



Exploring Work-Life Balance Strategies Among Generation Z In The Education Sector: An Exploratory Analysis

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ABSTRACT

Purpose

Work-life balance is a critical concern in today's workplace. When employees and employers fail to address this issue, it leads to numerous enduring consequences, mainly due to poor communication and a disconnect between expectations and reality for both sides. Thus, a clear understanding of work-life balance and well-defined expectations are essential. Generation z is the newest generation in the workplace and it is very important to understand their perspective towards the work and also to understand what are the things that motivate them in workplace and how they balance there life so that the employers can transform their work environment accordingly and provide a peaceful environment for them to thrive and leads to overall growth of the organization.

Research methodology

The researcher employed exploratory and descriptive study methods based on primary data. The target population consists of Gen Z employees working in the education sector, specifically in schools. Data was collected from 60 respondents using a convenient sampling technique.

Findings

Generation Z employees are energetic and prioritize their health and fitness. They thrive in flexible work environments, which accommodate their preference for work-life balance and personal well-being. Studies show that Gen Z values workplaces that offer flexibility, wellness programs, and opportunities for professional growth (Schroth, 2019; Seemiller & Grace, 2016). Their comfort with technology also makes remote and hybrid work models particularly appealing to them (Francis & Hoefel, 2018). By fostering such environments, employers can better attract and retain Gen Z talent, enhancing overall job satisfaction and productivity. Luckily, there are great benefits of a multigenerational organization, including better access to a multi skilled team, increased productivity, a stronger talent pipeline, greater diversity of skills and outlook, better retention of experience and know-how, and increased resilience (OECD, 2020). Organizations aren't the only ones that benefit from a multigenerational workforce: Clients are typically better represented and served (OECD, 2020).

Research Limitation

The study is limited to the Gen Z employees of Raipur working in government or private schools.

- I. **Geographical Scope:** The research focuses solely on Gen Z employees in Raipur, limiting the generalizability of findings to other regions or contexts.
- II. **Sector Specificity:** The study exclusively targets employees in the education sector, thus potentially overlooking insights applicable to Gen Z workers in other industries.
- III. **Sample Size:** With a sample size of 60 respondents, the study may lack sufficient statistical power to detect smaller or less common trends within the Gen Z population.

- IV. *Sampling Technique*: The use of convenient sampling may introduce selection bias, as it relies on readily available participants rather than employing random or stratified sampling methods.
- V. *Data Collection Method*: While the study utilizes primary data, the reliance on self-reported measures may introduce response bias or inaccuracies due to subjective interpretations.
- VI. *Temporal Constraints*: The research is conducted within a specific timeframe, potentially limiting its ability to capture long-term trends or changes in Gen Z attitudes and behaviors over time.
- VII. *Language and Cultural Factors*: The study assumes a certain level of proficiency in the language of data collection (e.g., English or Hindi) and may not fully account for cultural nuances that could influence participant responses.
- VIII. *External Factors*: External variables such as economic conditions, societal trends, or technological advancements may impact the findings but are not explicitly accounted for in the study design.
- Expanding the research scope beyond these limitations could enhance the comprehensiveness and robustness of future investigations into Gen Z employees' characteristics and preferences.

Practical Implication

This study carries several practical implications for various stakeholders. Educational institutions, in particular, can leverage the information and findings from such studies regarding the work-life balance of Gen Z employees.

- I. *Policy Development*: Educational institutions can use the insights gained from this study to develop policies and initiatives that promote work-life balance among Gen Z employees. This could include flexible scheduling options, wellness programs, and support for remote work arrangements.
- II. *Employee Engagement*: By understanding the preferences and priorities of Gen Z employees regarding work-life balance, educational institutions can better engage and retain their workforce. Offering benefits and opportunities that align with Gen Z values can enhance employee satisfaction and loyalty.
- III. *Recruitment Strategies*: Educational institutions can tailor their recruitment strategies to appeal to Gen Z candidates by highlighting their commitment to work-life balance initiatives. This can help attract top talent and differentiate the institution as an employer of choice.
- IV. *Training and Development*: Incorporating training and development programs that address work-life balance skills and strategies can empower Gen Z employees to effectively manage their professional and personal lives. This investment in employee development can contribute to long-term organizational success.

Overall, integrating the insights gained from this study into organizational practices can create a more supportive and inclusive work environment for Gen Z employees in educational institutions, ultimately benefiting both the individuals and the institution as a whole.

Keywords: work life balance, workplace, generation Z, opinions on work life balance, Environment

I. INTRODUCTION

This research paper focuses on two important aspects that is work life balance and the opinions of generation Z about work life balance that is how they perceive work life balance what is their style of working what are the techniques they use in order to make their life balanced and happier does work life balance place any importance in their life's or they are easy going and are not bothered enough about it before moving any further with this research work it is very important to understand what actually work life balance means and who are this gen Z .A recent survey by Lever (2022) indicated that around 40% of Gen Z and 24% of millennial employees want to leave their jobs within two years. Burnout or job dissatisfaction is cited as one of the top three reasons young employees leave their jobs (Deloitte, 2022) a study conducted by (Maria Loire) broke the misconceptions related to generation Z and mentioned various traits that must be inculcated and job environment in order to retain them for long. A number of recent studies examine the characteristics of Generation Z (Gen Z) individuals (Gen Zers), their values (Maloni et al., 2019; Cresnar and Nedelko, 2020), their attitudes toward work and organizations (Barhate and Dirani, 2021), the way they adapt to the workplace (Chillakuri, 2020).

