



An analysis of Employee work life balance in the Enterprise Services Sector

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Abstract

Balance between work and personal life is now a critical component that affects business effectiveness, employee retention, and fulfillment. This study looks at the work-life balance of workers at Buzz works Business Pvt. Ltd., a top recruiting and staffing company in Mumbai, India. Data from 110 workers spanning different departments and job roles were gathered using a stratified random sample technique. With an emphasis on important elements including work hours, workload management, flexibility in work arrangements, family assistance, and general satisfaction, the study seeks to comprehend worker opinions as well as experiences connected to balance between work and life. Structured surveys were used to collect quantitative data, and statistical techniques such as percentage estimation, the coefficient of Pearson correlation, and chi-square test were used. These techniques were employed to pinpoint major obstacles to maintaining a work-life balance, investigate correlations among workload quantity, job fulfilment, and impressions of balance, and investigate links among demographic characteristics and opinions on balance between work and family life. The results offer important insights into the factors that influence work-life balance in the company and provide direction for creating focused policies that promote worker wellbeing. Initiatives for work-life balance should be strengthened in order to promote efficiency, happiness at work, and workplace culture.

Keywords: Work life balance, employee satisfaction, workload management, job satisfaction, organizational performance

Introduction

Establishing an appropriate balance between work and life (WLB) has become a top priority for both companies and individuals in the quickly evolving workplace of today. In the past, office hours established boundaries between business and personal life. However, these distinctions have been eroded by the emergence of digital technology, remote work, and flexible work arrangements, particularly in the wake of the COVID-19 pandemic, leading to a convergence of personal and professional obligations ^[1]. The ability of a person to successfully balance their professional and private lives is referred to as the balance of work and life. Although earlier generations were able to unplug upon quitting the job, younger people have higher demands for ongoing availability due to constant connectivity through digital tools. While technology offers ease and portability, it also results in extended workdays, trouble unplugging, and more work interfering with personal life ^[2]. Flexible work options offer advantages including shorter commutes, more freedom, and greater assistance for family obligations as the nature of work changes. Yet, issues including unclear limits, domestic responsibilities, poor scheduling, and elevated demands on productivity can lead to psychological exhaustion, nervousness, and exhaustion. Efficiency, satisfaction with work, and general well-being are all directly impacted by these problems ^[3]. Businesses are realizing more and more how crucial WLB support is to sustained efficiency and effectiveness. Workers are more likely to be engaged, motivated, and dedicated when they feel supported and balanced. Effective WLB techniques also boost productivity, improve workplace culture, and lower attrition. The need for research stems from the fact that many workers find it difficult to balance both their professional and personal lives. Inadequate WLB can lower productivity, lead to discontent, and have a detrimental impact on both mental and physical health. It is therefore

essential to comprehend how companies may support workers through encouraging policies and a pleasant workplace culture ^[4].

The purpose of the study is to determine the variables that affect WLB in conventional, distant, and multidisciplinary environments. It looks at how WLB impacts workers' well-being, job satisfaction, and productivity as well as the difficulties they encounter. It also examines the greatest strategies used by businesses to establish harmonious workplaces. WLB experiences are shaped by organizational elements like flexible schedules, workload management, and managerial assistance as well as human characteristics like family obligations and coping mechanisms ^[5]. The present research offers a comprehensive insight of employee experiences by utilizing both quantitative and qualitative methodologies. Although conversations provide more in-depth information about difficulties and desires, questionnaires evaluate efficiency, anxiety, and contentment. Working Labor Relations is hardly a static idea but rather a continuous procedure that calls for collaboration between workers, businesses, and legislators as work forms continue to change ^[6]. The goal of this study is to provide useful suggestions for creating workplaces that are environmentally friendly, nutritious, and encouraging. In the end, human happiness and organizational success depend on having a balanced approach to work and personal life. As workplaces continue to change, it will be crucial to comprehend WLB problems.

Literature Review

As businesses become more aware of the influence work-life balance (WLB) has on worker productivity, job happiness, and well-being, WLB continues to get substantial research interest ^[7]. looked at the impact of remote work on work-life balance and found conflicting results. Although working remotely provides versatility, it can additionally

cause job overflow into leisure time, particularly if workers have high responsibilities that managers are unaware of. This uncertainty implies that professional requirements and personal circumstances have a significant impact on WLB outcomes.

According to ^[8] employees who experience high work pressure are more inclined to change employment, hence poor work-life balance (WLB) increases turnover intention. ^[9] shown that while wealth and gender had no effect on WLB during the pandemic, work characteristics, age, and qualifications did; flexible work arrangements facilitated better decisions on employment continuity. WLB imbalance has a detrimental impact on psychological and economic well-being, according to ^[10] underscoring the necessity of robust institutional and informal support networks. Although research indicates conflicting results, ^[11] pointed out that work-family enrichment and company culture have a significant impact on work engagement.

