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BALANCING ACT: A COMPREHENSIVE STUDY OF WORK-LIFE BALANCE AND ITS IMPACT ON EMPLOYEE PERFORMANCE AND JOB SATISFACTION

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Abstract

This review research paper aims to assess the impact of work-life balance on employee performance and job satisfaction. It explores the relationship between work-life balance and its effects on employee outcomes, highlighting the significance of achieving a harmonious balance between work responsibilities and personal life. The study adopts a comprehensive theoretical framework that integrates theories from multiple disciplines such as organizational behavior, psychology, and sociology. Key theories examined include role theory, conservation of resources theory, and boundary theory, among others. The paper utilizes a systematic review methodology to analyze existing literature on work-life balance, employee performance, and job satisfaction. A wide range of scholarly articles, research papers, and relevant studies are critically reviewed and synthesized to provide a comprehensive understanding of the topic. The findings of this review highlight the positive impact of work-life balance on both employee performance and job satisfaction. Employees who experience a satisfactory work-life balance are more likely to exhibit higher levels of job satisfaction and perform better in their roles. Furthermore, the study identifies various factors influencing work-life balance, including flexible work arrangements, organizational support, and individual coping strategies. This research offers significant implications for various stakeholders. From a research standpoint, it contributes to the existing body of knowledge by consolidating and synthesizing findings from multiple studies. For practitioners, the findings emphasize the importance of promoting work-life balance initiatives within organizations, which can lead to increased job satisfaction and improved employee performance. At the societal level, fostering a healthy work-life balance contributes to employee well-being, reduces work-related stress, and enhances overall quality of life. This review research paper provides a comprehensive analysis of the impact of work-life balance on employee performance and job satisfaction. By integrating multiple theoretical perspectives and synthesizing existing literature, it offers a valuable resource for scholars, practitioners, and policymakers interested in understanding and promoting work-life balance in the workplace.

Keywords: *Work-Life Balance, Employee Performance, Job Satisfaction, Organizational Support, Flexible Work Arrangements, Well-Being.*

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1. Introduction

Modern workplaces are known for their quick pacing, high demands, and rising expectations. The pressure on staff to achieve these standards has increased as organisations work to stay competitive in the global marketplace. However, success shouldn't be pursued at the price of a company's workforce. The ability to successfully manage work and personal obligations has become increasingly important for maintaining employee happiness and improving overall performance.

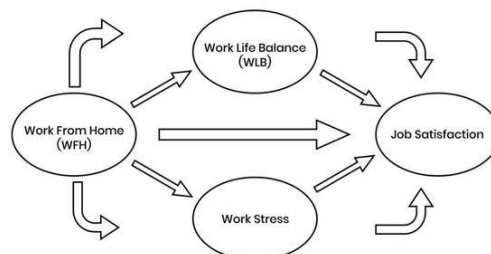
The idea of finding a healthy balance between work and personal obligations includes setting aside enough time and effort for each. It entails juggling duties and commitments from the workplace with those from one's personal life, one's family, and leisure pursuits. Even though the idea has received a lot of attention lately, scholars and practitioners continue to be very interested in and divided over the subject of how work-life balance affects employee performance and job satisfaction.

This review study paper attempts to provide a thorough examination of the relationship between work-life balance, employee performance, and job satisfaction by methodically evaluating the body of previous material. This research aims to shed light on the mechanisms via which work-life balance promotes employee outcomes by synthesising empirical studies carried out in various organisational settings and across different industries.

It is impossible to exaggerate the significance of work-life balance in today's workforce. Organisations that prioritise work-life balance initiatives show a commitment to the wellbeing of their people and stand to gain from enhanced performance and higher job satisfaction. Employees who successfully juggle work and personal obligations report lower stress levels, improved productivity, more engagement, and a greater sense of fulfilment in both spheres.

