



## **Striving for a perfect balance????**

### **Farewell to Work - life Balance, Compliments to Work - Life Integration**

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***'Work- life balance is an old maxim; one needs to integrate work into one's life'***. These days, proficient employees in technical and management specialties are consciously deciding to work for companies that give them much more than just an attractive job. Watch out Boss! You need to revive and take action to accommodate the needs of your individual employees. One may not entirely agree with the statement, however this response may change if you hear a great deal of people talking about the concept of integration in their work/life.

Work – life balance sounds like trying to arrange an equal number of hours for each of your various work and personal activities. For work - life integration, it is integrating personal life and work life collectively in the same direction. Previously, the option for work is to arrive at your desk sharp at 8:00 in the morning and sit through till you have met the required number of hours of so called work. Today, technological advancement has sparked a major shift to do the way we work and live. People may work on assignments from home with specific time shifts or be accessible on call when work requests need to be done. Integrating work and life is something that must be managed by the individual. A friend once said that when he was fully engaged in his work and delivering results, his bosses made it very easy for him to take time out to take care of his life /family matters. He did not expect his bosses to give him balance. Only he found ways to blend his work and life together wisely, definitely with the organization support. Are we Malaysians ready for this big responsibility or are we still stuck in the comfort zone?