The necessity for gender-sensitive policy is highlighted by research showing that women without children face greater WLB conflict and that teleworkers are just as satisfied as office workers. According to ^[12] companies frequently ignore how WLB might lower burnout and stress, and thus have an impact on participation. According to ^[13] low WLB lowers the engagement and productivity of millennial employees. Although supportive supervision can increase satisfaction, ^[14] found that SME employees struggle with WLB because of their enormous workloads. According to ^[15] UAE business owners are under a lot of stress and work long hours, which forces them to keep work and family apart in order to maintain their health ^[16], highlighted the necessity of gender-inclusive measures to help Indian women who are struggling with WLB. Overall, the research indicates that socioeconomic status, job requirements, society, and flexibility influence WLB. Health is improved, anxiety is decreased, dedication is strengthened, and performance is increased through effective WLB practices.

Research methodology

The research methodology, including data gathering strategies, instrumentation, and analytic procedures, is outlined in an investigation strategy. The descriptive research design used in the present investigation aims to characterize the traits, beliefs, opinions, and observations of a particular set of participants. In order to comprehend respondent behaviour, interests, views, and values, descriptive research is frequently employed in surveys and fact-finding investigations.

1. Sources of Data Collection

Primary as well as secondary information served as the research's foundation. Additional information was gathered from accounting records, referencing publications, websites, and annual reports for the years 2019 through 2023. First-hand information is referred to as initial data; nevertheless, formal primary data gathering procedures were substituted with structured staff conversations due to practical constraints. To bolster the study, more supporting information was gathered from a variety of sources. Additional hours worked, working from home, and general balance between work and life were all recorded in worker questionnaires. In order to comprehend flexible work

options and health efforts, organizational policies and records were examined. Best practice benchmarks were offered by academic literature and industry sources. Although survey responses revealed deeper employee viewpoints, interviews with managers and HR specialists provided insights into organizational difficulties. On-site observations assisted in evaluating working conditions impacting work-life balance, and external databases facilitated comparisons with industry standards.

2. Sample Size

A total of 110 workers were chosen to represent different positions throughout the company.

3. Sampling Technique

Because the target population was so big, convenient sampling was employed. By using this random sampling strategy, the investigator was able to choose participants according to contractability and availability.

4. Statistical Tools

The following statistical techniques were used to examine the data collected

- **Percentage analysis:** This method is employed to determine the distribution of opinions and experiences by converting survey results into percentages. This approach standardizes information for easy analysis and facilitates cross-item comparability.
- **Pearson Correlation Analysis:** This method looks at how two independent variables, like workload and balance between work and life or job satisfaction and work-life balance, relate to one another. The coefficient of correlation, which shows the direction and intensity of the link, goes from -1 to 1. Statistical significance is indicated by a p value of less than 0.05.
- **Chi Square Test:** Used to examine the relationship among qualitative factors like views of balancing work and life and demographics. To ascertain whether variables are independent or connected, the Chi Square formula contrasts observed and expected frequencies. When the variables are categorical and the sample size is sufficiently big, this type of test is employed.

Data Analysis and Interpretation

1. Percentage analysis

There is a moderate imbalance in the sample, according to the respondents' gender distribution. Of the 110 workers questioned, 64 are men (58.2 percent) and 46 are women (41.8 percent). This suggests that male workers make up a little higher proportion of the working population than female workers. The age breakdown of the survey participants reveals that most employees are younger. Of the 110 employees polled, 52 (47.3%) are between the ages of 18 and 25, and 38 (34.5%) are between the ages of 25 and 35. Furthermore, 20 responders, or 18.2 percent, are in the 35–45 age range. Considering over half of the responders being under 25, this suggests that the workforce is primarily youthful. Figure 1 shows Gender of the respondents and Figure 2 depicts Age of Respondents.

