

A STUDY ON WORK LIFE BALANCE AND ITS IMPACT ON EMPLOYEE PERFORMANCE

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ABSTRACT : One of the biggest challenges in today's business world for both employees and organizations is work-life balance. Rapidly growing industries, technological advances, competition, long hours and different types of employees all put pressure on people to manage their professional and personal lives. Employees will be expected to meet the goals of their organization while also maintaining their commitments to family, social relationships and personal health. An imbalance between work life and home can result in stress, burnout, decreased motivation, absenteeism, decreased productivity, and ultimately, lower employee performance. Therefore, organizations are starting to understand how important it is to create good work-life balance policies to improve employee satisfaction and job performance. This research examines how flexible work schedules, managing load management, leave policies, job stress, support from their company, support from family members, stress management techniques and the workplace influence employee production and performance. It also looks at how well employees are able to achieve a balance between their professional and their personal lives.

Keywords: Work-Life Balance, Employee Performance, Job Satisfaction, Stress Management, Productivity, Organizational Performance, Employee Well-Being, Organizational Effectiveness.

INTRODUCTION

Work and personal life are two things that people need to balance. This means having time for work and time for the people and things that matter like family, friends, health and hobbies. In the business world today it is really tough to balance work and personal life. This is because there is a lot of competition and the world is getting smaller with technology and changing expectations. Many people who work have to meet deadlines and do a lot of work. They also have to be available for work even after they leave the office. As a result, many people who work feel stressed, tired and unhappy. This affects who they are and how well they do their job. Companies know that when people who work are happy, they do their job better and help the company succeed. Now companies are trying to help people who work balance their work and personal life. They are giving people control over their schedule letting them work from home giving them time off and helping them manage stress. They are also doing things to help people be healthier like giving them support with childcare and counseling. These things are helping people who work balance their work and personal life better. They are also making people happier and more motivated at work. When people have a balance between work and personal life it is good for them and the company. For people who work it makes them healthier and happier overall. People who balance work and personal life are happier, more confident and more motivated.

STATEMENT OF THE PROBLEM

In today's business world companies are asking employees to do more and more. Employees have to work do a lot of work and deal with a lot of stress. They also have to work at times like nights or weekends and still take care of their families and personal lives. This is a challenge for employees to balance their work and life. When employees cannot balance work and life it can cause a lot of problems. They can get stressed, tired and unhappy with their jobs. They may not want to go to work. They may not do their jobs well. This is bad for the employees and also bad for the companies they work for. Some companies are trying to help employees balance work and life. They offer things like work hours programs to help employees and time off. These things do not work the same for all employees. Some employees still have trouble balancing work and life. We need to look at how work and life balance affects how well employees do their jobs.

REVIEW OF LITERATURE

1. **koubova and Buchko (2013)**: Found that work-life balance improves employee well-being and performance. Employees with balance show higher productivity and lower stress levels. Organizations must promote balance to achieve better outcomes.
2. **Yadav and Dab hade (2014)**: Showed that supportive work environments improve work-life balance. Fair rewards and policies increase employee satisfaction and productivity. Balance between personal and professional life is essential.
3. **Nayak and Sahoo (2015)**: Showed that quality of work life improves employee performance. Employee commitment strengthens this relationship further. Better work conditions lead to higher productivity.
4. **Mwangi et al. (2017)**: Showed that work-family conflict negatively affects employee productivity and performance. Supportive workplace policies help employees manage responsibilities more effectively. The study concludes that balance is essential for organizational success.
5. **Khandelwal and Shekhawat (2018)**: Found that long working hours and high stress reduce employee efficiency. Poor work-life balance negatively impacts both well-being and productivity. Maintaining balance is essential for better performance.
6. **Gragano et al. (2020)**: Emphasized that both health and family aspects are important in work-life balance. Balanced employees experience better well-being and performance. Organizations must consider employee health as a priority.
7. **Rodríguez-Sánchez et al. (2020)**: Showed that work-life balance improves employee commitment and retention. Committed employees perform better and contribute more to the organization. Supporting balance helps improve productivity.
8. **Bocean et al. (2020)**: Found that work-life balance improves satisfaction, motivation, and performance. Employees with balance are less likely to leave the organization. Maintaining balance helps in retaining talent.
9. **Bellmann and Hübler (2020)**: Found that working from home has mixed effects on work-life balance. It may improve satisfaction but not always balance. The impact depends on job roles and organizational policies.
10. **Johansson et al. (2020)**: Showed that workload, leadership, and flexibility influence work-life balance. These factors directly affect employee well-being and performance. Both individual and organizational factors matter.
11. **Tamunomiebi and Oyibo (2020)**: Found that maintaining a proper work-life balance improves employee productivity and efficiency. Employees with imbalance experience stress and reduced performance levels. The study emphasizes the importance of organizational support and flexible work policies.