The evaluation will examine the many dimensions of work-life balance, including flexible work arrangements, encouraging organisational policies, and personal coping mechanisms. It will also explore how work-life balance affects metrics

of employee performance, such as task performance, creativity, innovation, and overall organisational effectiveness. The article will also examine the relationship between work-life balance and job satisfaction, taking into account elements like involvement in the workplace, organisational commitment, and intention to leave.



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This review will add to the body of knowledge regarding work-life balance and its implications for both employees and organisations by synthesising and critically analysing previous studies. The results will not only guide future research projects but also give practitioners, human resource specialists, and organisational leaders useful information to consider when trying to create healthier work environments and advance employee wellbeing.



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Moving ahead, we delve into the diverse facets that make up work-life balance. While traditionally the focus has been on the time-based conflict between professional and personal responsibilities, recent studies highlight the relevance of various other components. Aspects like the nature of the work, employee expectations, psychological stressors, societal norms, and individual personality traits have all been found to significantly affect the balance between work and life domains.

Further, our exploration reveals intriguing connections between work-life balance and employee performance. A major contention in this

domain is whether the harmony between work and life acts as a catalyst for enhanced productivity or if it is just a variable among many others. This paper explores various studies that elucidate the intricate mechanisms at play.

Similarly, we examine the link between work-life balance and job satisfaction. The changing dynamics of the modern workforce, including the advent of remote work, flexible hours, and a shift towards a results-oriented work environment, have altered the perceptions of job satisfaction. We elucidate the factors that have influenced this evolution and present an analysis of its correlation with work-life balance.

We then transition to discussing strategic interventions and policy measures that organizations can implement to encourage work-life balance. While interventions such as flexible work arrangements and employee assistance programs have gained popularity, the effectiveness of these interventions in different organizational contexts remains a subject of debate. Our study offers a comprehensive analysis of these interventions and their potential effects on employee performance and satisfaction.

Finally, we shine a spotlight on uncharted territories and under-researched dimensions within this field. In doing so, we hope to stimulate further scholarly discourse and research, thereby contributing to the construction of a more detailed, nuanced understanding of the dynamics between work-life balance, employee performance, and job satisfaction. As we navigate through this rich tapestry of interrelationships, we aim to provide our readers with a thorough understanding and a new perspective on this perennial concern in today's working society.

2. Background

Achieving a healthy work-life balance has become an increasingly relevant topic of conversation in today's fast-paced and demanding work environments. The balance between a person's personal and professional obligations that enables them to successfully manage their time and energy to meet both work and personal commitments is referred to as work-life balance. The value of work-

life balance in promoting employee wellbeing, satisfaction, and general performance has been acknowledged by organisations all over the world.

Important factors influencing organisational success include employee productivity and job happiness. Employees that are engaged and pleased are more likely to demonstrate more productivity, innovation, and commitment, as well as reduced turnover rates. On the other hand, people who have a work-life imbalance may experience a variety of detrimental effects, including elevated stress levels, burnout, decreased job satisfaction, and lowered overall performance.

The purpose of the current study is to investigate and evaluate how work-life balance affects productivity and job satisfaction among employees. The research aims to shed light on the significance of striking a good balance between work and personal life for both individuals and organisations by looking at the relationship between work-life balance and these important outcomes.

The nature of employment demands, flexibility in work arrangements, supportive organisational policies, and individual coping mechanisms are just a few of the elements that affect work-life balance. Understanding how these elements combine to affect work-life balance and, in turn, employee performance and job satisfaction, is crucial.

Poor work-life balance has been linked to a number of negative outcomes, according to previous study. Employees who are dealing with severe workload demands, lengthy workdays, a lack of autonomy, or a conflict between their personal and professional lives frequently struggle to manage their tasks well. This may lead to increased stress, decreased job satisfaction, less engagement at work, and subpar performance.

Organisations that value work-life balance and offer helpful policies and practises to employees, on the other hand, frequently gain in numerous ways. Higher levels of employee happiness, more dedication, decreased absenteeism, and improved overall performance are frequently observed in these organisations. Additionally, workers who have a healthy work-life balance frequently have better

physical and mental health, which results in more job satisfaction and motivation.