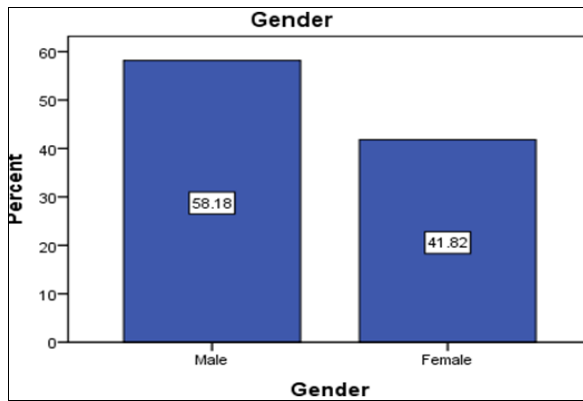


Fig 1: Gender of the respondents

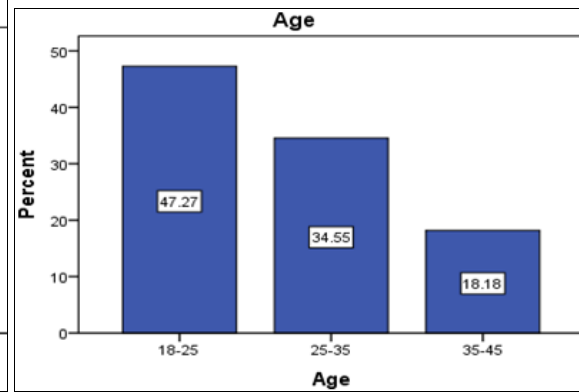


Fig 2: Age of Respondents

According to the marriage status of the respondents, the majority of participants—62 people, or 56.4 percent of the total number of respondents as a whole—are single. In the meantime, 48 of the participants, or 43.6 percent, are married. The above breakdown indicates that the sample is

slightly skewed toward younger or single respondents, with over half of the population polled being unmarried. There are 110 competitors in all, which fully covers each division. Figure 3 shows Marital Status of Respondents and figure 4 shows Educational qualification of respondents.

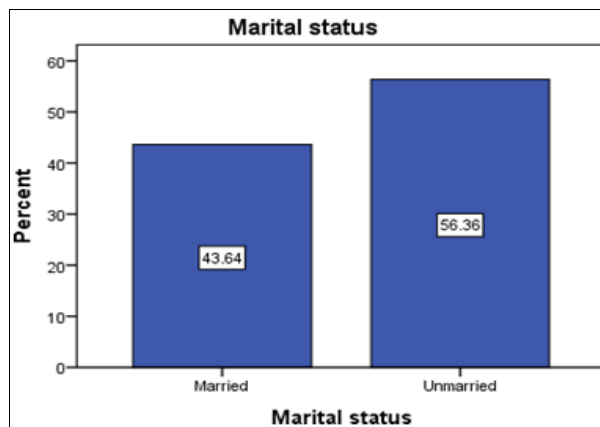


Fig 3: Marital Status of Respondents

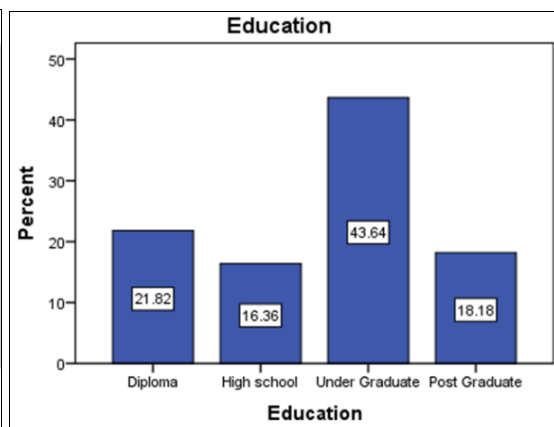


Fig 4: Educational qualification of respondents

According to the participants' educational history, undergraduates make up the largest group 48 people, or 43.6 percent of the population surveyed as a whole. Diploma candidates, who comprise twenty-four participants, or 21.8% of the population come next. High school graduates make up the smallest group with 18 responses, or 16.4% of the total, while postgraduates make up twenty people who responded, or 18.2% of the total. In general, these numbers show that among the 110 participants, most responders have higher educational credentials, especially at the college level. A large percentage of respondents, 47 people (42.7%),

work five days a week, according to data on the number of working days each week. Thirty responders (27.3%) who are employed six days a week come next. 15 responders (13.6%) work seven days a week, whereas a smaller percentage of 18 responders (16.4%) work fewer than five days. In general, the findings show that while fewer respondents work longer or shorter weekdays, the majority of those surveyed adhere to a typical 5-day work routine. Figure 5 shows No. of Days Respondents work/Week and Figure 6 depicts Respondents' satisfaction (Technology).

