Evaluating the Effect of Work-Life Harmony on Staff Well-Being: A Survey-Based Investigation

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Abstract: Work-life balance (WLB) is a vital determinant influencing employee quality of life, productivity, and organizational success. This study assesses the impact of WLB on employee well-being using a survey-based approach. Data was collected from a diverse pool of employees across various industries in India, analyzing factors such as work hours, job stress, personal life satisfaction, and mental health. The findings emphasize the necessity of achieving a harmonious integration between work and personal life to foster employee wellness and overall job fulfillment. A well-maintained WLB leads to increased job satisfaction, reduced stress levels, and improved physical and psychological well-being. The study suggests that organizations should implement policies that support WLB to enhance employee performance and overall workplace morale. Keywords: Work-Life Balance, Employee Wellness, Job Fulfillment.

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I. INTRODUCTION

The notion of work-life harmony (WLB) has become increasingly crucial as organizations acknowledge its influence on staff quality of life, job fulfilment, as well as overall organizational effectiveness. WLB refers to the ability to manage work responsibilities alongside personal and family obligations without excessive strain or turmoil. When WLB is compromised, it may result in elevated stress levels, emotional exhaustion, and impaired job productivity, ultimately affecting both employees and organizations. This research examines the effect of WLB on employee well-being through a survey-based approach, gathering insights from professionals across various industries. The findings indicate that many employees struggle with lengthy working hours, frequent work-related anxiety, and encroachments on their personal life due to job demands. Additionally, limited break times, excessive work pressure, and inflexible work policies contribute to difficulties in maintaining a healthy balance.

Despite these challenges, the study highlights that employees recognize the importance of WLB, as it plays a vital part in promoting job productivity and overall fulfilment. Many believe that improving WLB can reduce absenteeism and foster a healthier and more engaged workforce.

The results emphasize the need for organizations to implement supportive policies such as flexible work arrangements, reasonable working hours, and adequate break periods. By addressing these concerns, companies can enhance employee satisfaction, reduce stress, and improve overall workplace morale, ultimately leading to increased productivity and organizational success.

➢ *Scope and Limitations of the Research*
This research offers in-depth understanding of WLB and its impact on employee well-being. However, the study is limited to self-reported data, which may be susceptible to personal biases. Furthermore, the reliance on convenience sampling may affect the applicability of the results. Future research can broaden the participant pool and utilize additional statistical methods for more comprehensive analysis.

By employing a systematic approach, this study effectively investigates the importance of WLB in promoting employee well-being and provides practical recommendations for organizations to enhance workplace policies.

II. REVIEW OF LITERATURE

Fuglestad & Herje (2023) investigated the link between work-life harmony (WLH) and staff quality of life, concentrating on the moderating effects of job fulfilment and emotional exhaustion. Their study revealed that employees with a well-maintained WLH experienced higher job

fulfilment and lower stress levels, ultimately leading to improved overall well-being. The findings suggest that organizations should implement policies that promote WLH to alleviate employee burnout and augment workplace satisfaction.

Na & Chelliah (2024) explored the impact of WLB on employee health, with a particular focus on the mediating role of culture. Their research emphasized that cultural factors significantly influence how employees perceive and maintain their WLB. The study concluded that workplaces fostering a supportive culture enhance employees' physical and mental well-being by promoting healthier work-life integration.

Raffi et al. (2020) examined work-life balance (WLB) among female dermatologists, emphasizing the distinct obstacles encountered by women in the medical field. Their findings revealed that excessive work hours and workplace demands adversely impacted personal well-being and emotional welfare. The research suggested the implementation of adaptable work schedules and organizational resources to enhance WLB among female professionals.

Dunn et al. (2007) assessed an innovative program designed to improve physician well-being. Their study demonstrated that targeted interventions, such as structured support systems and workload adjustments, positively influenced physicians' stress levels and job satisfaction. The research underscored the importance of organizational initiatives in enhancing employee well-being and reducing burnout.

Gulzar, Ayub, & Abbas (2021) investigated the effects of breach of implicit employment agreements and supervisor mistreatment on employee well-being in the banking sector. Their findings suggested that violations of implicit employment agreements and toxic workplace environments significantly deteriorate employee well-being. The study highlighted the need for fair managerial practices and supportive leadership to ensure a healthy work environment that fosters both WLB and job satisfaction.

Collectively, these studies reinforce the importance of achieving work-life harmony in promoting employee wellness. They suggest that employers should prioritize supportive policies, cultural inclusivity, and leadership strategies that enhance job satisfaction and reduce workplace stress. The literature also indicates that different industries and demographics require tailored approaches to effectively address WLB challenges.

III. RESEARCH DESIGN

This research employs a quantitative research methodology to evaluate the effect of work-life balance (WLB) on staff quality of life. A survey-based approach was utilized to gather primary data from employees across various industries. The research focuses on identifying patterns related to work hours, job stress, personal life satisfaction, and mental health to understand how WLB influences overall employee wellness.