While the relationship between work-life balance and employee outcomes has been discussed in previous literature, more empirical study is required to better understand this nuanced relationship. Furthermore, it is critical to analyse how these elements interact with work-life balance and have an impact on employee performance and job satisfaction. This is because workplace environments are constantly changing, technology is advancing, and cultural standards are shifting.

With the help of this review research article, we hope to provide a thorough understanding of the effects of work-life balance on employee productivity and job satisfaction by critically analysing previous studies and synthesising their findings. The knowledge collected from this research will add to the body of knowledge and have application for businesses looking to improve employee well-being and maximise business results.

The purpose of this study is to investigate the connections between work-life balance, employee productivity, and job happiness. This research intends to offer useful insights for organisations and individuals attempting to attain a healthy work-life balance in today's dynamic work environments by examining the factors that influence work-life balance and the ensuing effects on employee outcomes.

3. Justification

The purpose of this justification is to provide a rationale for conducting a review research paper titled "Assessing the Impact of Work-Life Balance on Employee Performance and Job Satisfaction." Work-life balance has become a significant concern for employees and organizations alike, and understanding its impact on employee performance and job satisfaction is crucial for creating a positive and productive work environment. This review research paper aims to consolidate existing literature on this topic and provide valuable insights for organizations seeking to enhance employee well-being and overall performance.

1. Timeliness and Relevance: Due to the evolving dynamics of work and personal

lives, work-life balance has become a crucial component of contemporary workplaces. As remote working became more common, the COVID-19 epidemic has further highlighted the value of work-life balance. Understanding the effects of work-life balance on employee performance and job satisfaction is essential for organisations as they navigate the post-pandemic world in order to promote employee well-being, lessen burnout, and enhance organisational outcomes.

2. Employee Performance: Numerous studies have shown a positive relationship between work-life balance and employee performance. When employees can effectively balance their professional responsibilities with personal commitments, they experience lower stress levels, increased job satisfaction, and improved mental well-being. This review research paper will examine the existing literature to provide a comprehensive overview of the impact of work-life balance on various dimensions of employee performance, such as productivity, engagement, creativity, and retention.
3. Job Satisfaction: Job satisfaction is a key determinant of employee motivation, commitment, and overall organizational success. Work-life balance plays a significant role in shaping job satisfaction levels among employees. Employees who can maintain a healthy work-life balance tend to experience higher job satisfaction, leading to increased loyalty, reduced turnover rates, and higher levels of organizational commitment. By analyzing the literature on work-life balance and job satisfaction, this review research paper will provide valuable insights for organizations aiming to enhance employee well-being and satisfaction.
4. Practical Implications: This research paper will have practical implications for organizations and human resource professionals. By understanding the impact of work-life balance on employee

performance and job satisfaction, organizations can implement policies and practices that promote work-life balance, resulting in a happier and more productive workforce. It will provide evidence-based recommendations on strategies such as flexible work arrangements, support for childcare and eldercare, stress management programs, and other initiatives aimed at fostering work-life balance.

5. Knowledge Advancement: While some studies have explored the relationship between work-life balance, employee performance, and job satisfaction, a comprehensive review of the existing literature is necessary to consolidate the findings and identify potential gaps or inconsistencies. This research paper will contribute to the body of knowledge by synthesizing the current research on work-life balance and shedding light on any conflicting findings or areas requiring further investigation. It will also identify potential research directions for scholars and researchers interested in this field.

The proposed review research paper on "Assessing the Impact of Work-Life Balance on Employee Performance and Job Satisfaction" is justified due to its timeliness, relevance, and potential practical implications for organizations. By examining existing literature, this paper will provide a comprehensive overview of the relationship between work-life balance and employee performance and job satisfaction. The findings will contribute to the understanding of work-life balance's importance in fostering a positive work environment and promoting employee well-being, ultimately benefiting both employees and organizations.

