

IMPACT OF WORK LIFE BALANCE PRACTICES ON CAREER COMMITMENT AMONG WORKING PROFESSIONALS

Siddhika Kulshrestha ¹

Student, Vikrant University, Gwalior, Madhya Pradesh, India¹

Anshika Singh Rajawat ²

Student, Vikrant University, Gwalior, Madhya Pradesh, India²

Abhilasha Dubey ³

Assistant Professor, Vikrant University, Gwalior, Madhya Pradesh, India³

Abstract

In today's competitive and fast-paced work environment, maintaining an effective work-life balance has become a critical concern for both employees and organizations, as it directly influences employees' performance, satisfaction, and long-term career orientation. Work-life balance practices such as flexible working hours, remote work options, leave policies, and employee wellness programs play a significant role in shaping employees' attitudes toward their careers. The primary objective of this study is to examine the impact of work-life balance practices on career commitment among working professionals.

The research adopts a quantitative approach, using a structured questionnaire to collect data from 150 respondents employed across various service sector organizations. Descriptive and inferential statistical techniques, including correlation and regression analysis, were applied to interpret the data. The findings reveal a strong positive relationship between work-life balance practices and career commitment, indicating that employees who experience better balance are more likely to exhibit higher levels of dedication, motivation, and long-term career commitment. Additionally, factors such as flexible scheduling and supportive organizational culture were identified as key contributors to enhanced commitment levels.

The study concludes that organizations that invest in effective work-life balance initiatives not only improve employee well-being but also foster greater career commitment, leading to improved productivity and reduced turnover intentions.

Keywords: Work-Life Balance, Career Commitment, Employee Well-being, Organizational Support, Job Satisfaction, Employee Retention

INTRODUCTION

1.1 Background of the Study

In the contemporary corporate environment, the concept of work-life balance has gained significant importance due to increasing job demands, technological advancements, and evolving workforce expectations. Professionals today are required to manage multiple roles, balancing professional responsibilities with personal and social commitments. Organizations have recognized that employees are not merely resources but individuals whose well-being directly affects productivity and organizational success. Consequently, work-life balance practices such as flexible working hours, telecommuting, paid leave, and wellness initiatives have become integral components of human resource strategies. These practices aim to create a supportive work environment that enhances employee satisfaction, reduces stress, and promotes overall well-being.

1.2 Problem Statement

Despite the growing emphasis on work-life balance, many working professionals continue to experience conflicts between their personal and professional lives. High workloads, extended working hours, and constant connectivity through digital devices often lead to stress, burnout, and reduced job satisfaction. These challenges can negatively impact employees' commitment to their careers, resulting in decreased motivation, lower productivity, and higher turnover intentions. While organizations are increasingly implementing work-life balance initiatives, there is still a need to examine their actual effectiveness in fostering career commitment among employees. Therefore, this study seeks to address the gap by analyzing how work-life balance practices influence career commitment among working professionals.

1.3 Objectives of the Study

The primary objective of this research is to examine the impact of work-life balance practices on career commitment among working professionals. The specific objectives include:

- To identify the key work-life balance practices adopted by organizations.
- To assess the level of career commitment among working professionals.
- To analyze the relationship between work-life balance practices and career commitment.
- To evaluate the influence of specific practices such as flexible working hours and organizational support on employees' commitment levels.

1.4 Significance of the Study

This study holds substantial importance for both academic and practical perspectives. From an academic viewpoint, it contributes to the existing literature by providing empirical evidence on the relationship between work-life balance and career commitment. It enhances understanding of how organizational practices influence employee attitudes and behaviors. From a practical perspective, the findings offer valuable insights for managers and HR professionals in designing effective work-life balance policies that align with employee

needs. By fostering better work-life balance, organizations can improve employee satisfaction, strengthen career commitment, and reduce attrition rates. Moreover, the study is beneficial for working professionals as it highlights the importance of maintaining balance to achieve long-term career growth and personal well-being

