GENERATIONAL DIFFERENCES IN ACHIEVING WORK-LIFE BALANCE

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Abstract

Each generation is influenced by broad forces that create common value systems distinguishing them from people who grew up at different times. Reaching balance between life and work is an intangible ideal considered to be a complete fairytale. But by making deliberate choices about which opportunities they'll pursue and which they'll decline, rather than simply reacting to emergencies, leaders can and do engage meaningfully with work, family, and community. The concept of work–life balance, as implied, consists of the management and balance of work responsibilities and non-work responsibilities. Professionals discover through hard experience that prospering is a matter of carefully combining work and home so as not to lose themselves, their loved ones, or their foothold on success. In that light the main goal of this paper is to find understanding for the main aspects of work –life balance and stressing the practical aspects of professionals in the struggle to face a satisfied professional and personal life, considering the attainment to a different generation. It has been widely discussed that individuals from different generations have been related to a different set of values which influences their image of what work life balances means. This paper aims at finding some ground bases for the analysis

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of these different approaches, which could enable better organizational understanding for the needs of employees.

Keywords: *Work Life, Professional life, Generation, Human Resource*

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