- 12.Wolor (2020):** found that work-life balance plays a major role in improving performance, especially among millennials. Balanced employees show higher motivation and job satisfaction. The study highlights the need for supportive organizational practices.
- 13.Kulothungan (2021):** reported that employees with better work-life balance experience higher satisfaction and productivity. Poor balance leads to stress and reduced efficiency. Organizations must implement supportive measures to improve performance.
- 14.Preena (2021):** identified a strong positive relationship between work-life balance and employee performance. Employees with better balance are more productive and efficient. Organizations must focus on maintaining balance to improve outcomes.
- 15.Prasetyo et al. (2021):** found that work-life balance positively affects job satisfaction. Work stress, however, negatively impacts employee performance. Maintaining balance is essential for better outcomes.

RESEARCH GAP

From studies we found out that work-life balance is connected to job satisfaction, productivity and overall well-being. These studies showed that when you have a work-life balance you are more likely to be satisfied with your job be productive and feel good overall. We wanted to give a realistic view of what works and what doesn't. We paid attention to traditional office settings, which are often ignored in recent studies that focus on working from home or a mix of both. The report also looked at how different employees, based on their roles, experience levels and personal responsibilities have work-life balance experiences. We know that work-life balance is not the same for everyone. This report did not just list company policies. Also checked if they actually work from the employees point of view. This way we get an understanding of what really works in practice.

RESEARCH DESIGN

The current study uses a Descriptive Research Design to look at what employees think and feel about work-life balance and how it affects their work at the selected organization. This type of design is the choice for this study because it looks at things as they are without trying to change anything. It is good for understanding what is happening in the world rather than trying to test specific conditions. The study wants to know how employees deal with work-life balance every day and how it affects their work.

SAMPLE SIZE

The study includes 204 employees from the organization. This number is important because it gives us information to do a good analysis. We used a questionnaire to get the information we needed from the employees. We gave the questionnaire to the 204 employees who were selected for the study. Their answers are helping us understand how work-life balance and employee performance are connected.

DATA ANALYSIS AND INTERPRETATION.

Correlation Analysis

Variables	WLB	EMP	ENG	RET
WLB	1	.650	.629	.620
EMP	.650	1	.721	.651
ENG	.629	.721	1	.652
RET	.620	.651	.652	1

INTERPRETATION:

Pearson Correlation analysis revealed a strong positive relationship between Work-Life Balance and Employee Performance ($r = 0.650$, $p < 0.01$). Work-life balance also positively influenced employee engagement and retention. Since all significance values were below 0.01, the relationships were statistically significant.

Regression Analysis

Model Summary

R	R Square	Adjusted R square	Std. Error
.650	.422	.419	3.09618

ANOVA

Variable	F Value	Significance
Regression	147.417	.000

Coefficients

Variable	B Value	Beta	Significance
Constant	7.525	-----	.000
WLB	.455	.650	.000

INTERPRETATION:

Regression analysis showed that Work-Life Balance has a significant positive impact on Employee Performance. The R Square value of 0.422 indicates that 42.2% of employee performance is explained by work-life balance. Since the significance value is less than 0.05, the relationship is statistically significant.

