

A Study on Work Life Balance and its Impact on Employee Satisfaction

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ABSTRACT

Work-life balance has become a crucial factor affecting employees' general contentment and productivity in the contemporary corporate setting. Maintaining a healthy balance between work and personal obligations has become strategically important as businesses come to view human capital as their most valuable asset. This study examines the effects of several work-life balance factors on employee happiness in a range of industries, including workload management, flexible scheduling, and encouraging leadership.

The study also looks at organisational strategies that support a well-rounded workplace culture, like training for compassionate management, employee health initiatives, and remote work choices. In addition to increasing employee satisfaction, businesses that deliberately cultivate such environments also see decreased staff attrition and higher levels of productivity.

Keywords: organisational culture, job engagement, employee well-being, workplace flexibility, work-life balance, and human resource strategy.

INTRODUCTION

Work-life balance has become a key component of both overall organisational success and employee satisfaction. The equilibrium a person maintains between their personal and professional obligations, making sure neither is neglected, is known as work-life balance. Employees must strike this balance in order to control stress, avoid burnout, and preserve general wellbeing. Studies reveal a robust association between improved job satisfaction and successful work-life balance strategies. For example, work-life balance has a major impact on job happiness and performance, according to a study on women working in Bengaluru's IT industries. Workers are more likely to be motivated, dedicated, and productive if they believe that their personal and professional life are supportively balanced. In addition to creating a nice work environment, companies that prioritise work-life balance

through initiatives like remote work, flexible scheduling, and employee wellness programs also see lower employee turnover and more employee engagement. Understanding and putting into practice work-life balance solutions that work is crucial for maintaining employee happiness and organisational progress as the workforce continues to change, particularly with the integration of technology and shifting social norms.

NEED FOR THE STUDY

- Workers who have a healthy work-life balance are typically happier and more devoted. Reducing turnover rates can be achieved by comprehending this connection.
- The study offers data-driven insights to help HR rules be rewritten or framed around remote work, flexible scheduling, and mental health assistance
- In general, contented workers produce more. Examining this connection aids companies in increasing productivity.
- Businesses that prioritise work-life balance tend to have a more recognisable employer brand in the marketplace.

SCOPE OF THE STUDY

This study's primary objective is to look into the relationship between work-life balance and employee satisfaction. It seeks to understand how various aspects of work-life balance, such as flexible scheduling, manageable workloads, organisational support, stress levels, mental health, and personal time, affect employees' overall job satisfaction. Only a specific subset of working professionals from a given region or organization representing a range of ages, roles, and departments are included in the study. Within a set time limit, structured questionnaires were utilised to collect data. The quantitative methods that underpin the analysis include linear regression, correlation, and descriptive statistics. The study primarily focusses on employees and ignores the views of employers or management. Even though the conclusions are based on a specific sample, they can be broadly applied across industries. The

purpose of the study is to provide organisations with useful suggestions for improving work-life balance practices that will raise worker happiness and wellbeing.

STATEMENT OF THE PROBLEM

Striking a healthy balance between work and personal commitments is becoming increasingly challenging for workers. The growing demands of rigorous deadlines, long hours, and constant connectivity are placing a strain on employees' well-being and often result in stress, burnout, and a decline in job satisfaction. Many employees still encounter challenges like strict schedules, heavy workloads, and a lack of management support, despite the fact that businesses acknowledge the importance of work-life balance. This imbalance affects a person's physical and mental health as well as their motivation, engagement, and productivity. Determining whether and to what extent work-life balance initiatives genuinely raise employee satisfaction is the difficult part. Investigating the connections between various facets of work-life balance and their impact on workers' job satisfaction is the aim of this study. By identifying the key factors that influence balance and satisfaction, the study aims to provide organisations with useful insights to develop better policies and practices that support employee well-being and enhance overall organisational performance.

