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An Analytical Study of Human Resource Skill Gap “Work-Life Balance” Along with “Talent Management”

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Abstract: There is continuously a vast ability for highly proficient information around the world, and, likewise, securing such talent has regularly been a daunting job for practitioners. This paper had created an effort to evaluate as well as analyze the research study files which parts international perspective concerning various methods of Talent acquisition and also its impacts As business considerably complete on the way of talent; their efficiency will significantly rely on their capacity to recruit, develop, discharge and preserve experienced folks at every quantity-- arising from making personnel and also company professionals to researchers as well as even designers to mid supervisors and additionally corporate forerunners. This article reviews aspects of contemporary theory and research on work -life balance. It starts by exploring how work life balance has become important policy in our daily life. Now a day's people are giving more significant to their job... more than their family. It is a noticeably big question mark for working man to choose which is more significant for them either job or family. In ancient times where early man was existing, we have found that their lifestyle was amazingly simple they used to depend on wild animals for survival and at the same time they used to give more time for family. Nevertheless, if we see the advanced and adopted technology competing with other countries and rushing forward economically in our daily routine but we are not balancing family at the same time.

Keywords: Family, Work, Lifestyle, Profession, Economy, Traditional Lifestyle, Modern lifestyle.

I. INTRODUCTION

A computed technique to establish, bring in, and onboard leading talent right into the establishment, the Talent Acquisition strategy has expanded a lot recently. As your company obtains added powerful & innovative and also ability becomes quick in supply, what is most likely to vary the inventor coming from the rest of the pack will be their potential to attract most exceptional talent. The talent searching is most likely to concentrate on exactly how service revises their talent methods in the new HRD grow older.

Talent acquisition is the procedure of preparing, sourcing, checking out, tapping the solutions, and onboarding proficient and gifted individuals straight into perfect positions in the organization. The process relates to all forms of work hookups featuring complete and part-time workers, plan employees, contingent staff, and even outsourced worker links. The emphasis of the operation is on tempting competent laborers to the association. Acquiring as well as maintaining the absolute most effective talent

functions as one-upmanship; however, it is just like significant as well as complicated to discover the ideal individual for the appropriate project.

The main aim of this paper is to explain how work-life balance is effecting our personal life and it is a contemporary interest, to explore the meaning of "Balance" in this context in this context the study of work-life balance it to present a framework within which is about the key conceptual and observative issues can explored and finally to make it as a selective research.

Unfortunately, these aims are to make an open debate for some wider disciplinary perspectives then they might typically adopt. We can also see the rapidly growing body of research on the subject and the article is not intended as comprehensive review of the literature.

"Life is all about balance, too much and too little can kill. The best way to balance life, is by setting your boundaries in learning to say enough"

Work plays an important role in the lives of most people. Work, whether paid or unpaid also helps us to shape our identity gives a purpose to our existence, allows us-or forces us -to structure our time, gives us a useful way to spend our days contributes to our social status and finally brings us into contact with others.

The right balance of one today may be different tomorrow. It also differs when an individual is single, married, if there are children and when one starts a new career as well as when one is nearing retirement.

History:

The work -leisure dichotomy was invented in the mid-1800s. **Paul Krasner** remarked that anthropologists use a definition of happiness that is to have as little separation as possible "*Between your work and your play*". The expression "*Work life balance*" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986. Most recently; there has been a shift in the workplace because of advances in technology. As **Boswell and Olson-Buchanan** stated, "increasingly sophisticated and affordable technologies have made it more feasible for employees to keep contact with work". Employees have many methods such as emails, computers and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Employees may respond to an email or a voice mail after-hours or during the weekend, typically while not officially "on the job". According to a recent study for the centre for work-life-policy 1.7 million people consider their jobs and their work hours excessive because of globalisation.

II. REVIEW OF LITERATURE

The focus of this research paper is to analyse the relationship between employee satisfaction and their work life balance. The construct usage of this research consist of work recognition, employee satisfaction, benefits, payments, career opportunity, work division, tasks, superior and subordinate relationship and work/life balance.

The main objective of research is to study the perspective of work life balance in private organisation. It entails the attaining equilibrium between professional work and other activities, so that how it reduces the friction between official and domestic life. How it is enhancing the satisfaction in both the professional and personal lives.

The findings of the study reveal that majority of women employees feel comfortable in their workplace irrespective of their trivial personal and workplace irritants. This paper attempts to identify the various factors and helps to maintain the work life balance between professional and their personal life.

