

# **WORK-LIFE BALANCE**

**Aimee K Lee**

M.S. in Leadership

2022

Granite State College

## Passumpsic Bank Recruitment Ad

**Build** a healthy career at Passumpsic Bank based on support, growth and true work-life balance.

### **Your Story is Our Story**

We are looking for people who pursue their passions, both inside and outside the workplace.

Join the Passumpsic Bank team for a healthy, fulfilling career based on support, balance and opportunity. The possibilities here are endless, offering a range of roles, responsibilities and career paths.

When our employees succeed, everyone wins. Entry-level positions can lead anywhere, up to and including executive management. (Fun fact: Our previous President started as a teller.)

Kick off your next professional adventure with a trusted company passionate about supporting your long-term career goals.

## PROBLEM STATEMENT

Does Work Life Balance exist in the banking industry in  
New Hampshire?

Literature Review

Methods Used

Informed Consent

Online Survey

Findings/Next Steps

Mengistu and Worku examined the effects of “work interference with personal life, personal life interference with work and work/personal enhancement dimensions” (2020). They discovered that the better the work-life balance, the more positive outcomes occurred for the organization, such as, lower turnover rates, higher employee satisfaction and overall, more engaged and happier employees.

# WORK LIFE BALANCE

## Three Themes Emerged

- Knowledge
- Separation
- Communication

## Knowledge

...Ensuring that proper staffing levels and workloads are appropriate for operating hours.... Over the years I have seen roles cut to compensate for the digital expansion in the banking industry; however, the new staffing levels do not correspond to the increased levels of service required.

## Separation

“I tend to give of myself more readily to my job than to my personal life. ...I am trying to get better at separating and creating a haven at home that is not controlled by my job. I realize that it is needful for my mental and physical health to leave work stress in the office as much as possible and create a life for myself outside of my job.”

“...don't take work home with them, leave home problems home.”

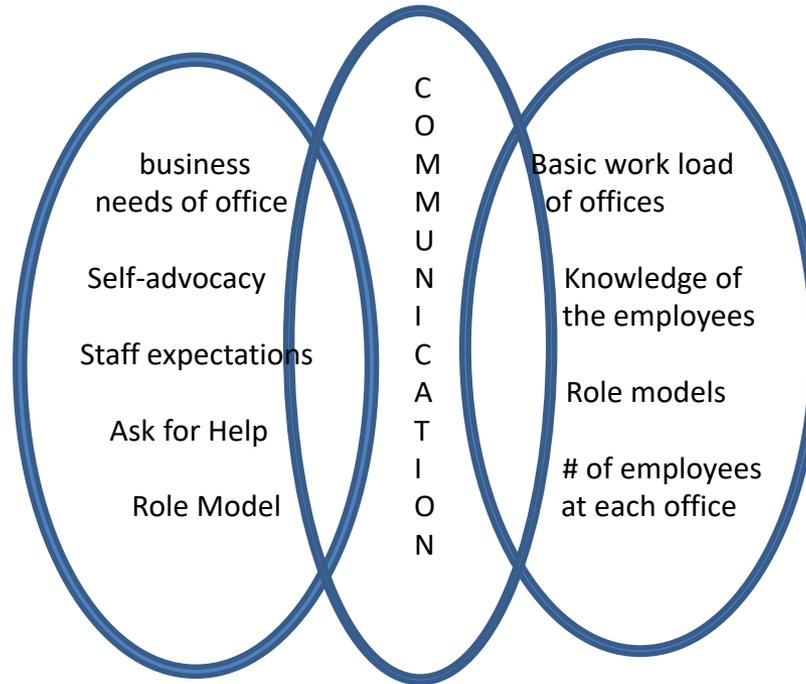
## Communication

“Employees at all levels should be upfront about what they want and expect in their schedules during the interview process. If your schedule changes or you are taking on more than you can handle, they should speak to their manager for resolutions and solutions to ease a better work-life balance.”

# WORK LIFE BALANCE

Things Employees  
Should Know

Things Employer  
Should Know



## Next Steps

- Analyze a larger population
- All employees vs just managers
- Examine Company Culture and Work-Life Balance to create new policies

## Reference

Mengistu, B., Worku, M. (2020) Effect of Work-Life Balance on Organizational Commitment in Commercial Bank of Ethiopia. Journal of Strategic Human Resource Management. 2020, Vol. 9 Issue 1, p17-29. 13p. 5 Charts, 1 Graph.