



A Study on the Impact of Work Life Balance on Employees' Workplace Well-being

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ABSTRACT :

The purpose of this study is to determine the impact of Work Life Balance on Employees' Workplace Well-being among employees working in Chennai. The study is aimed to appraise the existing literatures and build up the conceptual framework as well as hypotheses. The research was conducted with a convenience sample. A total of 74 responses were collected from the employees working in Chennai to complete this research survey.

Keywords- Employee well-being, Employee performance, workplace well-being

INTRODUCTION :

In today's fast-paced work environment, the concept of work-life balance has emerged as a significant factor influencing employee wellbeing. The ability to effectively manage the demands of work and personal life is significant as it directly influences the wellbeing of employees. Proper work-life balance not only benefits employees but also enhances organizational performance. This research article investigates the impact of work-life balance on workplace employee wellbeing by finding the relationship between the two. This study aims to offer empirical insights and practical recommendations for employees striving to cultivate a healthier work life balance and wellbeing.

OBJECTIVES OF THE STUDY :

- To analyze the impact of work life balance on workplace employee wellbeing.
- To assess the various dimensions of work-life balance
- To understand employee wellbeing within the workplace context.

SCOPE OF STUDY :

This study explores the relationship between work life balance and workplace employee wellbeing. The significance level of performance factors like **job satisfaction, work life balance, employee engagement** is covered under this study.

REVIEW OF LITERATURE :

Zheng and Molineux in their study "Developing individual and organisational work-life balance strategies to improve employee health and wellbeing" stated that work life balance is an issue of focus because it impacts organisational productivity and performance. The purpose of this study is to explore relevant work life balance factors contributing to employee health and wellbeing. The study was conducted among 700 employees in Queensland, Australia and multiple regression analysis was conducted to examine the variables. The study found out that employees having their own work life balance strategies showed better wellbeing than those who do not and they were also more capable of achieving work life balance.

Hoffmann-Burdzińska and Rutkowska in their research article Work life balance as a factor influencing well-being aims to identify features that are common for work-life balance and well-being. It also focusses on the factors influencing work life balance. The authors' has used a tool called Work-Life Balance Barometer®. This research tool was used to find common measures for both phenomena. The study found out that work-life balance and well-being are strongly connected and has many common areas which can be researched

Haider, Jabeen and Ahmad in their study Moderated mediation between work life balance and employee job performance: The role of psychological wellbeing and satisfaction with coworkers examined a moderated mediation model for analysing how and why work-life balance affects employee job

performance, and how satisfaction with coworkers is affected by enhancing employee's psychological wellbeing. The data for the research was taken from 284 employees in the banking sector which includes subordinates and their supervisors. The empirical results of the study indicated that psychological wellbeing mediates the link between work-life balance and job performance.

Peter Warr & Karina Nielsen in their research "Wellbeing and Work Performance" reviews the happy worker-productive worker thesis, which suggests that individuals and groups with raised wellbeing perform better in their jobs than do those with lower wellbeing. They have also examined different types of context-free and job-related wellbeing, and explored work performance in terms of in-role and extra-role behaviors and through specific activities such as being creative or proactive. They have also analyzed group-level wellbeing and found out that

RESEARCH METHODOLOGY :

RESEARCH DESIGN

This study employs Descriptive research design as it aims to identify the relationship between work life balance and workplace employee wellbeing and provides the result based on the response.

SAMPLING METHOD

The researcher has chosen probability sampling method, specifically simple random sampling method to collect the data so that every member of the population has an equal chance of being selected.

SAMPLE SIZE

Sample size of the study is 74 respondents who are working in Chennai.

METHODS OF DATA COLLECTION

The source of data collection comprises of primary data which was collected through structured questionnaire.

DATA ANALYSIS & INTERPRETATION :

CHARTS

A questionnaire was distributed to the employees who are working in Chennai and a total of 74 responses were collected. All the responses are valid and can be used for analysis.

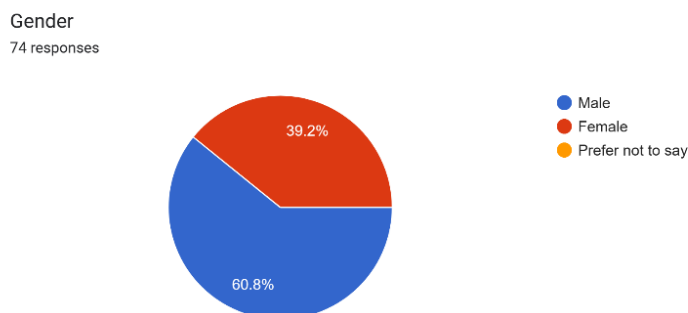


Figure 1: Gender

From Figure 1, it is evident that the number of respondents is 74. Among the 74 responses, 39.2% were done by female employees and 60.8% were done by male employees.

