



WORK LIFE BALANCES OF EMPLOYEES IN VARIOUS SECTORS”- A LITERATURE REVIEW

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ABSTRACT

A literature analysis contains different research papers, in order to understand the work life balance of employees working in various sectors. The author has analyzed related studies different journals, articles and research papers to get more understanding about work life balances of employees working in different sectors. Work life balance is a one of the challenging issue faced by employees in various sectors. There are various factors affecting work life balances of employees. Many researches had been conducted in the field of work life balance of employees in different sectors. In this paper researcher would like to find out the future scope on the topic work life balance of employees by analyzing related works.

KEY WORDS: *Work Life Balance, Challenging Issue, Factors Affecting, Different Sectors.*

1. INTRODUCTION

Human resources are employed in various sectors like banking, insurance, IT, BPO, Health Care, educational institutions etc. While working employees must cope with high job expectation, office commitments, family life duties and responsibilities etc. Hence there may be chances of more work burn out at work place and also leads them to disturbed work life balance. It is important to all employees working in different sectors to maintain balanced work life. Various studies have been conducted about the topic work life balance of employees working in different sectors. Thus, in this review analysis study researcher would like to understand more about work life balance of employees working in various sectors and coping strategies.

2. OBJECTIVES

1. To understand about work life balance of employees working in different sectors.
2. To know about various strategies used to maintain work life balance.

3. RESEARCH METHODOLOGY

The study is based on the secondary data. Data are collected from various articles, journals, research papers

related to the topic on work life balance of employees working in various sectors.

4. RELATED WORKS

- (Kalliath T & Brough P 2015), the study was identified the two primary features of the work-life balance definitions and propose a new definition of this construct.
- (Mas Machuca, M., Berbegal Mirabent, J. and Alegre, I. 2016)
- The study reveals that supervisor work-life balance support and autonomy with employee work-life balance. Also indicates that employee work-life balance is positively related with organizational pride and job satisfaction.
- (Kristen M Shockley, Christine R, Eric A. Knudsen 2017), the study recognizes the theoretical association between work-life conflict and withdrawal-related attitudes. Specifically, meta-analytic estimates suggest a small positive relationship between both work-to-life and life-to-work conflict and turnover intentions, and a small negative relationship between both directions of conflict and organizational commitment.
- (Soomro, A.A., Breitenecker, R.J. and Shah, A.A.M. 2018), Work-life balance and work-family conflict have a positive effect on employee performance. Job satisfaction



has moderating effects on the relationships between work-life balance, work-family conflict, and family-work conflict with perceived employee performance.

- **(Deepak S Sharma, 2019)**, in order to create a healthy environment around an employee, it is more significant to make the employees to attain proper Work life balance, because the ultimate intention of human beings is well-being and life satisfaction.
- **(Swarna Latha V, Lalitha P, 2020)**, during starting time of pandemic really women working professional faced many problems because both has to manage in one place that to the situation is sudden and unexpected. So many women all over world faced stress, sleeping problem,

mood swing because of over burden and research also reported the same. But now things are habituated and women are coping with situation. women to improve mental and physical stability and also tips to improve work from home in this pandemic.

(**Balu L, Adrija Shivani,2022**), the study indicates that organizations should encourage people to perform their jobs efficiently and effectively through a variety of motivational techniques. This would help the employees to balance work life balance and attract potential candidates.

The list of scholarly publications related to work life balance of employees working in various sectors.

