

# The Role of Work-Life Balance of an Organisation

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## ABSTRACT

This study explores the role of work-life balance within organizations and its impact on employee performance, satisfaction, and organizational success. In the context of rapid globalization, technological advancements, and changing workforce demographics, achieving a balance between work and personal life has emerged as a key concern for both employers and employees. The background of this study stems from increasing workplace stress, burnout, and high employee turnover, which are often linked to poor work-life integration. Organizations are under growing pressure to adopt policies that promote flexibility, mental well-being, and job satisfaction to retain talent and boost productivity.

In summary, fostering work-life balance is essential for building resilient, adaptive, and high-performing organizations in today's dynamic work environment..

**Keywords:** work-life balance, globalization

## I. INTRODUCTION

### *Situational Analysis*

In recent years, many employees have reported challenges in managing their work and personal lives, leading to increased stress, burnout, absenteeism, and decreased productivity. Several studies indicate that employees who are unable to maintain a healthy balance are more likely to experience dissatisfaction, health issues, and disengagement from their roles.

Organizations, particularly in high-demand sectors like IT, healthcare, and finance, face high attrition rates and lower morale when work-life balance is ignored.

Moreover, post-pandemic shifts to hybrid or remote work models have further highlighted the need for flexible working conditions and mental health support.

Currently, while some organizations have made efforts to implement flexible working hours, employee assistance programs, and wellness initiatives, many still lack a comprehensive work-life balance strategy.

This project aims to explore the existing gaps and recommend strategies to improve the work-life balance environment for better employee satisfaction and organizational performance.

## II. LITERATURE REVIEW

Work-life balance (WLB) refers to an individual's ability to effectively manage responsibilities at work and in their personal life. In organizational management, it has evolved from being a welfare concern to a strategic priority. Growing work demands, increased stress, and the rise of dual-income households have made WLB essential for both employee well-being and organizational performance (Greenhaus & Beutell, 1985).

Work-life balance has become a critical area of study in human resource management, organizational behaviour, and labour economics due to its direct impact on employee well-being, performance, and organizational outcomes. The shift towards longer working hours, technological connectivity beyond work hours, and increasing job demands has made it difficult for employees to disengage from work, causing burnout, stress, and reduced life satisfaction.

Additionally, societal changes such as:

- Dual-career families
- Increased female participation in the workforce
- Rise in remote or hybrid work after COVID-19 have heightened the need for effective work-life balance frameworks.

### III. RESEARCH METHODOLOGY

#### Research Approach

- Quantitative Research Approach
- Used to collect numerical data through structured surveys and analyze patterns statistically.
- Qualitative Component
- May include open-ended questions or interviews to gain deeper insights into employee experiences.

#### Research Design

- Exploratory Design: Used initially to identify major themes and issues in WLB.
- Descriptive Design: Used to measure employee perceptions, satisfaction, and the impact of WLB policies.

#### Sampling Method

- Population: Employees from various departments and job levels.
- Sample Size: (e.g., 100–150 employees – adjust based on your actual study)
- Sampling Technique:
  - Stratified random sampling – Ensures representation across age, gender, department, etc.

### IV. DATA COLLECTION

#### Introduction

This section outlines the methodology used to collect data for studying Work-Life Balance (WLB), including the rationale behind the data collection medium, structure and sequencing of the questionnaire, and the types of scales used.

The primary method of data collection was a self-administered structured survey questionnaire, distributed via online platforms (e.g., Google Forms).

#### Logic of the choice

##### Data Collection Medium:

- Self-administered and online surveys ensure anonymity, which encourages honest and accurate responses, especially on sensitive topics such as stress and work pressure.

- Cost-effective and time-saving compared to in-person or phone interviews.
- Facilitates wide geographic reach, allowing responses from participants across different regions or organizational levels.
- Preferred in post-COVID-19 settings where remote data collection is safer and more efficient.

#### Questionnaire Content and Rationale:

- Demographic Information
  - Helps to analyse how WLB perceptions vary across different demographic groups.
  - Key to identifying patterns (e.g., working parents vs. single employees).

### V. FINDINGS & DISCUSSIONS

#### Perception of Employer Support

Employer Support Perceived	Responses	% (Approx.)
Yes	20	65%
No	7	23%
Not Sure	4	12%

#### Stress Levels Due to Work

	Frequency of Stress	% (Approx.)
Always	4	13%
Often	10	32%
Sometimes	12	39%
Rarely	4	13%
Never	1	3%

### Preferred Relaxation Activities

Activity	Response
Listening to Music	10
Watching TV/Movies	6
Reading Books	4
Exercise/Yoga	5
Spending time with family	6

### Key takeaways from findings

- Preferred Relaxation Activities: Most employees turn to music and family time as preferred relaxation activities. This suggests the need for companies to respect off-work hours and encourage disconnecting after work.
- Stress Levels Due to Work: A large portion of employees (over 70%) experience work-related stress often or sometimes. This highlights the importance of stress management strategies and flexible schedules to protect employee mental health.
- Perception of Employer Support: Most respondents (around 65%) feel that their employers support work-life balance, showing that organizations are increasingly adopting WLB policies. However, a notable minority still do not feel supported, indicating room for HR improvement.

## VI. CONCLUSION

### Employees Acknowledge the Importance of Work-Life Balance

- Opinion from Results: Over 50% of respondents identified "improving employee well-being and productivity" as the primary objective of promoting work-life balance.
- Implication: There is clear awareness among employees that work-life balance contributes to health, motivation, and output. However, awareness alone doesn't guarantee satisfaction.
- Managerial Insight: Management should embed WLB into the organizational mission and leadership behaviour, not just as an HR initiative. It must be viewed as a strategic investment in long-term performance and retention.

### Misunderstanding of Work-Life Balance Still Exists

- Opinion from Results: Only 26.7% of respondents understood WLB as the equal distribution of time and energy between work and personal life. A larger group either thought it meant prioritizing work or full separation of both areas.
- Implication: A significant number of employees lack clarity on the actual concept of WLB. Misunderstanding leads to unrealistic expectations or resistance to company policies.
- Managerial Insight: Organizations must define work-life balance clearly in employee handbooks, orientation programs, and workshops. Managers should also model balanced behaviour so employees understand how to apply the concept effectively.

In conclusion, while the study provides useful insights into employees' views on work-life balance, it is essential to interpret the results within the framework of its limitations. Acknowledging these challenges paves the way for better, more impact research that can truly inform organizational policy and practice in the future.

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