

Striking a healthy  
**WORK-LIFE  
BALANCE**  
In the work place



**A Mirage or a Reality?**

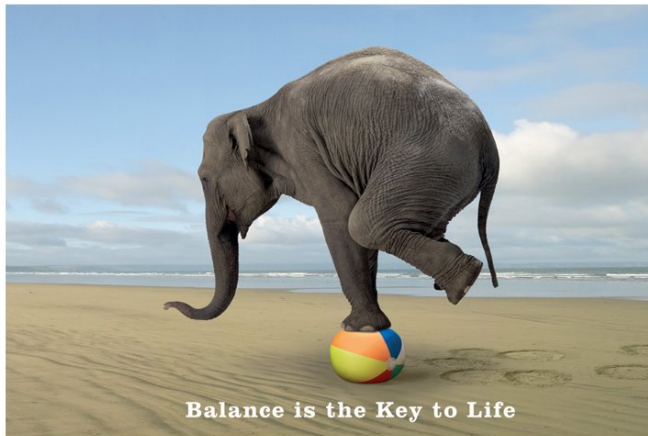
# SOURCES AND REFERENCES

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- An exploratory study of work-life balance in Nigeria  
Dr. Babatunde Akanji University of Wales 2013
- EOS Resource centre, UK
- The Challenges of Worklife balance among women in commercial Banks – Sade Sadiq
- A Worklife Balance Audit for employers— Robin Shea 2012
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- FBN Human Capital Mgt. Dept - Staff **Clinic** notes & encounters 2014 -2018

# WHAT IS WORK LIFE BALANCE?

- Division of time between work (career/ ambition) and private lifestyle (health, pleasure, leisure and family)
- The organization of your life in such a way as to give the right amount of time and effort to your work and to your

○ A heal



life



Please No

There is no ideal work life balance; everyone is different and the 'right' balance may alter over time as families grow older and personal commitments change.

WORKLIFE ALIGNMENT. WORKLIFE INTEGRATION



# AUDIT EXECUTIVES

Internal auditors have so much on their plates. Keeping pace with

- regulatory compliance issues;  
identifying emerging risks;  
understanding the impact of
  - new technology on the business;
  - and demonstrating value to the orgar
- are only some ongoing challenges.



So, is it any surprise that these busy professionals often **struggle**  
**to find time to relax with their family and friends**  
**?**

# Why is work-life balance so important

- **?** Work now demands time and attention far beyond what might be considered a normal work day. Modern technology guarantees this by ensuring that work no longer ends when you walk out of office
- Research exploring the work-life interface has confirmed that employees often experience Conflicts between their work and personal domains in life
- The expectation of many employers is that one's personal life should not interfere with job duties
- Studies have shown that employees who have **lives outside of work are healthier and more productive** than those who don't. They are also more satisfied with their jobs and stay on the job longer

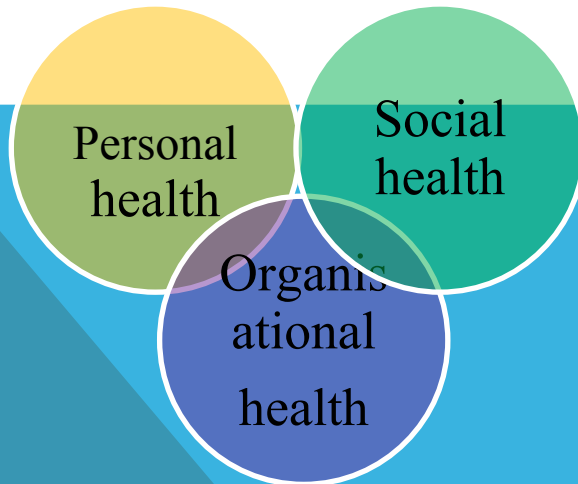


# Why is work-life balance so important

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The life-work balance has now become a critical issue for:

- Personal **health** & longevity
- Quality of family and social life
- Productivity and performance



# EFFECTS OF POOR WLB ON HEALTH

- Stress / poor health – arthritis, chronic aches, uncontrolled BP
- Burn-out/exhaustion - ability to think or focus decreases when tired
- Weakened immune system
  - strong immune system required to checkmate germs, parasites, cancer cells, etc
- Sleep deprivation
- Deteriorating mental health - Anxiety/ depression, confusion, disorientation
- Dissatisfaction with life



# EFFECTS OF WORKLIFE IMBALANCE ON SOCIAL LIFE

## Family

- children missing mum
- Difficulty with parenting/ supervision- family break-down
- Juvenile crime/ moral decadence
- Marital/ relationship –strife, violence, tension.

