

## **The Impact of Work Life Balance Policies on Employee Well-Being, And Productivity: An Empirical Study**

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**DOI: 10.48047/jcdr.2021.12.05.323**

### **Abstract**

This research explores the impact of work-life balance (WLB) policies on productivity. The findings in this area of research suggest that organizations that implement effective WLB policies experience higher levels of productivity among their employees. By providing the necessary support and flexibility, these policies enable employees to effectively manage their time and energy, leading to improved focus, creativity, and motivation. Overall, this study could highlight the importance of WLB policies in promoting employee well-being and productivity. The implications of this study underline the significance of WLB policies in improving employee well-being, enhancing productivity, and fostering a positive work culture. By prioritizing WLB, organizations can attract and retain top talent, create a more engaged workforce, and ultimately achieve better organizational outcomes. Organizations should take into account individual differences and preferences when designing and implementing policies. Customization can involve offering a variety of flexible work options, providing resources for managing personal and family responsibilities, and regularly seeking feedback from employees to ensure policies are meeting their needs.

**Keywords:** Work-Life Balance, Employee Well-Being, Organizational Development, Talent Attraction, Talent Retention, Competitive Advantage

### **Introduction**

In the current arena of business and financial success, organizations face numerous challenges in attracting, retaining, and engaging talented employees. One of the key factors influencing employee satisfaction and performance is achieving a healthy WLB. As the boundaries among jobs and personal life continue to distort, employees seek workplaces that value their well-being and offer supportive policies to help them effectively manage their professional and personal commitments.

WLB is the equilibrium amongst job-oriented responsibilities and private life domains, like family, hobbies, and self-care. It encompasses the inclination to allocate time and energy in a way that meets personal needs while meeting work obligations. Employee well-being is a multifaceted concept encompassing various dimensions such as physical health, mental health, job satisfaction, and overall life satisfaction. When employees experience a positive WLB, they are more likely to have improved mental health, reduced stress levels, and greater job satisfaction, all of which contribute to their overall well-being. In contrast, an imbalance amongst jobs and personal life could give way to stress, burnout, and decreased job satisfaction, negatively impacting employee well-being.

Productivity, on the other hand, offers a lot towards success of the organisation. It refers to the level of output and efficiency demonstrated by employees in their work tasks. A work environment that supports WLB is likely to positively influence productivity by enabling employees to effectively manage their time, energy, and commitments. When employees can strike a sufficient equality between work and their own lives, they concentrate more, are more motivated, and engaged, leading to increased productivity levels. The conclusions of the study can contribute to both non-academic and academic research and organizational practice. By providing empirical evidence on the impact of WLB policies, the further research will shed light on the importance of these policies for enhancing employee well-being and productivity. It can offer practical insights for organizations to develop and implement effective WLB policies tailored to the specific needs and preferences of their employees.

Ultimately, this research promotes a better understanding of the relationship between WLB policies, employee well-being, and productivity. It emphasizes the importance of creating a company culture that recognizes and supports the integration of work and personal life, fostering a positive organizational culture and ultimately benefiting both employees and organizations alike.

## **Literature Review**

Medina-Garrido et al. (2017) investigated the connection between WLB, health, and JB. The authors conducted a comprehensive literature review to examine the existing research on this topic. They found that WLB has a positive association with employee health and JP. Individuals who experience a better WLB tend to have enhanced levels of job satisfaction, reduced work-family conflict, and improved mental and physical health. Furthermore, the

study highlighted the importance of organizational support in facilitating work-family balance and emphasized the need for policies and practices that promote flexibility and work-life integration.

Jackson and Fransman (2018) conducted a literature review to explore the relationship between flexi work (flexible work arrangements), financial well-being, WLB, and the experiences of efficiency and JS among female employees in a higher learning institution. Additionally, financial well-being was identified as a significant factor influencing WLB and subjective experiences of productivity. The study emphasized the importance of organizational support and policies that promote flexi work options and financial stability to foster a positive work culture for female employees.

Grant, Wallace, and Spurgeon (2013) conducted a literature review to explore the mental determinants influencing online e-workers' JP, health, and WLB. The authors highlighted the by remote e-workers, such as social isolation, inadequate boundaries among people working and private time, and difficulty in managing workloads. The study emphasized the importance of effective communication, supportive organizational culture, and training programs to enhance job effectiveness, well-being, and WLB among remote e-workers. Parham and Rauf (2020) examined the impact of mandatory remote working during COVID-19 pandemic on WLB, well-being, and productivity among faculty members in HEIs. Consequently, this imbalance negatively affected their well-being, including increased stress levels and decreased job satisfaction. However, the study also found that some faculty members were able to adapt and find ways to maintain WLB through effective time management strategies, support from colleagues, and flexible work arrangements.

