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## A Study on the Impact of Work Life Balance on Employee Productivity

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### ABSTRACT

A good work-life balance is essential for companies as well as for individuals in the hectic, competitive working world of today. Being a "Study on the Impact of Work-Life Balance on Employee Productivity," it explains the connection between work-life balance and employee performance and assesses workplace practices. It identifies the chief challenges employees face in juggling their career and personal commitments and best practice to promote work-life balance. An empirically mixed-method research design is applied-the surveys and interviews cover diverse roles and industries, with statistical analysis performed on correlations between work-life balance and productivity-related indicators such as performance, job satisfaction, task performance efficiency, absenteeism. The findings specify the rising productivity and decreasing stress experienced by workers with high flexible working arrangements, supportive managerial relations, and clear work-life boundaries. On the other hand, excessive work hours and non-existent organizational support adversely impact employee well-being and job performance. The study puts forth the idea that organizations ought to nurture a culture that values work-life balance. It suggests such strategies as flexible work policies, mental health wellness initiatives, and leadership exhibiting empathy. These insights will prove to be an invaluable resource for HR practitioners and business leaders while shaping policies towards employee contentment and organizational success.

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

### 1. INTRODUCTION

The study is supported by recent literature comparing recruitment dynamics between startups and MNCs. Ezhil and Surya (2025) emphasized the growing importance of cultural fit in hiring, while Mitra and Ray (2025) highlighted the contrast between informal hiring in startups and structured recruitment in MNCs. Studies by Chopra and Mehrotra (2024) and Tiwari and Banerjee (2024) explored talent attraction, soft skill expectations, and retention strategies across both types of organizations. Alam and Verma (2023) and Kumar and Sharma (2020) focused on employer branding's influence on job seekers, while Sarkar and Ghosh (2023) discussed the adoption of AI tools in recruitment. Kamble and Rao (2022) addressed how startups and MNCs adapted their hiring strategies during COVID-19, and Singh (2021) analyzed the use of digital platforms in recruitment processes. These references provide a strong foundation for understanding evolving recruitment practices and organizational preferences.

### 1. IMPORTANCE

1. The study confirms a significant positive relationship between work-life balance and employee productivity, showing that employees with better balance tend to be more effective and engaged.
2. Over half of the respondents reported that family responsibilities and lack of workplace flexibility are major challenges to maintaining work-life balance.
3. Employees who feel supported by their organization and managers' report higher job satisfaction, emphasizing the value of emotional and structural support.
4. Flexible work hours and remote work options are widely seen by employees as the most effective ways to improve their work-life balance.
5. Mental health programs and encouragement to take breaks are lacking in many organizations, pointing to a need for better wellness support and time-off culture.

### 3. OBJECTIVES

- To assess workplace practices regarding work-life balance.

- To determine these challenges faced by employees maintaining work-life balance.
- To analyze the work-life balance and employee productivity relationship.
- To explore best practices and recommend strategies.
- To provide actionable insights and recommendations on policies

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#### 4. LITERATURE REVIEW

Several studies have highlighted the positive impact of work-life balance on employee productivity. Noor and Iyer (2024) emphasized the role of hybrid models and digital wellness tools in boosting satisfaction and performance. Malhotra and Osei (2022) found that organizational support from peers and managers enhances focus and efficiency. Tan and Mohan (2020) confirmed that structured programs like wellness initiatives and flexible hours improve employee output. Pillai (2019) linked poor balance to stress and disengagement, while flexible arrangements led to better morale. Bedi and Singh (2017) reported that flexible schedules reduce stress and increase concentration. Reddy (2016) noted that supportive, employee-friendly policies enhance motivation. Green and Wang (2015) identified burnout and reduced performance as outcomes of work-life conflict. Sharma and Menon (2014) showed that balanced employees perform better in terms of punctuality, work quality, and collaboration.

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#### 5. RESEARCH GAP

The research gap in this study lies in the fact that updates on technological progress and trends in remote work, as well as post-pandemic work models, have not fully rendered the literature capable of addressing changes in employee expectations with regard to work-life balance. Thus, this gap limits the understanding of how organizations should adapt their policies for the emerging needs.

