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The Future of Work-Life Balance in the Tech Sector

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The Future of Work-Life Balance in the Tech Sector

01. What is the problem and why does it matter?

In a labour market that is competing for tech talent, offering remot work and work-life balance in compensation and culture can help attract and retain top performers, creating a high performing tear. reducing retraining costs and allowing access to top talent remotely from around the world. Remote work and work-life balance were some of the top trends for technology job seekers

In practice, having employees that feel able to achieve a good more ability for individuals to focus on the job tasks and a greate capacity for creativity. Additionally, workplaces where employed are able to manage and minimise their stress have better menta and physical health, reducing workplace accidents and mental health leaves. Employee presence, energy and focus contribute individual productivity for the employer and can positively impact the company's bottom line.

Healthcare & Benefits COVID-19 safety measures Work-Life balance % Job security Company location (Accessibility) **74%** Remote work

Top influences in accepting a job in 2021 (Jobvite, 2021)

obvite. (2021). Job Seeker Nation Report 2021. https://www.jobvite.com/wp-content/uploads/2021/03/Jobvite-JSN-2021-03-29.pdf.

Unfortunately work-life balance is a very individual measure and there is no one-size-fits-all solution for a company to implement. Olde energy across activities deemed to be "work" and "life" are antiquated home are frequently the same physical location. Additionally, the individual is the same person in both the work and life settings and stresses and successes in one realm have real affects on behaviours and performance in the other. Good work-life balance is employee directed but can be facilitated by the employer.

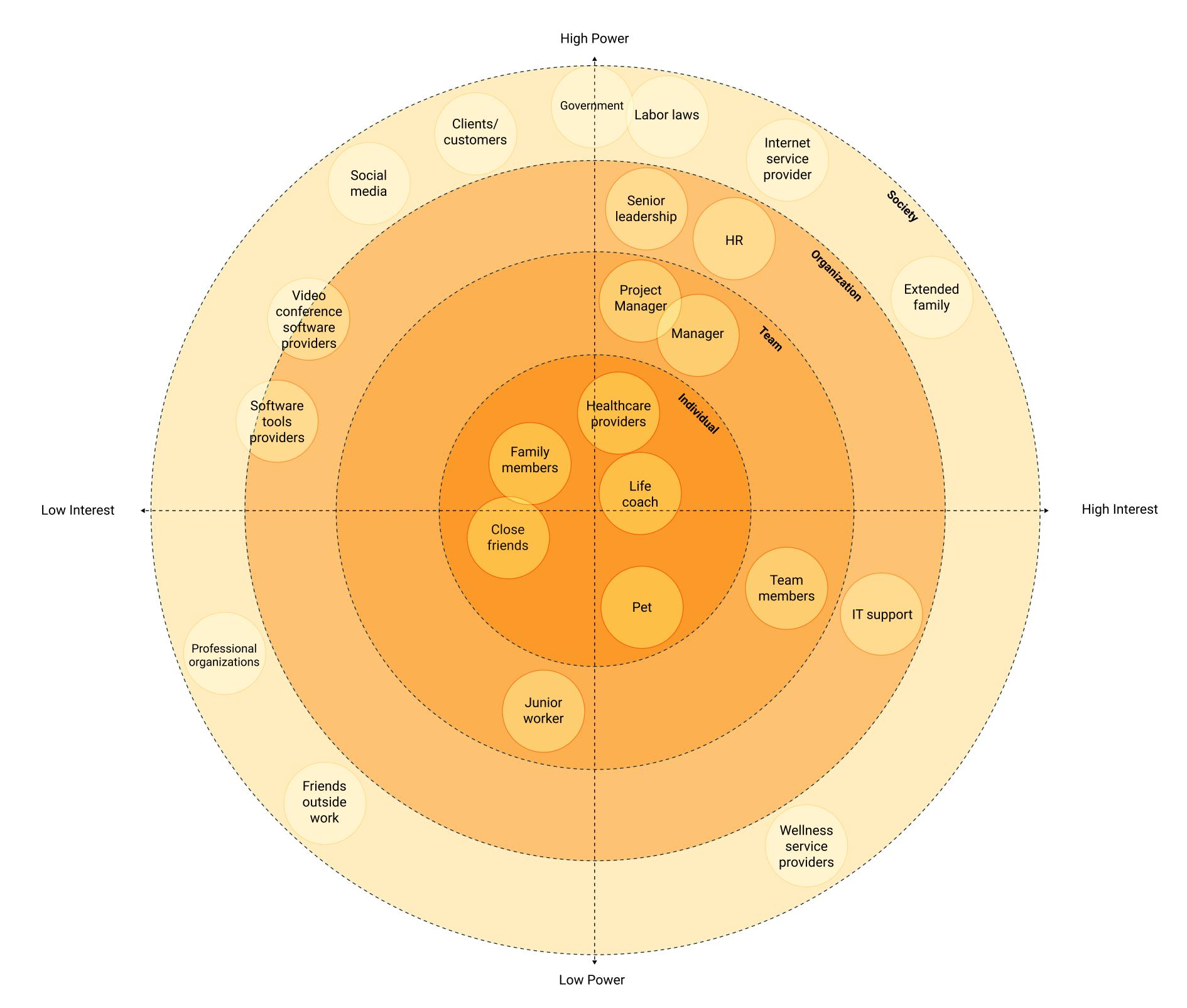
Creating policies and practices that function and are more than just lip service to helping employees achieve good work-life balance require looking at the system and listening to the requirements of the employees. This map outlines the problem space and how the different systems interact. It showcases where interventions could be helpful across two very different, successful employees.