➢ *Research Instrumentation*
The data was gathered through a standardized survey instrument designed to solicit employees' perceptions on WLB and its impact on their well-being. The survey instrument consisted of closed-ended questions covering aspects such as working hours, work-related stress, personal life interference, and organizational policies affecting WLB.

➢ *Sampling Technique*
A **convenience sampling** technique was used to gather responses from professionals working in different sectors. Participants voluntarily responded to the survey, ensuring diverse representation from multiple job roles and industries.

➢ *Data Analysis Method*
The collected data was analyzed using **Percentage Analysis** in **Microsoft Excel** to identify trends and interpret the responses effectively. The percentage distribution of responses helped in evaluating the extent of WLB challenges faced by employees and their impact on well-being. Insights were derived by comparing the proportion of respondents experiencing high work stress, work-life conflicts, and inadequate break times with those reporting job satisfaction and better WLB.

IV. FINDINGS

Based on the survey analysis, the following key findings were identified regarding work-life harmony (WLH) and its influence on staff quality of life:
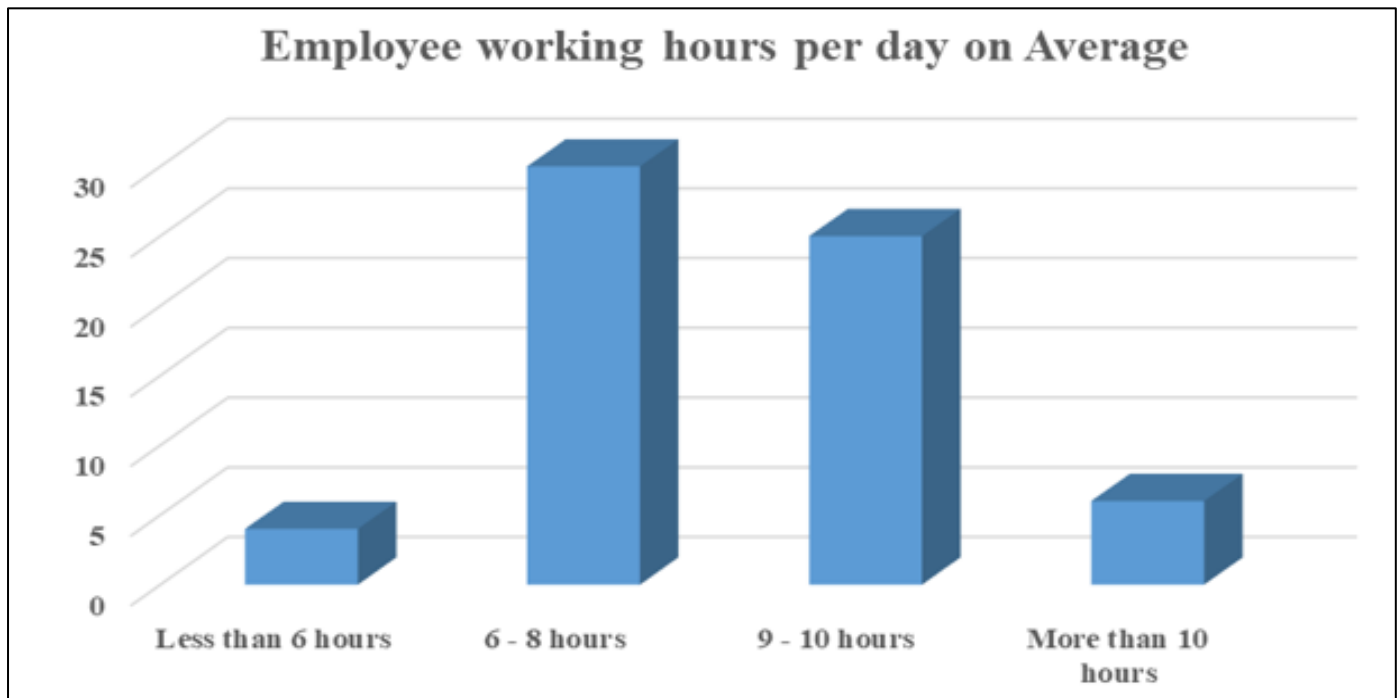
Fig 1 Employee Working Hours Per Day on Average

➢ *Inference :*

The majority of respondents (55 out of 65) work between 6 to 10 hours per day, indicating a standard work schedule. However, a notable 6 respondents work more than 10 hours, which could contribute to work-life balance challenges.