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#### 6. NEED OF THE STUDY

Increasingly fast-paced work environment is pressuring employees to juggle between work and the personal. Remote working, longer working hours, and greater job demands have further intensified work-life balance challenges. Poor work-life balance has adverse impacts like burnout, stress, diminished job satisfaction, and reduced productivity, leading to an effect on organizational performance. Therefore, this research is pertinent to find the impact of work-life balance on employee productivity and the critical factors affecting an effective balance between work requirements and family needs. By studying current workplace practices and problems, this research hopes to shed light on ways in which they can actually nurture work environments conducive to the well-being and efficiency of workers.

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#### 7. PROBLEM STATEMENT

In today's fast-paced and competitive work environment, maintaining work-life balance has become increasingly difficult. The rise of technology and remote work has blurred the boundaries between personal and professional life, leading to stress, burnout, and reduced productivity. While organizations strive for higher output, employees face growing pressure from both work and personal responsibilities. Despite the importance of work-life balance, many companies lack effective policies to support it. This study explores the relationship between work-life balance and employee productivity, focusing on the impact of flexible work arrangements, management support, and mental health initiatives. It aims to identify challenges employees face and recommend practices that promote well-being and enhance organizational performance.

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#### 8. METHODOLOGY

##### Research Design

1. A **descriptive research design** is used to explore the relationship between work-life balance and employee productivity, focusing on current practices, challenges, and their effects.

##### Research Approach

A **mixed-method approach** combines quantitative surveys with qualitative interviews to gather both measurable data and deeper employee insights.

##### Data Collection Methods

- **Primary Data:** Collected through structured questionnaires and interviews across diverse job roles and work settings (remote, hybrid, on-site).
- **Secondary Data:** Sourced from journals, books, research papers, and industry reports.

##### Sampling Techniques

- **Convenience sampling** gathers input from employees across industries.

- **Purposive sampling** targets employees with varied work modes (remote, hybrid, on-site) and job levels.

#### Sample Size

The study includes a sample of **100–150 employees** from sectors such as IT, manufacturing, services, and healthcare.

#### Data Analysis Tools

- **Quantitative data:** Analyzed using percentages, means, standard deviations, and correlation.
- **Qualitative data:** Evaluated through thematic analysis to identify patterns and employee perspectives.

## 9. RESULT ANALYSIS

**H01:** There is no compelling connection between organizational support and employee job satisfaction

**Table: Job satisfaction, Organizational support**

Organizational support	Employee job satisfaction
28	45
41	54
51	28
7	0
38	41
61	69
28	17
0	0
33	19
71	51
23	43
0	12
0	2
37	39
64	66
26	22
0	0
52	5
67	13
8	30
0	49
0	30

Source: Extracted from Questionnaire

**Summary output**

Regression Statistics	
Multiple R	0.513206701
R Square	0.263381118
Adjusted R Square	0.224611703
Standard Error	22.26950763
Observations	21

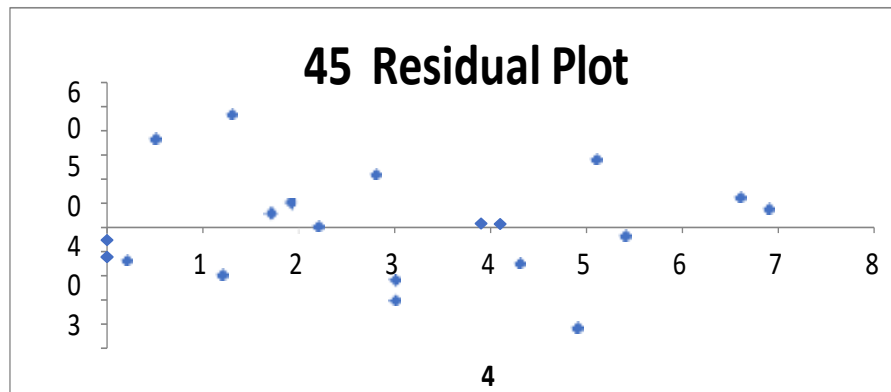
ANOVA					
	df	SS	MS	F	Significance F
Regression	1	3369.121	3369.121	6.793528	0.017345
Residual	19	9422.688	495.931		
Total	20	12791.81			

	COEFFICIENTS	STANDARD ERROR	t STAT	P-VALUE	LOWER 95%	UPPER 95%	LOWER 95.0%	UPPER 95.0%
Intercept	12.2346168	8.032522	1.523135	0.144196	-4.57765	29.04688	-4.57765	29.04688
45	0.593344148	0.227645	2.60644	0.017345	-0.116877	1.069812	-0.116877	1.069812