Background to Work-Life Balance

work life balance is a word comprised of three different words that is work which may involve the official work and also include the household chores, life which includes spending time with the loved ones taking out me time in the busy schedules out of work for physical and mental well beings , spending out time with friends and family nurturing ones soul out of the busy and hectic work schedules and so on and the third aspect is balance as the word itself describes that how a persons does justice with work and life describes about the balance that he or she maintains in life.in simple terms work life balance refers to maintaining a harmonious relationship between your work and personal life. It involves consciously managing your time and energy to meet both professional and personal commitments while prioritizing self-care and well-being. Maintaining a good work life balance is not only good for once mental and physical well-being but also helps in improving productivity. Life Balance Work-life Balance (WLB) is rooted in the employee's need to achieve a healthy balance between the desire to participate in the world of work by giving the best for between one's profession and personal life (Lavoie, 2014; Bhalerao, 2013).). Previous studies found that WLB was associated with higher levels of job satisfaction, life satisfaction, and better mental health (Haar et al., 2014). The more control employees feel over their lives, the more they can balance and commit to work and personal life (Jaharuddin et al., 2019). The concept of WLB depends on the character of people and their perception. In fact, there are studies that show that the WLB program shows indirect effects to help employees improve their well-being conditioned by individual positive attitudes and coping strategies in their lives (Zheng et al., 2016). The term WLB usually refers to writing about company support for flexible work choices, and family or personal leave written by (Estes and Michael in Low, 2019). Therefore this practice includes flexible working hours. Providing workers who can control their working hours with information about healthy and social work scheduling will help them to minimize unintentional social disruption due to their choice of working hours (Arlinghaus et al, 2019). WLB training must be technical in nature and must also include conflict management and stress management.

Interest in work-life balance has grown significantly in recent years due to its impact on various aspects of an individual's professional and personal life (Powell, Greenhaus, Allen, & Johnson, 2019). Lockwood (2003) suggests that the term "work-life balance" was first introduced in 1986. However, evidence shows that work-life balance programs existed in parts of the United States as early as the 1930s. The term 'work-life balance' evolved from 'work-family balance' and is considered a modern concept that applies to all employees, regardless of their family status (Kalliath & Brough, 2008). In recent years, European organizations have recognized work-life balance as one of the five critical challenges facing employees in various sectors (Strack, Argyle, & Schwartz, 1991). Darcy, McCarthy, Hill, and Grady (2012) further emphasize that work-life balance is a concern for all employees, regardless of age, gender, or family status.

Two decades into the 21st century, society expects individuals to juggle multiple roles throughout their lives, often simultaneously. Traditional roles such as 'provider' and 'caregiver' are frequently fulfilled by the same person, increasing the pressure on society and employers to support work-life balance (Baltes, Clark, & Chakrabarti, 2009). The evolution of traditional work and family roles has shown that responsibilities in these areas often compete for limited time, psychological resources, and physical energy, leading to negative outcomes in both domains over time (Greenhaus & Allen, 2003).

The rise and rapid advancement of technology have significantly influenced work-life balance, but whether it improves or impairs this balance remains debated (Stephens, McGowan, Stoner, & Robin, 2007). Robinson, O., et al (2015). argues that the increased use of technology has created a perpetually "switched on" environment, leading to poor work-life balance as employers may unintentionally expect constant availability from employees. Although technological tools such as remote working, messaging, and video calling systems are designed to support work-life balance, they often have the opposite effect. Many employees find it difficult to disconnect from work and separate their professional and personal lives (Stephens et al., 2007). Additionally, demographic changes, an aging population, increasing market competition, and advancing technology have led to a rise in dual-career households, increasing pressure on both employees and employers (Grady et al., 2008). Consequently, organizations are now expected to offer greater flexibility to attract and retain employees (Grady et al., 2008). Employers face growing pressure to implement work-life balance practices and initiatives in a fair and transparent manner (Smith & Gardner, 2007).

Various generations at work place

As of the reports of 2023 there are five generations working in the workplace these are : traditionalists, baby boomers, Generation X (Gen X), millennial(Gen Y), and Generation Z (Gen Z).these different generations have different personality traits and have different ideas to offer to the organization all these are those who belong to the age group of 16 to 75 hence have different styles and modes of working the older ones have years of industry experience and the younger ones have new and innovative ideas to inculcate these different generations are discussed in details below:

1. **Traditionalists:** this generation is also known as the silent generation this group was born between 1928 and 1945 during the Great Depression and World War II. Although the youngest members are in

their late 70s, According to the BLS, around 12% of people above 75 will actively participate in the workforce by 2030.

2. **Baby boomers:** this is the generation born between 1946 and 1964, many of them have chosen to retire during pandemic and have left the positions for the younger generations they are very dedicated towards their job, and their loyalty to their positions gives them a deep understanding of their job role and chosen industry.
3. **Generation X:** Gen X was born between 1965 and 1980. They were also known as “latchkey kids” during childhood and are known for their independence. They grew up in a time when more women swapped domestic roles for the job market, so many were home alone after school before both parents returned from work.
4. **Millennial or Generation Y:** Born between 1981 and 1996, millennial sit on both sides of the technological shift. They were born before the popularization of the internet and personal computers. The Great Recession, a tough job market, and high student loans defined many millennial’ entrance to the workforce.
5. **Generation Z:** The newest working generation, this group was born between 1997 and 2012. Gen Zers are digital natives, coming of age with cell phones, social media, and rapidly developing new technology. They represent over one-fourth of the American population and are the most diverse generation in US history. As of 2021, share of Gen Z and Millennial population in India at 52% - higher than world average of 47%.environment. In fact, the newest generation in the work environment, Generation Z, is the most ethnically and racially diverse generation in history: 25% are Hispanic, 14% are African American, and 6% are Asian, according to the Pew Research Center (Parker & Igielnik, 2020).