Good work-life balance looks like an understanding of self needs within the employee and curating their activities to achieve satisfaction and the flexibility and the resources to realize these individually determined needs.

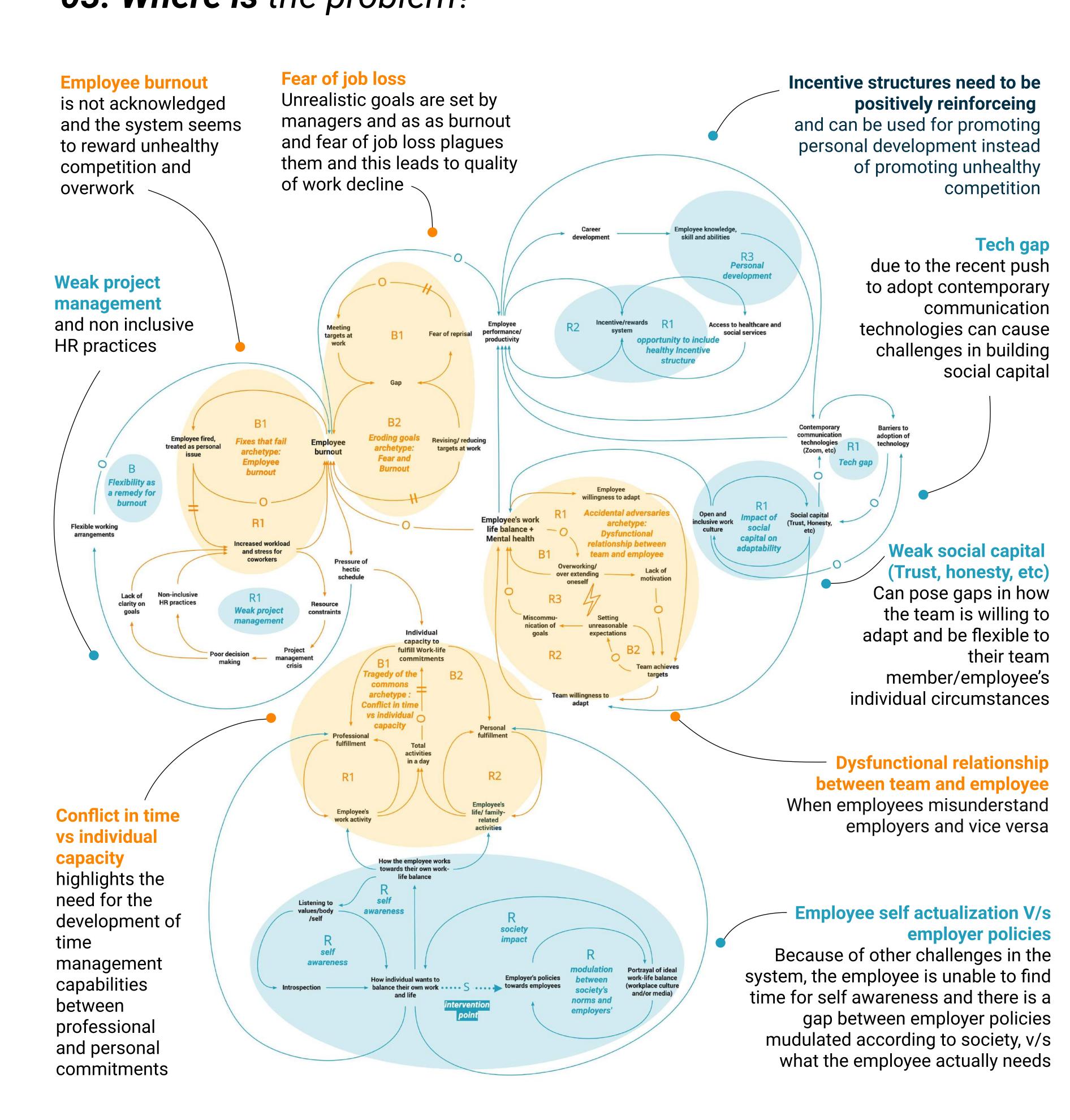
02. Who is involved in this problem?

