LDR815 Transforming People Problems

Cerita Buchanan

Omega Graduate School

March 9, 2024

Professor

Dr. Brenda Davis

Select a people issue you are passionate about. Write a 5-page paper applying transformational leadership concepts, compose a research project for addressing this social issue while working in communities with people of diverse cultures and backgrounds. Include the following elements:

a. Analyze the nature of man from theological, sociological, and psychological perspectives as they relate to your chosen issue.

b. Analyze the behavioral motivation for the chosen people problem issue and the leader's role in influencing a solution.

c. Examine methods of communication to build trust in this situation.

d. Describe conflict resolution techniques that can be used.

2. Paper Outline

a. Begin with an introductory paragraph that has a succinct thesis statement.

b. Address the topic of the paper with critical thought.

c. End with a conclusion that reaffirms your thesis.

d. Use a minimum of eleven scholarly research sources (two books and the remaining scholarly peer-reviewed journal articles).

Work Life Balance and the Importance of Rest

Work life conflict is an issue that I have become increasingly concerned about due to its "harmful effects on individuals, families and organizations: lower job satisfaction, lower life satisfaction, life stress, lower involvement, lower perceived career success, absenteeism, higher turnover intention,lower well-being, tardiness, poor work-related role performance, depression, lower marital satisfaction, psychological distress, heavy drinking, cigarette use, anger, poor appetite, headache, stomach upset, fatigue and hypertension" (Kengatharan, 2020, pp. 651). As a social worker, this is a problem of major concern given the spin-off effects on ill-health and social dysfunction. Work life conflict is the opposite of work life balance. Since the Fall of man, and gradually with the changing industrial and technology revolution man's life and purpose has changed based on economics, capitalist societies and the ever evolving changes in the rat race and consumerism culture of the Western world. As Christians, God's purpose becomes blurred in the constant chaos of daily living. Within the postmodern era, work life conflict is even more pervasive. Work life conflict is where there are incompatible competing demands that create conflict and strain with various roles that disrupt family and spousal relationships , paid work and other life commitments. Work life conflict encapsulates role based, strain based, behaviour based and I would add time based conflict. At the center of the discourse is the challenge around care and the unequal role women play in society (Tong & Fernandes Botts, 2018). As the old adage says, the only solution to tiredness and exhaustion is rest. Beyond the physical act of sleep, rest denotes a psychological mental and spiritual experience that rejuvenates and connects to the source and leaves a state of renewal. Work life balance and rest are essential to transforming

people's lives in relation to fulfillment and wellbeing. In this paper, I will explore work life balance and the importance of rest through theological and sociological perspectives.

The nature of man from a theological perspective is presented as man (both male and female) created in God's likeness and image in His personhood to serve and to have dominion over the fish of the sea and the fowl of the air, over all the Earth (Genesis 1: 26-31). God's purpose for our lives is to occupy and have dominion over the earth in a simplified hunt, gather, rest and connect to Him. In God's pronouncement at the Fall, he directed that by the sweat of your brow shall you eat bread until you return to dust (Bible Gateway, Genesis 3:19). Sabbatical rest is also examined in theological worldview as given by God and is seen as a cure for human restlessness (Kessler, 2012). "And on the seventh day God finished his work that he had done, and he rested on the seventh day from all his work that he had done. So God blessed the seventh day and made it holy, because on it God rested from all his work that he had done in creation" (Bible Gateway, Genesis 2:1-3). It presents a need for connection with God and rest from labour.

From a sociological perspective, work life conflict and the sociology of work has been disaggregated through theorists and debates around Marxist, conflict and functionalist ideologies, feminist notions of gender roles and society and other socio-political and structural notions around society (Grint, 2005; Watson, 2017). Through this lens the nature of man is centered on the purpose of serving society, creating labour and care responsibilities for labourers. Rest is examined through the sociology of leisure and is conceptualized as withdrawal from work and other routine activities to activities that are more pleasurable including connection with community, playing sports/exercise and other activities (Parker, 2021; Tobias, 2020). It denotes the ideology of neoliberal capitalism and examines how people spend their free time. Psychologically, work life balance and rest are associated with wellbeing and mental symbiosis.

It presents man as centered and in control of one's life and cognitive synergies. Imbalance is presented as psychological unwellness.