Age

74 responses

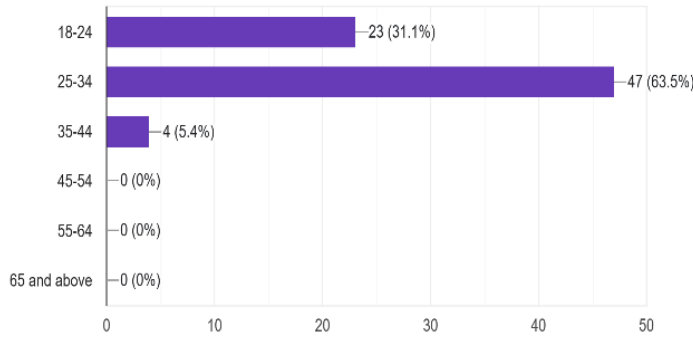


Figure 2: Age

Figure 2 indicates that majority of the respondents (63.5%) were between 25-34 years of age

What are the main factors influencing employee well-being in the workplace?

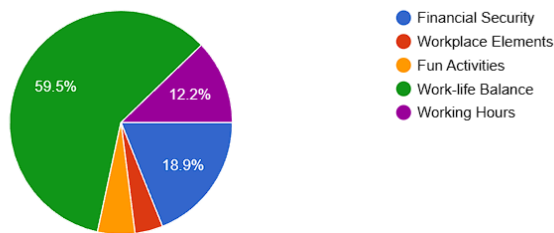


Figure 4: Employee well-being in workplace

From Figure 4, the majority (59.5%) of the participants agreed that work-life balance influences employee well-being whereas 18.9% agreed with financial security. 12.2% have chosen working hours while 5.4% have chosen fun activities and 4.1% have chosen workplace elements.

How do different organizational cultures impact employee well-being?

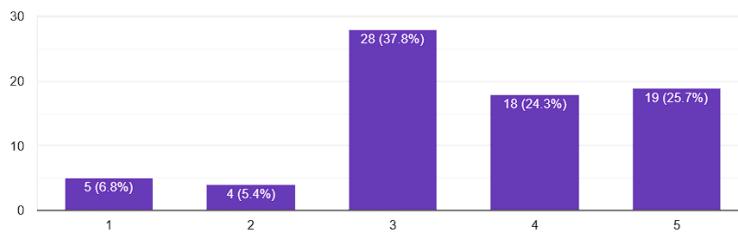


Figure 5: Impact of organizational culture on employee well-being

From Figure 5, the majority (37.8%) of the participants were neutral about the impact of organizational culture on employee well-being whereas 25.7% agreed that organizational culture always impact employee well-being. 6.8% have disagreed by saying that there was never an impact.

How do work-life balance initiatives contribute to employee well-being?

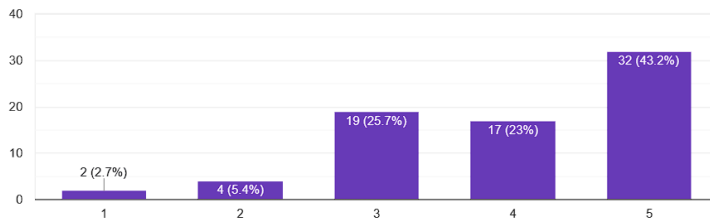


Figure 6

From Figure 6, the majority (43.2%) of the participants agreed that work-life balance initiative contribute to employee well-being whereas 25.7% were neutral in their opinion. 2.7% have disagreed by saying that there was never an impact.

How do remote work and flexible work arrangements impact employee well-being?

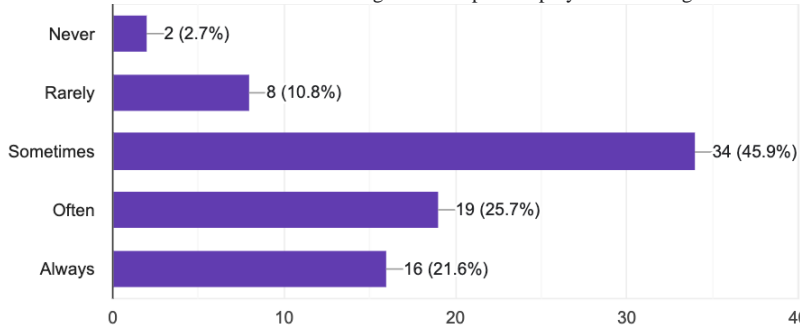


Figure 7

From Figure 7, the majority (45.9%) of the participants were neutral about the impact of remote work and flexible work arrangements on employee well-being. Whereas 25.7% agreed that there is often an impact and 21.6% positively agreed that there is always an impact on employee well-being. 10.8% have responded that there is an impact rarely and 2.7% have responded by saying that there was never an impact.

How do factors such as job autonomy, meaningful work, and career development opportunities impact employee well-being?