Fig 2 Time to Manage Personal and Family Responsibilities

➢ *Inference :*

Only 12 respondents feel they always have enough time for personal and family responsibilities, while the majority (47) struggle to balance work and personal life to some extent. This suggests that work commitments often interfere with personal responsibilities.
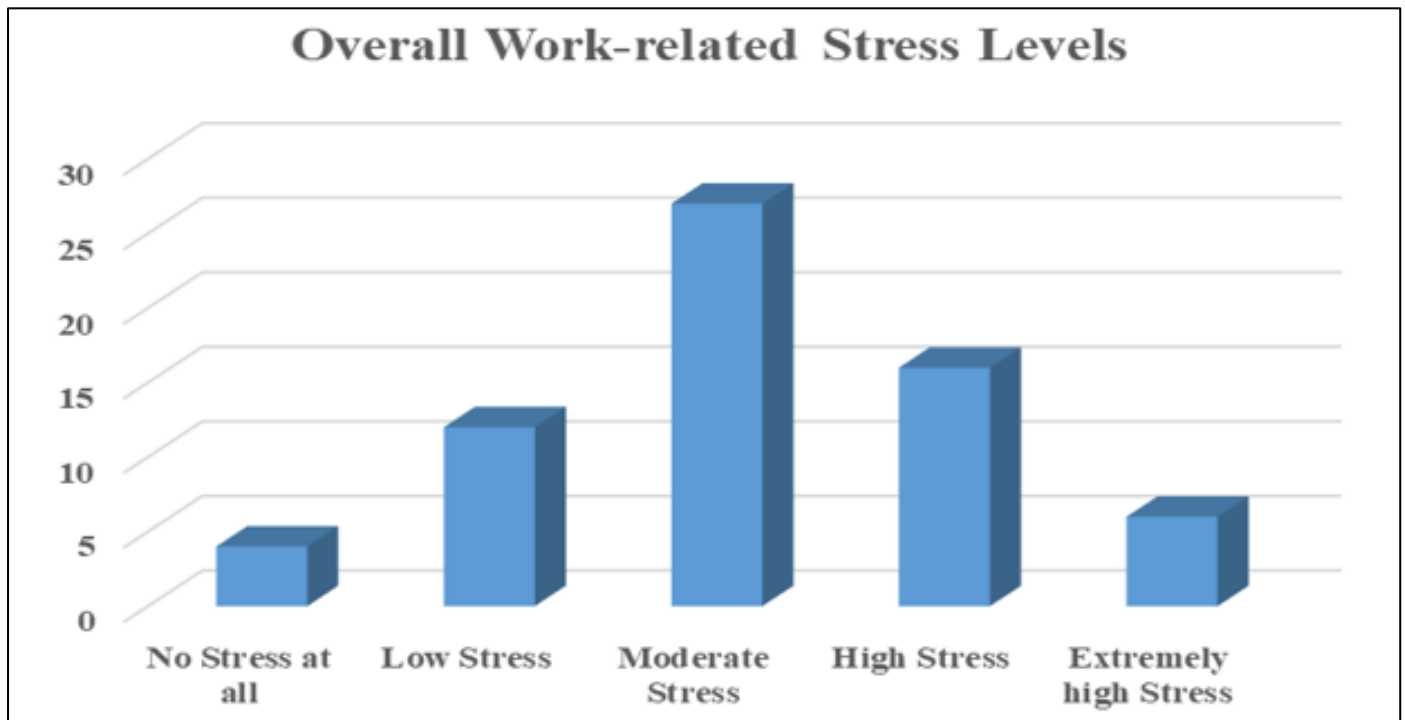
Fig 3 Overall Work-Related Stress

➢ *Inference :*

A significant portion (49 out of 65) experiences moderate to extremely high levels of stress, with only 16 reporting low or no stress. This highlights the need for stress management initiatives in the workplace.
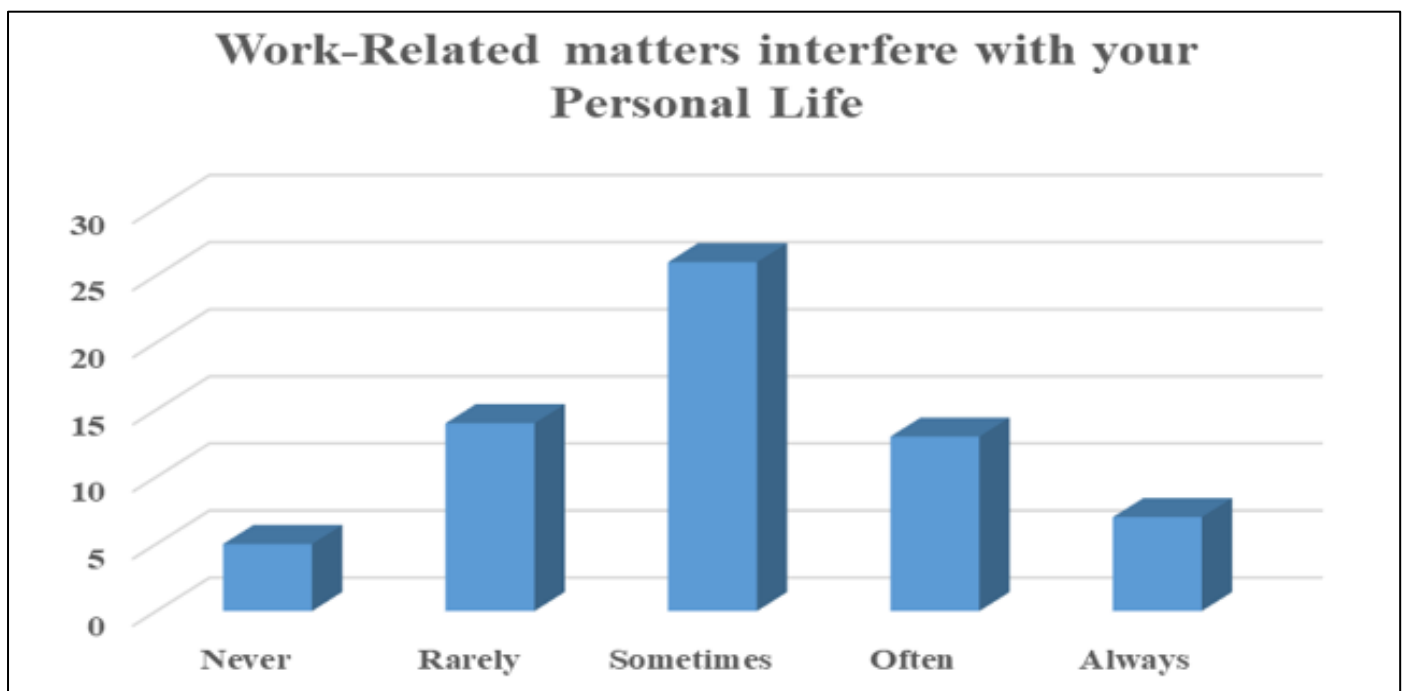