## Social

- Diminishing social life.
- Difficulty in dating and .....
- Difficulty in maintaining friendships
- Substance abuse

## Talent & creativity dev.

Loss of creative ability and under-development of other skills

Arts, book-writing, music, spiritual, sports



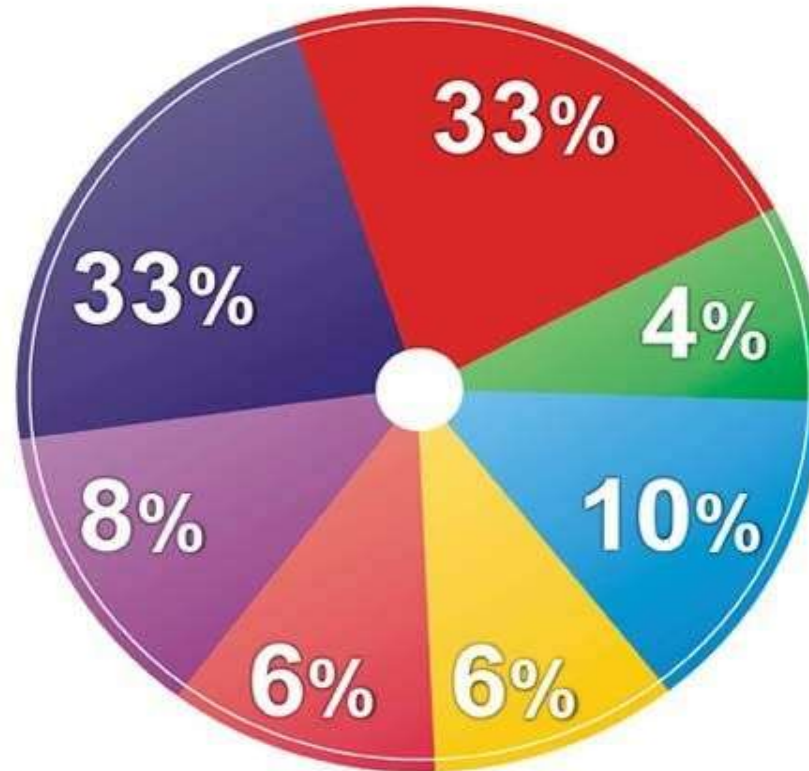


# Effects on performance and productivity

- ❑ Resentment towards employers & job dissatisfaction
- ❑ High staff turn-over and difficulty in retaining talents & millennials
- ❑ Waning Staff loyalty
- ❑ Rising health care costs & absenteeism
- ❑ Low Productivity



# What's the ideal weekday work-life balance?



# HEALTHY VS. UNHEALTHY WORK-LIFE ACTIVITIES (DAILY/**WEEKLY** HOURS)

Activity	Healthy	Unhealthy
• Sleep	6 / 42	35
• Work	9 / 45	13/ 65
• Travel to work (busy cities)	2/ <10	>12
• Family & friends	2.5/ 20	10
• Leisure & fitness	2/ 20	10
• private	/ 4	
• Household tasks (routines)		



IT IS NOW COMMON KNOWLEDGE THAT THE SCALE (OF LIFE) TILTS HEAVILY IN FAVOUR OF WORK TO THE DETRIMENT OF PRIVATE & FAMILY LIFE



## Identifying Causes of work-life conflicts in the Banking Industry

- **Stiff Competition in the industry.** Organizations feel compelled to put in more to outdo others and have larger shares of the common market
- **Meeting targets and deadlines** requires longer hours of work
- **High Unemployment and Feeling of insecurity.** People feel pressured to work more and protect their job
- **Advanced communication technology** makes it possible to work anywhere, anytime
- **International business.** Staff of International/ specialized operations may work longer in order to align with other parts of the world
- **Dual-career family.** Increasing number of women now work and take up “stressful” work alongside their partners in an economy where role overload was a main source of WLC for the female
- **Meetings, meetings and long meetings**

These seem to  
be cast in stone

# healthy work-life balance



Organisational Level



Personal Level



# CORPORATE MANAGEMENT



Employers are not responsible for providing **work balance** for their employees, but they can assist the employees to seek and maintain their own **work balance**