Observation	Predicted 28	Residuals	Standard Residuals
1	44.27520078	-3.2752	-0.15089
2	28.84825294	22.15175	1.020553
3	12.2346168	-5.23462	-0.24116
4	36.56172686	1.438273	0.066263
5	53.175363	7.824637	0.360489
6	22.32146731	5.678533	0.261616
7	12.2346168	-12.2346	-0.56366
8	23.50815561	9.491844	0.437299
9	42.49516834	28.50483	1.313246
10	37.74841515	-14.7484	-0.67947
11	19.35474657	-19.3547	-0.89169
12	13.4213051	-13.4213	-0.61833
13	35.37503856	1.624961	0.074864

14	51.39533055	12.60467	0.58071
15	25.28818805	0.711812	0.032794
16	12.2346168	-12.2346	-0.56366
17	15.20133754	36.79866	1.695351
18	19.94809072	47.05191	2.167728
19	30.03494123	-22.0349	-1.01517
20	41.30848004	-41.3085	-1.90312
21	30.03494123	-30.0349	-1.38374

Percentile	28
2.380952	0
7.142857	0
11.90476	0
16.66667	0
21.42857	0
26.19048	0
30.95238	7
35.71429	8
40.47619	23
45.2381	26
50	28
54.7619	33
59.52381	37
64.28571	38
69.04762	41
73.80952	51
78.57143	52
83.33333	61
88.09524	64
92.85714	67
97.61905	71

**Chart 4 Impact of organizational support on employee job satisfaction**

Source: Extracted from Analysis

**Interpretation:** Based on the regression analysis, the hypothesis stating that no significant relationship exists between organizational support and employee job satisfaction is rejected. Such a relationship has been found to be significant, since the p-value of 0.017 was less than the customary level of significance of 0.05 at the 5% significance level. The R-Square value of

0.263 indicates that 26.3% of the job satisfaction can be explained by organizational support. This shows that there's just a slight positive-to- significant association between job satisfaction and organizational support. Thus, it can be concluded that organizational support positively affects employee job satisfaction; the more support employees perceive from their organizations, the greater the level of job satisfaction within the workforce.

**H02:** Work-life balance has a significant positive impact on employee productivity.

**Table 2: Impact of work life balance on employee productivity**

Work life balance	Employee productivity
47	36
59	39
21	41
0	8
0	3
45	42
64	52
32	33
67	0
17	15
31	29
52	62
23	21
4	0
50	16
54	54
23	50
0	7
40	29

38	61
29	28
18	9
1	0

Source: Extracted from Questionnaire

#### Summary output

Regression Statistics	
Multiple R	0.573476
R Square	0.328875
Adjusted R Square	0.295318
Standard Error	18.25147
Observations	22

ANOVA					
	df	SS	MS	F	Significance F
Regression	1	3264.769	3264.769	9.800695	0.005266
Residual	20	6662.322	333.1161		
Total	21	9927.091			

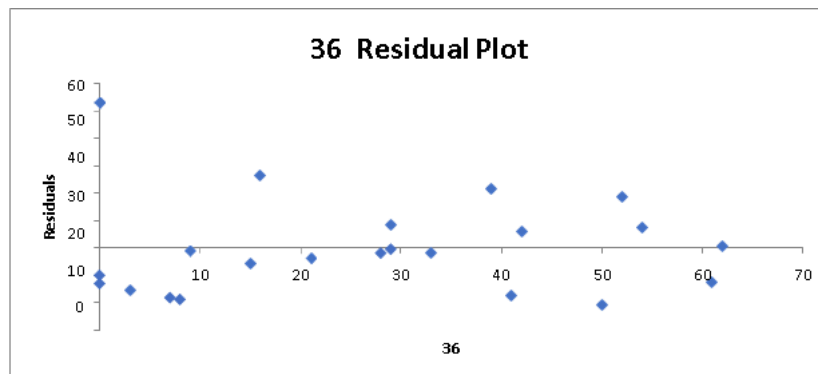
	COEFFICIENTS	STANDARD ERROR	T STAT	P-VALUE	LOWER 95%	UPPER 95%	LOWER 95.0%	UPPER 95.0%
Intercept	13.98483	6.520254	2.1448	0.0444	0.3838	27.585	0.3838	27.585
36	0.601559	0.192154	3.1306	0.0052	0.2007	1.0023	0.2007	1.0023

