

Work-Life Balance Plan for GreenPAK

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Current Situation Analysis

GreenPAK is a new marketing company, their mission through technology they win the market for their customers. The CEO of this company, named Fred, started a business where making money is seen as the main way to judge if workers are doing well. His idea has spread everywhere. Many workers live on the company grounds, so their employer can get more working time from each person. Many workers spend 12-14 hours working each day. For long working hours, employees give less effort in their relationships, resulting in a high divorce rate among the staff. A worker's family has taken legal action against Fred because the worker faced a heart attack due to long working hours. The company's service quality is declining day by day. The majority of their customers feel unsatisfied with the company's service. The major customers have stopped using them because the company was not protecting customers' private information. In this way, the reputation of the company was damaged. The main problem is the culture of the company, which mostly prioritizes profit over the well-being of the employee.

Work-Life Balance Implementation Plan

1. Set realistic and achievable goals:

It is essential to work together with workers. Before proceeding with the task, set a specific goal where employees participate in defining the objective. This goal may be challenging, but it is possible for the employee (Robbins & Judge, 2018). Give feedback to the employee based on their performance weekly. This environment allows employees to perform

different tasks to their full potential. This ensures that workloads remain manageable and maintain productivity.

Explanation: Research showed that collaborative goal setting creates an environment of alignment between the organization and workers (Manning & Curtis, 2021). Collaborative goals increase working transparency. It also ensures that the requirements of the employees are heard, and the organization is also concerned about workers' problems.

2. Empower employee decision-making implementation:

Workers who are very engaged with their organization usually show more productivity and try to solve problems. They know the day-to-day operation of the business. For this reason, they often better understand the challenges (Manning & Curtis, 2021). They make potential improvements related to their specific duties. As an outcome, their decision is made more effective and well-informed.

Explanation: Empowering employees enables them to take authority over their work. They make decisions and take the initiative. It increases the productivity of the employees (Inspiring-Workplaces, 2023). Research showed that empowered employees are always working hard to do better work.

3. Provide essential employee benefits

A benefit package displays that a company cares about its employees. Benefits such as an employee wellness program, paid time off, and bonuses for extra working hours show that employees feel valued in their organization (Robbins & Judge, 2018, p.279). This can lead to employees are happy in their job and they work with motivation.

Explanation: The benefit package supports the needs of the employees in their outside work. It always helps the employee to work with motivation. It reduces work stress, and they do their family responsibilities effectively.

4. Mandate reasonable work hours and breaks

Companies must give their workers a 20-minute break if they work for six or more hours. The “*US Department of Labor*” said that, according to “*current federal laws*”, any break time that is less than 20 minutes must be paid for. Longer breaks that go over 30 minutes can be unpaid and seen as “not working”.

Explanation: Through research, it has been noticed that employees who work long periods are mentally and physically exhausted (Robbins & Judge, 2018, p. 608; Salem Press Encyclopedia, 2021). A break is essential to increase productivity. Regular breaks are essential to help employees to always be motivated and focused on their work.

5. Create safe work conditions

Employers should regularly focus on inspections in their workplace. They always ensure that all the equipment and tools are safe to use, serviced on a regular basis, and maintained in good working condition. The employer's responsibility is to maintain good working conditions and provide workers with easy-to-understand information (Robbins & Judge, 2018, p.465). It is essential to give training to all workers to do their job safely. According to the OSH Act, it is essential to create a safe working environment for all working men and women.

Explanation: In an organization, a safe working environment is essential for all workers. It reduces risks. Research showed that those workers work more productively when their workplaces are committed to safety and health (Oshaeducationcenter, 2025). It reduces accidents and employee illnesses, which indicates lower disruption in work.

6. Hold regular check-in meetings

Holding regular meetings is essential to help enhance communication and collaboration between the team members. It helps to provide a structured platform for employees so that they can share their ideas easily (Manning & Curtis, 2021). In the meeting, they discuss the work progress and clarify doubts.

