

## THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMPLOYEE WELL BEING

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### Abstract

*This study examines the critical influence of work-life balance on employee well-being. A comprehensive literature review and empirical analysis reveal a strong positive correlation between work-life balance and job satisfaction, highlighting that employees who perceive a healthier balance between their work and individual lives exhibit greater levels of job satisfaction. The study also demonstrates that enhanced job satisfaction directly translates into improved employee performance and well-being. Job satisfaction is a significant predictor of employee performance: The study found that job satisfaction was a significant predictor of employee performance, with employees who reported higher job satisfaction also reporting higher levels of performance. Job satisfaction is a significant predictor of employee well-being: The study also found that job satisfaction was a significant predictor of employee well-being, with employees who reported higher job satisfaction also reporting higher levels of well-being. Employees with high job satisfaction reported better physical and mental health: The study found that employees with high job satisfaction reported better physical and mental health, including lower levels of stress, anxiety, and depression.*

**Keywords:** Work-life balance, Employee well-being, Job satisfaction, Employee performance, Organizational support

### Introduction

Achieving a balance between professional responsibilities and personal life has become a significant determinant of employee well-being and organizational success. With the increasing demands of the modern workplace, maintaining a healthy work-life balance is crucial for employees' physical and mental health, job satisfaction, and productivity.

Achieving a balance between professional responsibilities and personal life is essential for employees' overall well-being and organizational success. With the increasing demands of the modern workplace, maintaining a healthy work-life balance is crucial for:

- 1. Physical Health:** Long working hours, stress, and lack of sleep can lead to physical health problems, such as cardiovascular disease, diabetes, and obesity.
- 2. Mental Health:** Poor work-life balance can lead to mental health issues, such as anxiety, depression, and burnout.
- 3. Job Satisfaction:** Employees who achieve a better balance between their work and personal life tend to be more satisfied with their jobs, leading to increased productivity and reduced turnover.
- 4. Productivity:** Maintaining a healthy work-life balance can improve focus, creativity, and overall productivity, leading to better work outcomes.

### The Consequences of Poor Work-Life Balance

Poor work-life balance can have severe consequences for employees and organizations, including:

- 1. Burnout:** Chronic stress and overwork can lead to burnout, resulting in emotional exhaustion, cynicism, and reduced performance.
- 2. Turnover:** Poor work-life balance can lead to increased turnover, as employees seek better balance and well-being in other organizations.
- 3. Decreased Productivity:** Poor work-life balance can lead to decreased productivity, as employees become disengaged, demotivated, and less focused.
- 4. Negative Impact on Personal Relationships:** Poor work-life balance can lead to negative impacts on personal relationships, including strain on family relationships, social isolation, and decreased social connections.

### Strategies for Achieving a Better Work-Life Balance

To achieve a better work-life balance, employees and organizations can implement the following strategies:

**Promotes healthy working :** Work life balance offers healthy working with the help of flexible working hours , compressed workweeks.

**Employee Wellness Programs:** Provide employee wellness programs, such as mental health support,

physical activity initiatives, or stress management training.

**Time Management:** Encourage employees to prioritize tasks, set realistic goals, and take regular breaks to maintain productivity and reduce stress.

**Boundary Setting:** Establish clear boundaries between work and personal life, such as not checking work emails or taking work calls during non-work hours.

**Managerial Support:** Provide managerial support, such as regular check-ins, feedback, and recognition, to help employees manage their work-life balance.

### Organizational Benefits of Supporting Work-Life Balance

Organizations that support work-life balance can reap numerous benefits, including:

**1. Increased Productivity:** Employees who achieve a better balance between their work and personal life tend to be more productive and focused.

**2. Improved Job Satisfaction:** Supporting work-life balance can lead to increased job satisfaction, reduced turnover, and improved employee engagement.

**3. Enhanced Reputation:** Organizations that prioritize work-life balance can enhance their reputation as a caring and supportive employer, attracting top talent and improving their brand image.

**4. Cost Savings:** Supporting work-life balance can lead to cost savings, such as reduced absenteeism, turnover, and healthcare costs.

### Review of literature

Research has consistently shown that work-life balance is essential for employee well-being. A study by Greenhaus and Allen (2011) found that employees who experienced better work-life balance reported higher levels of job satisfaction, life satisfaction, and psychological well-being.

**Kossek and Ozeki (1998)**, found that work-family conflict was negatively related to job satisfaction, life satisfaction, and psychological well-being. The authors suggested that organizations can play a critical role in reducing work-family conflict by implementing policies and programs that support work-life balance.

**Maslach and Leiter (2016)**, found that burnout was negatively related to work-life balance and positively related to work-family conflict. The authors suggested that organizations can reduce

burnout by implementing policies and programs that support work-life balance and reduce work-family conflict.

**Sonnentag and Fritz (2015)**, found that recovery from work-related stress was essential for employee well-being. The authors suggested that organizations can support employee recovery by implementing policies and programs that promote work-life balance and reduce work-related stress.

**Danna and Griffin (1999)**, found that employee well-being was positively related to job satisfaction, life satisfaction, and psychological well-being. The authors suggested that organizations can promote employee well-being by implementing policies and programs that support work-life balance and reduce work-related stress.

### Methodology

This study employs a mixed-method approach, combining quantitative surveys and qualitative interviews with employees across diverse industries. A total of 500 employees participated in the survey, and 20 employees were interviewed. A statistical and thematic analysis approach was taken to analyse the data.

### Objective

- To investigate how work-life balance affects various aspects of employee well-being, including mental health, job satisfaction, and overall quality of life.
- To identify the key elements that impact work life balance and their effect on employee well being.
- To evaluate the effects of work-life balance on employee productivity, engagement, and retention.

### Finding

- Employees with better work-life balance report lower stress levels, reduced burnout, and improved mental health. Those struggling with balance tend to experience anxiety, depression, and emotional exhaustion.
- A strong correlation exists between work-life balance and job satisfaction. Employees who can manage their personal and professional responsibilities effectively feel more content with their jobs.
- Employees who achieve a good balance between work and personal life tend to be more productive, motivated, and engaged in their tasks. Overworked employees often show lower efficiency due to fatigue and stress.
- Organizations that support work-life balance through flexible work arrangements, remote

work options, and paid leave policies experience lower turnover rates, as employees feel more valued and satisfied.

- Employees with a balanced work-life schedule have better physical health, as they can dedicate time to exercise, rest, and healthy lifestyle choices, reducing risks of chronic illnesses.
- Work-life balance is heavily influenced by company policies and workplace culture. Supportive management, flexible working hours, and wellness programs significantly contribute to employee well-being.
- Factors such as excessive workload, lack of employer support, long working hours, and blurred boundaries (especially in remote work) act as barriers to achieving work-life balance
- Employees in high-pressure industries (e.g., healthcare, finance, IT) often struggle more with work-life balance, while those in organizations promoting flexible work arrangements tend to have better well-being outcomes.

### Conclusion

This study highlights the importance of work-life balance in promoting employee well-being. Organizations can foster a supportive work environment by implementing flexible work arrangements, providing organizational support,

and promoting employee wellness programs. By prioritizing work-life balance, organizations can improve employee job satisfaction, productivity, and well-being, ultimately leading to organizational success.

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