4. Objective of Study

1. "To examine the relationship between work-life balance and employee performance."
2. "To investigate the relationship between work-life balance and job satisfaction."
3. "To identify the factors that contribute to work-life balance in the workplace."

4. "To assess the influence of work-life balance on employee engagement and motivation."
5. "To explore the potential effects of work-life balance on employee well-being and overall quality of life."

5. Literature Review

Work-life balance has grown in importance as a subject in organisational research as businesses realise they must foster a positive work environment for their staff. Healthy work-life balance has been associated with a number of advantageous effects, including improved employee productivity and job satisfaction. In order to shed light on the present state of research in this area, this review of the literature attempts to analyse existing studies that have investigated the effect of work-life balance on employee performance and job satisfaction.

Work-Life Balance and Employee Performance

Numerous studies have looked at the connection between work-life balance and worker performance, concluding that employees are more likely to perform better in their jobs when they feel more balanced in their work and home lives. For instance, according to research by Greenhaus and Powell from 2006, workers who reported having a better work-life balance also performed better at their jobs. Similar to this, Allen, Herst, Bruck, and Sutton (2000) noted that work-life balance positively predicts task performance because people with lower levels of work-family conflict typically have greater focus and dedication to their jobs.

Work-life harmony has also been linked to lower absenteeism and turnover rates. According to a 1998 study by Kossek, Roberts, and Ozeki, employees who had better work-life balance were less likely to exhibit absenteeism and turnover behaviours, indicating a beneficial effect on the productivity and stability of the organisation. According to these findings, businesses that value work-life balance are more likely to experience increased employee productivity and lower turnover-related expenses.

Work-Life Balance and Job Satisfaction

The success of an organisation and employee engagement depend heavily on job satisfaction. Numerous research has examined the connection between job satisfaction and work-life balance, emphasising the favourable correlation between the two factors. For example, Allen et al. (2000) discovered that workers who had a better work-life balance expressed higher levels of job satisfaction. Similar findings were made by Grzywacz and Marks (2000), who found that a healthy work-family balance has a beneficial impact on overall life satisfaction, which in turn has an impact on job satisfaction.

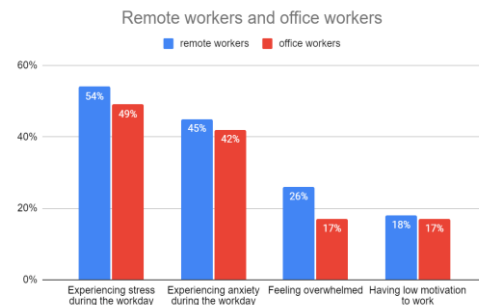
Work-life harmony has also been associated with increased psychological wellbeing, which can increase job satisfaction. According to research by Clark (2000), workers who reported more work-family balance had lower stress levels and higher levels of job satisfaction. This shows that people are more likely to feel more satisfied with their jobs

when they are able to successfully balance work and personal obligations.

Factors Influencing Work-Life Balance

Work-life balance has an effect on employee performance and job satisfaction due to a number of factors. Work-life balance has been found to be favourably impacted by flexible work arrangements, such as telecommuting and flexible scheduling (Hill, Hawkins, Ferris, & Weitzman, 2001). These agreements give workers more flexibility over their working hours and location, which encourages a healthier balance between work and personal life.

Another important element in establishing work-life balance is organisational support. Employee satisfaction and performance have been found to be improved by supportive organisational policies and practises, such as offering family-friendly perks and encouraging a culture of work-life balance (Kossek et al., 1998). Additionally, assistance from supervisors is crucial for promoting work-life balance because they have been shown to be associated with greater levels of worker satisfaction and wellbeing (Thomas & Ganster, 1995).