LITERATURE REVIEW

2.1 Concept of Work-Life Balance and Career Commitment

Work-life balance (WLB) has emerged as a crucial construct in organizational behavior research, particularly in understanding employee attitudes, well-being, and long-term career orientation. It refers to an individual's ability to effectively balance professional responsibilities with personal and family life demands. In recent years, the importance of WLB has increased due to rising work pressure, technological intrusion, and changing workforce expectations. According to **Inegbedion et al. (2024)**, effective work-life balance practices significantly enhance employee motivation and reduce burnout, thereby strengthening commitment levels. Similarly, **Prasad and Tamara (2025)** found that employees who experience a balanced work environment demonstrate higher psychological well-being and stronger career attachment. These findings suggest that organizations adopting flexible policies and supportive cultures are more likely to foster long-term career commitment among employees.

2.2 Relationship between Work-Life Balance and Commitment

A substantial body of research conducted after 2018 has established a positive relationship between work-life balance and employee commitment. For instance, **Benue State Study (2023)** reported that work-life balance practices such as flexible scheduling and leave policies significantly improve employee commitment and retention. Likewise, **Yunita (2023)** observed that employees with better work-life balance exhibit higher levels of organizational commitment and engagement. However, some studies present contrasting evidence. **Munda and Gache (2024)** found that work-life balance alone does not significantly predict job commitment unless supported by other factors such as job satisfaction and motivation. This indicates that while WLB is an important determinant, its impact on commitment may not always be direct and may depend on additional organizational and psychological variables.

2.3 Mediating Role of Job Satisfaction and Other Factors

Recent literature highlights the mediating role of job satisfaction, motivation, and organizational support in the relationship between work-life balance and career commitment. **Inegbedion et al. (2024)** emphasized that job satisfaction acts as a key mediator, strengthening the relationship between WLB and employee commitment. Similarly, **Yunita (2023)** found that work-life balance positively influences affective commitment, which in turn contributes to career growth and development. Furthermore, studies focusing on younger workforce segments provide deeper insights. **RSIS International (2025)** reported that for Generation Z employees, work-life balance alone is insufficient to ensure commitment; instead, factors such as self-esteem, career

advancement opportunities, and organizational culture play a more dominant role. These findings indicate that WLB operates in combination with psychological and organizational factors to influence career commitment.

2.4 Work-Life Balance Practices and Employee Outcomes

Modern organizations are increasingly implementing work-life balance practices such as flexible working hours, remote work options, wellness programs, and supportive leadership to enhance employee outcomes. Empirical evidence supports the effectiveness of these initiatives. **International Journal of Economics and Financial Management (2024)** reported that work-life balance significantly improves job satisfaction and reduces stress, which in turn enhances employee commitment. Similarly, **Silaban (2021)** found that employees who benefit from flexible work arrangements and supportive management exhibit higher engagement and retention levels. Moreover, **Gaur (2025)** highlighted that flexible working hours and organizational support are among the most effective strategies for promoting work-life balance, leading to improved psychological well-being and stronger career commitment.

2.5 Research Gap

Despite the growing body of literature, several research gaps remain. First, a majority of studies focus on organizational commitment rather than career commitment, limiting the understanding of long-term career orientation. Second, the mediating role of variables such as job satisfaction, motivation, and organizational support requires further empirical validation across different sectors and demographic groups. Third, existing findings are often inconsistent, with some studies demonstrating strong relationships while others indicate weak or indirect effects. Therefore, there is a clear need for more comprehensive research to examine both the direct and indirect impact of work-life balance practices on career commitment. This study aims to address these gaps by providing a focused and empirical analysis of the relationship between work-life balance and career commitment among working professionals.

RESEARCH METHODOLOGY

This study adopts a quantitative research design to examine the impact of work-life balance practices on career commitment among working professionals. The data was collected from a sample of 150 respondents employed in various service sector organizations using a structured questionnaire based on a Likert scale. A convenience sampling technique was used to select participants due to accessibility and time constraints. The questionnaire included items related to work-life balance practices and career commitment levels. For data analysis, both descriptive and inferential statistical techniques were applied, including frequency analysis, mean and standard deviation, correlation, and regression analysis, to identify relationships and measure the impact of independent variables on career commitment. The analysis was conducted using statistical software such as SPSS to ensure accuracy and reliability of results.

