



Impact on Work Life Balance on Employee Wellbeing

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Abstract

The purpose of this study is to learn more about the work-life balance that IT business employees feel in the workplace and to explore various work -related elements that may impact that balance. To examine how employees perceive work-life balance, well-structured surveys are created using qualitative data. Sample magnitude one hundred respondents are chosen using a five-point Likert scale. Interviewees took part in the process, and data was analysed using a manifest content analysis. In conclusion, as production rates rise, workers often have to work overtime on weekends and receive notice of this work later than usual, which results in a poor work life balance.

Keywords: Employee Satisfaction, Well-Being, Performance, Individual and Employee Well-Being.

1. Introduction

1.1. Work Life Balance

Employee well-being and life satisfaction have become crucial considerations for organization, similar to salary and benefits. Work-life balance programs are now sought after by job seekers. Employees today evaluate organizations based on their efforts to enhance overall well-being, affecting talent attraction, retention, and management. This marks a shift from considering well-being solely the employee's concern to viewing it as vital for organization success. Employees are increasingly adopting a holistic approach to create desirable workplaces for both employees and employers alike. The emergency of technology, such as email, computers, and cell phones, has blurred the boundaries between work and personal life, allowing employees to engage in office work even outside traditional office hours. This constant connectivity can lead to lack of focus on family and personal life, contributing to work life conflict for employees [1]. Without proper work-life balance, employees may experience increased stress, leading to potential health issues such as burnout due to demands of a stressful work environment [2]. Another important thing is that work life balance is

not gender specific it is just not related to female employees in fact includes both male and female employees it is true that female employees suffer more as they have complete responsibility of children and family and even have to challenges. organization and their policies play a very important role for employees to manage with work and life. Work life balance is directly related with job satisfaction if the employees are not satisfied with the organizational policies related to work life balance it will directly affect the organization in retaining and attracting efficient employees, as the success of an organization depends on the quality of employees, which result in high productivity [3]. After 2008 global recession in security in job as increased a lot of pressure on employees to save the job and to improve the career, they work more dedicatedly which can result in stress and this stress can even be carried home which may cause burnout.

1.2. Purpose

The accomplishment of any association depends to a great extent on the specialists, the representatives are considered as the foundation of "INFO GROWTH PRIVATE LIMITED ". The need for



conducting a learn to evaluation of work-life balance in enhancing employee welfare stems from the increasing recognition of critical role that work life balance plays in the modern workplace [4]. With the ever growing often find themselves struggling to maintain balance between their professional and personal lives. Consequently, organizations are increasingly implementing various work-life balance initiatives aimed at supporting their employees in managing these competing demands.

1.3. Objectives

- To study the work life balance of working Employees
- To access the perception of employees towards work life balance.
- To evaluate the satisfaction level among the employees.

2. Method

Based on Primary data questionnaires are formulated and it is circulated among the employee in the company [5]. The research design is Empirical. Sample size is 100 selected by using

simply random sampling. 5point Likert scale is used to analyse satisfaction levels of the employees in their work life in Table [4-6].

H01: There is no significance relationship between work life balance and employee performance in Table [1-3].

Table 1 Hypothesis Testing

Work life balance	Employee performance
30	5
26	10
25	36
13	50
10	3

Table 2 Summery output

Regression Statistics	
Multiple R	0.235248
R Square	0.055342
Adjusted R Square	-0.25954
Standard Error	9.828888
Observations	5

Table 3 Intercept

	Coefficients	Standard Error	T stat	P-value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept	22.83903	6.555744	3.4882	0.039945	1.975728	43.70233	1.955728	43.70233
Employee Performance	-0.09803	0.2338	-	0.7032	-	0.6461	-	0.6461

Table 4 H02: There Is Significant of Work Life Balance on Employee Satisfaction

Work life balance	Employee satisfaction
31	31
21	30
32	25
10	10
10	8

Table 5 Summery Output

RegressionStatistics	
Multiple R	0.859162
R Square	0.73816
Adjusted RSquare	0.65088
Standard Error	6.355563
Observations	5

Table 6 Intercept



	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95%	Upper 95%
Intercept	3.375514	6.631575	0.509006	0.645822	-17.7291	24.48014	-17.7291	24.48014
employee satisfaction	0.837716	0.288057	2.908157	0.062089	-0.07901	1.754442	-0.07901	1.754442

3. Results and Discussion (12 Pt)

3.1. Results

The summary output represents a linear regression analysis between work life balance and employee performance. The regression model is significant ($p < 0.05$). Indicating that work life balance affect employee performance, so accept H_{a1} and reject H_{01} . The R value 0.055 implies that 05.5% of variability of on risk in employee performance, overall is a significant for employee performance on work life balance [6]. There is a significant in work life balance and employee performance. The summary output represents a linear regression analysis between work life balance and employee satisfaction. The regression model is not significant ($p > 0.05$). Indicating that work life balance on employee satisfaction, so accept h_{02} and reject ha_2 . The R value 0.738 implies that 73.8% of the variability in risk in employee satisfaction, overall, not a significant effect on work life balance on employee satisfaction. There is no significant work life balance on employee satisfaction.

3.2. Discussion

- Employees value flexible work arrangements that support their work-life balance.
- Employees may experience depression due to work related stress.
- Require support in managing stress arising from work.
- Employees value family time, but how much they have depends on their personal situations and job requirements.
- Employees value effective communication and collaboration within their teams.

- Employees may have varying perceptions of their skills and abilities are utilized within the organization.
- Technology can both facilitate and hinder work-life balance, depending on how it is utilized.
- Work life balance was not significantly related to employee performance, implying that performance outcomes may influence by factors other than work-life balance.
- There is a significant effect of work life balance on employee's performance.
- The work life balance does not increase the satisfaction levels of the employees.

Conclusion

Work -life balance is essential for enhancing productivity and fostering growth, benefiting both employees and organizations. Effectively managing when, where, and how we work is key to maintaining this balance. When employees experience good work-life balance, their performance improves significantly. Conversely, imbalance can result in heightened stress levels and obstacles to productivity. Organizations play a crucial role in supporting their employees by cultivating a healthy work environment, offering relevant training opportunities, and promoting life planning initiatives. By prioritizing employee well-being and motivation, organizations can boost performance and achieve success.

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