Signs and symptoms of stress:

- Mental
- Emotional

➤ Physical

Behavioural Causes of stress: External causes of stress

- Major life changes
- Work
- Relationship difficulties
- Financial problems
- Being too busy
- Children and Family

Internal causes of stress

- Inability to accept uncertainty
- Unrealistic Expectations
- Doubt
- Perfectionism
- Negative self-talk
- Lack of assertiveness

Imbalance in work life:

An imbalance is fundamentally a lack of clearly defined and consistently enforced boundaries between work like and personal life. When we fail to have a healthy work life balance, people end up experiencing emotional stress, anxiety, and depression. Employees who have the tools to balance their professional and personal lives are happier, healthier, and more productive.

Factors of Im-Balance in work life:

- Social Support
- Organizational factor
- Stress Factor
- Work Issue Factor
- Family Issues Factor
- Individual Factor

III. RESEARCH METHODOLOGY

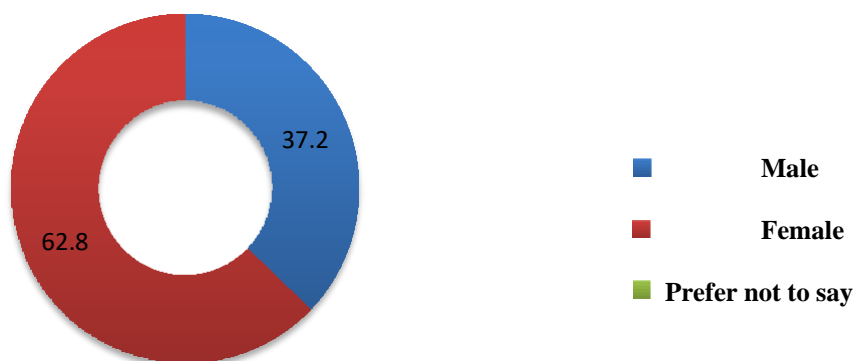
1. Age



Analysis:

The data taken on pie chart survey among the various group of people starting from 20 and above. Here we can see that 37% of people are belonging to 20 to 25 age group, then 26-30 age group of people are in 17%, later we can find the age group of people between 31-35 are holding the percentage of 9% and finally 36 and above people are in 37%.

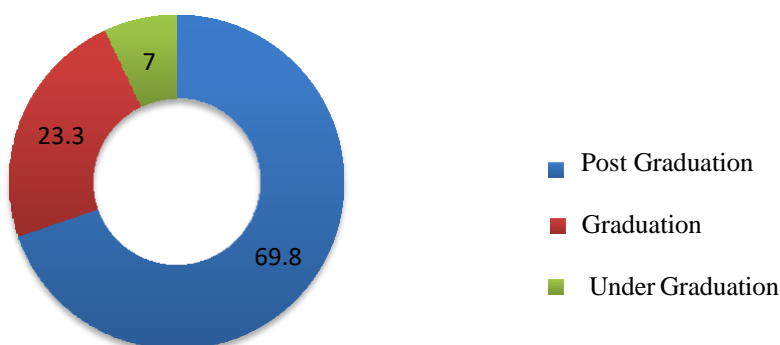
2. Gender



Analysis:

The data in that pie diagram is among three categories of people like male, female and others. But mostly we can see the percentage of female is 62.8% than that of male 37.2%. We can say that the respondents of our survey has been mostly given by females.

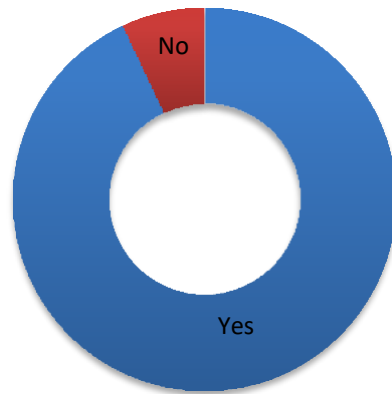
3. Qualification



Analysis:

With the help of this chart we can make out that most of them are post graduates, its percentage is 69.8, the Graduates are 23.3% and Undergraduates are 7%.