Fig 4 Work-Related Matters Interfere with your Personal Life

➢ *Inference :*

More than half (46 out of 65) experience work-related interference in their personal lives at least sometimes, with 20 respondents facing this issue often or always. This indicates that work demands extend beyond working hours, impacting personal time.
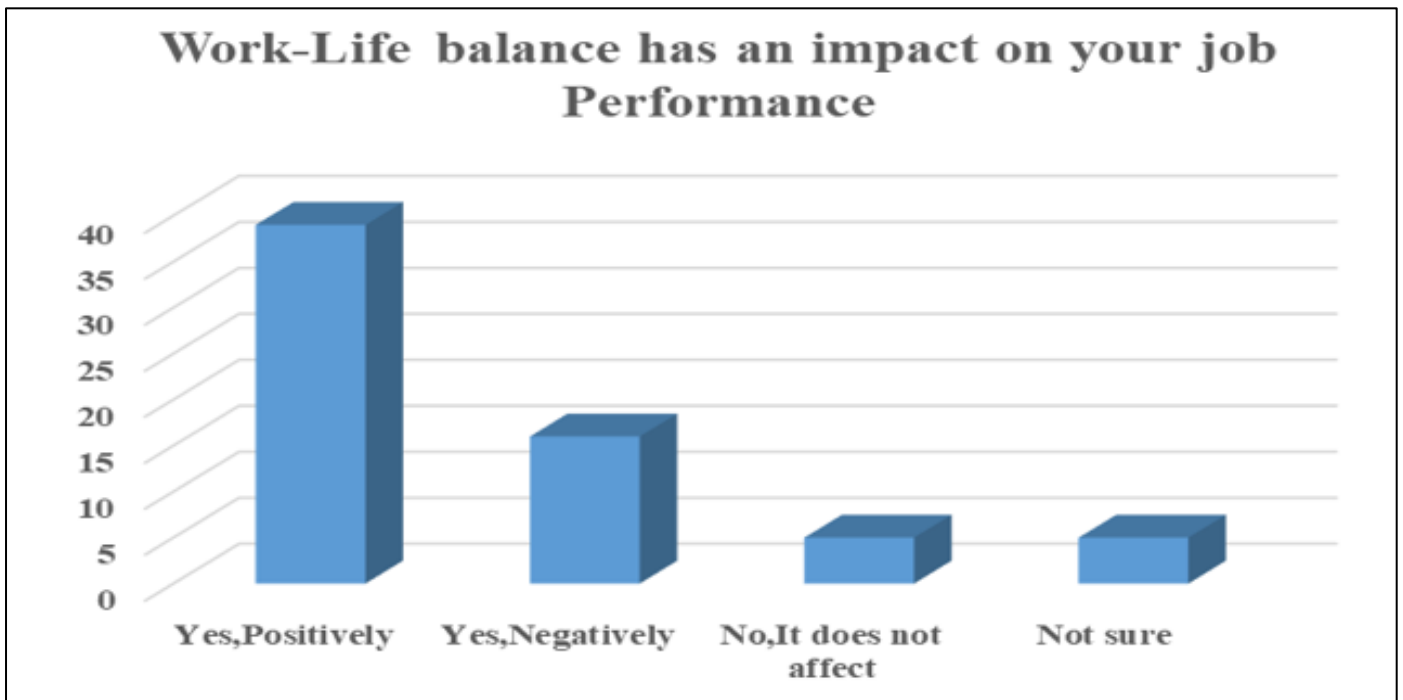
Fig 5 Work-Life Balance has Impact on your Job Performance