As a christian scholar and social worker, my passion and motivation for changing the world through bringing choices for stability in work, family and rest is consistent with my values. I value time, connection while being able to provide for the family and though work life balance may look different for different people based on intersectionality, one thing is constant as humans we need to connect and rest, but also provide for our needs. Though society has taken us on different paths through commercialization and capitalism, as humans our need to work, live and rest are universal. From a more personal perspective, that of my colleagues and other women, I reflect on my own challenges, and our encounters with work life conflict through role based and time based conflict and this has motivated me to seek out change in this area. My role as a leader has been to provide cognitive and emotional support as a caring transformational leader but also through practical measures that allow women to find balance. I have communicated empathy, permitted early dismissal from work and telework options that allow for greater alignment and integration of roles of women and alignment of time which is a finite resource. Through this process, I build trust with the women within my department and open lines of direct communication. There are various methods of communication that I utilize as a leader. Written and verbal communication are the main methods where I ensure staff have access to me to share and express and gain feedback for work but also non-work matters that are critical to achieving departmental goals. We utilize whatsapp groups and individual messages, emails, zoom calls and face-to face and in person meetings and interactions. This helps to build trust, offer support and motivate staff not only to achieve goals but also to balance their lives. This

type of leadership and communication also helps to mediate conflict. Though conflict may arise, ensuring that communication is effective, practicing emotional intelligence and confronting challenges using a problem solving process (as is utilized in social work) will help to moderate these challenges.

Leadership is essential everyday and is central to transformation and in particular transforming people-problems. A transformational leader creates a vision and inspires subordinates to strive beyond required expectations, it allows for adjustments, creativity and innovation to be able to transform and address people's problems and ensure optimal social functioning. "Transformational leadership is described as the process in which leaders play an idealized role model, stimulate and encourage innovative work behavior, provide inspirational motivation and engage in supporting and mentoring followers to achieve the organization's shared vision and goals" (Afsar, 2020 p. 404).

In addition to providing leadership for my staff, I see my role in providing leadership for greater work life balance in our world as a change agent. At the core of the problem is a changed worldview of the purpose of work and life. Central to this is a critical reflection of our higher purpose from a theological and sociological perspective but also examining experiences that will lead to changes in daily living within a community of practice. Evidenced in the literature there are legislative and other changes that impact how we work and live and the future of work:

- productivity through reduction of working days/hours as paradoxical as that may seem. Just this week Senator Bernie Sanders has presented a proposal for legislation to reduce standard working hours to 32 hours. This is in alignment with many countries in Europe and Asia that have implemented and are piloting a 4 day work week.
- improvement in parental and family leave options (ILO, 2017)

- promotion of the importance of rest and leisure through improved vacation time. On March 16, 2024 The Jamaican Health Minister encouraged citizens to take adequate rest. (Jamaica Observer).

- evidence of people getting back to their roots and promoting lifestyles that are connected to occupation and earth connection perpetuated through tiny house/ van living while utilizing farming subsistence to provide for themselves and help others.

Though life has taken us away from our essence of being intended by God, there are ways that are taking shape to solve this people problem and refocus our lives around our core human needs and providing for ourselves and helping others, while enjoying earth and nature, connecting with friends and family and worship and rest. Though this may be unrealistic for most persons, the ideals around the future of work have embraced the notion of ensuring that roles are not conflict and that there is adequate time to disconnect from labour/work to spend with family and friends, to help the needy within the community and to worship, reflect on God, creation and purpose and rest.

"Self-reflective practices put leaders in touch with their inner lives. These rituals involve self-examination and communication with God or a greater power. Such practices have practical as well as spiritual benefits for leaders, promoting mental and physical health, reducing stress and burnout, and helping them deal with crises" (Johnson, 2009, pp. 82).

WORKS CITED

Afsar, & Umrani, W. A. (2020). Transformational leadership and innovative work behavior.

European Journal of Innovation Management, *23*(3), 402–428.

https://doi.org/10.1108/EJIM-12-2018-0257

Bible Gateway

https://www.biblegateway.com/passage/?search=Genesis%203%3A19&version=NIV

Bible Gateway

https://www.biblegateway.com/passage/?search=Genesis%202%3A1-3&version=KJV

Grint, K. (2005). *The sociology of work: introduction*. Polity.

ILO (2017). The future of Work We Want: The Voice of Youth and Different Perspectives
From Latin America and the Caribbean.

Jamaica Observer (16, March, 2024). Health Minister emphasizes importance of adequate rest.

https://www.jamaicaobserver.com/2024/03/16/health-minister-emphasises-importance-adequate-rest/ Retrieved March 16, 2024

Johnson, C. E. (2009). Spirituality and Ethical Leadership: Moral Persons and Moral
Managers. George Fox University
https://digitalcommons.georgefox.edu/cgi/viewcontent.cgi?article=1078&context=gfsb

Kengatharan, N. (2020). Shouldering a double burden: the cultural stigma of the dogma of
gender role ideology and its impact on work–family conflict. *Journal of Advances in
Management Research*, *17*(5), 651–667. https://doi.org/10.1108/JAMR-03-2020-0033

Kessler, V. (2012). The sabbath as a remedy for Human Restlessness. AOSIS Open Journals

Parker, S. (2021). *The sociology of leisure*. Routledge.

Tobias, A. (2020). Focus on Sociology of Leisure: From Theory to Daily Life. *Revista Universitară de Sociologie*, *16*(1), 225-240.

Tong, R., & Fernandes Botts, T. (2018). *Feminist Thought: A More Comprehensive Introduction 5th Edition.* Westview Press.

Watson, T. (2017). *Sociology, work and organisation*. Routledge.