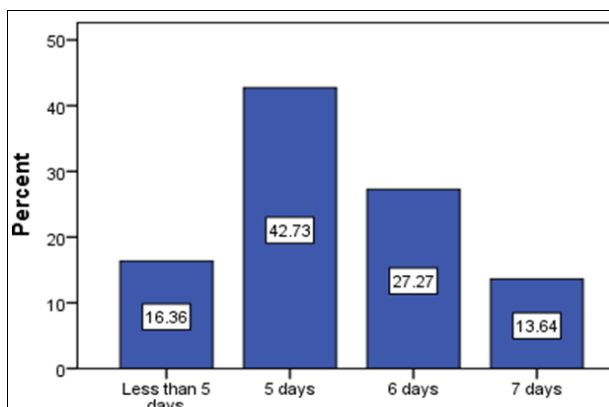


Fig 5: No. of Days Respondents work/Week

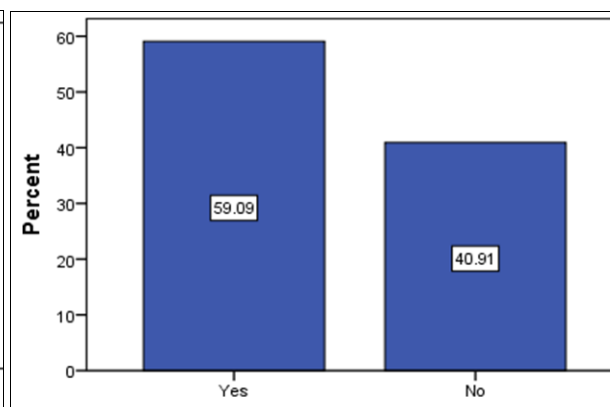


Fig 6: Respondents' satisfaction (Technology)

According to the data, 65 respondents (59.1%) gave the "Yes" response, whereas the other forty-five participants (40.9%) gave the "No" response. This indicates that a positive response to the specific statement or topic being evaluated is shared by more than half of the participants. Overall, there is a noticeable tendency toward the "Yes" group among the 110 respondents. The distribution of the responses between the two groups is about equal. Of the 110

responders, 54 (49.1%) said "Yes," and 56 (50.9%) said "No." This shows that attitudes are about equally split, with a small majority favoring the "No" option. On the whole, the findings indicate that opinions on the specific subject under evaluation are fairly split among participants. Figure 7 shows Checking Of Email After Working Hours and Figure 8 shows Commute To Work Of Respondents

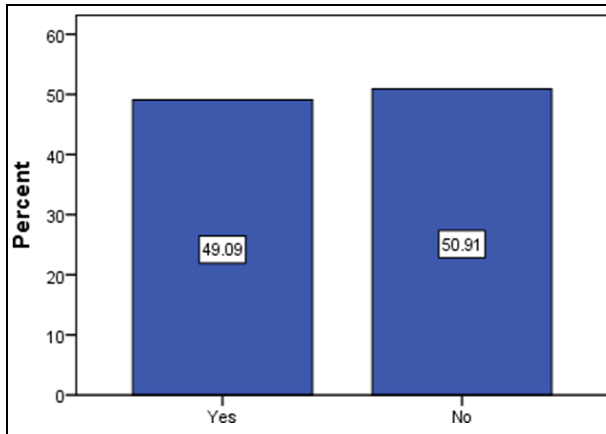


Fig 7: Checking Of Email After Working Hours

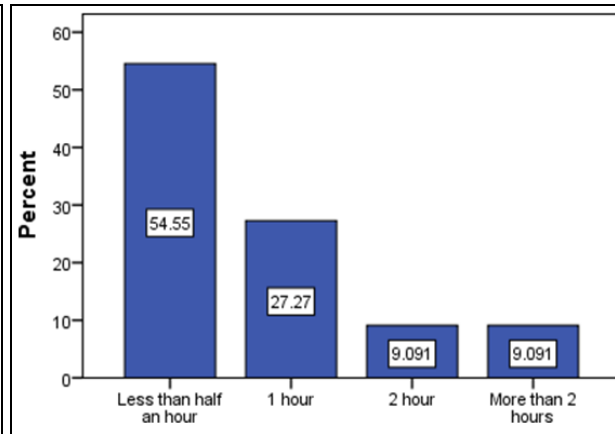


Fig 8: Commute To Work Of Respondents

According to the time-related data, 60 respondents, or 54.5% of the total, spent less than 30 minutes on the particular task. Thirty responders (27.3%) who spent about an hour online come next. Ten participants, or 9.1% of the sample, participated in the activity for two hours or more. Overall, the findings show that very few people devote long hours, and the majority merely spend brief periods of time. According to the expertise statistics, the majority of the participants, 45 people, or 40.9% have no more than five

years of experience. 30 responders (27.3%) with fewer than a year of professional expertise come next. Furthermore, fifteen participants (13.6%) have more than ten years of experience, while 20 respondents (18.2%) stated they had between six and ten years of experience. The distribution of respondents across all that the majority of individuals have brief to average employment histories. Figure 9 shows Working Duration of Respondents and Fig 10 depict Availability of Children for Respondents.