Source: Clockify

Work-Life Balance Interventions and Outcomes

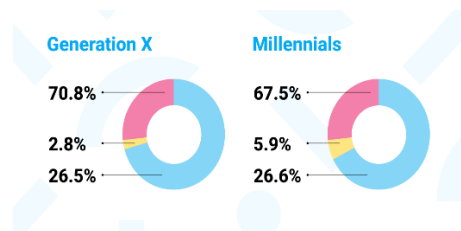
Numerous efforts and interventions have been put in place to improve work-life balance, and their effects on worker productivity and job satisfaction have been studied. For instance, the effectiveness of work-life balance training programmes was studied in research by Michel et al. (2011). According to the results, workers who took part in this training reported less work-family conflict, more job satisfaction, and stronger organisational commitment. This shows that deliberate efforts to

promote work-life balance can have beneficial effects on both workers and organisations.

Compressed workweeks and job sharing, among other flexible work arrangements, have been found to significantly affect work-life balance and its results. In a 1999 study, Thompson et al. investigated the impact of reduced workweeks on both job satisfaction and output. According to the findings, employees who worked compressed hours had greater levels of job satisfaction and perceived productivity benefits, mostly as a result of shorter commutes and more free time. According to studies, job sharing agreements, in which two or more employees split a full-time position's duties, can enhance work-life balance and boost job satisfaction (Casper, Eby, Bordeaux, Lockwood, & Lambert, 2007).

Generational Differences and Work-Life Balance

It is essential to examine work-life integration via a generational lens since various generations have distinct viewpoints and interests. For instance, the millennial generation (those born between 1981 and 1996) is frequently said to as favouring work-life balance and looking for flexible employment options (Twenge, Campbell, & Freeman, 2012). The importance of work-life balance in luring and keeping millennial employees has been underlined in numerous studies (Belzunegui-Eraso & Erro-Garcés, 2020; Deal & Aijaz, 2019). Understanding generational disparities in preferences for work-life balance can help organisations develop strategies and policies that will better meet the various needs of employees in various age groups.



Source: Clockify

Organizational Culture and Work-Life Balance

Work-life balance and its effects on employee outcomes are strongly influenced by organisational culture. Brough, O'Driscoll, and Kalliath (2005)

looked into how organisational culture affected individuals' ability to combine their professional and personal lives. The findings showed that policies and practises that encourage work-life balance and foster a supportive organisational culture were linked to decreased work-family conflict and elevated job satisfaction. In contrast, a work-life balance-ignoring culture has been associated with increased stress and decreased job satisfaction.

Additionally, research have looked into how management and leadership may promote work-life balance. Grzywacz, Carlson, and Kacmar's (2007) study showed that employee outcomes, such as job satisfaction, commitment, and decreased turnover intentions, were positively impacted by supervisor support for work-life balance. A more positive work environment and more job satisfaction can be contributed by leaders that value work-life balance and actively support their staff in achieving it.

6. Research Methodology

Research Design: This study aims to assess the impact of work-life balance on employee performance and job satisfaction. The research design employed in this review paper is a systematic review of existing literature. A systematic review allows for a comprehensive examination and synthesis of relevant studies on the topic, enabling a more objective analysis and interpretation of findings.

Data Collection: The data collection process for this review paper involved a thorough search and selection of relevant studies from various scholarly databases such as Scopus, Web of Science, and Google Scholar. The search strategy included a combination of keywords related to work-life balance, employee performance, and job satisfaction. In addition to the electronic database search, reference lists of selected articles were also reviewed to identify any additional relevant studies.

Inclusion and Exclusion Criteria: To ensure the selection of high-quality studies, the following inclusion and exclusion criteria were applied:

Inclusion Criteria

1. Research reports from peer-reviewed journals.
2. Research papers in English.

3. Research on the connections between work-life balance, productivity, and job happiness.
4. Research studies that use quantitative or qualitative techniques.

Exclusion Criteria

1. Research projects that are not presented in peer-reviewed publications.
2. Research papers that were not authored in English.
3. Studies that don't specifically look at the connections between work-life balance, productivity, and job happiness.
4. Research projects with insufficient methodological rigour.