Table No.: 1

Sl. No	Area & focus of research	Outcome of the research	Reference
1	Work life balance of teachers.	The study indicates that majority of the female teachers were not spending enough time with their family due to long working hours and stress level.	Singal & Parvesh et al. , 2015
2	Work life balance of women working in IT sectors.	The study reveals that Work life balance of women working in IT sector is more affected by their personal factors than their professional factors.	Rashmi Bharti et al., 2015
3	Significance of work life balance of women employees.	work life balance of women employees are significant in order to bring about a good awareness about the problems of women face while balancing their personal and professional lives	Bharathi Vijayakumar,Mala, Bhattacharya Sonali et al., 2015
4	Work life balance strategies.	The study reveals that work-life Balance strategies can help organizations in generating stress free environment for working people & therefore by improved Work life balance.	Taruna Yadav, Sushma Rani, et al., 2015
5	Importance of work life balance	The study reveals the importance of work life balance are improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers help to contribute increased work-life balance.	D.Babin Dhas et al., 2015
6	Relationship between occupational stress and work life imbalance.	Identified that a strong positive relationship between occupational stress and work life imbalance of female faculty in central universities of Delhi.	Zaheer et al.2016
7	Factors affect work life balance.	The study found that stress-free	Tressa & Manisha et al., 2016



		environment, obligations and responsibilities of work life balance for the teaching professionals. And also institution must have flexible working strategies and better working conditions.	
8	Causes of work life imbalance.	Continuous work causes imbalance in personal life and professional life.	Samuel & Mahalingam et al., 2016
9	Policies related to work life balance.	The study found that government organizations have provided very less policies of work life balance for the employees working in different sectors.	Sambit parida et al., 2016
10	Work life balance of BPO sector & IT sector employees.	The study indicates that employees working in BPO sector, followed by health care and IT sectors reported relatively more work-life conflict and the employees from education sector have least work-life conflict	Kumari K.Thriveni,Devi V.Rama et al., 2016
11	Factors affect work life balance.	The study found that personal factors are perceived to be more impacting than the professional ones in the work life balance of women.	Bharathi Vijayakumar S, Mala Padma E et al., 2016
12	Motivational factors of work life balance.	Work life balance can be achieved by factors responsible for job satisfaction i.e. Supportive colleagues, supportive working conditions, mentally challenging work, equitable rewards and employee oriented policies.	Dr. Renu parek and Nimmi Singh et al., 2016
13	Reasons of work life balance of women employees.	The study highlight that female employees are getting family support, support from their spouse which helped them to manage their work life balance. Most of the women employees are satisfied regarding the flexible working hours as well as holidays makes a good impact on work life balance.	Dr Shachi Gupta et al., 2016
14	Impact of work life balance.	The study has been found that work responsibilities negatively impact the personal life of employees. The factors like overtime, travelling to work, meetings and training after the working hours impact the work life balance of the employees.	Chaithra R, Ashok Kumar RS, TP Renuka Murthy et al., 2016
15	Factors affect work life balance of female employees.	The study found that female employees enjoy less at their work	Mansi Tiwari et al., 2017



		place due to the undue pressures of their work place. These pressures are making them more depressive in coping with the advancements in every field.	
16	Ways of achieving work life balance.	The study found that women employees are able to balance their work life and personal life. To achieve work life balance women should plan her professional and personal schedules well so that both are equally balanced and satisfied.	Dr. S. Kamalaveni, B. Suganya et al., 2017
17	Reason of women face work life imbalance	The study found that women face problems to maintain balance between work-life mainly because of professional challenges they face every day.	Tasnim, M. , Hossain, M. and Enam, F et al., 2017
18	Impact of work life balance.	The study indicates that there is a positive relationship with job satisfaction and teaching satisfaction. Work life balance affects organization commitment, employee loyalty and job satisfaction	Agha et al., 2017
19	Hindrances in work life balance	The study found that there are lots of hindrances in work life balance. For example, tug of war between time and work, stress, traveling problem, people's attitude towards their jobs, excessive responsibilities at home and workplace, lack of coordination at workplace and home, family's expectations etc. are hindrance of work life balance	Dr. Rupa Rathee, Ms. Renu Bhuntel et al., 2018
20	Work life balance of working women.	The study reveals that working women have worries about the job and getting tired due to work, so they are unable to spend quality time for their personal and family life.	R. Rangarajanraman, et al., 2018
21	Factors influence on Work Life Balance.	The study reveals that work life balance results much impact on employee job satisfaction. Factors of work life balance such as employee intention to leave job, work pressure and long working hours have negative relation with employee job satisfaction and work life balance programs and flexible working conditions have positive relation with employee	T. M. Hemalatha, Dr. K. Shumugasundaram, , et al., 2018