Explanation: The management team of GreenPAK is required to implement Regular meetings to help employee share their idea and their problem. It shows that the organization cares for its employees. And helps to improve their growth at work.

7. Develop a health and Wellness Program

Health and wellness programs in the organization increase the productivity of the employees. It helps to reduce stress in the workplace. Employees are more focused on their work and perform more effectively (Manning & Curtis, 2021). Healthier employees are more engaged with their work, and it improves organizational performance.

Explanation: Health and wellness programs prevent serious medical issues in GreenPAK's employees. Due to huge work pressure, they always feel stressed, which can lead to heart failure. If GreenPAK's management implements a health and wellness program, employees are more active and perform their tasks attentively. It indirectly improves organizational productivity.

8. Provide paid time-off policies

A well-structured PTO policy increases confidence, helps companies to retain their best talent, and reduces stress among employees. This policy promotes working flexibility for employees. Research showed that when workers get paid time off, they take more vacation days

and use fewer sick days. Workers who take vacation time often return to work feeling more refreshed and more productive.

Explanation: PTO policy is essential for the physical and mental restoration of employees. In GreenPAK, employees are always feeling stressed due to work pressure. PTO policy is essential for those employees who have converted their minds and reduce performance failure. They spend more time with their loved ones.

9. Implement competitive compensation

The competitive compensation package felt a positive impact on the employees. It improves workers' satisfaction and lowers the turnover rates. It also helps to attract talented candidates. Through this process, based on the annual performance, provide promotion to the employees. So, employees take responsibility positively to do tasks better, which helps to improve the performance of the organization.

Explanation: It is essential for GreenPAK to conduct market analysis. It helps to know the Missouri market. GreenPAK is required to implement a transparent pay structure based on employee experience. For this reason, employees will take more responsibility.

10. Create performance-based recognition programs

When employees feel valued in their organization, they are more engaged in their work. Through the research, it has been found that those organizations that implement employee recognition programs have 31% lower employee turnover in this organization (Xceleration, 2025). Performance-based reward programs motivate employees to take on additional responsibilities. It increases team performance.

Explanation: In the current scenario of GreenPAK, highlight the unhealthy competition. It is essential for GreenPAK to implement a performance-based recognition program. It increases employee engagement. They work more positively in the organization.

11. Model ethical values and fair treatment

It has been noticed that when those businesses follow ethical practices, it improves the satisfaction rate of the employees. It increases employee morale and decreases the turnover rate. It helps the company to grow (Manning & Curtis, 2021). When employees see that they are treated ethically, it motivates them to perform more efficiently.

Explanation: It is essential for GreenPAK to implement fair treatment for all the workers. When workers see their work valued, they work more efficiently. The CEO's current modelling focuses on long-term working hours, which creates a crisis for GreenPAK.

12. Establish flexible work arrangements

The research study found that workplace flexibility lowers psychological distress and work-life conflict (Tripathi, 2018, p.90). When employees work with flexibility, they sleep better at night, which helps to increase energy levels. They work more attentively and engage with the organization.

Explanation: The current scenario of GreenPAK showed that the employees are suffering from long working hours. They feel stressed and do not give enough time to their loved ones. The management team needs to employ a flexible structure that helps the employees work effectively.

Strategy for Inspiring Performance Excellence When Maintaining Balance

To restore GreenPAK's operation, the CEO shifted the company culture from long working hours to focus on a healthy work-life balance. Their working culture needs to follow the ethical guidelines and value the employee. My strategies are described in the following section.

The CEO needs to organize a meeting with the employees. In the meeting, he will clearly communicate the new organizational vision to his workers. So that all the workers are aware of their responsibility, and they work accordingly. The CEO needs to follow the new work-hourly limits. That helps to maintain the work-life balance of the workers. The workers need not face pressure due to the perfect balance of work and life. Performance based on quality is essential for GreenPAK. If the CEO implements a reward system based on the employee's performance. Then it will encourage workers to work positively and engage with the company. By implementing these strategies, GreenPAK can rebuild employee relationships. It will help to create a sustainable culture for the organization.

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