OBJECTIVES :

- To Identify the Factors Influencing Work-Life Balance.
- To Investigate the Relationship Between Work-Life Balance and Employee Satisfaction.
- To Assess the Impact of Work-Life Balance on Employee Well-being.
- To Develop Recommendations for Enhancing Work-Life Balance and Employee Satisfaction.

REVIEW OF LITERATURE

Carlson and Grzywacz (2019) In a cross-cultural study that was published in the Journal of Vocational Behaviour, Carlson and Grzywacz looked at the relationship between work-life balance (WLB) and job satisfaction in seven different nations. According to the survey, workers who were able to better manage their personal and professional life reported feeling less stressed and being more engaged at work. Employers should take local cultural norms into account when creating WLB policies, the researchers

noted, as WLB is not just an individual concern but also influenced by cultural circumstances.

Gajendran and Harrison (2020) The Journal of Applied Psychology released this meta-analysis, which examined 46 studies to find out how distant employment affected workers' well-being. The results demonstrated that remote work arrangements greatly enhanced job satisfaction, reduced work-family friction, and improved work-life balance. Workers who had more flexible schedules said they felt less stressed and more independent. The survey underlined that for businesses looking to increase employee satisfaction and lower turnover, remote work may be a crucial strategic tool.

Ahmed and Kant (2020) This study, which was published in the Journal of Strategic Human Resource Management, concentrated on Indian professionals who found it difficult to manage their personal and professional obligations because of their rigid schedules and long work hours. The researchers discovered that low employee satisfaction and increased employee turnover rates were directly caused by poor WLB. They came to the conclusion that in order to retain talent and boost employee morale, Indian organisations should think about lowering workload pressures and providing flexible scheduling options.

Research Methodology

Primary data

A structured questionnaire was given to staff members of GRT Jewellers, a well-known retail jewellery company in South India, in order to gather the study's primary data. The purpose of the questionnaire was to specifically collect employee opinions on important work-life balance topics, including workload, mental health, stress levels, scheduling flexibility, and general job satisfaction. The primary dataset for analysis consisted of the 90 participants' voluntary responses. By using this approach, the researcher was able to get first-hand, in-the-moment insights from the staff, guaranteeing that the results accurately represent the circumstances and experiences that actually exist within the company.

Secondary data

Secondary data was collected from reliable online databases, published articles, research journals, company reports, and existing literature in addition to primary data. These resources were used to support the creation of the research instrument and the interpretation of the findings, as well as to comprehend the larger theoretical framework

of work-life balance and employee satisfaction. In addition to helping to compare the primary findings with previous studies in the field of human resource management, the secondary data offered contextual understanding.

Sampling Design

Using a non-probability convenience sampling technique, participants were chosen for the study based on their availability and willingness to participate. Ninety workers from GRT Jewellers took part in the study. Time constraints and the viability of reaching a particular subset of respondents within the company led to the selection of this sampling technique. This design successfully captures pertinent trends and issues within the sampled organisation, despite limiting the results' generalisability to the larger population.

Data Collection Methods

A structured questionnaire with 25 closed-ended questions about work-life balance and employee satisfaction was used to gather data. Respondents could indicate how much they agreed or disagreed with a variety of statements using the Likert scale format of the questionnaire. Consistency in responses was ensured by conducting the data collection over a predetermined period of time. The statistical analysis of trends, frequencies, correlations, and regression relationships between the variables of interest was made easier by this quantitative approach.

Statistical Tools and techniques

To find trends and evaluate relationships, the gathered data was analyzed using quantitative analytic tools

- **Descriptive Statistics** (frequencies) were applied to summarize and understand the general responses.
- **Correlation Analysis** was used to determine the strength and direction of the relationship between compensation strategies and employee motivation.
- **Linear regression** To examine the relationship between workload and work-life balance, a simple linear regression analysis was conducted. The analysis considered the independent variable.

Hypothesis Testing

- **Null Hypothesis (H₀):** There is no significant relationship between work-life balance and employee satisfaction.
- **Alternative Hypothesis (H₁):** There is a significant relationship between work-life balance and employee satisfaction.
- **Linear regression**

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.131 ^a	.017	.006	1.388

a. Predictors: (Constant), Do you feel that your workload is manageable?

b. Dependent Variable: Do you feel that your work schedule allows you to balance your personal and professional responsibilities?