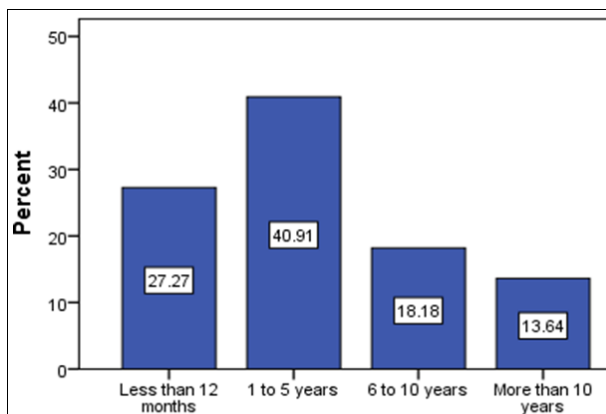


Fig 9: Working Duration of Respondents

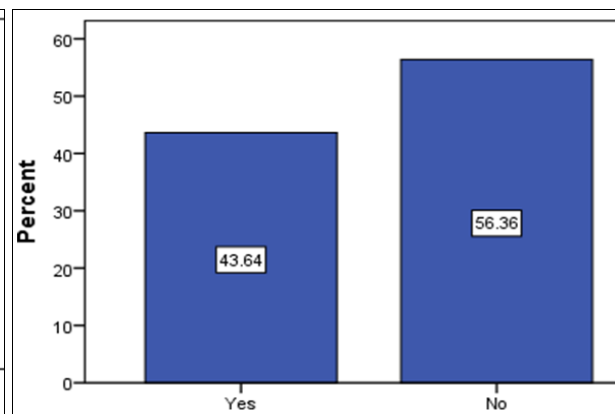


Fig 10: Availability of Children For Respondents

The results show that 48 respondents (43.6%) said "Yes," whereas the majority of participants 62 people, or 56.4% answered "No." This indicates that the statement or condition being evaluated is not supported by more than half of the participants in the study. In general, the breakdown of results shows that the 110 respondents have a discernible preference for the "No" category. The findings indicate that 42 respondents (38.2%) chose

"Yes," whereas the majority of respondents, 68 people (61.8%), chose "No." This suggests that the majority of participants do not support or agree with the specific condition or statement being measured. Overall, of the 110 respondents, the distribution clearly leans toward the "No" category. Figure 11 shows Adequate WLB Of Respondents and Figure 12 depicts Work Issues Outside of Work.

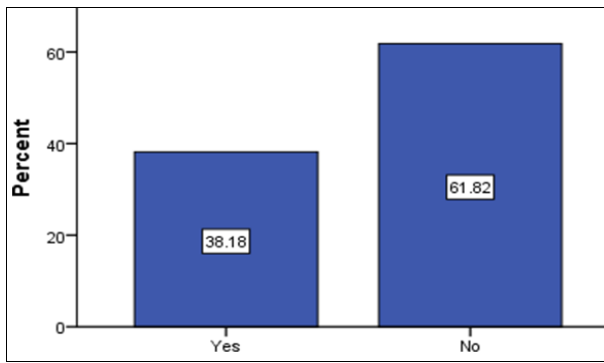


Fig 11: Adequate WLB Of Respondents

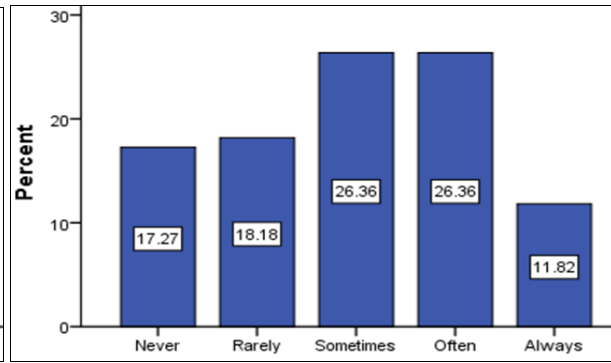


Fig 12: Work Issues Outside of Work

A balanced distribution across categories is evident in the frequency statistics. "Sometimes" and "Often" have the greatest percentages of responders, each involving 29 people (26.4%), suggesting that many participants engage in these actions or experiences on a moderate basis. Twenty respondents (18.2%) who chose "Rarely" and 19 of those (17.3%) chose "Never" to come next. Thirteen participants, or 11.8% of the total, indicated "Always." In general, the findings imply that the majority of participants engage in a given behaviour either infrequently or frequently, with fewer reporting extremes of never or always.