➤ *Inference :*

Most respondents (39) believe work-life balance positively impacts job performance, while 16 feel it has a negative impact. This suggests that improving work-life harmony can enhance productivity and job fulfillment.
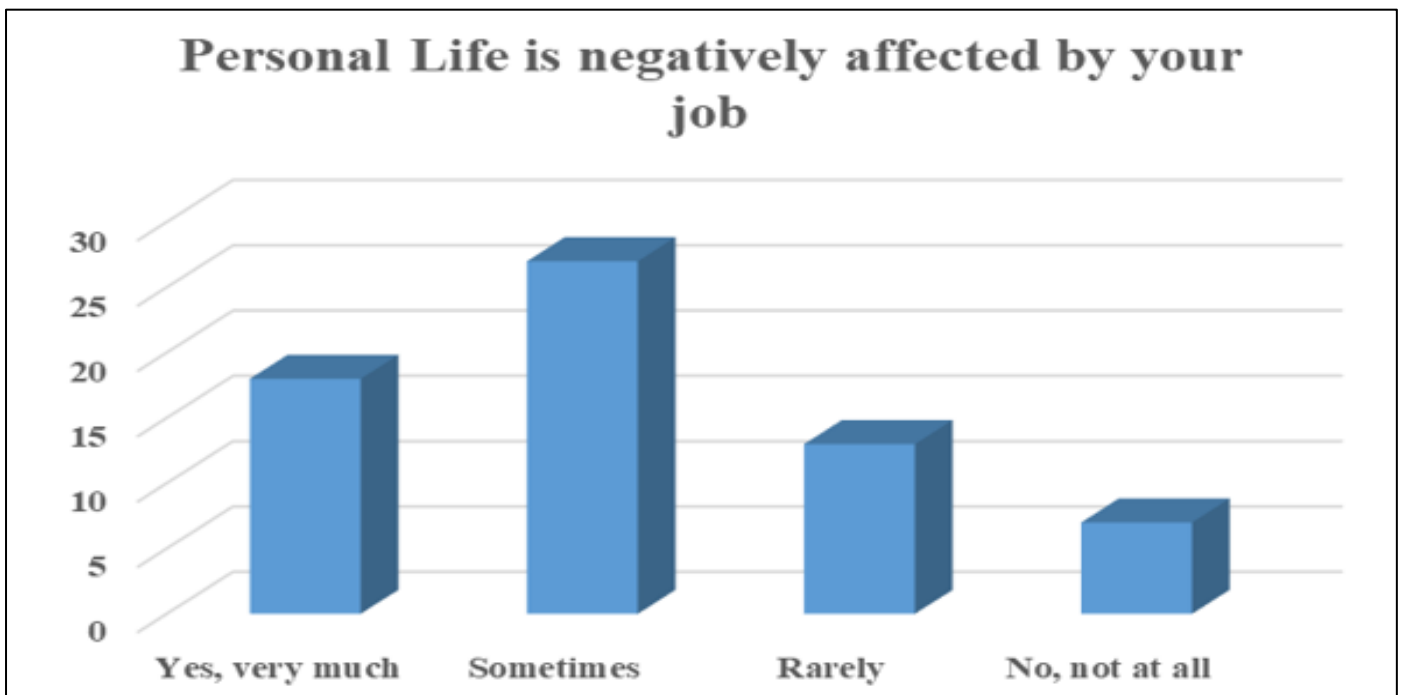

Fig 6 Personal Life is Negfatively Affected by your JOB

➤ *Inference :*

More than two-thirds (45 out of 65) feel their job negatively affects their personal life to some extent. This reinforces the need for effective work-life integration strategies.
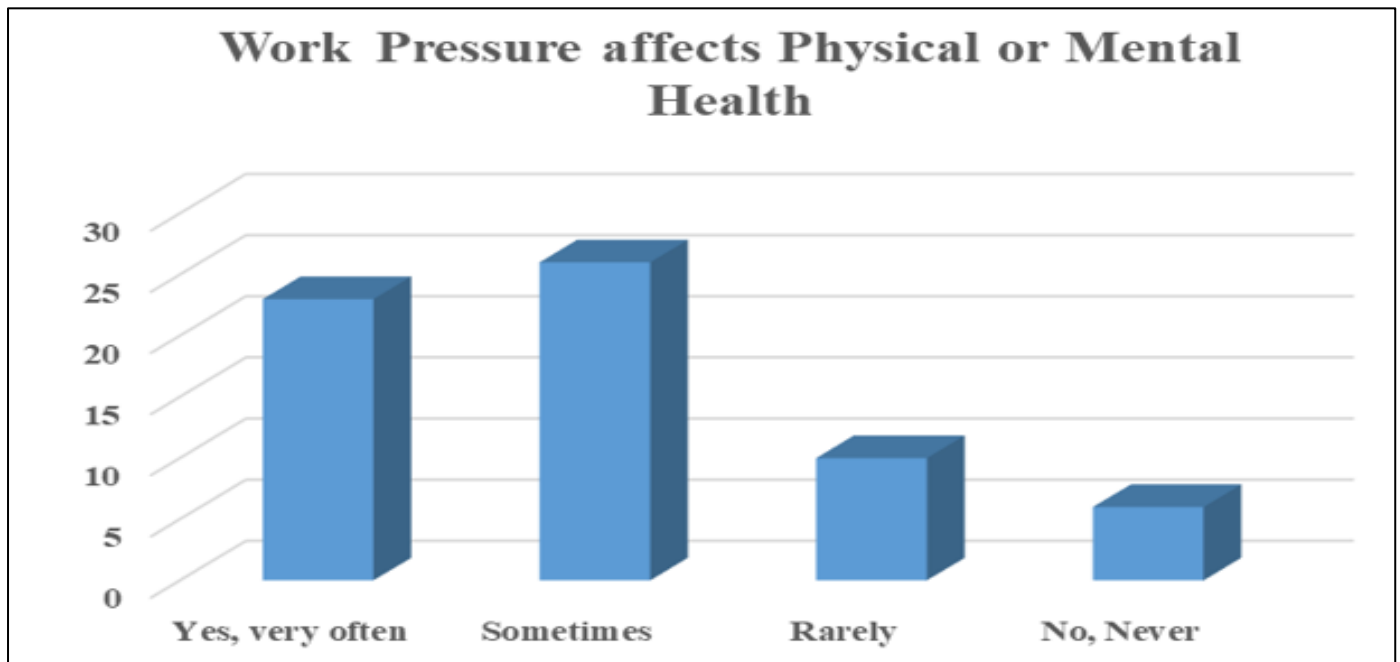
Fig 7 Work Pressure Affects Physical or Mental Health