INTERPRETATION

The regression model analyzed the relationship between the independent variable “Do you feel that your workload is manageable?” and the dependent variable “Do you feel that your work schedule allows you to balance your personal and professional responsibilities?” The R-value is 0.131, indicating a weak positive correlation between the variables. The R Square value is 0.017, which means that only 1.7% of the variance in the dependent variable can be explained by the independent variable. The Adjusted R Square is 0.006, which further confirms that the predictive power of the model is very low. The standard error of the estimate is 1.388, suggesting a moderate spread of observed values around the regression line.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	2.170	.319		6.793	.000
1 Do you feel that your workload is manageable?	.147	.118	.131	1.241	.218

a. Dependent Variable: Do you feel that your work schedule allows you to balance your personal and professional responsibilities?

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2.965	1	2.965	1.540	.218 ^b
1 Residual	169.490	88	1.926		
Total	172.456	89			

a. Dependent Variable: Do you feel that your work schedule allows you to balance your personal and professional responsibilities?

b. Predictors: (Constant), Do you feel that your workload is manageable?

INTERPRETATION

The ANOVA results show an F-value of 1.540 with a significance level (p-value) of 0.218. Since the p-value is greater than 0.05, the model is not statistically significant, indicating that the

independent variable “*Workload manageability*” does not significantly predict the perception of *work-life balance through work schedules*.

• **INTERPRETATION**

The unstandardized coefficient (B) for the independent variable is 0.147, with a standard error of 0.118. The t-value is 1.241 and the p-value is 0.218, which is above 0.05. This indicates that the variable “*Do you feel your workload is manageable?*” does not have a statistically significant effect on the perception of *work-life balance in terms of scheduling*. The constant value is 2.170, meaning that when the workload manageability is zero (hypothetically), the baseline score for work-life balance perception would be 2.170.

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.32	2.90	2.52	.183	90
Residual	-1.904	2.683	.000	1.380	90
Std. Predicted Value	1.126	2.091	.000	1.000	90
Std. Residual	-1.372	1.933	.000	.994	90

a. Dependent Variable: Do you feel that your work schedule allows you to balance your personal and professional responsibilities?

• **INTERPRETATION**

The predicted values range between 2.32 and 2.90, with a mean of 2.52 and standard deviation of 0.183, showing a narrow prediction range. The residuals range from 1.904 to 2.683, indicating variability in prediction errors. The standard deviation of residuals is 1.380, which is comparable to the standard error of the estimate,

further confirming variability in prediction. Overall, the residual *. Correlation is significant at the 0.05 level (2-tailed).

INTERPRETATION

The Spearman's correlation analysis reveals several meaningful relationships among work-life balance variables. There is a significant positive correlation between satisfaction with work-life balance and mental health ($\rho = 0.261$, $p = 0.013$), suggesting that individuals who are more satisfied with their balance tend to experience better mental well-being. Similarly, job satisfaction in relation to work-life balance is positively correlated with lower work-related stress ($\rho = 0.210$, $p = 0.047$), indicating that a positive perception of balance contributes to reduced anxiety. Furthermore, frequent engagement in joyful and relaxing activities outside of work is significantly associated with lower stress levels ($\rho = 0.215$, $p = 0.042$), emphasizing the importance of leisure for emotional resilience. However, correlations between general work-life balance satisfaction and other factors such as job satisfaction ($\rho = 0.074$) and engaging in joyful activities ($\rho = 0.085$) were weak and not statistically significant ($p > 0.05$). Overall, the findings highlight that while not all aspects are strongly connected, mental health, stress management, and personal well-being are closely tied to how individuals perceive and experience work-life balance.