According to the participants' levels of fulfillment, most people are happy, with 38 people (34.5%) saying they are "Happy" and 28 people (25.5%) saying they are "Very Happy." Just 17 respondents (15.5%) said they were "indifferent," while eighteen participants (16.4%) said they were "unhappy." Just nine respondents (8.2%) said they were "Very unhappy." In general, the findings show that while a small percentage of individuals reported negative emotions, the majority expressed contentment or satisfaction. Figure 13. shows Feeling Of Respondents At Work and Figure 14 shows Respondent Have Pressure At Work

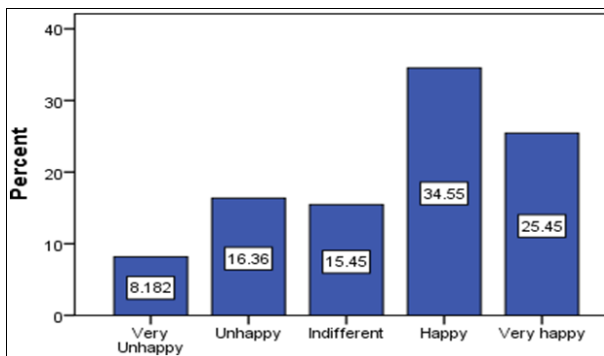


Fig 13: Feeling Of Respondents At Work

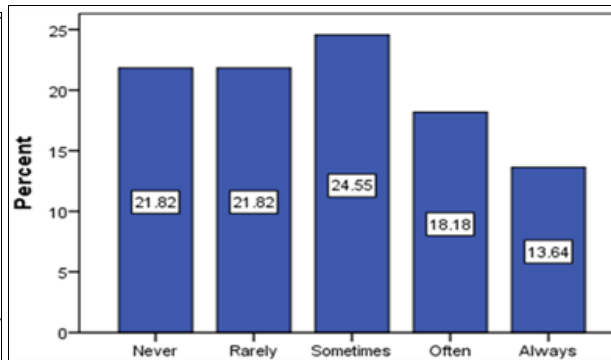


Fig 14: Respondent Have Pressure At Work

The answers show a pretty uniform distribution throughout the groups. The largest percentage of those surveyed 27 people, or 24.5%, selected "Sometimes," indicating that many participants only occasionally engage in the behaviour or event. "Never" and "Rarely" were selected by an equal number of respondents, 24 each (21.8%). Furthermore, twenty of the participants (18.2%) said "Often," whilst 15 respondents (13.6%) chose "Always," the smallest category. Overall, the distribution indicates that the majority of respondents only occasionally encounter the specific circumstance, whereas a smaller percentage claim constant or non-existent occurrence.

depressed at work and Table 2 show Respondents suffer from stress.

According to the statistics, the greatest percentage of those surveyed 36 people, or 32.7% had chosen "Rarely," suggesting that numerous participants experience the behaviour or circumstance seldom. Twenty of the participants (18.2%) selected "Often," while 26 respondents (23.6%) selected "Sometimes." Furthermore, eighteen participants (16.4%) said "Never," whereas ten participants (9.1%) said "Always." Thus, the distribution of responses indicates that the majority of participants encounter specific circumstance rarely, with very few claiming regular or continuous frequency. Table 1 shows. Respondents tired or

Table 1: Respondents Feel Tired or Depressed at Work

S. No	Particulars	No of Respondents	Percent
1	Never	18	16.4
2	Rarely	36	32.7
3	Sometimes	26	23.6
4	Often	20	18.2
5	Always	10	9.1
	Total	110	100.0

Table 2: Respondents suffer from stress-related illness

S. No	Particulars	No. of Respondents	Percent
1	Hypertension	12	10.9
2	Obesity	24	21.8
3	Diabetes	29	26.4
4	Frequent headaches	20	18.2
5	None	15	13.6
6	Others	10	9.1
	Total	110	100.0

With 29 responders, or 26.4% of the total, diabetes is the most frequently reported health-related ailment, according to the data. This is preceded by obesity, which was reported by 24 respondents (21.8%) and regular headaches, which were reported by 20 respondents (18.2%). Furthermore, 15 respondents (13.6%) said they had no health problems, whereas 12 participants (10.9%) reported having hypertension. Ten people, or 9.1% of the total, identified additional illnesses not in the list of requirements. In general, the pattern of distribution shows that a sizable percentage of respondents had health issues connected to their lifestyle, with obesity and diabetes being among the most common.

