



A STUDY ON WORK LIFE BALANCE AND PSYCHOLOGICAL WELL BEING

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ABSTRACT

Work-life balance has become a critical factor influencing employees' psychological well-being in modern organizations. This study examines the relationship between work-life balance and mental health outcomes such as stress, anxiety, and job satisfaction. A quantitative research approach was adopted, and data were collected through a structured questionnaire using a convenience sampling technique. The findings indicate a significant positive relationship between work-life balance and psychological well-being, suggesting that improved balance leads to reduced stress and enhanced job satisfaction. The study also highlights the importance of organizational support and flexible work practices in promoting employee well-being. It concludes that maintaining work-life balance is essential for both individual health and organizational effectiveness.

KEYWORDS : Work-life balance, psychological well-being, stress, job satisfaction, organizational support, employee productivity

INTRODUCTION

Work-life balance and psychological well-being are key areas of study in organizational behavior, highlighting how individuals manage professional and personal responsibilities to maintain mental health and life satisfaction. With increasing work demands, digital connectivity, and globalization, maintaining this balance has become more challenging, often leading to stress, burnout, and role conflict. Theories such as work-family conflict and models of well-being emphasize that poor balance negatively impacts psychological health, while effective balance enhances job satisfaction, performance, and overall well-being. As a result, organizations are adopting supportive practices like flexible work arrangements to improve employee well-being. This study aims to further explore the relationship between work-life balance and psychological well-being and identify factors influencing both.

Despite the growing body of research, there remains a need to further examine how work-life balance influences psychological well-being across different contexts and populations. Therefore, the present study aims to investigate the relationship between work-life balance and psychological well-being, identify the key factors affecting both constructs, and provide insights for organizational practices that promote employee well-being and overall productivity.

Literature Review

A study by Mharchelya et al. (2024) conducted a systematic literature review and found that effective work-life balance significantly contributes to employees' career satisfaction and overall life satisfaction. The study emphasized that organizations implementing work-life balance practices can enhance both employee wellbeing and productivity.

Similarly, Reed (2021) conducted a comprehensive meta-analysis and concluded that work-life balance is strongly associated with improved mental health outcomes, including reduced stress, anxiety, and burnout. The study also highlighted that flexible work arrangements positively influence psychological wellbeing and job satisfaction.

Another study by Aprilia, Hayati, and Situmorang (2024) examined factors influencing work-life balance among employees, particularly women. The findings indicated that organizational support, job satisfaction, and work environment play a crucial role in maintaining work-life balance, which in turn enhances psychological wellbeing. The study also emphasized the importance of social support

systems in reducing stress.

Research by Abdilah et al. (2023) explored the relationship between work-life balance and perceived stress. The study revealed a strong negative correlation between work-life balance and stress levels, indicating that improved balance leads to reduced stress and better mental health outcomes.

Research Methodology

The research methodology is the systematic process through which this study was carried out to explore work-life balance and psychological wellbeing. This section outlines the research design, sampling technique, data collection method, and tools used for analysis. The study follows a descriptive research design, which aims to describe the work life balance and its effect on psychological well being. The research is both quantitative and primary in nature, relying on first-hand data collected directly from the target audience.

Source of Data

- **Primary Data:** Collected through a structured questionnaire circulated among youth.
- **Secondary Data:** Collected from books, academic journals, online articles, and previous research papers to support the theoretical foundation of the study.

Sampling Technique : The study used a convenience sampling technique. Respondents were selected based on their availability and willingness to participate.

Sample Size : A total of 49 respondents were surveyed, primarily consisting of individuals who are indulged in any job or business.

Data Collection Method

The primary data was collected using a Google Form questionnaire, which included close-ended multiple-choice questions based on the study objectives.

Objectives of the Study

1. To analyze the relationship between work-life balance and psychological well-being among employees.
2. To identify the key factors influencing work-life balance, such as workload, working hours, organizational support, and personal responsibilities.
3. To assess the impact of work-life imbalance on mental health outcomes, including stress, anxiety, and burnout.
4. To suggest strategies and recommendations for improving work-life balance to promote better

psychological health and productivity.

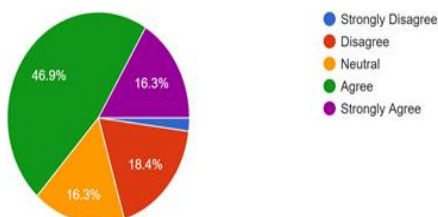
Real Company Examples: Work-Life Balance & Psychological Wellbeing

1. Google is widely recognized for its employee-friendly work culture and strong focus on mental wellbeing. The company provides flexible work hours and hybrid work options, mental health support (counseling, therapy sessions), wellness programs like yoga and mindfulness
2. Microsoft promotes work-life balance through flexible work schedules and hybrid work models, wellness programs and mental health resources, encouragement to take time off and avoid overwork.
3. Infosys has implemented several initiatives to improve employee wellbeing flexible work hours and remote working options, mental health counseling services, childcare facilities and parental support, wellness and recreational programs.
4. TCS supports work-life balance through hybrid work model (work from home + office), paid leave for personal and family responsibilities, mental health and wellness programs

Data Analysis

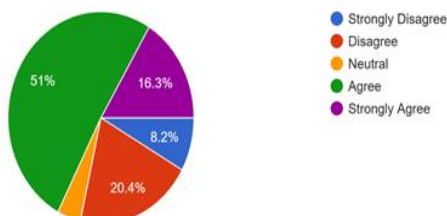
I am able to balance my work and personal life effectively.