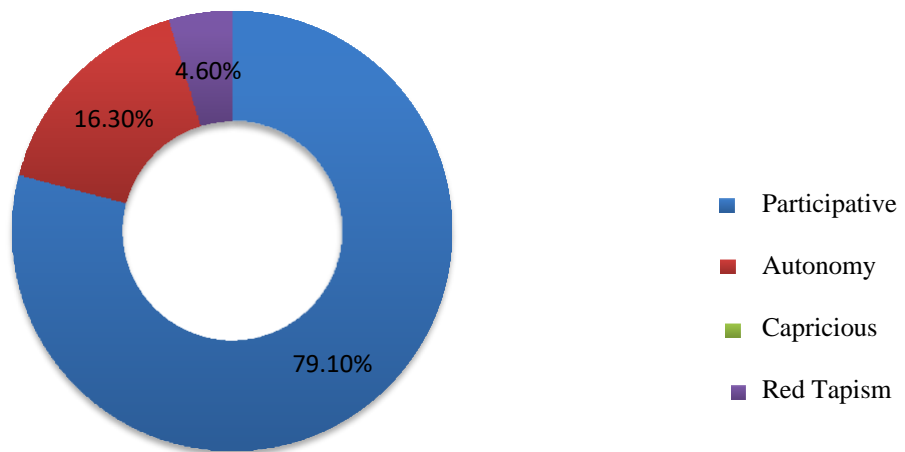
4. Are you, Employee?



Analysis:

In this chart we can see most of them are employed which means 93% of respondents are employed and 7% are unemployed.

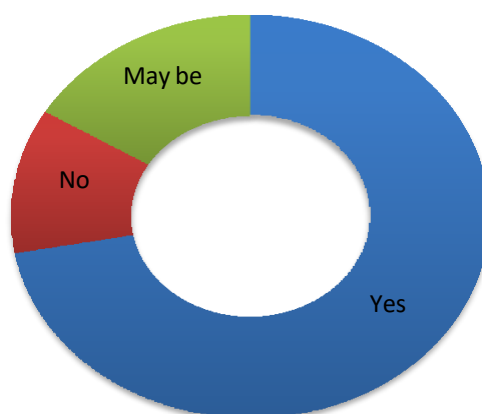
5. If Yes, how is the working environment in your organization?



Analysis:

In this pie chart we can see the working environment of employees in the organisation is participative of 79.10, 16.3 are autonomy, 4.6 are red tapism.

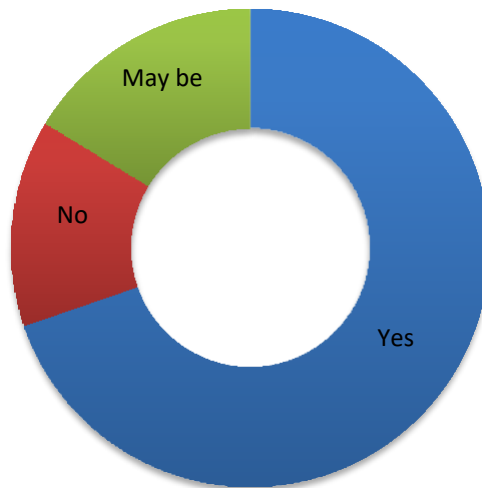
6. Work allotted to you is according to your qualifications & skills



Analysis:

Work allotment in this category is of 72% in accordance with their qualification and skills, 12% are not satisfied with their job and not matching with their qualification and 16% of people are like maybe.

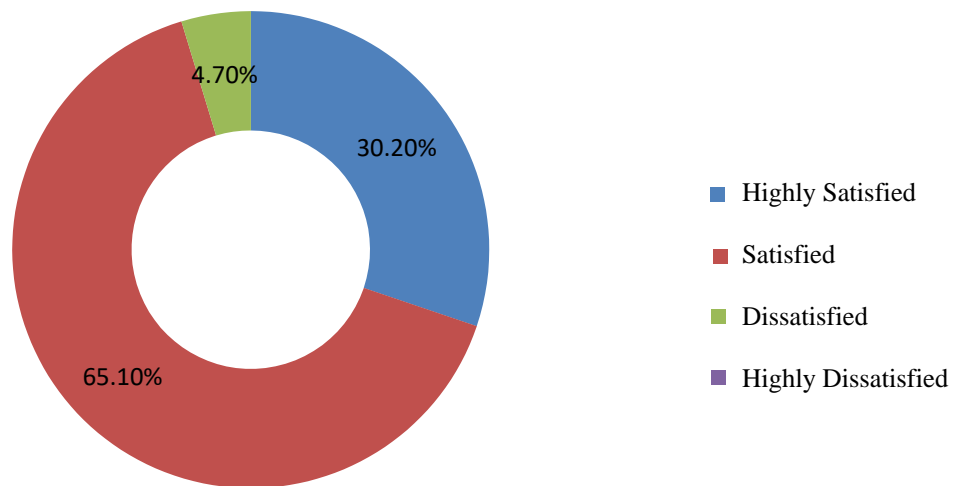
7. Are you satisfied with the Top Management in your organization?