Below figure shows five generations at work place and also gives a brief discussion about them in work place






The 5 Generation Workplace				
Traditionals	Baby Boomers	Generation X	Generation Y (Millennials)	Generation Z (Digital Natives)
DOB: 1900–1945	DOB: 1946–1964	DOB: 1965–1980	DOB: 1981–1996	DOB: 1997–2015
<ul style="list-style-type: none"> • Loyal to the company • Dedicated • Disciplined • Job for life • Retiring later 	<ul style="list-style-type: none"> • Dedicated to work • Optimistic • Committed • Team orientated • Experimental 	<ul style="list-style-type: none"> • Open-minded • Appreciate diversity • Work–life balance • Competitive • Entrepreneurial • Independent 	<ul style="list-style-type: none"> • Career determined by switching roles often • Keen on mobility • Socially vocal • Tech-savvy • Immediacy 	<ul style="list-style-type: none"> • Critical and selective • Career multitaskers • Technology is intuitive • High expectations • Coached, not managed
				
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Image source: <https://starmanager.global/the-key-to-managing-a-multigenerational-workforce/>

Why generation Z?

Now the question arises that out of such a vast population of different generations engaged in the workforce what is the reason behind choosing the last that is the latest generation for this research purpose the reason behind is very simple as these are the youngest generation of the decade and there mode of working the way they perceive the work environment will decide and set base for the upcoming workforce population that will be known as generation alpha. As of 2023, the oldest members of Generation Z are just entering the workforce. They’re generally entrepreneurial, independent, and competitive, but they best engage with businesses that believe in sustainable, socially responsible practices. Considering their workplace preferences, Gen Z demands independence, autonomy, flexibility, and transparency in workplace settings (Bascha 2011). They want to be heard and to express their opinion in demonstrating their knowledge and skills. Their entrepreneurial nature does not let them take orders and follow them blindly. Instead, they want active participation and empowerment in the routine business functioning. Their dependence on gadgets and technology is both appreciated and criticized by scholars and researchers. Singh & Dangmei (2016) asserts that Gen Z prefers working in tech-facilitated businesses and may not survive in companies functioning through the traditional models with minimal

technological solutions. Bridges (2015) posits that Gen Z prefers mentoring and coaching opportunities in the workplace for career and personal growth. Corporate social responsibility has become a business norm – Gen Z prefers honesty, integrity, and openness in an organization's functioning and the fulfillment of responsibilities towards multiple stakeholders. In many ways, Gen Z's pushback against professional overreach into personal was likely moderated by the pandemic. While the concern is still very much there, there is a strong interest in developing personal relationships and values aligned within the context of the professional setting (Wisuchat & Taecharungroj, 2022)

- I. Values:** Gen Z often yearns for personal connection in the workplace. Empathy, open communication styles, and attention to mental health are among their top priorities. While they don't readily connect their profession to personal identity, they want to have open conversations with management and colleagues about their personal values.
- II. Ideal work environment:** For Gen Z, company culture should reflect diversity, equity, and inclusion. Many younger employees seek non-traditional work schedules and flexible, remote work opportunities.
- III. Work style:** Most people in this generation prefer video calls, 1:1 meetings, and social activities that build stronger interpersonal relationships.
- IV. How to retain:** The Gen Z workforce wants security through job training and attention to their mental health. Mentorships, wellness programs, and career development opportunities are all ways to engage Gen Z.
- V. Technologically Savvy:** Gen Z is considered to be the most advanced and tech-savvy of all the previous generations and they are proud of their sophistication. Since they are born in the digitally enabled world and the virtualizing world, technological revolution and challenges are met with natural affinity (Murshidah, n.d.). They will change and redefine the notions of the workplace in a disruptive manner.
- VI. Ethical behavior and practices:** Gen Z is socially responsible and advocates on behalf of issues they care about. The company which follows ethical practices and gives back to society by promoting causes and values that make a change Gen Z hold such company's in high regard and tend to associate themselves which such companies to be a part of a bigger dream (Efros, 2019).

What Gen Z Workers Want?

Gen Z workers are entering the workforce with a set of unique expectations. They are more likely to prioritize meaningful work, flexibility, and work-life balance than previous generations. They are also more likely to be concerned about social impact and diversity, equity, and inclusion.

Job satisfaction to generation Z

Gen Z believes that job satisfaction and working for social goods are more important factors than salary or compensation. They have to be happy in what they are doing, as it is also considered a motivational factor for this generation. Some of the important aspect related to job satisfaction are discussed below about how the generation Z's think about job satisfaction:

Promotion and Compensation: Gen Z believes that their entry-level positions should last only about 6-12 months after which they should be promoted to a new position in the company (Brown, 2019). They aspire to be in management positions and if they don't see advancement opportunities in the organization they will switch or hop jobs. They have high expectations for pay and compensation.