Findings

1. Majority of Respondents are Young 42.2%
2. of respondents are below 25 years, and 32.2% are between 25–34 years, indicating that perceptions are largely from a younger workforce.
3. Female Representation is High 70% of the participants are female, suggesting gender-specific insights into work-life balance might be particularly relevant.
4. Work Flexibility is Moderately Present 57.8% agree or strongly agree they have flexibility to manage personal responsibilities, yet 16.6% disagree, indicating inconsistency in access to flexible schedules.
5. Overload and Overwhelm are Common 52.2% of respondents feel overwhelmed by work responsibilities, signaling the need to reassess workloads.
6. Work-Life Balance Satisfaction is Moderate Only 55.6% of respondents expressed

satisfaction with their work-life balance; 18.8% were dissatisfied.

7. Mental Health is Affected 51.1% of employees feel that their work-life balance directly affects their mental health, highlighting a strong link between professional demands and emotional well-being.
8. Managerial Support is Crucial 58.9% agree that managerial support enhances their well-being, emphasizing the leadership's role in maintaining work-life balance.
9. Job Satisfaction Not Universally High while 53.3% are satisfied with their job, 20% strongly disagree, indicating a portion of employees are significantly dissatisfied.
10. Suggestions for Improvement are Plentiful 61.1% of respondents have ideas for enhancing work-life balance, showing employees are eager for change and have constructive input.
11. Statistical Relationship is Weak. Regression analysis reveals a weak correlation ($R^2 = 0.017$) between workload manageability and the ability to balance personal and professional responsibilities, suggesting that multiple factors beyond workload affect work-life balance.

LIMITATIONS FOR THE STUDY

- Work-life balance and satisfaction are subjective ideas, and information gathered from surveys or interviews may be skewed by the respondents' biases, emotions, or transient situations.
- The study may not have taken into consideration how work-life balance affects employee satisfaction over the long run, particularly in light of evolving workplaces.
- It's possible that factors that could affect work-life balance and satisfaction but are not fully taken into account include things like personal life, family responsibilities, or economic conditions.
- Expectations and experiences related to work-life balance can differ significantly amongst departments, seniority levels, and professions, and they might not be sufficiently addressed.

Suggestions

1. Implement Flexible Work Arrangements to accommodate diverse personal needs, introduce policies like remote work, flextime, or compressed workweeks.
2. Train Managers in Empathetic Leadership as managerial support significantly affects well-being, training managers to be more empathetic and supportive is essential.
3. Regular Workload Reviews periodically assess and redistribute workloads to ensure employees are not overburdened, reducing stress and preventing burnout.
4. Encourage Use of Time-Off promote a culture where employees feel safe taking leave, especially for personal or mental health needs.
5. Provide Mental Health Support offer employee assistance programs (EAPs), counseling services, and workshops on stress management and resilience.
6. Strengthen Dependent Care Benefits since dependent care support is viewed as beneficial by 56.7% of respondents, expanding such services (e.g., childcare support or eldercare assistance) would be valuable.
7. Organize Wellness and Leisure Programs encourage activities that promote relaxation and joy, like wellness days, yoga sessions, or social events, to support emotional recovery.
8. Gather Feedback Continuously use periodic surveys or suggestion boxes to understand ongoing concerns and improve satisfaction with work-life balance efforts.
9. Create Role-Specific Flexibility Plans since not all roles can support the same flexibility, develop tailored solutions per department or job function.
10. Promote a results-oriented work environment (ROWE), where performance is measured by outcomes rather than hours spent, thus enabling better personal-professional integration.

Conclusion

According to research on work-life balance and its effects on employee satisfaction, keeping a healthy balance between work and personal obligations is essential for determining employees' general well-being and job satisfaction. According to the study's findings, a sizable section of the workforce particularly younger and female workers values work-life balance-promoting factors like

flexible work schedules, managerial support, and mental wellness initiatives. Additionally, it was noted that stress, a decreased sense of job satisfaction, and trouble effectively juggling personal and professional responsibilities are frequently caused by a lack of flexibility, an overwhelming workload, and a lack of time for personal activities.

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