Analysis:

In this chart mostly are satisfied with their top management in the organisation and 13.99% of people are not satisfied and remaining people are 16.28% are like both happy and unhappy.

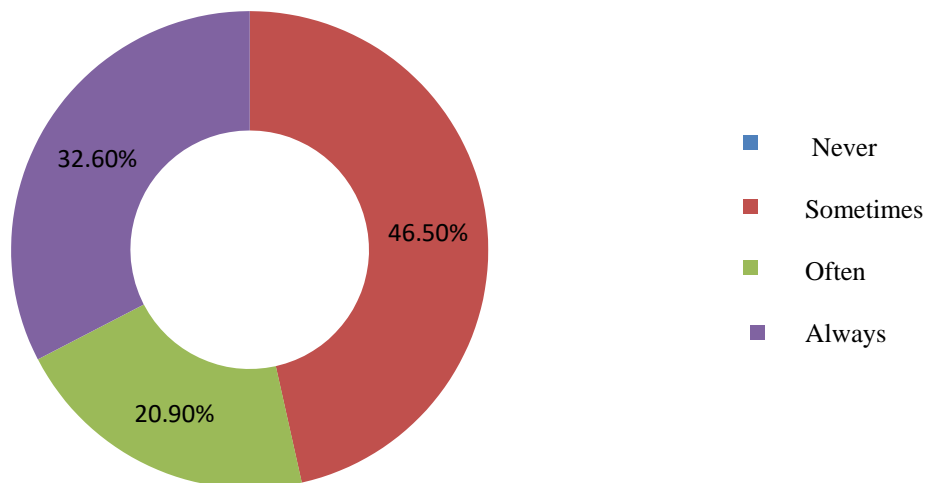
8. Are you satisfied with the Working Hours in your organization?



Analysis:

With the help of this chart we can say that 65.10% are satisfied, 20.20% are highly satisfied, 4.7% of people are dissatisfied.

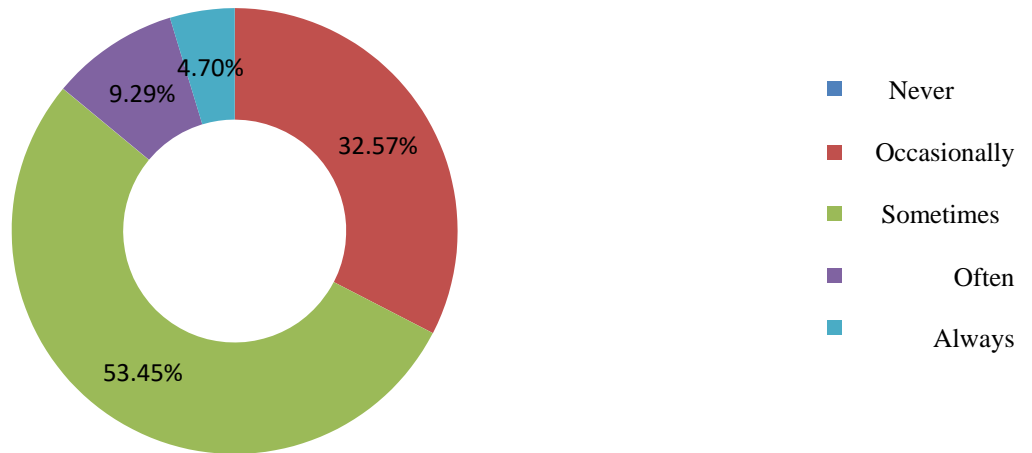
9. After working hours are you getting enough time for your family?



Analysis:

With this we can make out that people are sometimes getting hectic with their working hours. We can see at least a single respondent answer never. But this if we say the working time for family is mostly of not getting enough time to spend which means imbalanced work life.