Supportive leadership: Gen Z expects their supervisors to be like their coach and be able to deliver effectively (Brown, 2019). They expect both constructive feedback and encouragement from their seniors. While they require a supportive and encouraging leader, they also require positive and nurturing relationships with their work colleagues to foster personal growth and enthusiasm.

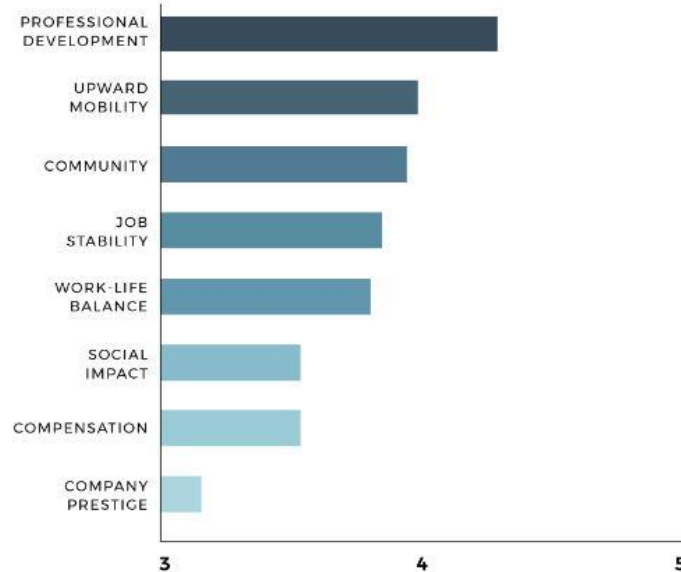
Career Advancement/Professional Development and Training: Career advancement is an important factor to be considered as when they achieve a set goal or a target they want to be recognized for their work. Regular job performance should lead to promotions according to this generation (Kirchmayer & Fratričová, 2018). Gen Z is known to be technologically advanced and watch

Meaningful Work

Gen Z workers want to feel like their work is making a difference. They are more likely to be motivated by a sense of purpose than by financial rewards. Employers can attract and retain Gen Z talent by offering opportunities for meaningful work.

WHAT GEN Z WANTS

OVERALL



Flexibility

Gen Z workers value flexibility. They want to be able to work from anywhere, at any time. They also want to be able to take breaks when they need them. Employers can offer flexibility by allowing employees to work remotely, set their own hours, and take paid time off for mental health days.

According to a recent study conducted by Ernst & Young, nearly one-third of millennials say managing their work, family, and personal responsibilities has become more difficult in the last five years.

Common Characteristics of Generation Z

1. Preference for traditional communication. Even though Generation Z grew up with texting and instant messages, studies show that they prefer to speak face-to-face in the workplace. This could be because they find the nuances of written communication difficult to interpret and would rather have the reassurance that comes with personal interaction.

Millennials Desire Better Work-Life Balance



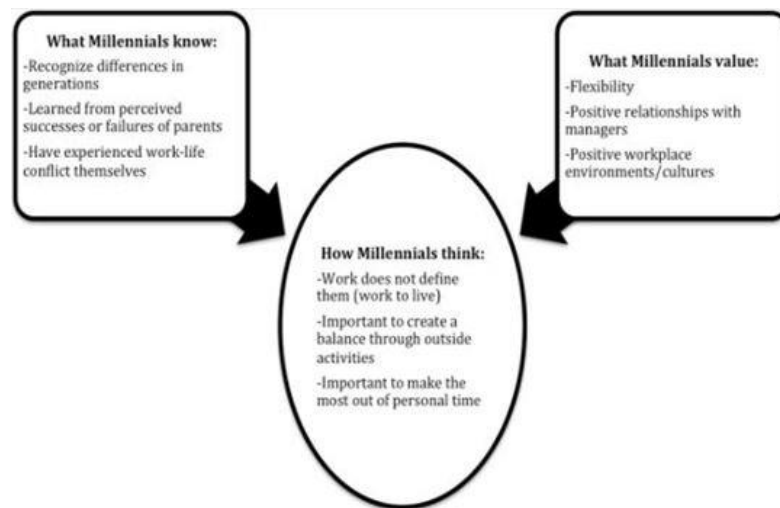
Source: 2015 survey from Ernst and Young, Work Life Challenges across Generations

2. Desire to work individually. Team environments are not a problem for Gen Z, but many young employees prefer to work on individual projects as much as possible. By working independently, Gen Zers are able to showcase their skills and abilities as a way to prove themselves to employers.

3. Mobile-first habits. Generation Z is used to smartphones and relies heavily on productivity apps in the workplace. Not only that, but the development of voice command technologies has made the smartphone an indispensable work aid for Gen Z. Employers who are aware of this should use apps that work best on mobile devices.

4. Motivated by stability. Because Gen Z grew up in a time of serious economic recession, they are more risk averse than Millennial. Thus, they value the stability that comes from having a predictable job with a clearly defined compensation package.

5. Naturally competitive. Generation Z is used to competition and enjoys the challenge of putting themselves to the test against someone else. If you can encourage a healthy sense of competition in your workplace, particularly during the training stage, you can keep young employees motivated and help them to do their best work



II.LITERATURE REVIEW

The word definition of generation has been described by **Kupperschmidt (2000, p. 66)** it is defined as “a group of people or cohorts who share birth year and experiences as they move through time together, influencing and being influenced by a variety of critical factors”. She also explain that it has been divided into five to seven years first part, core group and last wave.

