



Tricky balancing act gets trickier

WORK-LIFE balance issues will continue to plague workplaces and families.

But what sort of strategies should companies adopt when the lines between work and home are blurred?

Research from Emory University in Atlanta, Georgia, suggests there's no simple solution.

The researchers divided employees into two categories: "integrators" and "segmentors", depending on how they managed the boundaries between work and home.

Integrators were more likely to mix up the two. They would usually display pictures of their children and were more likely to take work home. Segmentors were more likely to stay behind to do the work.

The researchers found segmentors were less enthusiastic about policies such as on-site child care but were more committed when they were offered initiatives such as flexitime.

In other words, there's no one-size-fits-all solution and companies will have to start thinking more strategically about what they offer and start providing employees with more choice.

So are you an "integrator" or a "segmentor"?

COMMENTS:

The new generation of graduates and tech-savvy individuals in the workforce don't quite fit into either category mentioned. A modern category would feature mobile/integrators: people with the preference and the capability to do work-related activities and personal activities in the office, field and at home, at any time of



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the day or night. Mobiles, internet access everywhere and the availability of sufficient means of transportation allow this to occur with ease. Tracking the "hours of work" for the old-fashioned boss is the problem. Mobile Integrators, it is time for a working revolution! — Dot.

Shouldn't it be a question of whether employers should just simply not expect workers to work so much and to let them go home at 5pm with no "home-work" so they can then recoup for the next day? Why is everyone becoming so accepting of letting work take over your life?

— Joanne.

For me there are no lines between work and life, I work from home. To some it might sound sad that I work probably for 50 (sometimes more) hours a week. Not to me. I love my work.

I was fortunate enough to choose a career I love (software engineer). One of the positives of working from home is that I can visit my parent/friends or engage in other social activities during the day. My hours are my own. There is an adjustment (and I'm probably still going through it) to working from home but I would recommend it to anyone (without kids!) — Quinten Miller.