➢ *Inference :*
The majority (49 out of 65) feel that work pressure negatively affects their physical or mental health, either often or sometimes. This suggests a strong link between workplace demands and employee well-being.
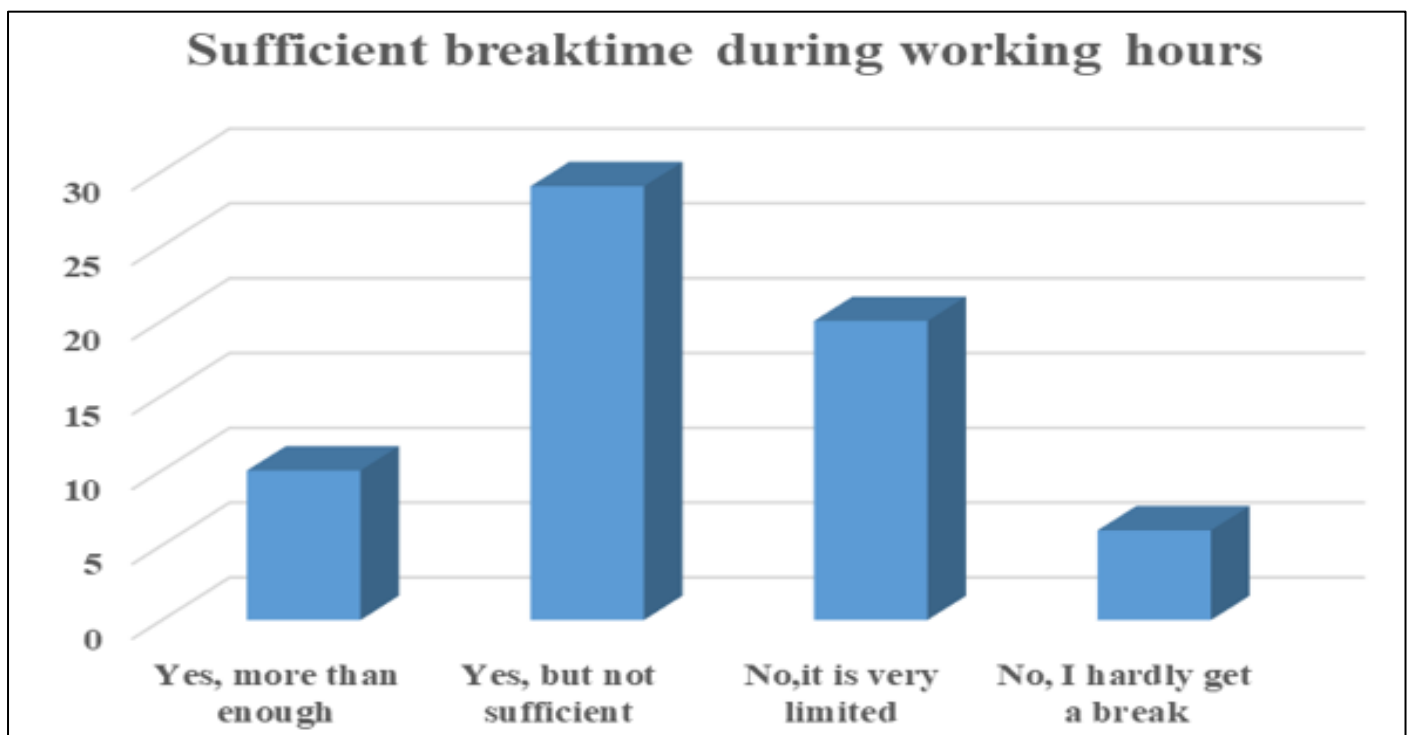