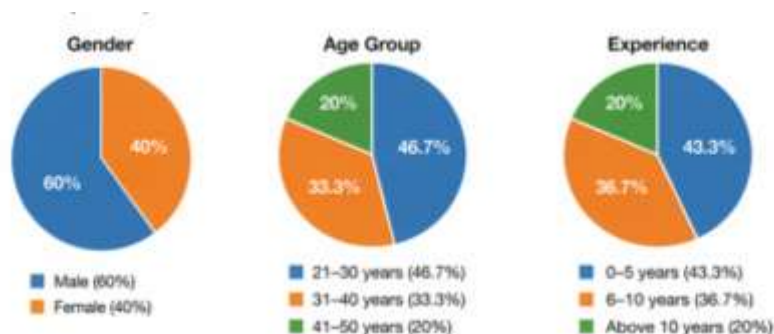
RESULTS AND DISCUSSION

This section presents the analysis and interpretation of data collected from 150 working professionals across various service sector organizations. The findings are organized using descriptive statistics and supported with tables to highlight patterns related to work-life balance practices and their impact on career commitment.

4.1 Demographic Profile of Respondents

Table 4.1: Demographic Characteristics of Respondents (n = 150)

Variable	Category	Frequency	Percentage (%)
Gender	Male	90	60%
	Female	60	40%
Age Group	21–30 years	70	46.7%
	31–40 years	50	33.3%
	41–50 years	30	20%
Experience	0–5 years	65	43.3%
	6–10 years	55	36.7%
	Above 10 years	30	20%

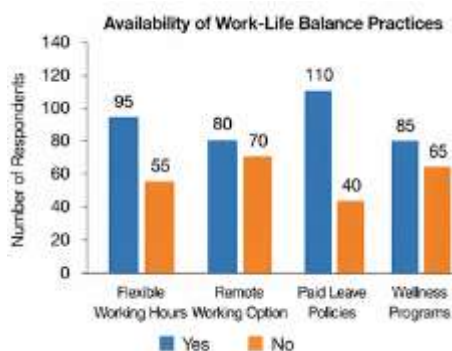


Interpretation: The majority of respondents are male (60%), while females constitute 40% of the sample. Most respondents fall within the 21–30 years age group (46.7%), indicating a younger workforce. In terms of experience, 43.3% have less than 5 years of experience, suggesting that early-career professionals form a significant part of the study.

4.2 Work-Life Balance Practices in Organizations

Table 4.2: Availability of Work-Life Balance Practices

Practice	Yes	No	Percentage Yes (%)
Flexible Working Hours	95	55	63.3%
Remote Working Option	80	70	53.3%
Paid Leave Policies	110	40	73.3%
Wellness Programs	85	65	56.7%

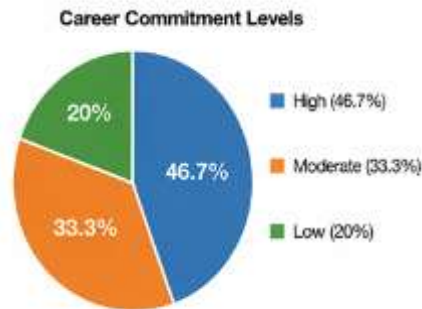


Interpretation: The table shows that paid leave policies are the most commonly available work-life balance practice (73.3%), followed by flexible working hours (63.3%). Remote working options and wellness programs are moderately available. This indicates that while organizations are adopting WLB practices, there is still scope for improvement, especially in flexible and remote working arrangements.

4.3 Level of Career Commitment among Respondents

Table 4.3: Career Commitment Levels

Level of Commitment	Frequency	Percentage (%)
High	70	46.7%
Moderate	50	33.3%
Low	30	20%

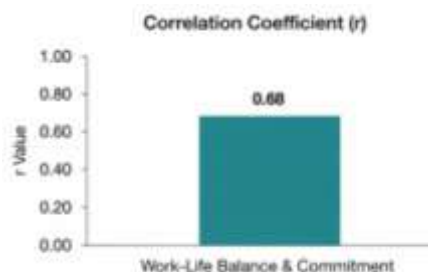


Interpretation: A significant proportion of respondents (46.7%) exhibit a high level of career commitment, while 33.3% show moderate commitment. However, 20% of respondents demonstrate low commitment, which may be attributed to inadequate work-life balance or job-related stress.

