boss-centric approach, schedule control, employee supportive team leader, self-actualization*

### **Introduction**

Employees stay and serve the companies by connecting not only with the people, clients, delegates and customers but more importantly with their priorities, feeling and emotions. Each employee in a company carves for recognition, respect and satisfaction apart from the salary he earns. Whereas, for all employees, organization seems to be the only world since they spend one third of their day time in fulfilling the organizational objectives and set of some goals put before them despite feeling stress and 'workaholic conflicts' in their workplace. Specifically, the conflicts those employee challenges are bi-directional in the

form of ‘work-to-family conflict’ and ‘family-to-work conflict.’ The reasons behind slowing down the energy levels of employee in any organization or multinational company are; targets beyond the working capacity, multi-tasking with limited sources, unsupportive administration and management, irregular timings resulting health damage, interpersonal conflicts within the diagonal zone, much work and less salary, less recognition for additional outputs, back biting, gender justice and bias, less reliability on job security, travel to work and home, responsibility minimization at home affairs, carrying organizational tasks and deadlines to home till mid-nights. It’s a known fact that by birth everyone is gifted with the ability of expressing well, gradually with the name of performance and targets our natural ability becomes inexpressive with the superior and inferior cadre and we greet people with artificial smile and natural smile gradually disappears in discourse.

### Significance

Since life is all about getting the primary needs fulfilled by earnings, different employees in different professions dream about drawing salaries before drying their toil and sweat. ‘Some work for status, a few works for establishing bench-mark in the world what they innovate and design and others work for doubling their liquid’. If a company is maximally expecting an unwavering support and high sounding cooperation from each and every employee, it must provide an accessible and approachable plat form for listening queries of employees also. Either some renowned companies or organizations win the hearts of the employees while clearing their little inconveniences on ground at ground level to establish the amity and workaholic nature among the employees. If any company carries the ideology of being a trouble monger for workers, creating an environment that “we are bosses, we are everything. You are employees, you are nothing.” This perspective will not work well and undoubtedly collapses the organizational vision and mission along with the self confidence and oral abilities of employees. The worth of employee is not at all the value of a machine to be measured and calculated, yet it is a service done by human being. ‘Being a human, he has a value emerged with emotions and feelings whereas a machine will never be’. Once a company found in loss can be rebuilt perfectly and get back its lost glory by the solutions comes out of the human brain but not by the machines and soft-wares.

### Methodology: ‘schedule control’ and ‘employee supportive team leader’

‘**Schedule control**’ is a general attribute of an employee’s sense about the hours he allots to his duty. It depends on the time and location where he extends his duties. The down lines in hierarchy of any company equally distributes the work in diagonal level will meet with the target oriented goals. To fulfill the work given by up lines in a company, lower level employees must split their schedules to get the task done within the deadlines, irrespective of consulting a team leader. This perspective improves the employee’s flexibility of scheduling his tasks and lowers his pressure in work. Moreover, it’s a suggestive point for the employee to stay and commute to office by placing his family to the nearest spot to the organization that results avoiding the rush hour and traffic jams. The experience of being nearer to work

spot will undoubtedly create a confidence of being always touched with family and ensures the increase of output and effectiveness of employee. Either this stand point of view can be of organization or an employee which seems to be always debatable 'whether management wins the heart of an employee or an employee wins the heart of management', is all about the matter between the mutual-respect they exchange together in working zones.

**'Employee-supportive team-leader behavior'** is a behavior which is quite opposite to boss-centric approach. In boss-centric approach, all the employees get dominated by boss highly and they will be given chance for making decisions and solving problems hardly with a misconception of a boss that all his staff is less effective and unknowledgeable. But, in an 'Employee-supportive team-leader behavior' is a kind of approach where an employee gets ensured personal and health care and this approach makes him comfortable in fulfilling the targets of his company. This behavior entails the safety measurements, bright turnover and develops the standards of working culture. Apart from the above, all team leaders are supposed to be learnt from the ideology of "value of demonstrating support for employee's personal life" which cares on emotional, instrumental and role modeling support. If employee is given an opportunity for little chores of his home affairs while doing his duty, then he will never be away with intention of missing or sacrificing his personal life for the organizational objectives. If team leader gets afraid of any lenience may take place, there must be a mutual agreement between the employee and team leader. Eventually, an employee doesn't approach his team leader with a problem moreover he tries to come with a solution.

### Challenges: a brief study

Is life meant for fulfilling the targets and meeting with the deadlines of a company spending one third of time in a day and ignoring social life? When a drawing salary is unable to meet with your monthly needs and requirements, what extent an employee carries a job satisfaction? Every one extends his or her work in profession with a thought of being rewarded highly by the management in reaching greater positions. To answer the above, let's examine some MNC's and Global Organizations in the world about provisions and HR policies being implemented for the recreation of employees to enliven their energy levels and ease their hectic work. Recreation facilities like, providing walkers clubs, Gymnasium, fitness centers, mini-theatres and yoga centers, cafeterias and so on are always available in Google, Reliance, Amazon, TCS, Face book and so forth.

### Theory used

In 1943, a paper published by Abraham Maslow, educational psychologist, entitled "A theory of human motivation' in psychological review, speaks about the fifth level or the highest attainment goal of any employee is all about meeting with self –actualization factor. The implication of self-actualization in employee's life discovers the ways for getting intra behavioral motivation which brings the right satisfaction and a sense of fulfillment in a lower level of employees before moving on to higher pursuit in a organization. To imbibe the quality of being satisfied with the job profile and a healthy result oriented outlook among the

employees, it is the dire responsibility of organizations to look after the ‘welfare goals’ of an employee to establish a brand of faith and reliability upon companies.

## Conclusions

Everyone wants to sustain in a place where one can manage well both profession and family relations. “The more the management understands the employee, the greater an employee meets with the vision of the management.” Moreover, the family too understands worth and service of the employee in winning the bread and butter for the survival of his own inmates. On part of an employee, he must always have the ideology of believing his service accountable and dedicated as he thinks in fulfilling the chores of his family. Eventually, he can imbibe himself the quality of balancing work and family like the role of a ‘rope walker’ whose balancing is chiefly depends on the way he holds a pole in his hands.

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