Fig 8 Suficient Breaktime During Working Hours

➢ *Inference :*
While 10 respondents feel they get sufficient break time, the majority (49 out of 65) believe their break time is either insufficient or very limited, indicating a need for better break policies.
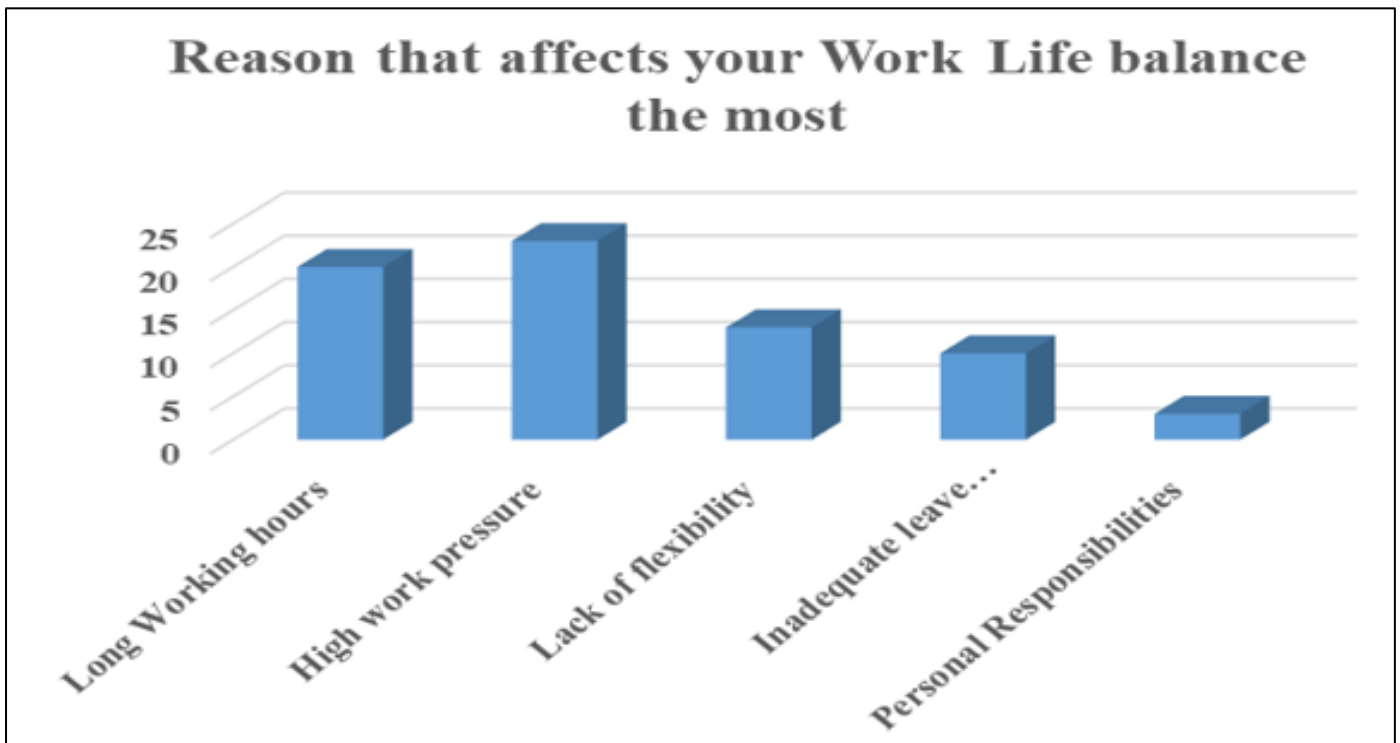
Fig 1.9 Reason that Affects your Work-Life Balance the Most

