

Study on Work Life Balance and its Impact on Employee Performance with Reference to TCS, Nagpur

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Abstract: *In organizations and on the home front, the challenge of work/Life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively affect the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professional with an historical perspective, data and possible solutions for organizations and employees alike to work-Life balance. Three factors global competition, personal lives, family values, and an aging workforce present challenges that exacerbate work-Life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work-Life initiatives to gain a competitive advantage in the marketplace. Work-family: a term more frequently used in the past than to days.*

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