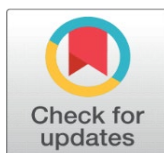
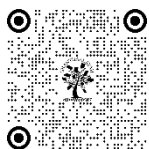


AN ANALYSIS OF THE FACTORS INFLUENCING WORK LIFE BALANCE OF EMPLOYEES WORKING IN AN ORGANIZATION

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ABSTRACT

Achieving a balance between personal and professional life is the need of the hour. Lots of problems are created when work interferes in personal life and personal life interferes in work. Work life balance can be achieved when employees have equal time to devote in personal and professional lives both. Employees must be able to enjoy both spheres of the life. For this purpose there is the need of work life balance. This research was undertaken to study the factors that influence work life balance of employees. It is a review based paper. The study found various personal, social and psychological, organizational and environmental factors responsible for work life imbalance of the employees.

Keywords: Personal life, Professional life, Problems, Employees, Factors

1. INTRODUCTION

Work Life Balance means there should be a balance between personal and professional life of a person. It means a person must give equal priority to work life and family life. None must be neglected for the sake of other, as they both are important pillars in the life of a human being. If a person feels balanced between personal life and professional life then he/she will be happier and **satisfied** with **job** as well as he/she will have lesser **job stress** and **role stress**.

Work= Professional Life

Life= Personal Life

Balance=Equilibrium

Work life balance is “equilibrium between personal life and career work”. There must be harmony in person’s life regarding family and work both.

2. LITERATURE REVIEW

(Bhandari, 2022) undertook **“Factors affecting Work Life Balance: A Case Study of Himalayan Bank Ltd.”**. The study was performed in Nepal. This research discovered three factors that affect work life balance as gender –related factors, family-related factors and work-related variables.

(Cho & Lee, 2017) analyzed **“Factors influencing Work-Life Balance in Female Service Workers”**. For this research a cross-sectional descriptive study was done. Online survey was done by taking a sample of size 234. This research study concludes that work life balance was low in female service workers. Some factors causing work life imbalance were identified. It was highlighted that emotional intelligence does not affect work life balance. Job stress affects work life balance.

(Fatima, 2012) conducted **“An Empirical Analysis of Factors affecting Work Life Balance among University Teachers: the case of Pakistan”**. In this study, it was admitted that it is a challenge for employees to balance professional and personal lives. Actually it is a challenge for employers too. A sample of size 146 was taken in this study. The study results that peer support influences work life balance positively. Gender inequality at the job impacts work life balance negatively.

(Irfan, 2015) undertook a research on **“Antecedents and Outcomes of Work-Life Balance”**. Antecedents are also called factors that affect work life balance. This is a secondary data based study. This is a qualitative research. The research found flexible working hours, support from supervisor, worker-friendly policies and additional leaves affect work life balance positively.

(Kumarasamy et al., 2015) discussed **“Individual, Organizational and Environmental factors affecting Work Life Balance”**. As per this study work life imbalance causes problems of job satisfaction. The study concludes that organizational support influences work life balance positively. Workload influences work life balance negatively.

(Nurisman & Sampurna, 2020) conducted a study on **“Factors affecting Work-Life Balance in technology era”**. As nowadays life is very fast. There is huge popularity of ICT (Information and Communication Technology) and Internet. Smart phones are boon and bane both. Technology has made life easier but it has also disturbed the life of people. Now people bring work at home in computer/laptop or mobile phone. When they are with family and are supposed to give time to family they still do office work. That’s why their family life gets disturbed. Similarly when they are at office they are busy in doing home related tasks. The study found two types of conflicts such as “work-to-family conflict” and “family-to-work conflict”. Finally it was resulted that technology affects work life balance of both male and female workers. Hence, technology is also a factor that influences work life balance.

(Umma & Zahana, 2021) did **“Factors affecting the Work Life Balance: Study among the Teachers of a Government School in Sri Lanka”**. This is a primary data based study. A sample of size 82 was taken. The study concludes that workload has negative relationship with work life balance whereas social support has positive relationship with work life balance.

(Vyas & Shrivastava, 2017) conducted a research study on **“Factors affecting Work Life Balance: A Review”**. It is a secondary data based study. According to this research, there are mainly three factors that impact work life balance as individual, organizational and psychological factors. Further, the research categorizes these factors into eleven types as job satisfaction, social support, stress, technology, growth, absenteeism, workload, employee turnover, performance appraisal, lack of knowledge in worker and competition in the workplace.

3. OBJECTIVES OF THE STUDY

- 1) To analyze the various factors that can influence work life balance.
- 2) To deeply evaluate the outcomes of work life imbalance due to these factors.

4. RESEARCH METHODOLOGY

Research Design-Descriptive research design was used.

Data Collection- Secondary data was collected for the research using, journals, newspaper, magazine, books, e-books, e-journals and other published sources.

5. FACTORS INFLUENCING WORK LIFE BALANCE

- Individual Factors
- Psychological Factors
- Organizational or Work-related Factors or Job-related factors
- Family-related Factors
- Environmental Factors
- Technological Factors
- Social Factors

6. OUTCOMES OF WORK LIFE IMBALANCE AMONG EMPLOYEES

- Stress
- Job Dissatisfaction
- Hampers Productivity
- Work-Family Conflict
- Family-Work Conflict
- Health Issues

7. CONCLUSION

After the literature review various factors influencing work life balance were identified. Factors related with individual such as age, gender, marital status, literacy rate and income affect work life balance of employees working in an organization. Psychological factors such as nature, thinking or perception, personality, lifestyle and attitude influence work life balance. Organizational factors such as support from colleagues and supervisor, gender inequality, and workload also affect work life balance. Family-related factors such as family size, no. of dependents, family support, child-care and elder-care affect work life balance. Environmental factors such as atmosphere in the organization and working conditions affect work life balance. Technological factors affect work life balance and similarly society also affects work life balance of employees in an organization. Due to these factors employees feel work-life imbalance resulting in job dissatisfaction, stress, less productivity, conflicts at home and job and also health gets affected. Hence, organizations must have some strategies and policies to provide work life balance to workers.

CONFLICT OF INTERESTS

None.

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