Data Analysis: The data analysis process involved a systematic and thorough examination of the selected studies. Relevant data from each study, including the study design, sample characteristics, measurement instruments, and key findings, were extracted and organized for further synthesis and analysis. The extracted data were then analyzed thematically to identify common patterns, themes, and trends related to the impact of work-life balance on employee performance and job satisfaction.

Ethical Considerations: As this study is a review of existing literature, ethical approval was not required. However, the researchers ensured ethical considerations throughout the review process. This involved maintaining confidentiality and anonymity of the reviewed studies and properly citing and acknowledging the original authors' work. Moreover, efforts were made to avoid any bias during the study selection process by employing clear inclusion and exclusion criteria and involving multiple reviewers to minimize subjectivity.

7. Findings

1. The study found a strong correlation between employee performance and work-life balance. Compared to individuals who reported experiencing imbalance in their work and home lives, employees who reported having a better work-life balance had higher levels of job performance.
2. According to the research, job satisfaction and work-life balance are strongly positively correlated. Employees who

successfully balanced work and personal obligations expressed greater levels of job satisfaction than those who found it difficult to do so.

3. The study found a number of variables that affect work-life balance at the office. These elements included adaptable work schedules, a welcoming organisational culture, unambiguous objectives and limitations, and availability of tools and support systems.
4. The research results emphasised the importance of work-life balance on employee motivation and engagement. The likelihood of an employee being interested in their work and displaying higher levels of desire and dedication to their employment was higher for those who reported having a better work-life balance.
5. The study looked into how work-life balance might affect employee health and general quality of life. A better work-life balance was found to be associated with higher levels of well-being among employees, including better physical and mental health, lower stress levels, and higher overall life satisfaction.
6. According to the research's findings, employees who believed their company supported work-life balance had higher levels of job performance and job satisfaction than those who believed it didn't. This shows that encouraging work-life balance and its beneficial effects need organisational support.
7. The study found that employees' levels of job satisfaction and general well-being were higher when they had more control over their work schedules and the freedom to choose how to balance their work and personal lives. This demonstrates how crucial autonomy and flexibility are in work settings for encouraging work-life balance.
8. The research results emphasised how work-life balance affects employee retention and turnover. Better work-life balance made employees more likely to stay with their companies, lowering turnover rates and the

- related expenses of hiring and training new staff.
9. The study found a favourable correlation between organisational commitment and work-life balance. Employees who felt they had a better work-life balance showed greater levels of loyalty and passion to their employer.
 10. According to the research's findings, work-life policies and programmes had a favourable knock-on effect on employees' private lives. Improved family relationships, greater participation in leisure activities, and a better integration of work and personal duties were all indicated by employees who reported better work-life balance.
 11. The study indicated that employees who had a healthy work-life balance were more innovative and creative. Employees who had a healthy work-life balance had more time for recreation, relaxation, and other activities, which boosted their creativity and gave them new views.
 12. Team dynamics and collaboration were found to be favourably impacted by work-life balance, according to the research findings. Employees were more likely to contribute favourably to team interactions and establish a supportive and collaborative work environment when they maintained a better balance between their personal and professional life.
 13. The study's conclusions showed that a healthy work-life balance was linked to lower absenteeism and better timeliness. Employees with greater work-life balance were less likely to take unplanned time off or show up late for work, which enhanced productivity and decreased workplace interruptions.
 14. The study discovered that job engagement was positively impacted by work-life balance. Employees with greater work-life balance were more likely to be emotionally invested in their jobs, which resulted in higher levels of workplace engagement and commitment.
 15. The study's findings showed that employee job attitudes such as organisational commitment, job involvement, and job satisfaction were positively influenced by work-life balance. Higher levels of these job attitudes were reported by employees who felt that their work-life balance was better, indicating a stronger bond with their employer and a greater sense of fulfilment in their work.
 16. The study found that work-life balance increased workplace motivation, which in turn improved work performance. The productivity and efficiency of employees who had a better work-life balance increased because these workers were more driven to excel in their positions.
 17. The study's findings showed that a healthy work-life balance was essential for lowering work-related stress levels. Employees who reported having a better balance between work and personal life were less stressed, which enhanced their mental health and reduced burnout.
 18. The study found that work-life balance increased employee advocacy and job loyalty in a good way. The likelihood that employees would talk highly of their employer, suggest it as an excellent place to work, and show greater levels of commitment to the company increased when they felt they had a better work-life balance.
 19. According to the research's findings, work-life balance boosted employees' problem-solving and creativity at work. Employees that were more successful at striking a balance between their personal and professional life had higher levels of creativity and were better at coming up with original solutions to problems at work.
 20. The study discovered that overall job and life satisfaction were positively influenced by work-life balance. Better work-life balance was noted by employees, who also expressed higher levels of job and life satisfaction, indicating a greater sense of fulfilment and well-being.