Maria Hoier (2023) on her paper “Gen Z: Redefining Work-Life Balance in the Modern Workplace” has put focus on various aspects that generation Z follows on workplace. They have been quoted as lazy generations but author has put light on values of gen Z that they want in work environment. Fair compensation, mental health, openness in work environment, avoiding toxic peoples and thinking of career beyond compensations is their criteria of working. Through this paper she wants to break the misconception related to gen Z.

Mustafa Oscan and Betul Solmaz on their study “The changing face of employee generation Z and their perception of work” shows that generation Z have different perception towards work. They want a flexible working environment. The researcher has used different work scales like Minnesota job satisfaction scale and personality inventory scales were used which were further analyzed by ANOVA analysis and chi square test was used.

Khaled Adnan Bataineh (2019), he inspected the relation of work-life balance, happiness, and employee performance. The findings show that employees’ performance is highly affected by work life balance, positively and negatively.

DeStefano,(2019): If organizations want to effectively engage Gen Z, then they have to incorporate paid-time-off policies it could be for vacations or health reasons to maintain a work-life balance. Organizations must balance the traditional assumptions with the new expectations to meet the requirement of Gen Z in the workplace For Gen Z working environment has to be casual and easygoing for them to flourish. They should encourage creativity in the workplace so that this generation can effectively use their skills and knowledge to provide better solutions for challenging problems.

Evi C. Waworantu and Sandra J.R. Kainde (2022) on their paper “work life balance job satisfaction and performance among millennial and generation Z employees” a systematic literature review was conducted which has put light on various aspects of work life balance among these two generations

Sinha (2013) observed that employees who were more favourable towards their organization’s efforts to support work-life balance also indicated a much lower intent to depart the organization, greater pride in their organization, a willingness to recommend it as an area to work and better overall job satisfaction.

Bascha (2011), they prefer transparency, self-reliance, flexibility and personal freedom are non-negotiable aspects of Generation Z work ethics and ignoring them could result to frustration among peers, reduced

productivity, low morale and a lack of employee engagement. They expect to be informed, to be allowed to be responded, and to have their responses heard and acknowledged.

Bascha, 2011; Brue Tulgan & Rain maker Inc., 2013). Defines the Generation As the, Generation that are born after 1995 and spread across till 2010. Z is the most ethnically diverse and technologically sophisticated generation they value mental health and avoid being in toxic environment.

DeStefano, (2019). Gen Z saw their parents undergo the 2007-2009 recession where difficult budgeting decisions had to be made. As a generation, they believed in savings and long-term lifestyle stability rather than the immediate gratification of need they do not want to undergo the same anxiety and pressure their parents had to go through hence, the importance of money is highly valued. They believe in pursuing higher education which is a manifestation of their security for the future factor. They do not believe in student loans and have a more strategic approach by finding alternative solutions like scholarships or companies that sponsor their higher education like Accenture. They are a risk-averse generation and prefer spending money on necessities and calculating the value of the given purchase in the long run.

INC-2018 Generation Z has an informal, individual and straightway dealing - communicating, and social networking is a vital part of their lives. They are a Do-It-Yourself generation.

Dan Schawbel (2014), according to his research work he found out that Generation Z are more entrepreneurial, trustworthy and tolerant and money is not the only motivator for them than Gen Y. They are more realistic about their work expectation and optimistic about the future.

Lyons et al.,(2019). Training and development programs have to be well-designed to suit the needs and expectations of Gen Z which will make work engaging and employee experience will be impacted positively. This will make a difference in losing or retaining digital talent in the long run

Generational White Paper (2011), Generation Z tends to be impatient, instant minded, lacking the ambitions of previous generations, have acquired attention deficit disorder with a high dependency on the technology and a low attention span, individualistic, self-directed, most demanding, acquisitive, materialistic and entitled generation so far.

Max Mihelich. (2013) describes that the Generation Z are very concerned with environmental issues, very conscious of looming shortages and water shortages which indicates that they have a high sense of responsibility towards the natural resources.

Amanda Slavin (2015) finds the Generation Z wants to be heard irrespective of their young age. Technology is a part of their identity and they are tech savvy but lack problem-solving skills and have not demonstrated the ability to look at a situation, put in context, analyze it and make a decision.

Chillakuri, (2020) on his article has described about the generation z and the way they adapt to the workplace he has described about the strategies and techniques they adopt on order to adjust themselves to the work environment.

John S Buzza studied about how different levels of work life balance and job advancement affects job seekers attractiveness towards work this research was specially geared up to the millennial generation who are entering the job market there characteristic traits were studied and it was found that they are more attracted towards leisure than money because of helicopter parenting techniques adopted by their parents they are more likely to work in teams than solo and these traits were used in order to develop various techniques for work life balance and job advancement strategies implementation the research was conducted on the students of business background studying in private university and their views about job was established. It was found that millennial are more attracted towards work life balance and are not much concerned about job advancement.

Shagufta Fatima in a book chapter emerging trends of media and arts made a comparative study on the work life balance of millennial and generation z it was found that generational study can be of huge help to the employers for setting up policies and strategies for the work culture and environment it will be of help for boosting productivity and same rules and regulations will not work for different generation as different generations have different style and mode of working.

