



[Mixing work with pleasure?, HR Download - Work Life Balance,Times ...](#)

13 Feb 2010 ... Aasif A. Khan - Director, Fabtech Technologies International Pvt Ltd. is a staunch supporter of the above mentioned adage. ...

timesascent.in/article/7/.../Mixing-work-with-pleasure.html -

Mixing work with pleasure?

Ankita Shreeram

Posted On Saturday, February 13, 2010 at 06:13:07 PM

Gone are the days when people interacted with each other strictly on a professional level. While statistics say that most people today meet their life partners at work, can HR deal with relationships that go beyond the workplace?

Statistics say that most people today meet their life partners at work and this holds true worldwide. However, romantic relationships at work are largely unacceptable by the human resources department as it can lead to complications that can hamper productivity and job satisfaction. On the other hand, socialisation at work can also lead to healthy friendships which may have a positive effect on the employee's contribution.

Work and pleasure should never be mixed' – thus goes a popular aphorism. But this is not always possible as we spend most of our time at work, and thus it is natural that friendships and even romantic relationships blossom between employees who work together closely. Dhiraj R.Rathod , Human Resources, Bajaj Allianz General Insurance, Mumbai, believes that enjoying your time at work is crucial for a productive contribution to the organisation.

“Work is dedication while pleasure is fun. However, it would be incorrect to say that they cannot be mixed. An individual can also have fun along with his work. If you are not enjoying your work, it only means that you are not happy and your contribution goes wide of the mark. It is only when the employee enjoys his or her work that he or she attains accuracy in work. This in turn results in the organisation valuing the employee's contribution,” he says. Emphasising on couples at work, he adds, “They can only co-exist if there is an understanding between the two people, and if they are very sure that their relationship won't come in between and hamper their work. But I strongly feel that they can never co-exist!”

Aasif A. Khan - Director, Fabtech Technologies International Pvt Ltd. is a staunch supporter of the above mentioned adage. Explaining why pleasure at work can be detrimental to an individual's performance, he says, “Work and pleasure should be well defined. Work will get hampered if you mix it with pleasure so what I recommend is - find the pleasure in your work itself, keeping personal entanglements at bay.”

Granted that romantic engagements at work can be a little too much for HR to handle. However, a certain extent of camaraderie can in fact aid the working of the team. Dhiraj R. Rathod feels that friendship at the workplace is merely a myth as in the end, every colleague is a competitor and a team is merely an end to a common goal. "Friendship and work are two different aspects. On the professional front, nobody is a friend and everyone is present to work towards a common purpose. On the romantic front, it is difficult to generalise because the situation depends on how far the relationship has advanced and the kind of intimacy the couple shares. What I believe is that yes sometimes they can coexist but not in all situations," he says.

Of course, there are two sides to every coin and friendships at work cannot be dismissed completely as merely an impediment to the organisational and employee growth. It is romantic liaisons that become tricky to control, both for the employee as well as the HR department. "If at healthy level, then enthusiasm levels are heightened, making the working environment much more pleasurable. However, in case of squabbles, it leads to insecurity and can create extremely tense situations, which eventually affects everything, including relationship with colleagues and the career growth of the two individuals concerned. This then turns the relationship into a disadvantage," says Khan.

However, an amiable relationship between colleagues who are working on a common project can give rise to a mutual understanding that can only aid the progress of the project. "The advantage would be that employees, when they are friends, will work closely as one team and strive to achieve the common goal. In fact, in the absence of this kind of understanding, it gets difficult to understand each other's thinking and point of view," agrees Rathod.

Thus, in conclusion, the co existence of work and pleasure is still a contentious point and it all depends on the kind of relationship that the individuals share and the way the HR handles it.