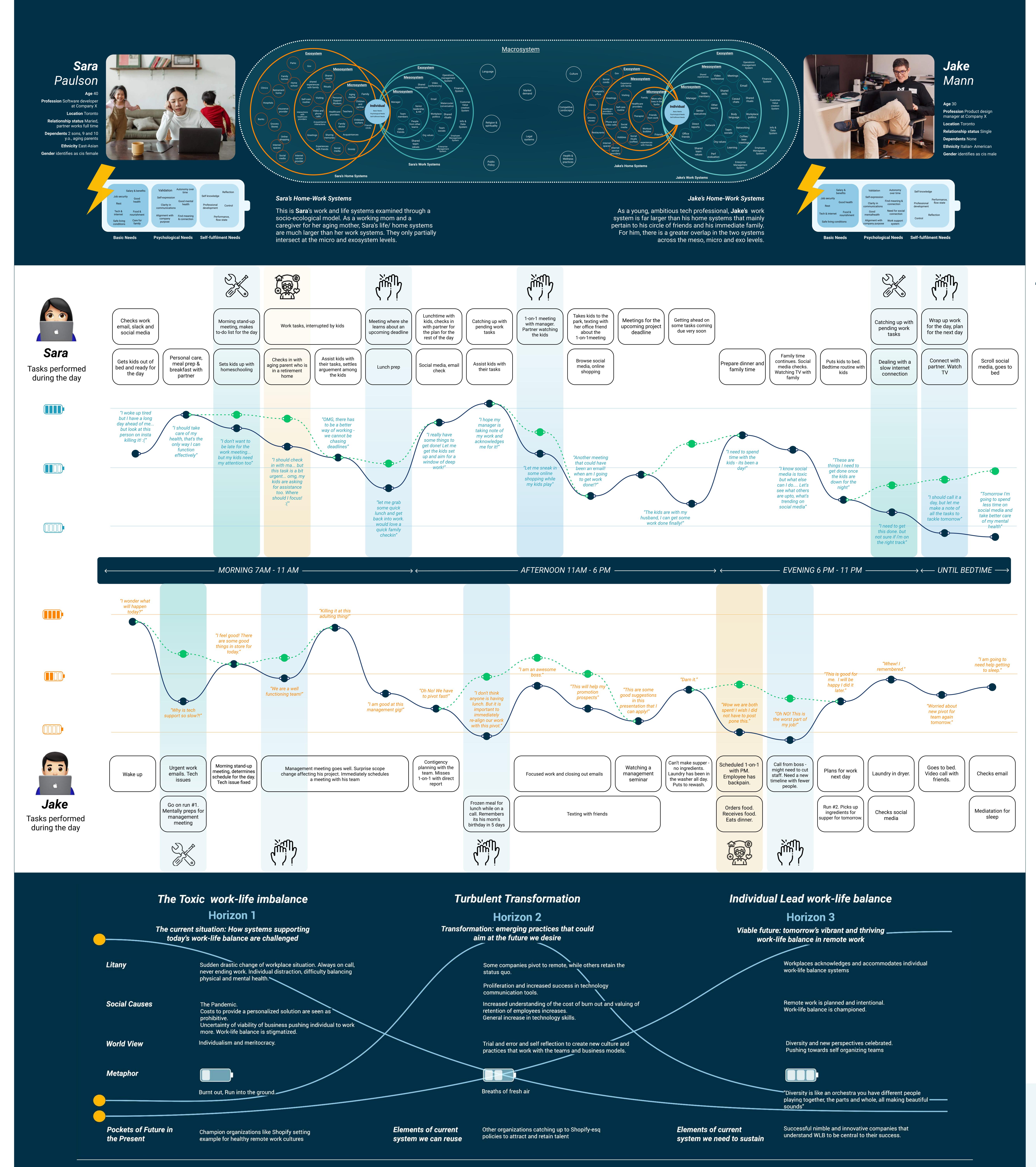
This is an **Actors Map** that outlined the key Actors in the intertwined work-life balance system of remote technology workers. Within this system, there is the "open" system that includes the Individual, Team, and