Katherine T. Smith studied about work life balance of marketing professionals of generation y it was found that gen y is more interested in work life balance as compared to gen x as they want everything in life they want to enjoy their life to the fullest and want to fulfill all their needs as mentioned in Maslow's need hierarchy and McClelland's motivational need theory they find work life balance work-life balance as important to a person's quality of work, job performance, ethical decision-making, and long-term job satisfaction. They are more interested in flexible work arrangements than monotonous office culture and working style.

Deloites survey (2022) according to the survey conducted it was found that flexible and remote working can be helpful in order to achieve a greater work life balance this survey was conducted on millennial and gen z both these gen z are more concerned about the climate change and ask their employers to work in this field Deloitte's survey reveals that if Gen Zs and millennial were in charge, they would prioritize and allow employees to work flexible hours to improve work/life balance. It has become imperative for all organizations and business leaders to play a role in supporting their employees in setting boundaries to protect work/life balance."

Cone Gen Z CSR Study: How to Speak Z, (2017) Gen Z is considered to be highly conscious about the environment, they self-reflect on the ideas of sustainability and ethical behavior in the workplace. They don't want to associate themselves with corrupt organizations. They believe in transparency to verify claims of the ethical practices conducted by the organization before they decide to work and associate themselves with an

organization. Environmentally conscious firms motivate Gen Z to give back to society and act as motivational drivers for this generation

Kamran (2014) found that the WLB policies have a significant positive relationship with job satisfaction and therefore with better productivity. WLB policies are important because people generally do not want to miss a good time with their family or friends because of the pressure at work (Kamran, 2014).

Diana Benito-Osorio (2014) found that the introduction of WLB practices benefits the company in terms of talent retention and increased employee engagement. It also has a positive impact on the productivity, costs, and results of the business. So, it's clear that WLB policies/practices have a positive effect on employees as well as on organizations. Various previous studies found that millennial prefer more WLB compared to other generations.

Krishna Kumar (2018) in his study stated that Gen Y or millennial workers, do not see the same WLB issues faced by previous generations as their perception towards work-life different from previous generations. Further, He states that this new generation believes in a balanced life in which they can fulfil their personal and professional responsibilities. They want the work to be fun and

III. RESEARCH GAP:

IV.

After going through various literature it was observed that although studying up the mindset of various generation and their attitude towards work life balance is helping various organization in increasing productivity and minimizing employee retrenchment outside Raipur Chhattisgarh but very little has been done in this field in Chhattisgarh state and Raipur being the capital of the state endures a plethora of opportunities for the upcoming researchers to explore this field and gather information which may be helpful for various types of organizations.

V. RATIONALE OF THE STUDY

An attempt in this research study is made to do an exploratory search on work life balance of employees belonging to generation Z and understand how they perceive work life balance As Gen Z is projected to comprise a quarter of the global workforce by 2025, it is crucial to dispel the misconceptions surrounding their work ethics and understand the values that drive them.

VI. OBJECTIVE

1. To study how generation z maintain WLB.
2. To identify the factors that impact the work life balance of generation z.
3. To know the aspects that generation Z wants to inculcate in workplace.

VII. RESEARCH METHODOLOGY:

Research Design: Research design of the study, considering its objectives, scope and coverage is exploratory and descriptive in nature.

Source of Data: The researcher has made use of both Primary Data as well as Secondary Data sources of information as the case may be for the study.

Primary Data: The primary data is collected through surveys, by preparing questionnaires, meeting respondents personally and gathering information from them. Hence the questionnaire is the main source of primary data.

Secondary Data: The secondary data was collected from publishing by search engine, newspapers, books, magazines, journals, websites and other relevant information.

Population: Employees working in the private of government schools are the target population.

Sampling Frame: The sample unit in appropriate and justified size have been conveniently drawn from employees working in the education sector in school

Sample Size: The sample size of our survey has included a minimum 160 responses of employees working in the government or private schools.

Sample Media: Sample media is Google form for filling up of structured non-disguised close ended and open ended Questionnaire.

Sampling Method: A representative sample has been drawn from the population based on non-probability convenience sampling methods in this type of sampling items for which the sample is selected deliberately by the researcher.

Data collection Instrument: We have used structured non disguised close ended and open ended questions in the questionnaire to get the responses from the employees of the organization.

Data Collection Method: The data for this research was gathered using the online survey platform, Monkey Survey and Google form.

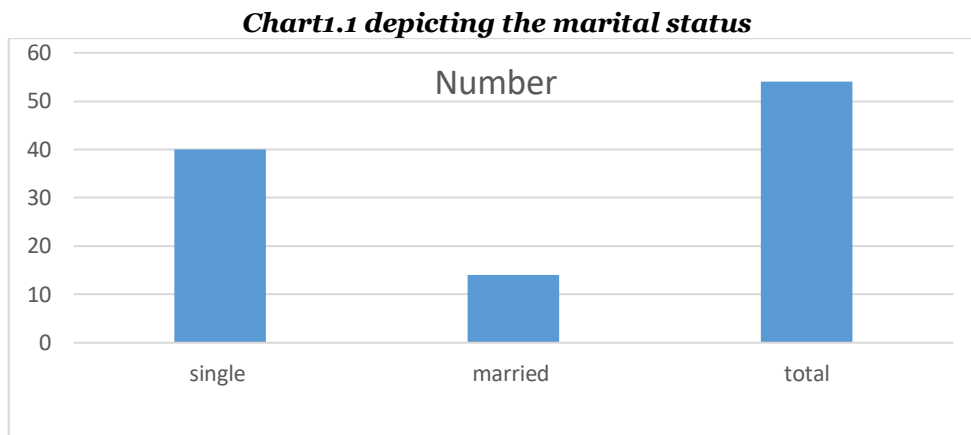
VIII.FINDINGS

Data Analysis

The study garnered a total of 60 responses, with 54 responses received. Among these, 24 respondents identified as male, while 30 identified as female. All participants were within the age bracket of 21-30 years, with work experience ranging from 1 to 7 years.