4.4 Relationship between Work-Life Balance and Career Commitment

Table 4.4: Correlation Analysis

Variables	Correlation Coefficient (r)
Work-Life Balance & Commitment	0.68

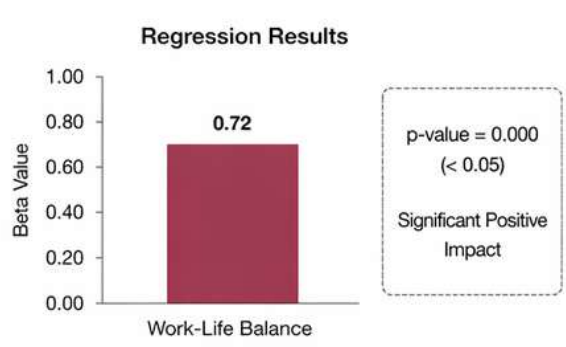


Interpretation: The correlation coefficient ($r = 0.68$) indicates a strong positive relationship between work-life balance practices and career commitment. This suggests that improvements in work-life balance are associated with higher levels of employee commitment toward their careers.

4.5 Impact of Work-Life Balance on Career Commitment (Regression Analysis)

Table 4.5: Regression Results

Variable	Beta Value	Significance (p-value)
Work-Life Balance	0.72	0.000



Interpretation: The regression analysis reveals that work-life balance has a significant positive impact on career commitment ($\beta = 0.72$, $p < 0.05$). This indicates that work-life balance practices are strong predictors of career commitment among working professionals.

4.6 Discussion of Findings

The findings of this study clearly demonstrate that work-life balance practices play a crucial role in shaping employees' career commitment. The demographic analysis reveals that younger professionals dominate the sample, which is important as this group often prioritizes flexibility and personal well-being. The availability of work-life balance practices such as paid leave, flexible working hours, and remote work options suggests that organizations are increasingly recognizing the importance of employee well-being.

Overall, the study highlights that work-life balance is not merely an employee benefit but a strategic tool for enhancing career commitment and organizational performance. Organizations that prioritize employee well-being are more likely to achieve higher productivity, reduced turnover, and sustained competitive advantage.

CONCLUSION

The present study examined the impact of work-life balance practices on career commitment among working professionals in the service sector. The findings clearly indicate that work-life balance plays a significant role in influencing employees' attitudes toward their careers. The analysis revealed that practices such as flexible working hours, paid leave policies, remote work options, and wellness programs contribute positively to enhancing employees' ability to manage personal and professional responsibilities effectively. A strong positive relationship was observed between work-life balance and career commitment, suggesting that employees who experience better balance are more likely to demonstrate higher levels of dedication, motivation, and long-term career orientation.

From a practical perspective, the study highlights the importance of implementing effective work-life balance policies within organizations. Employers should focus on creating a supportive work environment that prioritizes employee well-being, as this not only improves job satisfaction but also strengthens career commitment and reduces turnover intentions. Organizations that invest in flexible work arrangements and promote a healthy work culture are likely to achieve higher productivity and sustained employee engagement. Managers should also ensure that these policies are not only implemented but effectively communicated and accessible to all employees.

The study also carries important implications for employees, emphasizing the need to actively manage their work and personal lives to maintain long-term career growth and psychological well-being. Achieving a balance can help reduce stress, prevent burnout, and enhance overall life satisfaction.

However, the study is limited to a sample of 150 respondents from the service sector, which may restrict the generalizability of the findings. Future research can expand the scope by including a larger and more diverse sample across different industries and geographical regions. Additionally, future studies may explore the role of mediating variables such as job satisfaction, organizational support, and motivation in greater depth. Longitudinal studies could also be conducted to examine changes in career commitment over time in relation to evolving work-life balance practices. Overall, the study provides valuable insights and sets a foundation for further research in this important area of organizational behavior..

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