Table 3: Respondents suffer from stress-related illness

S. No	Particulars	No. of Respondents	Percent
1	Yes	24	21.8
2	No	86	78.2
	Total	110	100.0

Table 4: Impatient and short tempered with co-Workers or Family

S. No	Particulars	No. of Respondents	Percent
1	Never	24	21.8
2	Rarely	30	27.3
3	Sometimes	31	28.2
4	Often	15	13.6
5	Always	10	9.1
	Total	110	100.0

The information demonstrates in table 3 shows that an enormous number of the participants, 86 persons comprising 78.2 percent of the total, said "No," whereas only twenty-four the participants, accounting for 21.8 percent, answered "Yes." This suggests that the majority of participants do not experience or agree with the particular illness or assertion under evaluation. In general, across the 110 responders, the distribution obviously leans toward the "No" category. Table 4 shows depicting Impatient and short tempered.

According to the statistics, the largest percentage of respondents, 31 people, or 28.2% selected "Sometimes," suggesting that many participants only occasionally had this specific situation. Next, thirty participants, or 27.3% of the total, selected "Rarely." Furthermore, 15 respondents, or 13.6 percent, chose "Often," while 24 respondents, or 21.8 percent, said "Never." Ten respondents, or 9.1% of the total, indicated "Always," making up the smallest category. Overall, the distribution indicates that the majority of respondents only occasionally encounter the circumstance, whereas a smaller percentage either experience it often or never ever encounter it.

Table 5: Respondents spend more hours than stipulated Time at Work

S. No	Particulars	No. of Respondents	Percent
1	Rarely	26	23.6
2	Sometimes	31	28.2
3	Often	35	31.8
4	Always	18	16.4
	Total	110	100.0

According to the information, the majority of participants, 75 people, or 68.2 percent responded with "Yes," while thirty-five people, or 31.8 percentage, said "No."

This shows that the majority of participants either experience or agree with the specific statement or circumstance under evaluation. In summary, the composition of the 110 responses indicates a significant tendency toward the "Yes" group.

According to the information gathered, a small majority of participants, 61 people, or 55.5 % answered "Yes," while 49 people who participated, or 45.6 %, said "No." While there isn't much variation among the two groups, this shows that more than half of the participants either agree with or experience the specific condition being evaluated. In general, the 110 respondents' responses indicate a moderate inclination toward the "Yes" group.

According to the survey statistics, the largest percentage of those questioned, 35 people, or 31.8 percent selected "Often," indicating that many participants frequently engage in specific behaviour or event. Next in line are thirty-one participants, or 28.2 %, who selected "Sometimes," and 26 respondents, or 23.6 percent, who selected "Rarely." 18 people, or 16.4% of the total, reported "Always," making up the smallest group. In general, the pattern of distribution indicates that the majority of respondents deal with the scenario very frequently, while a smaller percentage do so infrequently or regularly. Table 5 shows Respondents spend more hours than stipulated Time At Work.

According to the information, 36 of the participants, or 32.7 percent of the population, selected "Yes," whereas 74 of the participants, or 67.3 percent of those surveyed selected "No." It suggests that the majority of participants do not experience or agree with the particular medical condition or assertion that is being evaluated. In general, out of the 110 responses, the distribution shows a discernible tendency toward the "No" classification.

All categories' replies are distributed nearly evenly, according to the information provided. 28 suggestions, or 25.5% of the respondents were given to the terms "rarely" and "often." Similarly, twenty-seven respondents, or 24.5 percent of the respondents, chose "Sometimes" and "Always." With no one category exhibiting an overwhelming tendency between the 110 participants, this balanced pattern suggests that the specific behaviour or event occurs with a similar frequency among different responders.

According to the statistics, the largest percentage of respondents, 33 people, or 30.0% selected "Often," indicating that many participants engage in the specific behavior or event on a regular basis. This has been followed by twenty-eight participants, or 25.5%, who selected "Always," indicating that a sizable portion frequently encounter it. Furthermore, the smallest group of respondents, 23 people, or 20.9 percent selected "Rarely," while 26 respondents, or 23.6 percent, chose "Sometimes." In general, the breakdown of responses indicates that the majority of respondents deal with the issue on an ongoing basis, whereas a smaller percentage only sometimes.

According to the statistics, the majority of respondents, 28 people, or 25.5 percent selected "Never," indicating that many people do not encounter the specific circumstance at all. Next, twenty-three participants, or 20.9 %, selected "Often," and twenty individuals each, or 18.2 %, selected "Sometimes" and "Always." 19 people, or 17.3% of the total, selected "Rarely," making up the smallest group. In general, the distribution of experience exhibits a mixed structure, with occurrences that vary from never to usual.

However, a sizable percentage say that the circumstance never happened to them.