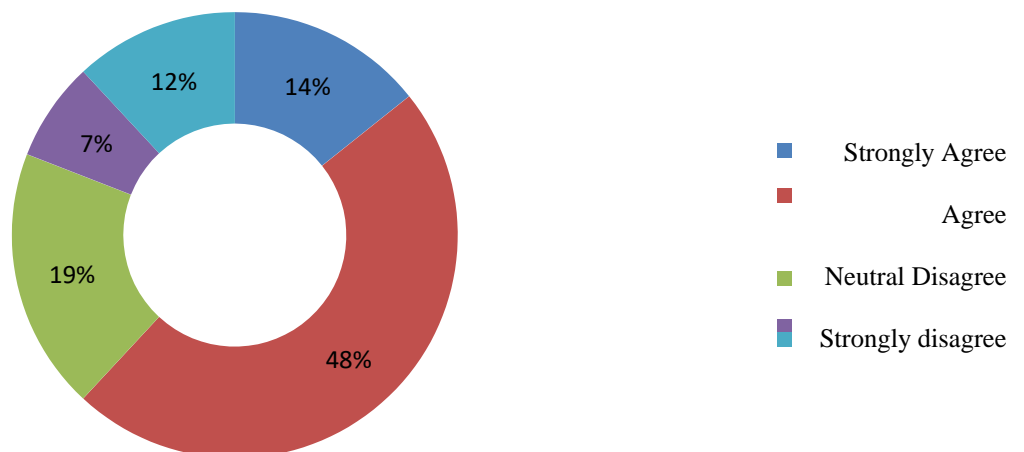
10. How often do you think or worry about work (When you are not actually at work or traveling to work) ?



Analysis:

In this respondents are very dedicated to their work style. We cannot see never option selected by any respondent. 32.5% are occasionally, 53.45% are sometimes, 9.29% are often and 4.7% are always.

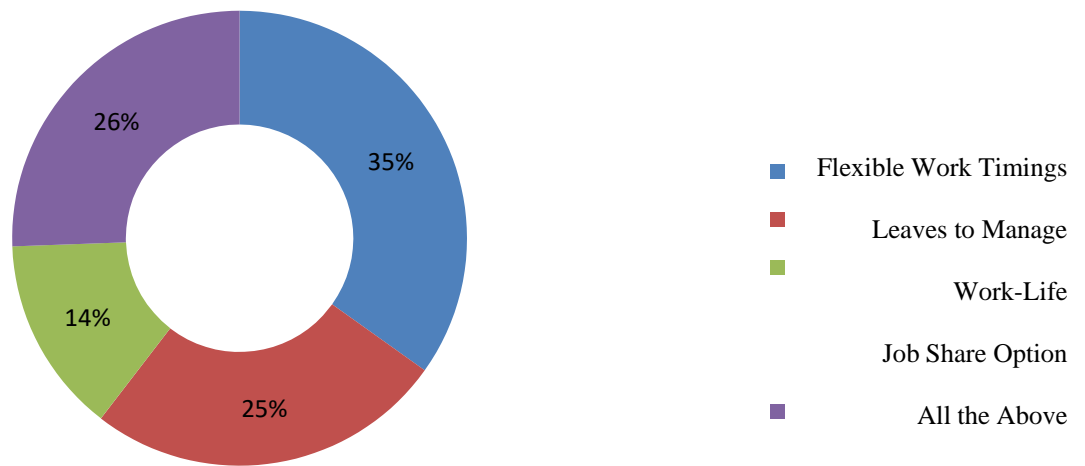
11. Do you agree that your organization takes an initiative to manage the work-life of its employees?



Analysis:

With this chart 14% of them are strongly agree, 48% are agreeing to take initiative to manage the work-life of its employees, 19% of respondents are neutral 7% of respondent disagree, 12% of them strongly disagree.

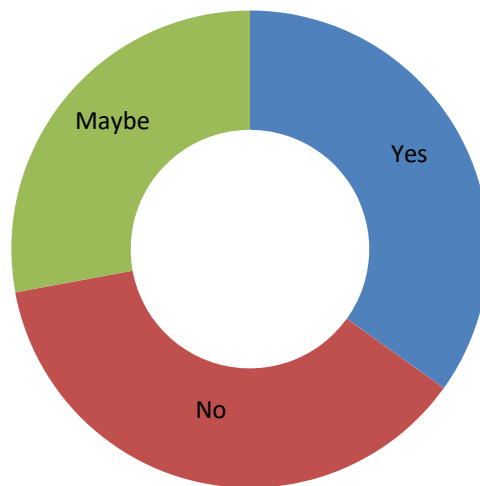
12. If Yes, what are the initiatives that your organization has taken formanging work life?



Analysis:

In this pie chart 35% of respondent flexible work timings that the initiatives that organisation has taken managing work life, 25% of respondents leaves to manage work life ,14% job share option and26% are all the above.