Organization, and a "soft" system at the outer most ring that is typically use to describe social system. The matrix indicates the system Actors' power to change and interest in investing a positive work-life balance.



03. Where is the problem?

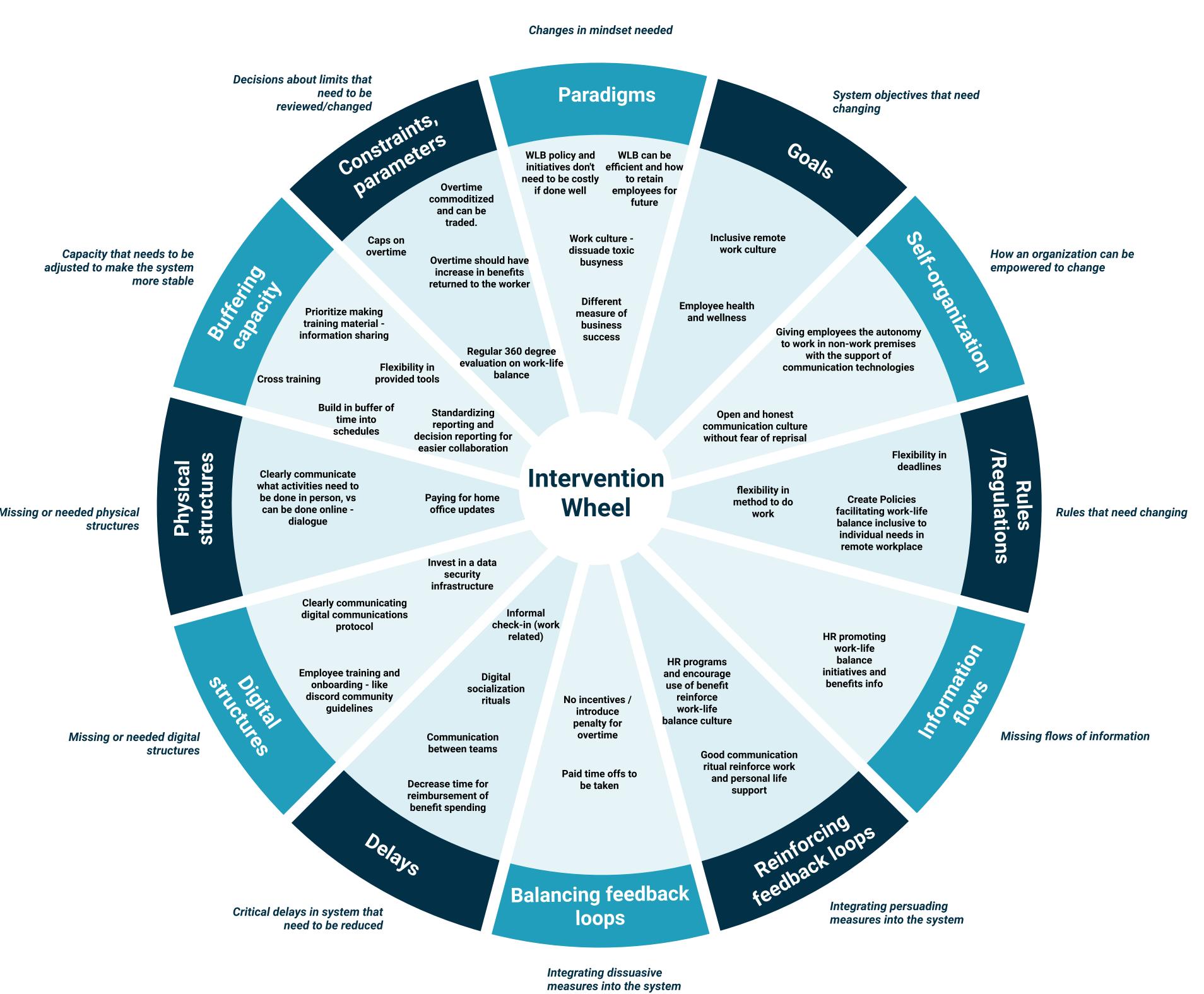