## 1. Corporate Work culture/ Policies

- working time observance
- week-ends engagement (schedule rotation)
- Adherence to annual leave schedule /compulsory observance of leave

## 2. Tension-free office environment

- Supportive managers create stress-free workplace
- Courteous office behaviour – speak with a smile.  
Express gratitude for work well done
- Approachable supervisors
- Avoidance of jerk behavior and anger fits - moderate your language and keep crude comments out of the workplace



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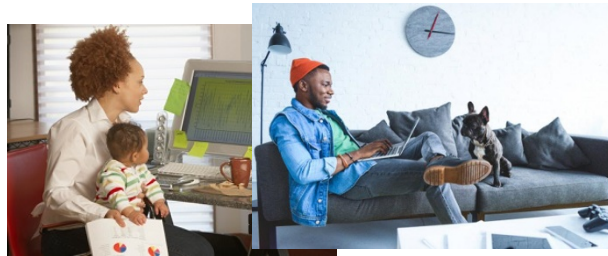
## CORPORATE MANAGEMENT

# WLB/WLI INITIATIVES

FLEX  
WORK

How ripe are we for  
this?

TELECOMMUTING  
TELEWORK  
EMPLOYEES  
HOME OFFICE  
WORK



PEOPLE HELP PROFESSIONAL SUPPORT  
COUNSELING  
PROBLEM SOLVING SKILLS COMMUNICATION

Counseling and Wellness initiatives include employee assistance programmes (EAP), wellness programmes, financial counseling, relocation counseling, educational seminars at the workplace on balancing work and family life,

Peer support groups, training for supervisors to help them be more attuned to the work-family problems of employees

“Officializing” some form of physical and social activities e.g. week-end aerobics/gym, quarterly get-togethers, etc

# Corporate Management TEAMS

- **Management** – institution of WLB programs
- **HR** - (culture, policies, environment). What of creating a WLB team/unit?  
Training/induction
- **Oprisk**
- **Managers/ supervisors**
- **Compliance**- Any role?
- **Audit**

While the pressures internal audit teams face are undeniable, internal audit leaders can actually do quite a lot to help their employees find better work-life balance

Here is a little work-life balance audit for employers:

- Are your supervisors aware of work-life balance**
- Do you have WLB programs in place**
- How regularly do you observe the programs**
- Have these been communicated to staff**
- Can you furnish record of accomplished WLB programs**
- Do you take an interest in your employees' hobbies**



# PERSONAL MANAGE



This mainly involves Life-style modification

- Prioritise your health and be conscious of WLB

## At the workplace

- Cut off time-wasters so you may not have to stay unnecessarily longer in the office, e.g. social media chat, private conversation, etc
- Discuss difficult work situation with managers/supervisors

## At the home front

Your office is not your house; Your house is not your office

- .Plan activities to balance up and develop family and friendship bond
- For dual career couples
  - role redistribution/ consideration of less demanding job by a partner



# Personal management... contd

- Relaxation & time management
  - adequate sleep (free weekends from unnecessary social engagements)
  - find time for leisure (relaxation, friendships & hobbies)
  - use time away from work as private time.



○ Outsource errands and chores if you can (driving, cleaning, etc)

## ○ Recreation & exercise

- regular exercises (skipping, jogging, aerobics, gym) at least 3 times a week

- Qualified staff to make use of fitness club as professional exercisers.



○ Create time for hospital visit

○ Seek Advice (HR, mentoring, psychologist etc)

# BENEFITS OF LIFE-WORK BALANCE

- **Employee well being** - good health & wellness; longevity; prosperity
- **Retention of talents and reduction of staff turn-over (this in effect brings down the cost of recruitment and training)**
- **Staff satisfaction translating into better staff commitment**
- **Boosts morale and reduces incidence of absenteeism and illness**
- **Better relationship between management and staff**
- **Increased productivity**
- **Promotion of Family bonding and quality social life**



# WLB QUOTES

“I expected they would fight for balance in their lives” –Former FBI director

"You can't do a good job if your job is all you do." - Katie Thurmesthe

“We think, mistakenly, that success is the result of the amount of time we put in at work, instead of the quality of time we put in.” - Arianna Huffington

"For fast-acting relief, try slowing down." - *Lily Tomlin*

"Never get so busy making a living that you forget to make a life." - *Dolly Parton*

“Don't confuse having a career with having a life.” - *Hillary Clinton*

**WORK TO LIVE,  
DON'T LIVE  
TO WORK.**

PictureQuotes.com



**Thank you**