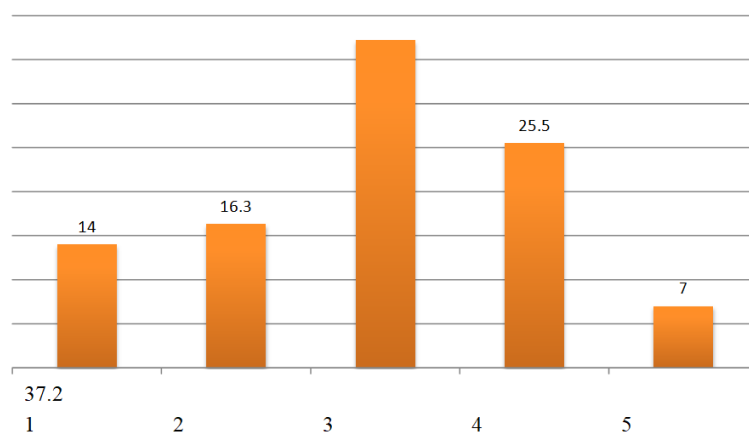
13. Do you have work Pressure in your organization?



Analysis:

With this pie diagram we can say that 35% of people are pressurised,37% people are not underpressure of work and 28% of people are of 50-50

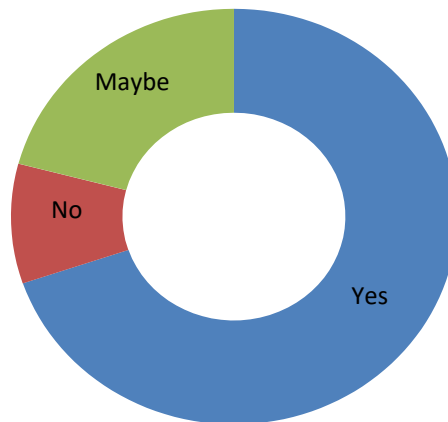
14. Rate the flexible working hours provided by the organization.



Analysis:

In this bar diagram we can say that 14 units of people are happy and flexible with their working hours, but we can see many of them are neutral.

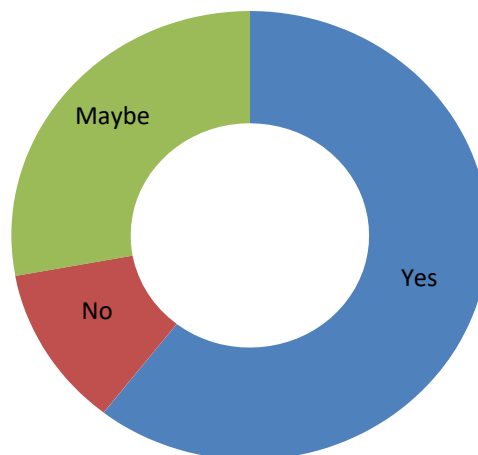
15. Whether your organization provides Maternity and Paternity leaves to the employees?



Analysis:

70% of respondents are getting their maternity/paternity leaves, 9% are not getting any such leaves to them, and 21% are maybe.

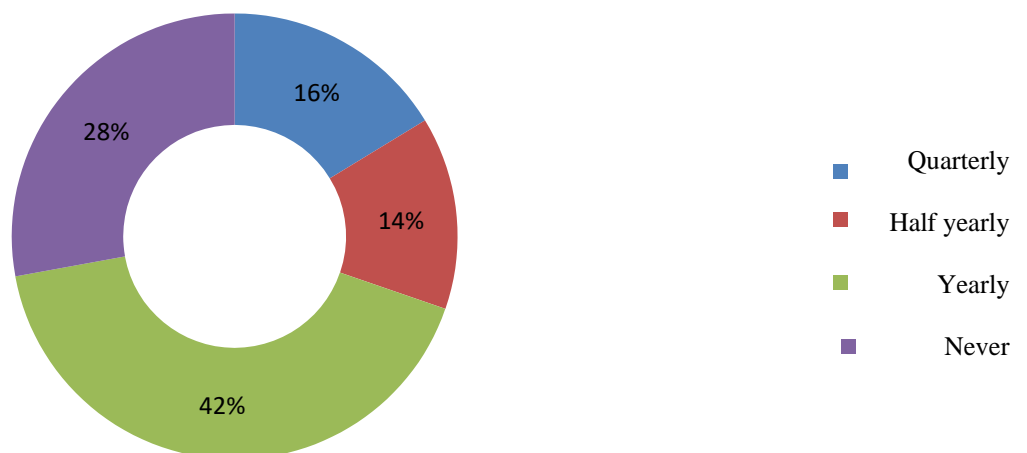
16. Do you think that you have good career prospects in the organization?