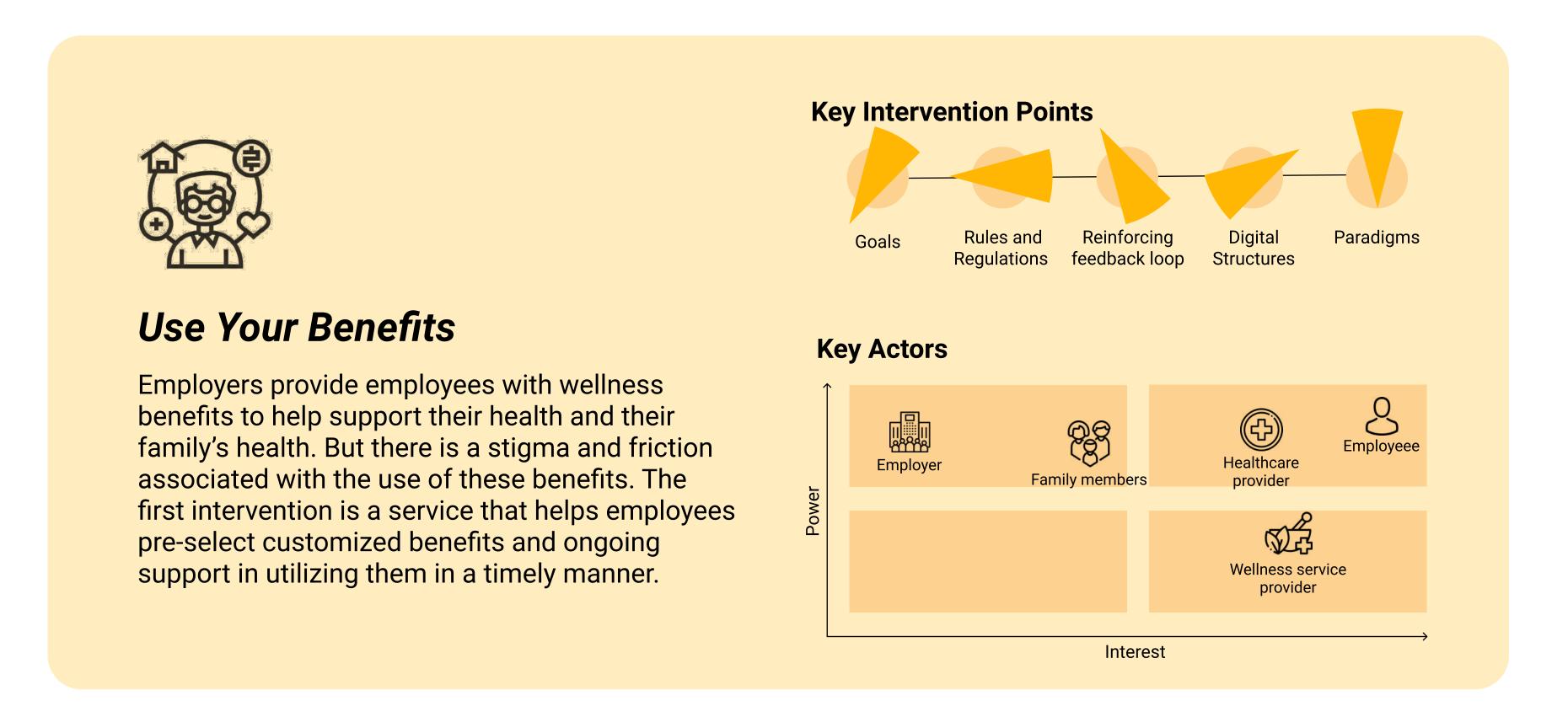


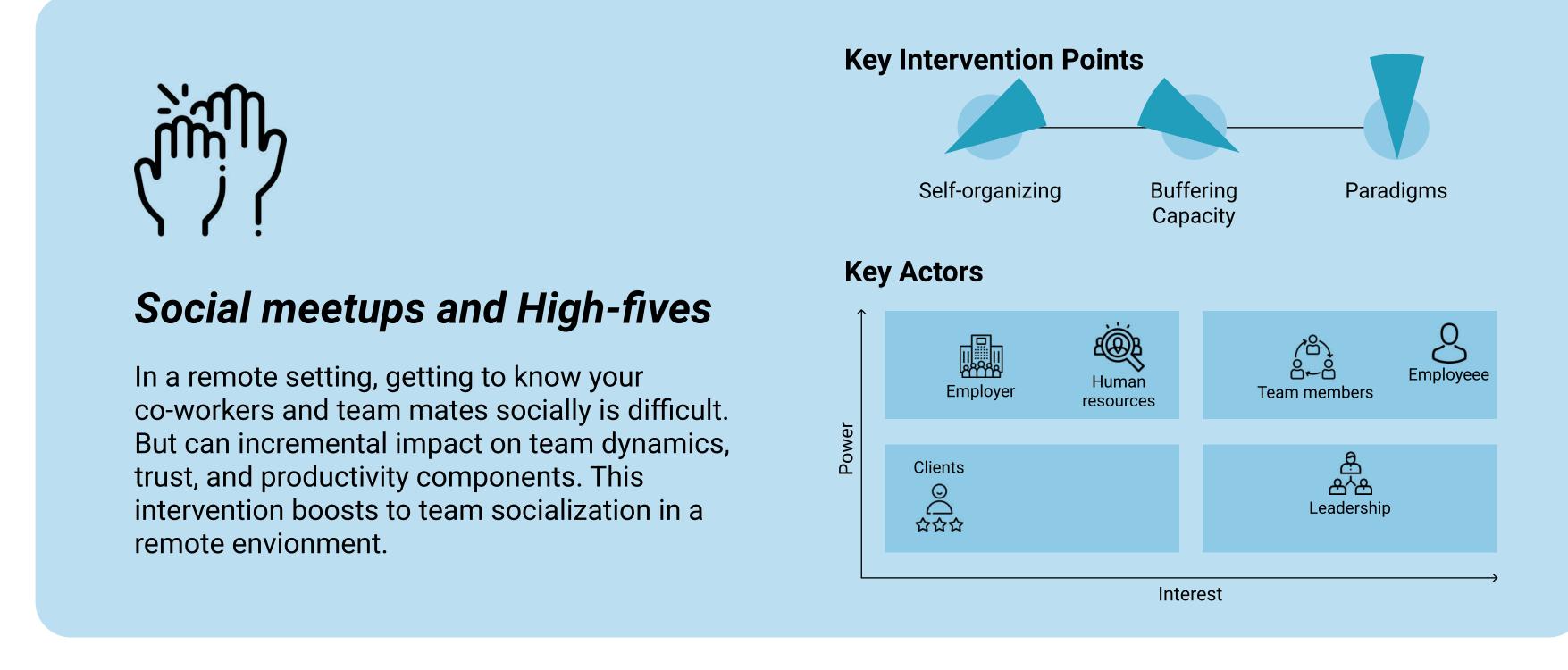
05. How can your company make a difference?

