Tomorrow is going to be far more different than today even much more if we compare the present to the past. The social / business environment has undergone a sea-change. The corporate dinosaur is the museum relic of the 21st century. Organizations that topped in the fortune 500 companies hardly find the same place today. The business organization are going through the most chaotic and turbulent phases of recession. In the changing global business scenario everyone is putting best of the efforts to save their jobs as it is must for the survival.

During the last decades, an increasing women participant to labour force has been witnessed for fulfilling the necessities which used to be labeled as luxuries once upon the time. The work force participation of women have increased substantially throughout the industrialized countries that make up the organization for Economic Cooperation and Development (OECD). In the united states, for example, the employment rate of women increased from 47.5% in 1979 to 56.0% in 2004. Currently, in most OECD countries, the majority of couples with children have both parents in the work force, single mothers employment rates generally exceed those of married mothers.

The traditional partner’s specialization either in domestic or paid work has become less commonly adopted, leaving room to the diffusion of dual - earner couples. At the same time, attitudes and values towards greater gender equality have been spreading, men have become more involved in household related activities and partners have increasingly opted for a more egalitarian division of labour and domestic work.

Dual earner couples are not necessarily gender equal : partners can decide to adopt more or less balanced strategies of division of paid and unpaid work. When considering the contribution to the family economic needs, women appear to be mostly the secondary provider. Couples seem to have developed a kind of ‘neo-traditional strategy of specialization : both partners work, but the woman is mainly responsible for the family case, and the man
mainly invests in the employment career. Besides, a strategy of similar partners economic contribution is becoming commonly adopted and is associated with a more gender equal division of roles. In contrast women out-earning their partners are quite unusual. Couples seem to adopt this strategy temporarily and mostly for need, when men face unfavourable economic conditions.

In this course, lot of pressure is being experienced. As a result of increased demands at work place that subsequently would interfering the family front. To maintain a balance between the demands from the two exclusive, yet personally important domains of work and family. The change in the demographic make up of the work force have become the primary impetus for the increased focus on work and family issues.

Work-family balance is a complex issue that involves financial values, gender roles, career paths, time management and many other factors. Hidden values and models from our cultures, original families and other sources influence our choices in ways that we often don’t anticipate or understand and that have for reaching consequences for our lives.

We work to live, not live to work. But today’s business atmosphere make men work up to his last breath. Hectic schedules, boring jobs, detrimental deadlines --- your jobs, suck even the last drop of your blood. When money dominates the modern life, people do not find few hours to spend on their personal life and the new generation end up with an unbalanced lifestyle.

There is no perfect, one-size fits all, balance you should be striving for. The best-work-life balance is different for each of us because we all have different priorities and different lives.

The individual differences is term of attachment style play an important role in predicting patterns of work family balance/ linkage because people with different attachment styles experienced different models of work-family relationships. Attachment is a close emotional relationship between two persons, characterized by mutual affection and a desire to maintain
proximity. Attachment is like a piece of invisible string that binds individual in a way that allows healthy development. When you are attached to someone, it makes you feel good to be in that person’s company and also makes you feel anxious when they are not there. You may also experience a longing to be reunited. This is the “desire to maintain proximity.” Therefore, individuals with different attachment styles will differ in terms of boundaries maintenance between self and other and between work and family. A person’s dominant attachment style also provides a unique perspective for understanding individual differences in interpersonal experiences including how people react to their work environment.

“Satisfying close relationships constitute the very best thing in life.” Not only do close relationships offer companionship and affection, but also encourage physical and emotional well-being. Given the many hypothesized benefits of human relationships, I should be of no surprise that many people strive for a healthy close relationship with another individual. Yet some people continually maintain an emotionally distant relationship. What accounts for this discrepancy, especially when close relationships can be so beneficial to one’s physical and emotional health?

The current exploration demonstrates that combining work - family research with positive psychology research may provide insight in to how individuals are able to flourish at managing their family work roles. The present digging also provides some insight as to why certain people cannot keep their personal lives from interfering of with their work (or vice versa), spread negative affectivity are more prone to interpersonal conflict and cannot handle stressful situations or assignments without being overwhelmed.