Chart1.1 depicting the marital status

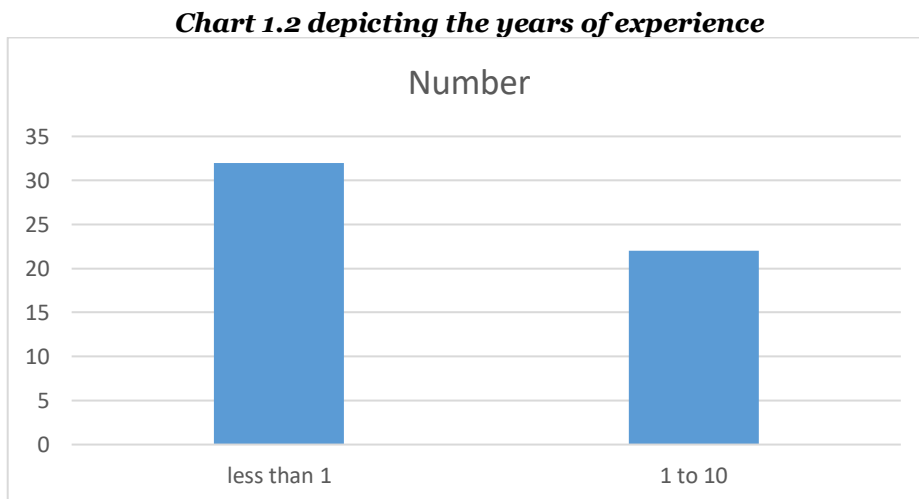
The below chart depicts the marital status of the respondents out of the total 54 responses received 40 were single and 14 were married.



Out of the total number of respondents that is 54 the number of unmarried responses were more because generation Z mostly belongs to the category of 21-30 years of age at this age group it can be said that 90% of population focus on their career planning and after they cross 30 they get married.

Chart 1.2 depicting the years of experience

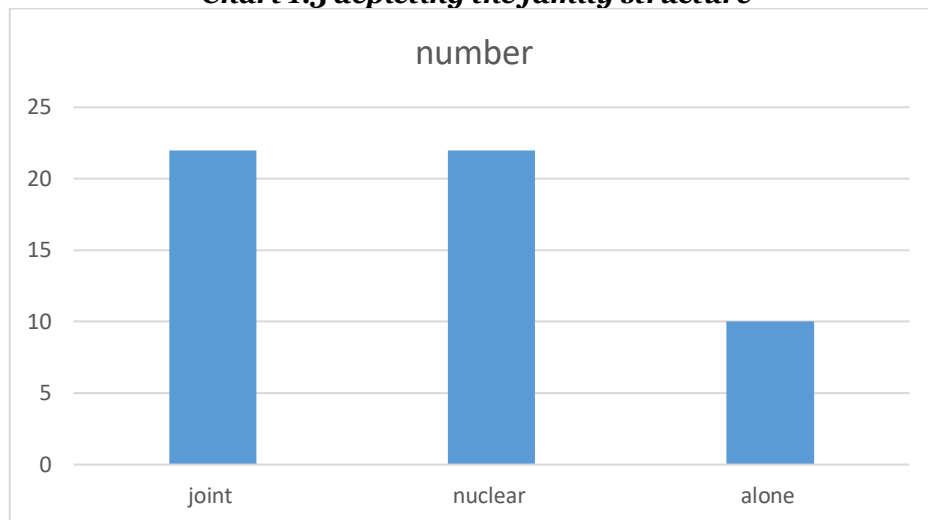
The below chart shows the work experience in years which consists of two categories that is less than one year and 1 to 10 years of work experience out of which 32 respondents fall in the category of less than 1 year of experience and rest 22 fall in 1-10 years of experience



Through this research work we can have a clear picture that mostly who have entered their 20s have started on their career as 32 respondents' were new joiners and rest 22 hold experiences in their field of 1 to 10 years.

Chart 1.3 depicting the family structure

The third chart represents the family structure of the respondents which is divided into three categories that is joint family, nuclear family or staying alone and the results are presented in the below chart

