WORK-LIFE BALANCE

Based on a thorough review of the research on work-life balance, Sirgy and Lee identify a set of personal interventions that selected employees commonly use to increase their work-life balance and life satisfaction. Personal interventions of work-life balance involve five behavior-based strategies and four cognition-based strategies. The behavior-based strategies are engaging in multiple roles and domains, increasing role enrichment, engaging in behavior-based compensation, managing role conflict, and creating role balance. The cognition-based strategies are segmenting roles and domains, integrating roles and domains, engaging in value-based compensation, and applying whole-life perspective in decision-making. This volume provides HR managers and HR consultants with pedagogical material designed to help them develop in-house workshops, seminars, and curricula for their employees to improve their work-life balance by using the personal interventions described in the book.

M. JOSEPH (JOE) SIRGY is a management psychologist. He received his Ph.D. from the University of Massachusetts (1979). He has published extensively in the area of business administration, business ethics, and quality of life, and he has received many awards over the years for his research, teaching, and service to the management discipline. He has co-founded the International Society for Quality-of-Life Studies, the Macromarketing Society, and the Community Indicators Consortium. He served as editor in chief for *Applied Research in Quality of Life* and the *Journal of Macromarketing*. He also served as co-editor of several book series related to quality of life and human wellbeing and published numerous books on quality of life and human wellbeing.

DONG-JIN LEE is a professor at the School of Business, Yonsei University, Seoul Korea. He received his Ph.D. from Virginia Tech (1996) and has published extensively in the area of quality of life studies. Before joining Yonsei University, he was on the faculty of the University of Western Australia (1996–1999) and the State University of New York at Binghamtom (2000–2002). He served as Vice President for Academic Affairs, Vice President for Publication, and Program Area Chair for the International Society for Quality of Life Studies (ISQOLS) in 1997–1999, 2007–2009, and 1997–1998 respectively; he was Section Editor of *Applied Research in Quality of Life* (ARQOL) from 2009 to 2011; and he was Dean of Sangnam Management Institute at Yonsei University from 2017 to 2018. He won the best paper award from ARQOL in 2021.

WORK-LIFE BALANCE

HR Training for Employee Personal Interventions

M. JOSEPH SIRGY

Virginia Tech

DONG-JIN LEE

Yonsei University

CAMBRIDGE
UNIVERSITY PRESS

CAMBRIDGE
UNIVERSITY PRESS

Contents

v

vi   *Contents*

Contents vii

viii   *Contents*

Figures

Tables

List of Tables   xi

xii   *List of Tables*