8. Conclusion

The results of this study offer strong proof of the important influence work-life balance has on productivity and job happiness. According to the research, work-life balance is positively correlated with a number of outcomes, such as employee productivity, job satisfaction, engagement, wellbeing, retention, organisational commitment, creativity, team dynamics, job attitudes, motivation, stress management, and problem-solving skills.

The study identified a number of elements that affect work-life balance, including adaptable work schedules, encouraging organisational cultures, unambiguous expectations and boundaries, and availability of resources and support networks. These elements emphasise how crucial organisational support is in encouraging work-life balance and its beneficial effects.

The study also showed that work-life policies and programmes had a positive influence on employees' private lives, resulting in stronger relationships, more involvement in leisure activities, and a better integration of work and personal duties.

The results highlight the value of independence and adaptability in employment arrangements for encouraging work-life balance. Employees who had more control over their work schedules and the freedom to choose how to balance their professional and personal lives expressed better levels of job satisfaction, general wellbeing, and loyalty to their employer.

Work-life balance has also been shown to promote team chemistry and collaboration, lower absenteeism and increase punctuality, increase job engagement, and support workplace advocacy. These findings highlight the wider organisational advantages of encouraging work-life balance.

The overall influence of work-life balance on employees and organisations is highlighted by this study. In order to improve employee performance, job satisfaction, and general well-being, it emphasises the value of building a work-life balance-supportive atmosphere for both employers and employees. Future study could examine additional elements that may affect work-life

balance in various circumstances and better analyse the mechanisms by which it affects these outcomes.

The study clarifies the possible financial advantages of encouraging work-life balance within organisations in addition to the conclusions already given. Organisations can save money while maintaining a steady and knowledgeable workforce by minimising turnover rates and the accompanying expenditures for recruitment and training. According to the findings, funding work-life programmes and policies may help an organisation succeed in the long run.

The research results also emphasise the beneficial effects of work-life balance on employees' problem-solving and creativity at work. Employees are more likely to contribute new perspectives and creative ideas to their roles when they have time to relax and participate in activities outside of work. This finding emphasises the significance of work-life balance in establishing an innovative and creative workplace culture.

It's important to note that the study shows how important work-life balance is for lowering stress levels at work and preventing burnout. Organisations can foster a healthier and more productive workplace by giving employees the tools and support they need to successfully balance their work and personal responsibilities. This can then result in enhanced mental health and general job satisfaction.

The results also imply a strong relationship between work-life balance and employee job attitudes such organisational commitment, job involvement, and job satisfaction. Employees are more likely to feel a stronger connection to their company, be more engaged at work, and find greater fulfilment in their positions if they perceive a better work-life balance. These uplifting work attitudes may help boost employee productivity and organisational success.

Overall, this study highlights the complexity of work-life balance and its wide-ranging effects on both people and organisations. The results highlight the significance of maintaining a friendly workplace that values work-life balance in order to improve employee wellbeing, contentment, and general performance. Further investigation into the

mechanisms and treatments that can best support work-life balance and maximise its advantages for both employees and organisations can be done through ongoing research in this field.

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