Analysis:

In this Pie chart 60% of them are prospering in their organization 12% of them are not upgraded and 28% of them are of both.

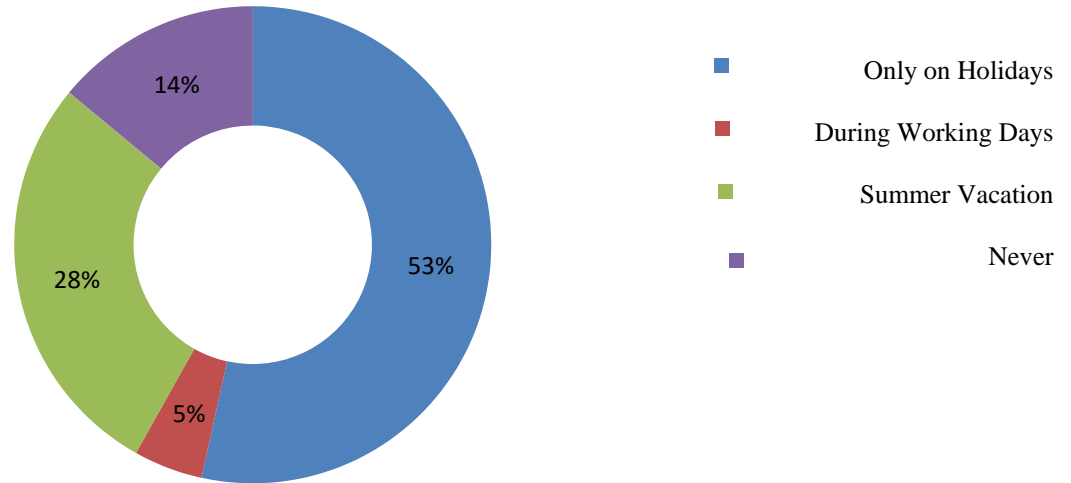
17. How often your organization conducted a holiday trip/picnic for its employees?



Analysis:

In this pie chart if we observe 16% of respondents in their organisation takes their trips quarterly, 14% of respondents take to trips/picnic half yearly, 42% of the organisation of the respondents take yearly and 28% of their organisations never take their employees for trips.

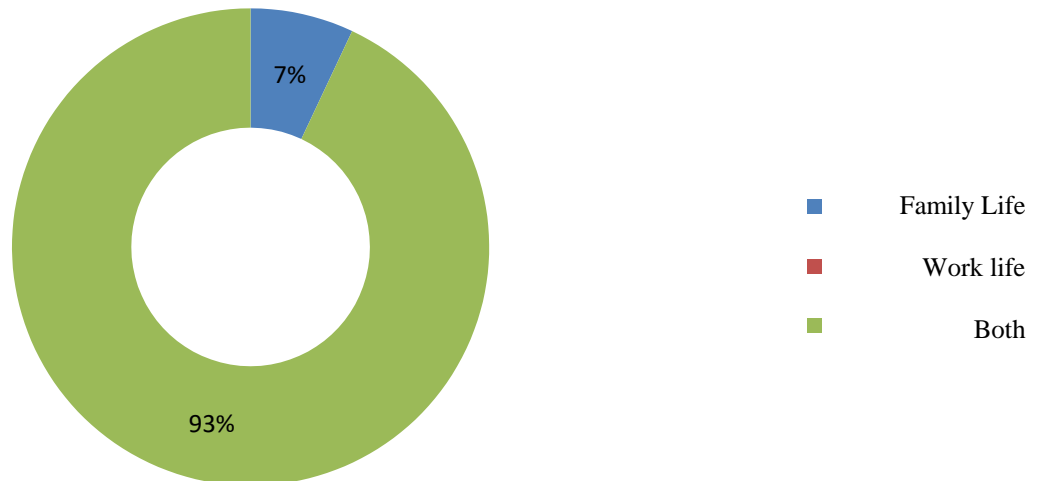
18. How often you make your family trips?