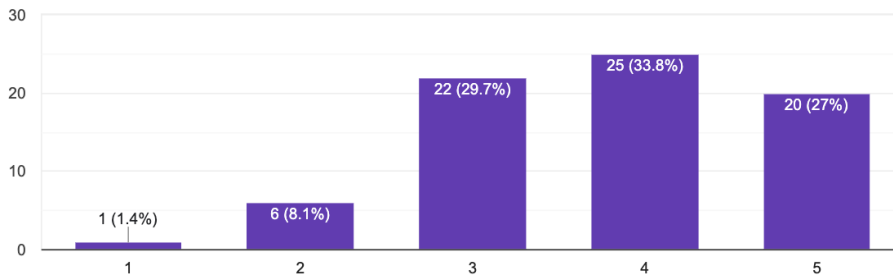


Figure 8

From Figure 8, the majority (33.8%) have responded that there is often an impact on employee well-being based on factors such as job autonomy, meaningful work, and career development opportunities. 29.7% were neutral on this whereas 27% has responded that there is always an impact. 8.1% have agreed that there was impact rarely and 1.4% responded that these factors never had any impact.

How does leadership behaviour affect employee well-being?

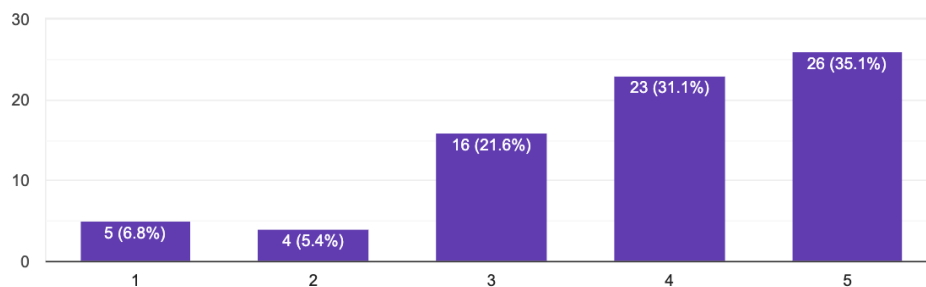
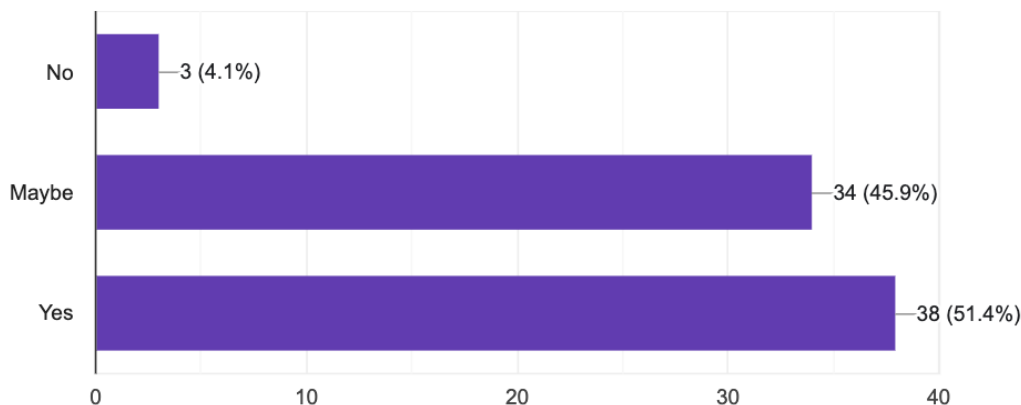


Figure 9

From Figure 8, the majority (35.1%) have responded that leadership behaviour always affects employee well-being. 31.1% have agreed that leadership behaviour often affects employee well-being. Whereas 21.6% were neutral on this. 5.4% have responded that there is a rare impact and 6.8% have agree that leadership behaviour never affects employee well-being.

Is there any long-term effects of workplace stress on employee health and well-being?

**Figure 10**

From Figure 10, the majority (51.4%) have collectively agreed that there are long-term effects of workplace stress on employee health and well-being, whereas 4.1% have responded that there are no long-term effects. 45.9% have responded that there may be long-term effects.

FINDINGS :

This study is conducted to find the impact of work-life balance on employee's workplace well-being among those working in Chennai. A questionnaire was circulated among the employees randomly and the following findings were made after analyzing the collected data.

- The impact of work life balance on workplace wellbeing is crucial as it affects an employee which can be seen in overall productivity.
- Work-life balance initiatives by organizations contribute to employee well-being.
- Within the workplace context factors such as leadership behaviour, career development opportunities, job autonomy and flexible work would have long term effects on employee health and well-being. These have to be taken into consideration to improve workplace well-being.

CONCLUSION :

In conclusion, this study illuminates the multifaceted relationship between work-life balance and employee wellbeing in the workplace. Through an in-depth analysis of various factors such as flexible work arrangements, supportive organizational culture, and individual coping mechanisms, it becomes evident that achieving a harmonious balance between work and personal life significantly contributes to overall employee wellbeing.

By fostering a culture that values work-life balance, organizations can not only enhance employee satisfaction and engagement but also mitigate risks associated with burnout, stress, and turnover. Strategies such as remote work options, flexible scheduling, wellness programs, and managerial training can empower employees to manage their professional and personal commitments effectively, leading to improved mental health, job satisfaction, and productivity.

In essence, prioritizing work-life balance is not just a moral imperative but also a strategic business decision. By investing in the wellbeing of their workforce, organizations can cultivate a positive work environment conducive to long-term success, innovation, and sustainable growth. Thus, integrating work-life balance initiatives into organizational practices should be regarded as a cornerstone of contemporary workplace culture.

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