		job satisfaction. Employee should have a positive environment in the work place for leading a balance life with their family	
22	Association between age and work life balance.	The study highlights that there is association between age of working professionals and work life balance.	Dr Deepak S Sharma et al., 2019
23	Biggest threat to work life balance.	The study found that the biggest threat to work life balance are Work place distraction, wasting time and simply being inefficient to work	Jory Mackay et al., 2019
24	Occupational stress acts a powerful mediator of work- life imbalance.	The study indicates that occupational stress acts as a powerful mediator of the relationships among long working hours, work-life imbalance, and job dissatisfaction in employees in high-stress industries such as the high-tech and banking industries.	Gabriela Topa et al., 2019
25	Work life balance enhances employees' well- being.	The study mentioned that work life balance practices in organizations would support employees in order to ensure their well-being and thus, increase their engagement and retention.	Jaharuddin, Nor Siah and Zainol, Liyana Nadia et al., 2019
26	Factors positively and negatively related to work life balance.	The study found that work demands. The study found that work demands, hours worked and family demands were negatively related to work life balance, while job autonomy and supervisor support were positively related to work life balance.	Jarrod M. Haar, albert Sune, Marcello Russo & Ariane Ollier- Malaterre et al., 2019.
27	Impact of better work life balance on work and family.	The study found that better balance help to handle the both work and family because work life balance is very important. Women employees are also good in maintaining good work life balance.	Dr.K. Siva Nageswara Rao, Ms. Shaik Maseeha et al., 2019.
28	Work life balance positively related on employees' performance.	Majority of the employees feel that Work-life balance approach is positively associated with employees' performance in the organization.	Dr. K. Veenalatha et al., 2019.
29	Work life balance on women employees.	The study found that all women are balanced and they are satisfied with their jobs.	Dr. G. Balamurugan and M. Srelekha, et al., 2020
30	Impact of over work on work life balance.	The study indicates that overwork isn't good for employees or their companies and it can be hard to	Loana Lupu and Marya Ruiz-Castro, et al., 2021



		overcome unhealthy work habits and reach a more sustainable work-life balance	
31	Effect of work life balance.	The study found that there was an effect of work life balance on job satisfaction and employee retention.	Hana Silaban, Meily Margaretha, et al., 2021
32	Importance of maintaining the work life balance during covid-19 pandemic situation.	The study reveals challenges faced by the employees after the outbreak of the COVID-19 pandemic in maintaining the balance between work and personal life during remote working. Remote-oriented employees have responded with 20 scores that they have balanced the work-life and 14 scores of new employees have said that they are maintaining the work-life balance.	Sabanpreet Mann , Dr. Jaya Chitranshi, et al., 2021
33	Key issues of work-family balance.	The study finding established socio-cultural traditions, gendered stereotypes, tremendous pressure to manage multiple work-family commitments, and negative attitudes of both men and women towards working women are key challenges encountered by women in balancing work and family spheres.	Mahi Uddin, et al., 2021
34	Work life Challenges while work from home.	The study indicates that one needs to learn about how to restrict ourselves to office hours, find the ways to be for effective on the job while working from home and find out the means to connect with professional life and it should cause any overlap with personal life.	Sonal Gupta, et al., 2021
35	Factors associated with work life balance.	The study results indicate that psychological detachment (PD), sleep, stress, social support (SS), work life balance, and productivity declined during work from home. SEM showed that PD significantly influenced stress and sleep, subsequently affecting productivity. SS significantly helped the participants maintain work life balance.	Tejero LMS, Seva RR, Fadrihan-Camacho VFF, et al., 2021
36	Importance of work life balance.	The study noted that most companies realize the relevance of	Eureka Kashyap, Sarabjeet Kaur, et al., 2021



		work life balance within their framework. An employee centric open organization is more likely to integrate flexible solutions for the employees, which in turn can increase an individual's reliability and trust in the organization	
37	Major challenges for maintaining work life balance.	The study found that satisfaction and motivation are considered to be key factors that help to maintain work-life balance.	Devkota, N., Shakya, R. M., Parajuli, S., & Paudel, U. R. et al., 2022

The list of scholarly publication related to various strategies for maintaining work life balance.

