



FACULTY OF
MANAGEMENT
University of Lodz

Leadership and Teamwork Management

Erasmus course



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Department of Human
Resources Management

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Entrepreneurship and
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Organizational issues



- Visit www.matejun.pl to get presentations
 - (Dla studentów – „For students”), pass: human
 - Attendance is obligatory
- English as the medium of instruction!
 - not to learn English, but use English as a tool for learning
 - however, let's support our language skills and please report any bugs!
- Form of assessment:
 - Test
 - For a group task done during classes, you can get extra 4 points from each of two lecturers
 - HRM trainings
- Office hours:
 - Izabela Różańska-Bińczyk
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 - Marek Matejun
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Organizational issues



Course schedule:

Monday 3.00 – 5.15 pm (3 ths)	Teacher
2024 March 18	Izabela
2024 March 25	Izabela
2024 April 08	Izabela
2024 April 15	Izabela
2024 April 29	Marek
2024 May 06	Marek
2024 June 03	Marek
2024 June 10 (Test)	Marek

- meetings without breaks!
- $3\text{h} \times 8 = 24\text{ ths}$ in total
- workshops

Dr. Izabela Różańska-Bińczyk



I am an Assistant Professor in the Department of Human Resource Management at the Faculty of Management of the University of Lodz

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Programs in the area of HRM



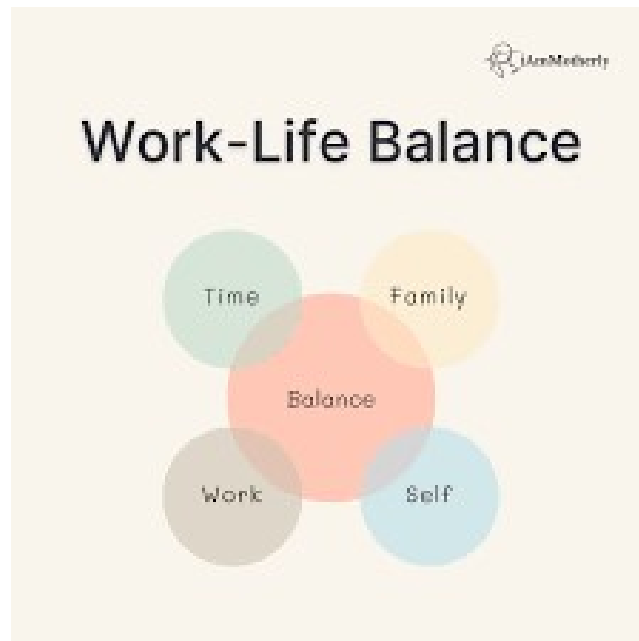
- Talent Management
- **Work Life Balance Standard**
- Employer Branding
- **Diversity Management**
- Corporate Wellness
- Corporate Social Responsibility (CSR)



Work-life balance



Greenhaus (2002) defined work–life balance as satisfaction and good functioning at work and at home with a minimum of role conflict.



Work-life balance



Work-life balance is defined here as an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Work life balance, in addition to the relations between work and family functions, also involves other roles in other areas of life.

Exercise - work in groups



Please get into groups from different countries (3 groups).

Watch the video and answer the key questions

Video Link:

http://www.ted.com/talks/nigel_marshall_how_to_make_work_life_balance_work?language=en

Exercise - work in groups



Please get into groups from different countries (3 groups).

Watch the video and answer the key questions.

Step 1: Discuss the answers to the questions in groups (30 min.)

Step 2: Present your work

Video Link: http://www.ted.com/talks/nigel_marshall_how_to_make_work_life_balance_work?language=en

How to make work-life balance work



Video Link:

http://www.ted.com/talks/nigel_marshall_how_to_make_work_life_balance_work?language=en

Questions for discussion – group 1



1. What are some of the answers to the work-life balance problem mentioned by Nigel? What does he think of them?
2. What is the nub of the issue of work-life balance according to Nigel? Do you think many people live lives like these?
3. How are companies designed according to Nigel?
4. How did you like this video?

Questions for discussion – group 2



1. According to Nigel, what is the perfectly balanced day? How does it look like according to you? How often do you have a balanced day?
2. What are some of the solutions presented by Nigel? Do you think they are realistic?
3. What are the negatives of having a disrupted work-life balance? Are there any positives of living life focused only on career?
4. How did you like this video?

Questions for discussion – group 3



1. What is the story of Nigel's friend? Is it a good example of how people respond to work-life balance problems?
2. What are the different aspects of life that need to be balanced? Is any of them more important than others? Do you have them all in your life?
3. What is the supposed answer to the problem of work-life balance? How did it work in Nigel's life?
4. How did you like this video?

Questions for discussion

What actions can companies take to help employees support the balance between work and life?



What actions can companies take to help employees support the balance between work and life?