Appropriate balance between work and personal life and gender have a very weak and nearly insignificant link, according to Pearson's correlation study, which yields a correlation coefficient of 0.007. The association is not significantly different, as its statistical significance of 0.945 is far higher than the conventional cutoff of 0.05. This indicates that respondents' experiences of a suitable balance between work and life are not significantly influenced by their gender. For each factor, 110 is the sample size.

Adequate work-life balance and gender have a correlation coefficient of 0.007 according to the Spearman's rank correlation data, which once more indicates a weak relationship. The link is not statistically significant, according to the significance value of 0.945. The findings corroborate the fact that among the 110 participants, gender has no discernible impact on the degree of balance between work and life.

The outcomes of the chi-square test show a Pearson Chi-Square value of 8.857 at a significant level of 0.003, which is less than 0.05. This suggests that the variables under investigation have a statistically significant relationship. The same conclusion is also supported by the likelihood ratio and consistency adjustment assessments, which yield significant coefficients of 0.002 and 0.006, correspondingly. As a result, the evaluation verifies the statistically significant nature of the observed link between the variables. 110 authentic replies in all were examined.

With a significant level of 0.058 and a Pearson Chi-Square value of 7.475, the data in Table are marginally beyond 0.05. This indicates that even at the traditional 5 percent threshold, the relationship between the variables is not statistically significant. On the other hand, the continuation adjustment reveals a marginal significance value of 0.048. There is no compelling evidence of a link, as indicated by the likelihood ratio value of 1.421 and significance of 0.233. Overall, the findings provide conflicting results, but according to the conventional significance level, there is almost no meaningful link between the factors.

The results provide important information regarding work-life balance perceptions, employee demographics, work patterns, and satisfaction levels. Males make up almost all of responders (58.2%), and the majority are between the ages of 18 and 25 (47.3%), followed by 25 to 35 (34.5%) and 35 to 45 (18.2%). 56.4 percent of the people who participated are single, and 43.6 percent of them have an undergraduate degree. The respondents' educational backgrounds vary. According to work schedules, 42.7% of employees work five days a week, whereas others perform four to seven days. There is a modest level of satisfaction (59.1%) with campus technology. The majority of workers (54.5%) commute for a maximum of thirty minutes, and nearly half check their emails after work. Just 13.6% have more than ten years of experience, while 40.9% have worked for one to five years. 56.4% of workers don't have any kids. A sizable percentage (62.8%) think their balance between work and life is unacceptable.

When it comes to professional pressure and mental health, 26.4 percent of people consider their jobs while away from the office on occasion, while others think about them infrequently, regularly, or constantly. There are differences in satisfaction with work: 25.5% are extremely pleased and 34.5 percent are joyful. Twenty-four percent of workers

report occasionally experiencing stress while at work, while 32.7% report infrequently feeling depressed or exhausted. High blood pressure (11.9%), obesity (21.8%), and diabetes (26.4%) are health problems associated with stress. 78.2% of respondents are satisfied with leave arrangements, while 68.1 percent are pleased with medical benefits. According to retention statistics, 55.5 percent of workers quit their jobs within the previous year.

Work schedules show that many workers occasionally or frequently go beyond their allocated time for work. After work, only 32.7% of parents have time to play with their kids, and many people have little time for self-management. Furthermore, 20.9% to 30% set aside time at home for professional development, and supervisors' encouragement of maintaining a work-life balance differs. Workplace characteristics and work-life balance have a weakly positive Pearson correlation (0.007), according to statistical study. Physical health and balance between work and private life are significantly correlated ($p = 0.002 < 0.05$), supporting the different option. The null hypothesis is supported by the lack of a significant correlation between gender and medical benefits ($p = 0.233 > 0.05$).

Conclusion

Work-life balance is a significant concern for employees and plays a crucial role in their productivity and personal development. It is acknowledged that those who achieve a healthy balance between life and work are dedicated to their jobs. Policies about work-life balance should be adaptable to employees' needs and widely disseminated so that workers are conscious of the resources that are readily available and attainable. A healthy balance between work and life boosts people's drive to do their jobs more effectively. When developing assistance mechanisms and rules for these new kinds of work environments, policy makers, HR departments, and organizational leaders should take this information into account. When everything is examined, this research contributes to our expanding understanding of how life and work interact in the modern economy. As the environment of work continues to evolve, a flexible and all-encompassing strategy for work-life balance will be essential for promoting employee wellbeing and business success. The research presented here demonstrates the impact of a healthy work-life balance on employees' performance. Due to their workload, some people are under a lot of pressure at work, which can lead to stress-related illnesses. The majority of responders are happy with the method's leave policy and medical perks. Contributing in the formulation of regulations and making effective organizational decisions can help employees maintain an equilibrium between their private and professional lives.

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