Table No.2:

Sl. No	Area & focus of research	Outcome of the research	Reference
1	Challenges of corporate employees to maintain work life balance.	The study indicates that introducing employment policies that encourage a healthier work/life balance for your employees can bring real benefits to your business. Flexible working and work/life balance policies will also foster a more positive perception of you as an employer. This can lead to better relations with your employees and greater staff loyalty, commitment and motivation, reducing staff turnover and recruitment costs.	Bimaldeep Kaur, et al., 2014
2	Coping strategies of work life balance.	The study found that individuals with positive attitudes and life coping strategies were more capable of achieving overall well-being. Both monetary- and non-monetary-based organizational work life balance provision had no direct association with employee well-being, but had indirect effects via individual coping strategies to help employees achieve better well-being. Employee well-being was found to have a stronger association with individual effort than organizational. Deliberation in providing WLB programmes.	Connie Zheng, Kia Kashi, Di Fan, John Molineux & Mong Shan Ee, et al., 2015.
3	Modern trends and development strategies adopted by the BPOs to bringing employees work life balance.	The study reveals that BPOs started giving importance to Human sigma also i.e. importance to employees also to avoid absenteeism, conflict, employees exit etc. in this context work-life balance of the employees come to light. To overcome this problem both the employer and employee should contribute equally	P. Yogeshwaran, et al., 2016



		in avoiding or minimizing the factors raising stress in the work place.	
4	Work life balance strategies for coping stress.	The study results shows that diet, sleeping for long hours, exercise, yoga, art of living and meditation are some of the popular stress coping strategies adopted by the software professionals.	Sonia Gautam, Dr. Balgopal Singh, et al., 2017
5	Work life balance solution.	The study reveals the existence of negative effects of poor work life balance determined by high levels of work-family conflict on work satisfaction and psychological health. Negative impacts of family-work conflict on work satisfaction and psychological health were not supported.	Indu Gautam, Sameeksha Jain, et al., 2018
6	Motivation of employees to manage their work and family life.	The study found that one should have their own personality traits and personal motivation to manage, balance the Work-life. The organizations should identify that the employee welfare and satisfaction is the most vital things. Love and humanity is also important to be happy along with the work. Companies are implementing new programs and policies on how to balance both work and life.	Dr.K. Siva Nageswara Rao, Ms. Shaik Maseeha , et al., 2019.
7	Understanding of work life balance.	The study reveals that work life balance is an important area of research and suggests that there lot of scope for researchers' to do continuous investigation in this area.	Thilagavathy S. and Geetha S.N., et al., 2021
8	Area of work-life balance.	The study found that determinants of the work-life interface such as organizational domain predictors, dispositional (individual) predictors, life domain predictors, and demographic predictors are the prominent research areas in this field. The outcomes of the work-life interface identified in this field included work domain predictors and non-work domain predictors.	Kumari Rashmi, Aakanksha Kataria, Reeta Singh, et al., 2021.
9	Employees' opinion towards work life balance.	The study indicates that employees generally feel they are able balance work life due to policy for work life management helps to increases productivity of the organization.	Bhadrapa Haralayya, et al., 2021



5. DISCUSSION AND CONCLUSION

In the above study, researcher has reviewed various articles, journal and published papers to understand more about work life balance of employees working in various sectors. Researcher has understood that there are various factors which affect on work life balance of employees working in various sectors. Some studies mentioned that factors like age, marriage, job satisfaction, stress etc. having a strong relation between work life balances. Due to that employee face positive and negative impact in their work and family life. Work life balance is an important topic for the future researchers. There are various factors come under work life balance and lot of challenges employee may face due to work life balance which enhances the scope of studying this topic more widen.

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