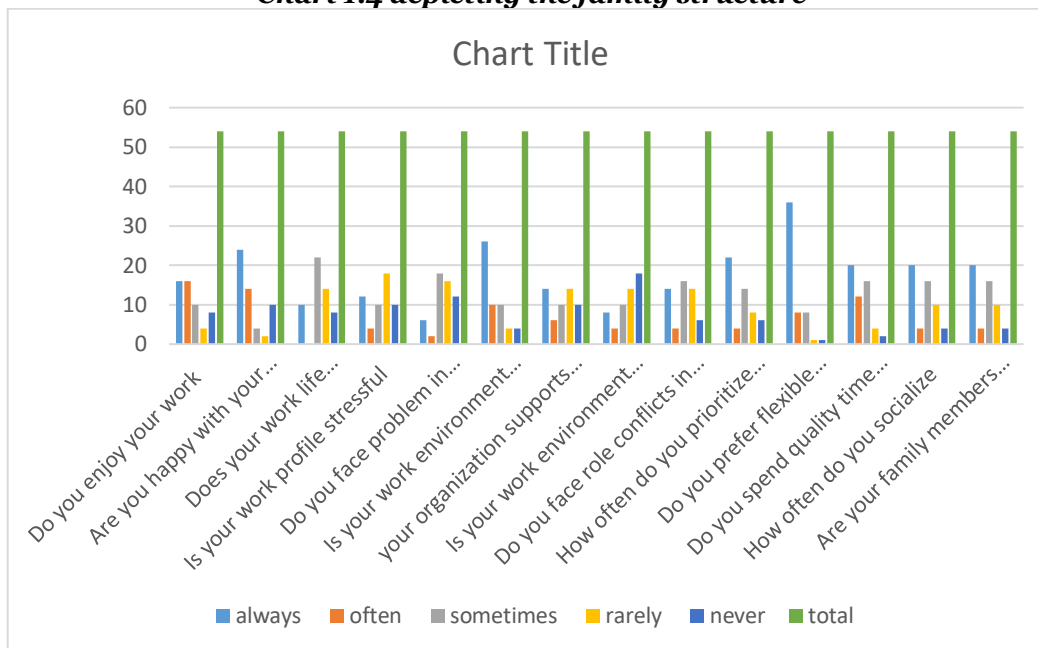
Chart 1.3 depicting the family structure

When asked about the family structure many respondents belong to joint family many to nuclear and some were leaving alone.

Work related questions

This section constitutes the latter part of our questionnaire, comprising 15 questions that lead us to our conclusion. These questions are designed on a 5-point Likert scale, aiming to gauge the satisfaction level of Generation Z employees regarding their job. These questions cover various aspects of work-life balance, job satisfaction, and family support, providing insights into the experiences and preferences of respondents in the workplace.

QUESTIONS	Always	Often	Sometimes	Rarely	Never	Total
Do you enjoy your work	16	16	10	4	8	54
Are you happy with your working environment	24	14	4	2	10	54
Does your work life interfere with family life	10	0	22	14	8	54
Is your work profile stressful	12	4	10	18	10	54
Do you face problem in performing your work	6	2	18	16	12	54
Is your work environment conducive	26	10	10	4	4	54
your organization supports concept of work life balance	14	6	10	14	10	54
Is your work environment depressing	8	4	10	14	18	54
Do you face role conflicts in balancing work and family	14	4	16	14	6	54
How often do you prioritize your health	22	4	14	8	6	54
Do you prefer flexible working hours	36	8	8	1	1	54
Do you spend quality time with family	20	12	16	4	2	54
How often do you socialize	20	4	16	10	4	54
Are your family members supportive	20	4	16	10	4	54

Chart 1.4 depicting the family structure

IX. Discussion

Here are some tips for employers on how to attract and retain Gen Z talent:

- I. Offer meaningful work.
- II. Offer flexibility.
- III. Offer work-life balance.
- IV. Demonstrate your commitment to social impact.
- V. Create a culture of inclusion and belonging.
- VI. Provide opportunities for professional development.
- VII. Listen to Gen Z employees and take their feedback seriously.

X. Conclusion

After going through the questionnaire related to their work profile and also studying various previous literatures related to this field and understanding if it is their work profile stressful and what are its impact on their personal life's following conclusion was drawn:

1. Different generations have different attitudes towards their work. Generation z being the youngest generation of the existing time are full of life and embrace positivity in their work environment and do not want toxic environment.
2. They are more concerned towards their health and take out time for their physical as well as mental wellbeing.
3. Most of the gen Z's want flexibility in their work environment as it helps them to function well and increases their productivity and efficiency.
4. Through the above research work we can clearly see that most of the target population that have been selected belonged to unmarried category hence their responsibilities are less as compared to married individuals there priorities are different hence they are more actively focusing on their work and don't face much of difficulty in accomplishing their tasks and duties as compared to married peoples who have multiple responsibilities as well as peoples to deal with hence their mind is a bit trapped in different roles they need to play.
5. Through this research we can see that organizations yet are not aware of the important aspect of work life balance and need to be more active in this aspect in order to retain employees and boost productivity.
6. The family members are also supportive as most of them are leaving with their parents because they are unmarried and hence don't have much responsibilities at home so for them it's easy to balance both work and life.
7. Gen Z workers are entering the workforce with a set of unique expectations. By understanding what Gen Z workers want, employers can attract and retain top talent.
8. Gen Z workers are concerned about social impact. They want to work for companies that are making a positive difference in the world. Employers can attract and retain Gen Z talent by demonstrating their commitment to social impact.

9. The majority of recent graduates hail from Generation Z, poised to constitute a significant segment of the workforce for the foreseeable future. Furthermore, they possess a competitive advantage over millennials in the professional realm, owing to their adeptness with digital tools and platforms.

10. Having witnessed their parents experience job losses, the global economic downturn, and the impacts of climate change, Gen Z individuals have confronted significant challenges. Remarkably, they are entering the workforce amid a global pandemic, heightening their awareness of economic and environmental vulnerabilities worldwide.

Despite these challenges, Gen Z views technology as a catalyst for enhancing sustainability on a global scale. Their unparalleled enthusiasm for cutting-edge technology, creativity, and adaptability sets them apart in the workforce.

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