

Sociology

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Impact Work Has Had Upon Family

Work has led to many impacts to families across America. The concept of managing both family and work is dubbed to be difficult. Even though there has been a slowdown in the economic activities, the continued attachment of parents to work, specifically the fathers, has made family life difficult to manage. Therefore, ensuring life balance between work and family is increasingly becoming hard due to the economic hardships. The challenges have led to difficult moments in the upbringing of the children since there is close to no time with them as a result of the job commitments (Wadsworth & Facer, 2016). As a result of strain in both areas, there has been reduced productivity at the work place.

Alternative Workplace Models

There have been both organizational trust models and human resource management models that have been enacted to improve job performance. Besides, there are the numerical flexibility and the labor process that have been implemented to increase the standards of production through motivating the employers. The models emphasize on the utilization of stick instead of the carrot design.

While most of the organizations have emphasized on the efficiency of the work models on productivity, others have advocated for the use of other techniques including taking regular breaks, discouraging multitasking, and putting tracking how long employees spend on tasks. Arguably, the models have not only been used to improve efficiency at the work place but they have also been utilized to allocate more time for the workers to spend with their families. Therefore, the models have alleviated the initial pressure that was mounted on the workers by their respective organizations and the families (Byström, Ruthven & Heinström, 2017). The

models have been exclusively suitable in balancing the family roles and increasing productivity at the work place without necessarily affecting their mental fitness or even piling pressure on them.

Challenges Faced by So Many Working Americans

American workers are facing common challenges which are adversely impacting the American employees. Some of the prevalent problems include: high standards of living, raising rates of home values, delayed pensions, Falling incomes and poor healthcare. The problems essentially make it difficult for the workers to maximize their productivity and balance between and life. For instance, the issue of poor healthcare and assurances is greatly affecting American workers (Robbins et al, 2016). Most of the workers are not essentially insured to good healthcare and that makes it hard for them to concentrate at the workplace when one of the family members fall sick, an aspect that has contributed to reduced productivity in most organizations.

Proposed Model at the Workplace:

Based on the common challenges that are faced by the workers, there are models which will be suitable to ensure efficacy. For instance, the workers need to be given frequent leaves to ensure they are in touch with their family and to help them refresh. Besides, the workers and their families should be given improved healthcare to ensure that they are given proper healthcare at affordable prices.

Comparison of American Leave Policies and that of other Nations

Unlike the United States, a majority of the developed nations have a policy that advocates for new parents to given a leave to interact and bond with their children. The United States remains the only high income nation which lacks a paid leave for its workers. Even though the national government is against the idea of paid leaves, most of the federal states have created

their own policies that ensure maternity leaves are paid (Roth, 2018). Despite the issue gaining momentum slowly, the idea is yet to be acceptable in many areas. However, the concept of payable leaves would be helpful to many young families across America.

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