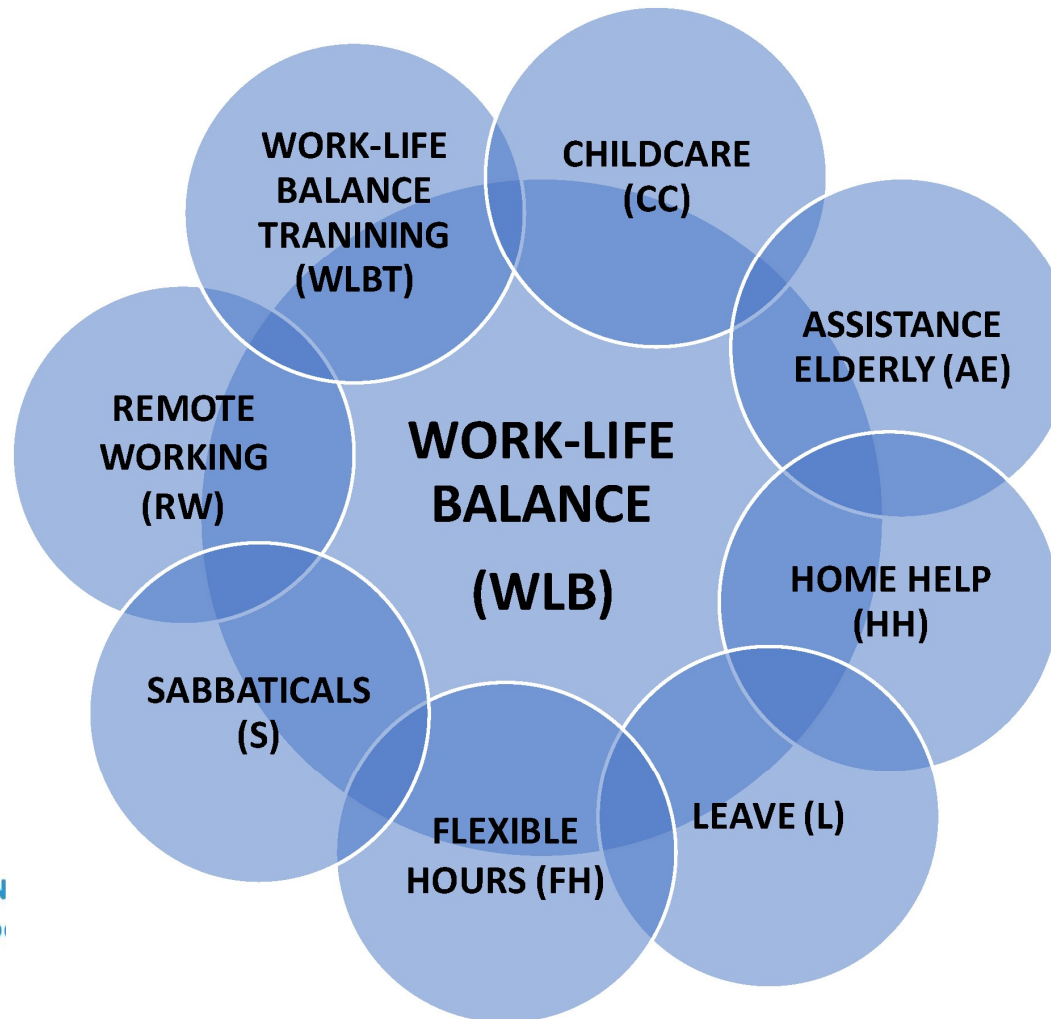
- ✓ Remote working: Possibility of working from a distance for some or all of the day
 - ✓ Sabbaticals: Possibility of taking sabbatical periods from work
 - ✓ Flexible hours: Possibility of flexibility of work hours within the organization
- ✓ Leave: Offer to increase the legally established leave for workers in the company.

What actions can companies take to help employees support the balance between work and life?



- ✓ Home help: Assistance in the form of a smaller or larger amount to cover activities in the home for the employee
- ✓ Childcare: Assistance in the form of a smaller or larger amount, or provision by the company of a daycare service for employees' children.
- ✓ Work-life balance training: Training actions designed to improve the balance with personal and family life
- ✓ Assistance elderly: Economic assistance designed to cover expenses arising from elderly care.

What actions can the company to help employees support work-life balance?



Source: Sánchez-Hernández, M. I., González-López, Ó. R., Buenadicha-Mateos, M., & Tato-Jiménez, J. L. (2019). Work-life balance in great companies and pending issues for engaging new generations at work. *International journal of environmental research and public health*, 16(24), 5122.

Questions for discussion



What methods or ideas do you have on how to maintain work-life balance?

More about work-life balance...



Sources:

- Sánchez-Hernández, M. I., González-López, Ó. R., Buenadicha-Mateos, M., & Tato-Jiménez, J. L. (2019). *Work-life balance in great companies and pending issues for engaging new generations at work*. *International Journal of Environmental Research and Public Health*, 16(24), 5122, [IJERPH | Free Full-Text | Work-Life Balance in Great Companies and Pending Issues for Engaging New Generations at Work \(mdpi.com\)](#)
- Tkalych, M., Snyadanko, I., Guba, N., & Zhelezniakova, Y. (2020). *Social and psychological support for personnel in organizations: work-life balance programmes*. *Journal of Intellectual Disability-Diagnosis and Treatment*, 8(2), 159-166.
- *6 Tips For Better Work-Life Balance*, Forbes, <https://www.forbes.com/sites/deborahlee/2014/10/20/6-tips-for-better-work-life-balance/?sh=3b5478d329ff>
- *All of work? All of life? Reconceptualising work-life balance for the 21st century*, *Human Resource Management Journal*, https://onlinelibrary.wiley.com/doi/full/10.1111/1748-8583.12215?casa_token=JuVkBL73QRUAAAAA%3A5XqmAksD98pAaMV_a0QYDVuEDCqKqbWIGG5V0FJxO8sUOnbZLW4qXXnfpz5AgyY1wVe1gphJh_IY_FHM3
- *25 Best Ways To Achieve Work-Life Balance and Its Benefits*, <https://blog.vantagecircle.com/work-life-balance/#worklifebalanceanditsimpactonorganizations>
- *These 25 large companies have the best work-life balance* <https://www.businessinsider.com/large-companies-best-work-life-balance-comparably-ranking-2021-10?IR=T#19-ifit-7>