49 responses



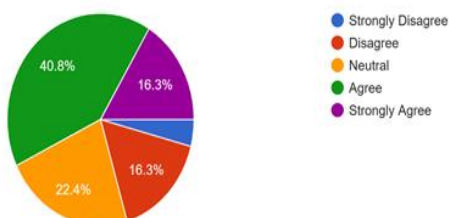
My job allows me enough time to spend with family and friends..

49 responses



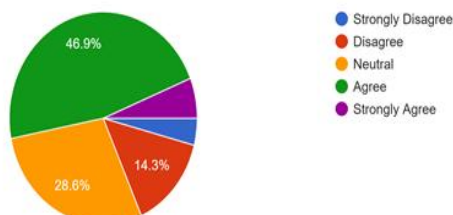
I often work beyond my official working hours

49 responses



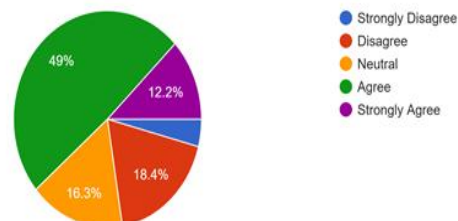
I feel satisfied with the amount of leisure time I have

49 responses



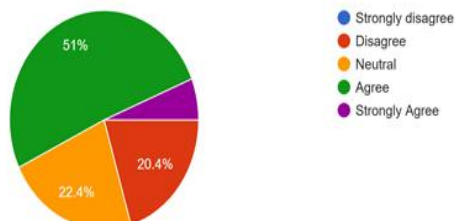
My workload is manageable within my working hours

49 responses



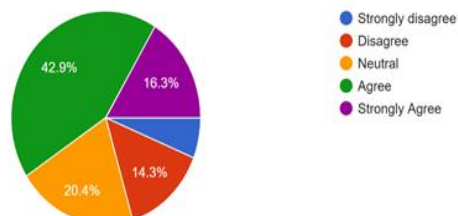
I am able to disconnect from work during my personal time

49 responses



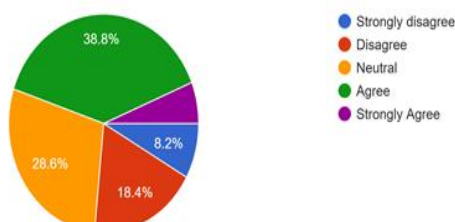
My organization supports flexible work arrangements.

49 responses



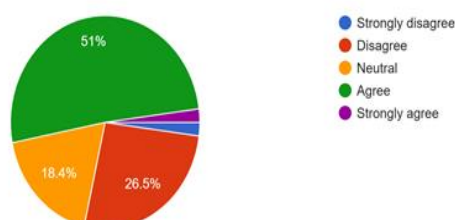
I feel mentally relaxed and calm most of the time

49 responses



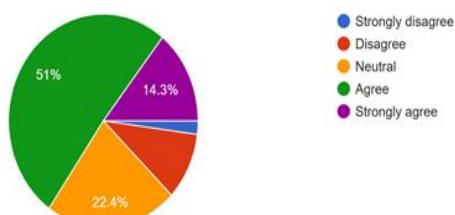
I feel emotionally exhausted due to work pressures

49 responses



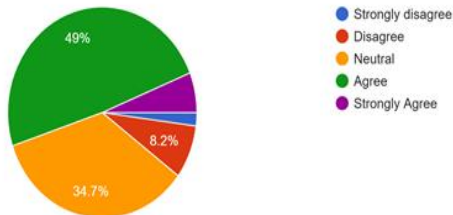
I feel motivated and positive about my work

49 responses



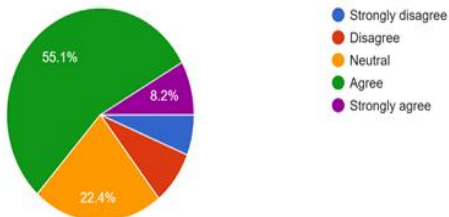
I am able to handle stress effectively

49 responses



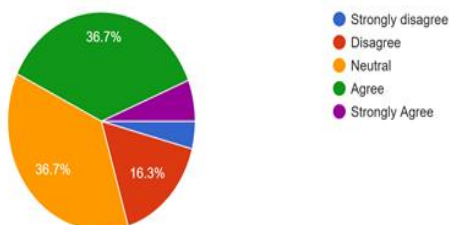
I feel a sense of purpose and satisfaction in my work

49 responses



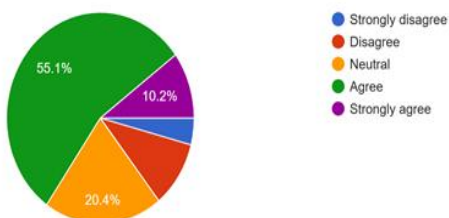
I experience anxiety or stress related to work.

