

RESUME

IMPLEMENTATION OF WORK-LIFE BALANCE IN HR PRACTICE

Purpose of research: Directives of EU employment policy is underlining the significance of corporate support of work life balance which is strengthened with Western European good practices. Companies having strong work-life balance support in their HR practices are proven to be more effective and successful. This approach has got both micro and macro economical and also social effects. Even so its incidence in Hungarian HR practice is rather poor. **Purpose of this research is to find out which factors blocking the widespread usage of this organisation development tool, also to discover how strong is employer's and employee's demand to apply this tool.** Sources used in this work were articles and studies published in professional reviews and the results of *Methodological establishment of Hungarian Work and Family Audit TÁMOP 1.3.1* research.

Goal of research: 1. To discover the advantages and disadvantages of part time employment from the aspect of employers and employees in connection with work-life balance. 2. Reveal the connections of women resources management and work-life balance 3. Introduce the strategical function of work-life balance in HR practice.

Method of research: The applied methodology in this work was using interviews and questionnaire. 10 top managers and 200 employees were interviewed. Primary aspect to set up the sample was diversity.

Results of research: Based on the results of research it is definable that work-life balance as an organisational development tool is not implemented into Hungarian company's HR practice. It is used more instinctively than purposively. Openness to its use from manager's side is experienced but due to unknown advantages of this organisational development tool its widespread usage is blocked. Employee's opinion is that most effective support to create work-life balance that a company could offer is flexibility and they express high request to this opportunity.