



How to improve work-life balance?

Approaches that can improve the work-life balance of employees



3WaySwitch

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#work-life balance
#development
#performance

Facts

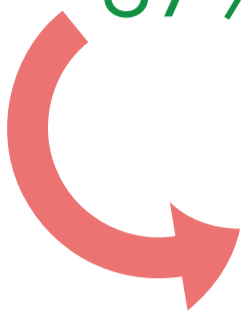


70%



87%

70% of managers and 87 % of employees report flexible work arrangements have a positive or very positive impact on quality of their work



Employees who believe that they have good work-life balance work 21 % harder than those who don't



Healthcare expenditures are nearly 50 % higher for workers who report high levels of workplace stress



More than one in four employees at organizations who perceived no support for work/life balance plan to leave their employers within the next two years, compared to 17 % of employees who feel supported

Average cost of employee turnover is 21 % of an employee's annual salary



3 STEPS to help achieve work-life balance of employees

Identify the root of a problem - conduct work-life balance

Analyse the results and make groups of employees with similar challenges

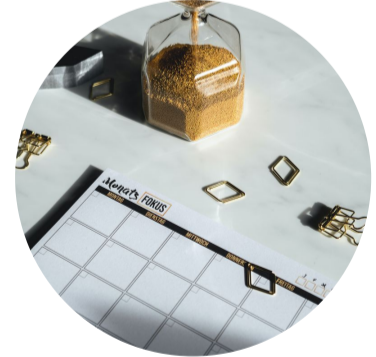
For each group define approaches that will improve work-life balance

Approaches that can improve work-life balance



Flexibility in location

- Telework
- Working from home



Flexibility in workload

- Reduced load
- Job sharing

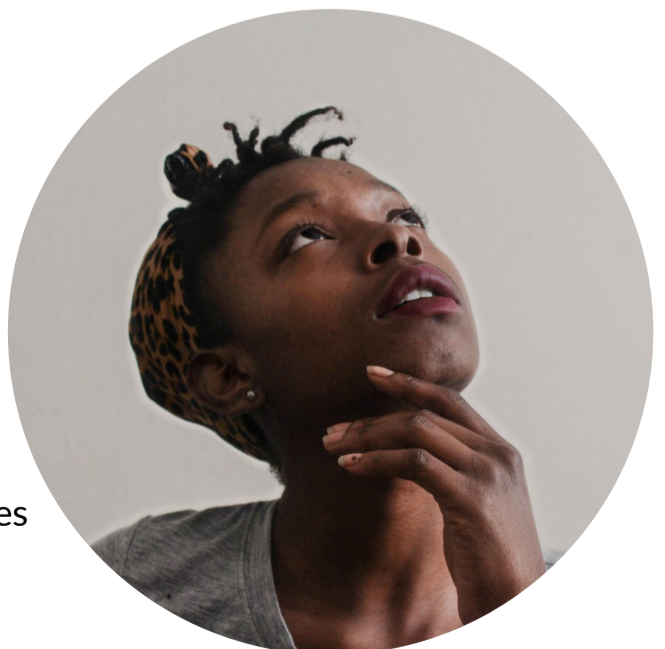


Flexibility in time

- Changing the beginning and end of the shift around a core schedule
- A compressed workweek
- Flexible shift work

You could also consider

- Paid and unpaid leaves
- Encouraging staff to take a break
- On-site facilities and services
- Other benefits related to non-work lives



Sources

Life working (2016): [How work life balance affects retention rates](#)

Rampton, J. (2016): [How Work Life Balance Can Keep Your Employees Happy and Your Business Healthy.](#)

Boushey, H. &, Glynn, S. J. (2012): [There Are Significant Business Costs to Replacing Employees](#)



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For more information about this project please see:

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