49 responses



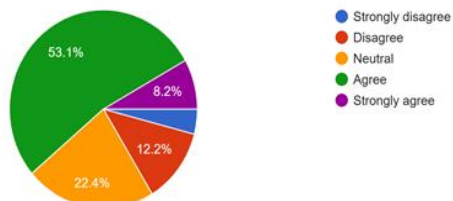
My work environment positively affects my mental health

49 responses



Overall, I am satisfied with my psychological wellbeing

49 responses



Findings of the Study

Based on the data analysis and interpretation, the following key findings have been observed:

1. 85% of respondents are doing a job and 14% are engaged in business activities.
2. 47% of respondents are able to balance their work and personal life. 18% of respondents disagree with the statement.
3. Only 51% of respondents are able to spend time with their family and friends
4. 40% of employees do work beyond the working hours and 22% remain neutral with this situation.
5. 47% of the respondents are satisfied with the amount of

leisure time they have.

6. 49% of the respondents are able to manage their workload in the working hours but 20.4% don't agree with this statement.
7. 51% of the respondents do agree with the statement that they are able to disconnect with work during their personal time.
8. Organizations of 43% respondents supports flexible work arrangements
9. Only 39% of respondents feel calm and relaxed most of the time and 28% remains neutral to this statement
10. 51% of respondents feel emotionally exhausted during work pressures
11. 51% of respondents feel motivated and positive with their work, 10% totally disagree with this.
12. 49% of respondents are able to manage stress and 8% of respondents are not able to do this.
13. 55% of respondents feel a sense of purpose and satisfaction in their work.
14. 37% of respondents feel a sense of purpose and satisfaction in their work and 37% remain neutral with this statement
15. According to 55% the work environment positively affects their mental health and 4% totally disagree with the statement.
16. 55% of respondents are satisfied with their psychological wellbeing and 12% remain neutral.

Suggestions and Recommendations

1. Implement Flexible Work Arrangements Organizations should offer flexible working hours, remote work options, and hybrid models to help employees manage personal and professional responsibilities effectively.
2. Promote a Supportive Work Culture Management should encourage open communication, empathy, and a healthy work environment where employees feel comfortable discussing work-life concerns.
3. Workload Management Employers should ensure fair distribution of work and avoid excessive workload that leads to stress and burnout.
4. Time Management Skills Employees should prioritize tasks, set realistic goals, and maintain a structured daily routine.
5. Set Clear Boundaries Maintaining boundaries between work and personal life (e.g., avoiding work after office hours) is essential.
6. Focus on Self-Care Regular exercise, proper sleep, and relaxation techniques should be practiced to maintain psychological well-being.
7. Seek Support When Needed Employees should not hesitate to seek help from colleagues, supervisors, or professionals when experiencing stress.
8. Develop Work-Life Balance Policies Organizations should formalize policies related to flexible work, parental leave, and wellness programs.
9. Regular Monitoring and Feedback Conduct periodic surveys to assess employee well-being and make necessary improvements.
10. Training and Awareness Programs Workshops on stress management, mindfulness, and emotional intelligence should be conducted regularly.

LIMITATIONS OF THE STUDY

1. Limited Sample Size The study is based on a relatively small number of respondents, which may not fully represent the entire population of employees.
2. Geographical Constraints The data is collected from a specific region or location, limiting the generalizability of the findings to other regions or countries.
3. Time Constraints The study is conducted within a limited time frame, which may restrict in-depth analysis and long-term observation of work-life balance patterns.

4. **Self-Reported Data Bias** The responses are based on self-reported data, which may be influenced by personal bias, perception, or social desirability.
5. **Limited Variables Considered** The study focuses mainly on work-life balance and psychological well-being, while other influencing factors (e.g., personality, family background, organizational culture) may not be fully explored.

CONCLUSION

The present study highlights the critical role of work-life balance in influencing employees' psychological well-being. It establishes that a healthy balance between professional and personal life significantly contributes to reduced stress levels, improved mental health, and enhanced job satisfaction. Organizations play a crucial role in promoting work-life balance by implementing supportive policies and fostering a positive work environment. At the same time, employees must take personal responsibility for managing their time and maintaining boundaries. In conclusion, achieving work-life balance is essential not only for individual well-being but also for organizational effectiveness and productivity. Future research can further explore this area by including diverse sectors and adopting longitudinal approaches

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