One-Way ANOVA

Variables	F Value	Significance
workload	0.333	0.717
Schedule	2.066	0.219
policies	0.050	0.951

INTERPRETATION:

The One-Way ANOVA results indicated no statistically significant difference in employee perceptions regarding workload, schedule, and organizational policies, as all significance values were greater than 0.05.

Chi-Square Analysis

Test	Chi-square	df	Significance
Pearson Chi-Square	4.616	6	0.594

INTERPRETATION:

The Chi-Square test showed no significant association between age group and work-life balance category, since the significance value (0.594) was greater than 0.05. Therefore, employees across different age groups shared similar perceptions regarding work-life balance

FINDINGS

- The study found that employees generally experience a moderate to high level of work-life balance within the organization.
- Correlation analysis revealed a significant positive relationship between work-life balance and employee performance ($r = 0.650$, $p < 0.01$).
- Work-life balance showed a positive relationship with employee engagement ($r = 0.629$, $p < 0.01$).
- Work-life balance was also positively associated with employee retention ($r = 0.620$, $p < 0.01$).
- Employee performance and employee engagement exhibited a strong positive relationship ($r = 0.721$, $p < 0.01$), indicating that engaged employees tend to perform better.
- Regression analysis confirmed that work-life balance has a significant impact on employee performance.
- The regression model explained 42.2% of the variation in employee performance ($R^2 = 0.422$).
- The regression model was statistically significant with $F = 147.417$ and $p = 0.000$.
- The regression coefficient ($B = 0.455$) indicated that improvement in work-life balance leads to improvement in employee performance.
- One-Way ANOVA results showed no significant difference in employee perceptions regarding workload ($p = 0.717$).
- No significant difference was found in employee perceptions regarding work schedules ($p = 0.129$).
- Organizational policies also did not show significant differences among employee groups ($p = 0.951$).
- Chi-Square analysis revealed no significant association between age group and work-life balance category ($p = 0.594$).
- Employees across different age groups experienced similar levels of work-life balance
- The Chi-Square test assumptions were satisfied, confirming that the test results are valid and reliable.

RESULTS AND DISCUSSION

The study shows that work-life balance and employee performance are closely connected. Employees who manage to balance their work and personal life tend to do their jobs. When we looked at the numbers we found that work-life balance is a factor in how well employees perform. This means that when work-life balance gets better employees get work done and do it efficiently. The study also found that employees who do not have a work-life balance are more stressed, tired and less motivated. They also miss work often which hurts their performance. Things like how much work employees have to do how hours they work and how much support they get from their managers can affect their ability to balance work and life. The study says that work-life balance is very important for employees to be happy and for organizations to do well. When employees have a balance between work and life they are more committed to their jobs. Get more work done. So the study says that organizations should make sure to support work-life balance. This is because work-life balance helps employees do their jobs better and makes the organization more successful. The study shows that work-life balance is really important for employee performance and for the organization as a whole. Organizations should try to support work-life balance by putting in place policies that help employees balance their work and personal life. This will help employees perform better and make the organization more successful.

CONCLUSION

The study finds that work-life balance is really important for how employees do their jobs. Employees who can balance their work and personal life tend to be more productive do their jobs efficiently and are more committed to their work. They also like their jobs more. When employees have a balance between work and life they can focus better are more motivated and do their tasks well which helps the organization do better on the hand the study shows that when employees do not have a good work-life balance it can lead

to a lot of problems. These problems include stress, being tired not being able to concentrate, not coming to work and not being motivated. These things make employees not do their jobs well and may even want to leave their jobs. The study looked at numbers. Found that when employees have a good work-life balance they do their jobs better. This means that organizations should think about how their employees doing, not just how much work they are getting done.

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