Observation	Predicted 47	Residuals	Standard Residuals
1	37.44562	21.55438	1.210131
2	38.64874	-17.6487	-0.99086
3	18.7973	-18.7973	-1.05534
4	15.78951	-15.7895	-0.88647
5	39.2503	5.749699	0.322806
6	45.26589	18.73411	1.051792
7	33.83627	-1.83627	-0.10309
8	13.98483	53.01517	2.976439
9	23.00821	-6.00821	-0.33732

10	31.43004	-0.43004	-0.02414
11	51.28148	0.718522	0.04034
12	26.61757	-3.61757	-0.2031
13	13.98483	-9.98483	-0.56058
14	23.60977	26.39023	1.481631
15	46.46901	7.530993	0.422814
16	44.06277	-21.0628	-1.18253
17	18.19574	-18.1957	-1.02157
18	31.43004	8.569964	0.481145
19	50.67992	-12.6799	-0.71189
20	30.82848	-1.82848	-0.10266
21	19.39886	-1.39886	-0.07854
22	13.98483	-12.9848	-0.72901

<b>Percentile</b>	<b>47</b>
2.272727	0
6.818182	0
11.36364	0
15.90909	1
20.45455	4
25	17
29.54545	18
34.09091	21
38.63636	23
43.18182	23
47.72727	29
52.27273	31
56.81818	32
61.36364	38
65.90909	40
70.45455	45
75	50
79.54545	52
84.09091	54
88.63636	59
93.18182	64
97.72727	67



**Chart 2 Impact of work life balance on employee productivity**

**Interpretation:** My regression analysis strongly supports the hypothesis in favor of work-life balance, affirming its significant positive influence on productivity. Since the p-value is highly significant (0.005), and the R Square value is 0.329, the statistics show that about 32.9% of the variation in productivity can be attributed to work-life balance, much in favor of the positive influence of work-life balance on employee productivity.

Accordingly, studying work-life balance has shown a positive effect on employee productivity, very worthy of noting by companies that want to take flexible work options and support policies to accommodate this idiosyncrasy.

## 10. FINDINGS

The study revealed that work-life balance concerns are most prominent among individuals aged 25–35, with over half reporting family responsibilities and lack of workplace flexibility as major challenges. More than 50% admitted to facing pressure to respond to work matters after hours, contributing to stress and imbalance. Only 26% were aware of available mental health programs in their organizations. While 55% expressed satisfaction with their current balance, 11% were dissatisfied. Regression analysis showed a significant positive relationship between organizational support and job satisfaction ( $R^2 = 0.263$ ), and between work-life balance and productivity ( $R^2 = 0.329$ ). Flexible hours and remote work were widely seen as effective solutions. Additionally, over half reported absenteeism due to poor balance, and nearly 70% agreed that maintaining a healthy work-life balance improves productivity.

## 11. RECOMMENDATIONS

- Promote flexible work hours and hybrid models to help employees manage personal and professional responsibilities effectively.
- Implement and communicate mental health and wellness programs to reduce stress and improve overall well-being.
- Set clear boundaries for work hours to prevent after-hours pressure and reduce burnout.
- Train managers to be empathetic leaders who support work-life balance and boost team morale.
- Encourage regular breaks and vacations as a norm to enhance focus and reduce mental exhaustion.

## 12. CONCLUSION

The study, in all manners, clearly points to the significance that work-life balance has when addressing employee productivity and job satisfaction. Through a complete analysis and statistical invalidation, it was found that employees who were given support by the organization, flexible working hours, and wellness initiatives tend to report higher productivity, lesser stress, and more loyalty to the employer. Further regression results validated that both organizational support and work-life balance do bear a significant impact on employee satisfaction and output. Yet, from the part of some of the workforce, the bad side remains: the excessive workload, the lack of flexibility in scheduling, and the weak support for mental health; such factors leave a negative impact on the performance of these workers and their well-being. These findings underline a lesson for organizations to treat work-life balance not just as a welfare issue but as a strategic concern on which an organization can bank on to have a motivated, efficient, and loyal workforce. Ensuring a work culture that supports and nourishes employee well-being can serve long-term purposes through increased retention, improved morale, and strong organizational image.

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