Analysis:

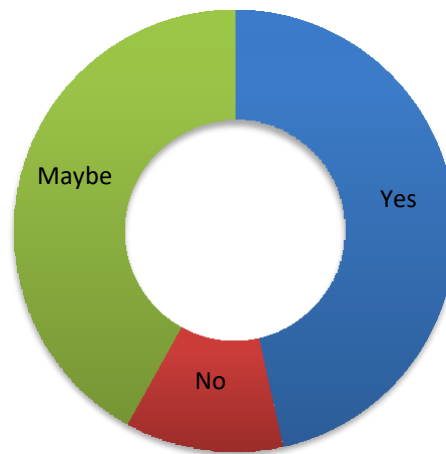
In this pie diagram 53% of the families go for family trips, 5% of the families plans only during working days for trips 28% of them plans during their summer vacations and we can see 14% of the families never goes for family trips.

19. Which lifestyle would you like to give more importance to?



Analysis:

In this chart we can see that people are giving or balancing more importance to their work as well as family lifestyle, we can see 93% are balancing both but only 7% are giving importance to their family life.

20. Do you think, at present situations is the employee able to balance work-life as well as personal life?**Analysis:**

46% of respondents are balancing their work and family life, 12% of them are unable to balance and finally 42% of the respondents are in dilemma which means they are unable to give importance or we can say that they are not balancing their work and family life style.

IV. SUGGESTION BY EMPLOYEES

- Nothing
- Nothing as such
- Organizations should try to have flexible working hours so that productivity is not lost.
- Organizations should look for special initiatives during these times to ensure that the employees are able to balance their time and also maintain their mental health.
- Flexible working hours I suggest.
- I am working in a government office but those who are working in private they may feel too bad in this situation.
- Reduce the work burden and share the work depending upon the availability.
- Not much.
- Sometimes it's really feel like quitting the job but due to personal issues not daring to take such step. And that's what everyone feels about.
- Employee should categorise the time to family after the work time. Balancing both should be known.
- Work- life balance is very important and organization needs to maintain healthy environment for this.
- Work is worship, and then we enjoy our work.
- Experience is the vital factor which help a employee to maintain perfect work life balance

THE NEW TALENT ACQUISITION EDGES

Do not overlook when Human Resources was referred to as the personnel department? It was non-strategic and additionally firmly armed forces-- bit so much more than touching the companies of workers, supplying benefits, tracking attendance along with dealing with laborer concerns. Today Human Resources is a take a look at a critical business functionality as well as additionally talent acquisition was related to as the enroller division-- without even more task than examining resumes, filtering applicants, in addition to organizing candidate job interviews. The articulation-- talent acquisition | is actually currently

mainstream and also is invited through both significant and a few companies. Suppliers comprehend that substantial end-to-end importance is required, one which expands from building a critical jobbrand, along with sourcing and using, entirely to aboard leading individuals. Recruitment is an essential element of talent acquisition (including sourcing, choosing, hiring, and aboard). Yet, it is actually amongst tons of operations that drop under this highly intricate talent place,including:

- ✚ Organizing as well as additionally Planning
- ✚ Segmenting the Workforce
- ✚ Developing, Validating as well as likewise Protecting a Task Business
- ✚ Denoting Candidate Audiences
- ✚ Dealing with as well as Growing Prospect Relationships
- ✚ Indicating Metrics as well as Performing Analysis
- ✚ Generating a Business Hiring Lifestyle

V. CONCLUSION AND SUGGESTION

Through this research methodology we would like to conclude that most of them are of aged grouped between 25-35 are giving equal importance to both family as well as work life. But, I would like to suggest that it is better to give more importance to their family life than work life because attachments and relationships are no more existing, or not maintaining at all by giving equal importance family life as it is getting effected like not giving importance to their parents or putting them in old age homes are increasing day by day, and if we see the marital life most of them are notgiving importance to each other because of timings in the work life and many are getting divorced because of no adjustments can be seen now a days...and when it comes to kids every weekend it is compulsory for the parents to look after their children education and to find out their interest.

With this we would like to thank and we would request our Indian government to declare a holiday onboth the days ie.,on every Saturday and Sunday compulsorily in every organisation, so that people could find some more time to spend with their families.

Whether acquiring outside talent or building talent exterior the business, ideally, managers need to be making a device or warm and comfortable record of potential customers to reason when the demand develops. Recruiting as well as sourcing may most certainly be delegatedto staffing & recruitment agencies, making it achievable for firms to facilitate additional timeon core abilities. Keeping that stated said, great supervisors, presume responsibility for absolutely creating and additionally developing their very personal people-- even with whether they make use of outdoors services to fund or resource prospects. This paper has provided theoretical framework and implementation of talent acquisition strategies.

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