

# A Study on Workplace Well-Being & Worklife Balance

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## ABSTRACT

Workplace wellbeing and work-life balance are critical factors influencing employee satisfaction, productivity, and overall organizational success. This paper explores the importance of workplace well-being and work-life balance in today's fast-paced work environment. Workplace well-being refers to how healthy, happy, and satisfied employees feel at their jobs. Work-life balance means being able to manage work responsibilities and personal life in a healthy way. When employees feel good at work and have time for their families, hobbies, and rest, they perform better and stay motivated. The paper looks at how companies can support their workers by offering flexible hours, mental health support, and a positive work culture. It also discusses the benefits of work-life balance for both employees and employers, such as reduced stress, better job satisfaction, and higher productivity.

## 1- INTRODUCTION

Maintaining well-being in the workplace and achieving a healthy work-life balance are crucial for businesses and employees alike in today's fast-paced work environment. In order to guarantee that workers are supported, engaged, and motivated, workplace wellbeing includes

physical, mental, and emotional health. Productivity, stress reduction, and job satisfaction are all boosted by a positive work environment. On the other hand, "work-life balance" refers to the capacity to balance professional responsibilities with time for personal pursuits, family, and self-care. Finding this balance helps prevent burnout, boosts overall happiness, and increases career sustainability over time. Companies that prioritize employee wellbeing and promote work-life balance benefit from higher retention rates, improved performance, and a more positive workplace culture.

The significance of workplace wellness, methods for achieving a healthy work-life balance, and ways in which businesses can assist their employees in leading fulfilling professional and personal lives will all be the subject of this discussion.

### 1.1 OBJECTIVES

To Identify the relationship between Workplace well-being & Work life balance.

To understand how employees feel about their wellbeing at work – whether they feel supported, healthy, and satisfied in their roles.

## 1.2 LIMITATIONS OF THE STUDY

The study is confined to Chennai and Thiruvallur districts only. This study only focuses on the short-term benefits of work-life balance efforts. It's harder to track how these policies affect employees over time. For instance, while a four-day workweek might show early success, we don't know as much about its long-term impact on productivity or morale.

## 1.3 NEED FOR THE STUDY

In today's fast-paced and competitive work culture, finding a balance between job demands and personal life has become a growing challenge. Work-life balance and overall well-being are crucial not just for employee satisfaction and mental health, but also for long-term productivity and organizational success. Despite increasing awareness, many companies still face difficulties when it comes to putting effective support systems in place for their people.

## 1.4 SCOPE OF THE STUDY

Workplace wellbeing is a broad and essential concept that extends across various aspects of an employee's professional and personal life. It goes beyond physical health and includes mental, emotional, and social well-being, ensuring employees feel supported, engaged, and motivated in their work environment. The scope of workplace wellbeing covers multiple dimensions, making it a critical factor in organizational success.

## 2 - REVIEW OF LITERATURE

- Allen, T. D., et al. (2013). Flexible work arrangements: A meta-analysis of their effects on work outcomes. *Journal of Applied Psychology*.

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## 3-RESEARCH METHODOLOGY

### 3.1 RESEARCH DESIGN

Descriptive research design is used for this study.

### 3.2 SAMPLING TECHNIQUE

Convenience Sampling Technique is used for this study.

### 3.3 SOURCES OF DATA

Primary data:

The primary data is collected through a Questionnaire by distributing the questionnaire in digital (Google form) form.

The questionnaire contains the following types of Questions: Demographic Questions, Likert Scale Questions, Rating Scale Questions.

Secondary data:

The secondary source of data is collected through internet websites, magazines, records and journals.

### 3.4 SAMPLE SIZE

Collected 100 respondents for the study.

### 3.5 HYPOTHESIS

*PEARSON'S CORRELATION: Workplace well-being & Work life balance.*

**(H<sub>0</sub>):** There is no significant relationship in work place well-being with work life balance.

**(H<sub>1</sub>):** There is a significant relationship in work place well-being with work life balance.

## 4-DATA ANALYSIS & INTERPRETATION

### 4.1 HYPOTHESIS - TESTING

#### 4.1.1 PEARSON'S CORRELATION

Correlation  
N = 100

| Correlations |                      |         |            |
|--------------|----------------------|---------|------------|
|              |                      | count   | percentage |
| count        | Pearson Correlation: | 1       | 1.000**    |
|              | Sig. (2-tailed)      |         | .000       |
|              | N                    | 100     | 100        |
| percentage   | Pearson Correlation: | 1.000** | 1          |
|              | Sig. (2-tailed)      | .000    |            |
|              | N                    | 100     | 100        |

\*\* Correlation is significant at the 0.01 level (2-tailed).

**Alternative Hypothesis accepted H<sub>1</sub> :** There is a significant relationship in workplace well-being with work life balance

The correlation analysis between the variables Workplace well being & Work life balance, based on a sample size of **N = 100**, reveals a perfect positive linear relationship with a Pearson correlation coefficient of **1.000**. This indicates that as the count increases, the percentage increases in a perfectly proportional manner. The significance value (**p = .000**) confirms that this correlation is statistically significant at the 0.01 level.

## 5 - FINDINGS AND SUGGESTIONS

### 5.1 FINDINGS

1. 53% of the respondents are agreed that their company provides them facilities like mental health support etc...
2. 56% of the respondents agree that they do overwork.
3. 53% of the respondents agree that their company offer flexible work arrangements
4. 47% of the respondents agree that sometimes their work interfere with their personal life.

### Hypothesis findings of correlation

**(Alternative Hypothesis Accepted), H<sub>1</sub> :** The analysis found a significant relationship in workplace well-being with work life balance

**Alternative Hypothesis H<sub>1</sub> :** There is a significant relationship in workplace well-being with work life balance

### 5.2 SUGGESTIONS

One of the most impactful ways to support employees is by offering flexible work arrangements. Whether it's remote work, hybrid setups, or just more flexible hours,

giving people the freedom to manage their time helps reduce stress and leads to better overall performance. It's about trusting your team to get the job done in a way that suits their lifestyle.

Creating a healthy work environment is equally important. This goes beyond just having a clean office—it's about making sure workspaces are ergonomic and comfortable, and that employees feel safe and supported while they're on the job. A little attention to physical surroundings can make a big difference in how people feel throughout the day.

## 6 - CONCLUSION

The analysis of workplace wellbeing and work-life balance reveals a strong connection between employee satisfaction, productivity, and organizational success.

Physical and mental well-being in the workplace has become the invasion of the present scenario. Much of the problems at work is not only by work overload or time pressure but also by inadequate working environment, harassment, discrimination, cannot spend time with families ,poor relationship with colleague's and Higher authorities but the management can help the employees to be aware and to help them reduce stress.

In conclusion, workplace wellbeing and work-life balance are not just HR concepts but critical factors that shape an organization's long-term success. Organizations that prioritize these aspects benefit from a healthier, happier, and more productive workforce. To maintain these positive outcomes, companies must continuously assess their policies and adapt to the evolving needs of their employees, ensuring a sustainable and thriving work environment.

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