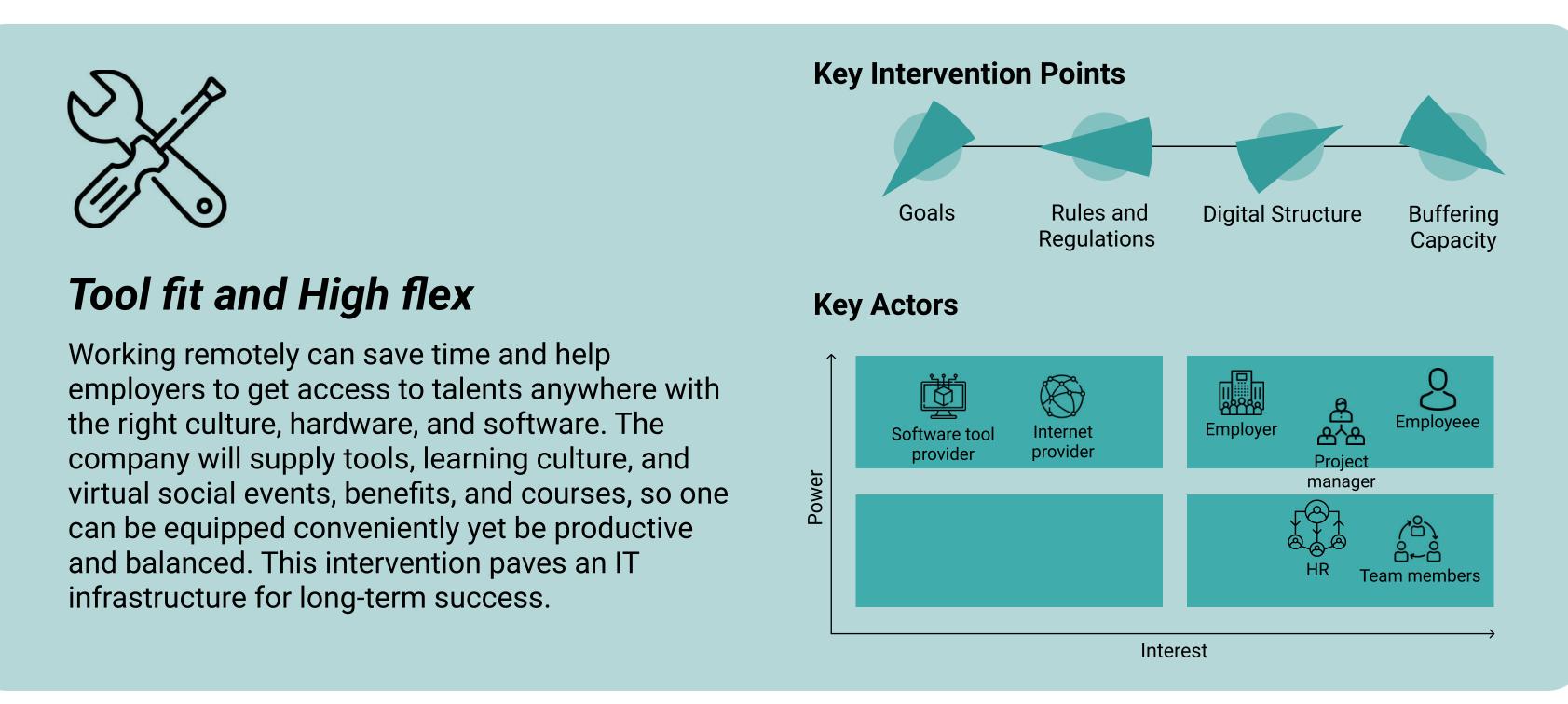
The possibility space for interventions is complex and infinite. Several possible interventions to help with work-life balance are laid out on a continuum to broadly show the scale of impact that the intervention could command and the relative scale of difficulty to achieve, from the smallest and simplest being the 'Goals' all around the wheel in a clockwise direction to the 'Paradigm shifts'. Frequently, a fully realized intervention will touch on many different spokes of the wheel.

We have expanded on three services presented on the intervention wheel to see how it might impact the journeys of our personas. These interventions include Use your Benefits, Social Meetups & High-Fives and Tool Fit & High Flex. On the journey map, we have depicted how these interventions can improve the experince of remote work for employees from a variety of backgrounds with widely differing needs.









06. Conclusion and DIY Intervention Strategy

The interventions we have explored here may not fit the needs and constraints of your organization and employees. Here are some design considerations to bear in mind while creating your own customized intervention strategy.



Understanding

employee needs

The team

We conceptualized and

designed this map.

and Basadur profiles.

Here are our names



Ethical employee

segmentation









objectives