➤ *Inference :*

High work pressure (23 responses) and long working hours (20 responses) are the primary factors affecting work-life balance, followed by lack of flexibility and inadequate leave policies. Addressing these issues could significantly improve employee well-being.
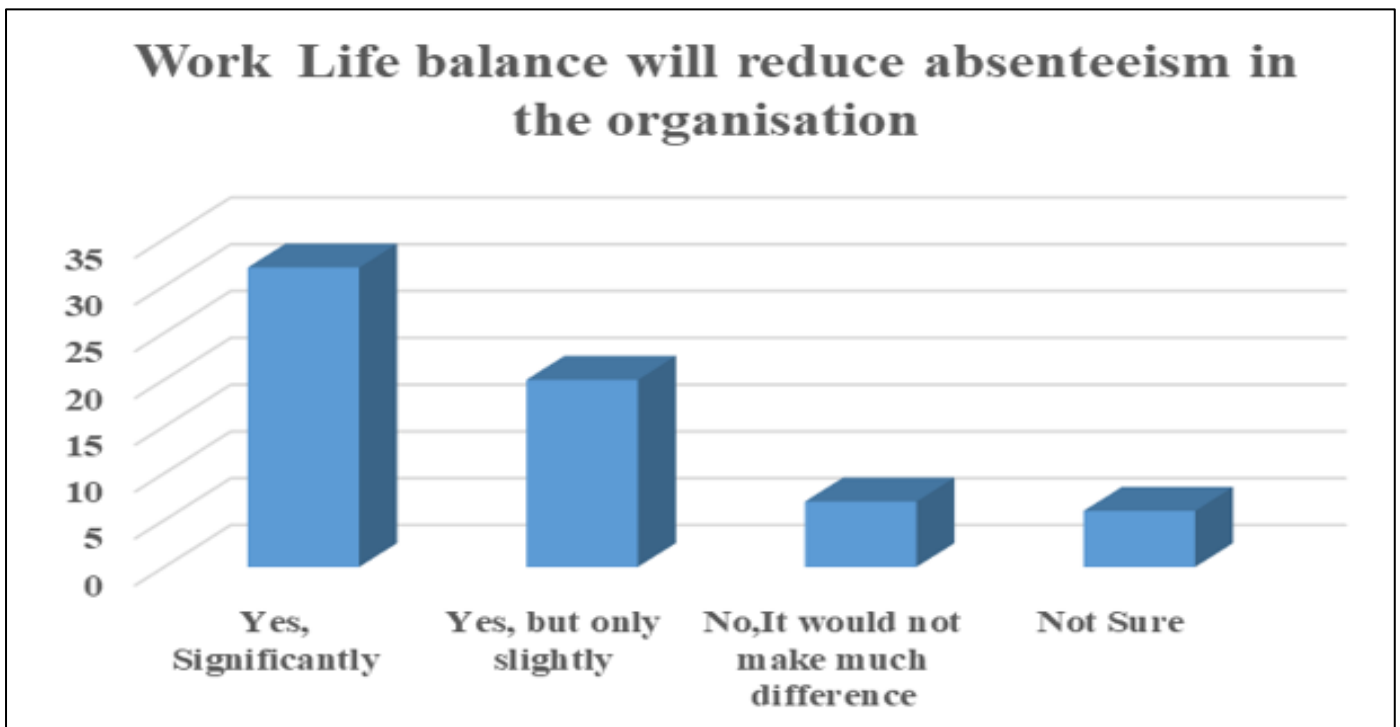

Fig 10 Sufficient Breaktime During Working Hours

➤ *Inference :*

The majority (52 out of 65) believe improving work-life balance would reduce absenteeism, with 32 stating it would significantly help. This suggests that better work-life balance policies could lead to improved employee attendance and engagement.

V. SUGGESTIONS

Based on the results, the following recommendations are proposed to enhance work-life harmony and staff quality of life:

A. Introduce Flexible Work Arrangements

Organizations should implement remote work options, flexible working hours, and hybrid models to accommodate employees' personal commitments.

➢ Manage Workload Effectively

- Employers should assess workloads to ensure employees are not overburdened.
- Encouraging proper delegation and workload distribution can reduce stress levels.

➢ Minimize Work Interference in Personal Time.

- Organizations should establish clear boundaries, discouraging after-hours work-related calls and emails unless necessary.
- Implementing "right to disconnect" policies can help employees maintain personal time.

➢ Enhance Stress Management Initiatives

- Conducting stress management workshops, mental health programs, and counseling sessions can improve employee well-being.
- Encouraging physical activities and mindfulness practices can also help in reducing stress levels.

➢ Improve Break Policies

- Employers should ensure employees get sufficient and regular breaks to maintain productivity.
- Implementing structured break schedules can help reduce workplace fatigue.

➢ Promote Employee Well-Being Programs

Organizations should introduce wellness programs, such as fitness initiatives, meditation sessions, and employee assistance programs.

➢ Review and Improve Leave Policies

Employers should offer adequate paid leave, parental leave, and personal time off to support employees' work-life balance.

➢ Foster a Supportive Work Culture

- Encouraging open communication between employees and management can help address WLB concerns.
- Organizations should promote a culture where employees feel comfortable discussing their work-life balance challenges.

By implementing these strategies, organizations can foster a more supportive work culture, leading to increased job fulfillment, improved staff well-being, and overall heightened performance.

VI. CONCLUSION

Work-life harmony (WLH) is a vital determinant of staff well-being, job fulfillment, and overall organizational effectiveness. This study highlights the significant challenges employees face in maintaining a harmonious integration between professional and personal life. Findings reveal that excessive working hours, high work pressure, frequent work-related interruptions, and inadequate break times contribute to elevated stress levels, negatively impacting both physical and mental health. Additionally, a lack of flexibility and inadequate leave policies further worsen WLH, leading to decreased productivity and job dissatisfaction. Despite these challenges, employees recognize the positive impact of a well-maintained WLH on job performance and workplace morale. The majority believe that improving WLH can reduce absenteeism and enhance engagement, reinforcing the need for organizations to prioritize WLH-friendly policies.

To address these concerns, organizations must implement strategic interventions such as flexible work arrangements, effective workload management, stress reduction initiatives, and improved leave policies. Creating a supportive work environment with clear boundaries between professional and personal life can significantly enhance staff well-being and productivity.

By fostering a culture that values work-life integration, companies can not only enhance staff satisfaction but also drive long-term organizational growth and success. A well-balanced workforce is more engaged, motivated, and committed, leading to a healthier and more productive workplace.

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