Kashyap, Joseph, and Deshmukh (2016) explored the relationship between employee well-being, life satisfaction, and the need for WLB. The study emphasized the importance of organizations recognizing the need for WLB and implementing policies and practices that support employees in achieving it. Providing flexible work arrangements, promoting a supportive work culture, and encouraging open communication were identified as key factors in facilitating WLB and enhancing employee well-being.

Winefield, Boyd, and Winefield (2014) explored the impact of conflict of work and family life on the well-being of university workers. The research highlighted that work-family conflict, which occurs when the demands of work and family life are incompatible, has detrimental effects on employee well-being. The study emphasized the importance of

addressing work-family conflict through the effective usage of WLB strategies. Creating a supportive work environment that recognizes the multiple roles and responsibilities of employees can help mitigate work-family conflict and enhance employee well-being. Additionally, the study suggested that organizations should promote WLB by offering private life-oriented policies such as flexible work schedules, leave for parents, and access to support services to improve employee well-being and job satisfaction. Zheng et al. (2016) studied the effect of subjective coping methods and firm-wide WLB programs on the wellness of workers in Australia. Moreover, the presence of WLB programs within organizations was found to have a direct positive impact on employee well-being. The study emphasizes the importance of providing employees with supportive programs and resources to effectively manage work-life conflicts and enhance overall well-being.

Mwangi et al. (2016) conducted a case study at Kabarak University to explore the effects of WLB on employee performance in institutions of higher learning. Employees who reported better WLB demonstrated higher levels of job satisfaction, commitment, and productivity. The study emphasizes the need for institutions of higher learning to recognize the importance of WLB in enhancing employee performance and overall organizational success. The study by Brough et al., (2020) explores the multifaceted concept of WLB, delving into its definitions, causes, and consequences. The authors provide a comprehensive overview of the different perspectives on WLB and highlight the varying factors that contribute to work-life imbalances. By synthesizing existing literature, this study offers valuable insights into the complexities surrounding WLB and the potential implications for individuals and organizations.

Saltmarsh and Randell-Moon (2014) focus on WLB within the specific context of academia. Their study explores the policies, practices, and performativities related to academic well-being. The authors investigate the challenges faced by academics in achieving WLB, including heavy workloads, high expectations for productivity, and the pressure to balance research, teaching, and personal commitments. The study highlights the performative nature of WLB, where individuals must navigate and negotiate their professional and personal identities. By shedding light on the unique challenges faced by academics, this research provides insights into the WLB dynamics within the academic context.

Dousin, Collins, and Kler (2019) conducted a study in Malaysia to explore the relationship between WLB, job performance, and job satisfaction among doctors and nurses. The research

examines the impact of WLB practices and policies on employee outcomes in the healthcare sector. Employees who perceive a better WLB exhibit higher levels of job satisfaction and demonstrate better job performance. The study underscores the importance of WLB in the healthcare sector and emphasizes the need for organizations to implement supportive policies to enhance employee well-being and performance.

Kim (2014) investigates the negotiations between WLB and workers' performance. The study explores how employees' perceptions of WLB influence their commitment to the organization, which in turn impacts their performance outcomes. The research emphasizes the significance of creating a work environment that supports WLB to foster employees' commitment and enhance their performance. The study contributes to the understanding of the hidden systems through which WLB can influence employee behaviour, highlighting the importance of employees' emotional connection to their organization.

Peng, Ilies, and Dimotakis (2011) focus on exploring the relationship between work-family balance, role integration, and employee well-being. The authors aim to provide a comprehensive understanding of how work and family roles can be effectively integrated to promote employee well-being. The authors begin by acknowledging the increasing challenges faced by individuals in balancing their work and family responsibilities. They emphasize the importance of achieving a balance between these domains to mitigate negative consequences for individuals and their families.

The influence of work-life balance (WLB) elements on employee health and wellbeing is examined in the research by Zheng et al., (2015). Multiple regression models were used to analyse data from 700 Queensland employees. According to the findings, employees who used WLB tactics had greater health and wellbeing and were better able to achieve WLB. However, WLB and employee health were not specifically impacted by organisational WLB programmes. Age, working hours, education, and household incomes all had a little impact on employee health and happiness.

**Objective:** To measure the impact of work life balance policies on employee well-being, and productivity

**Methodology:**

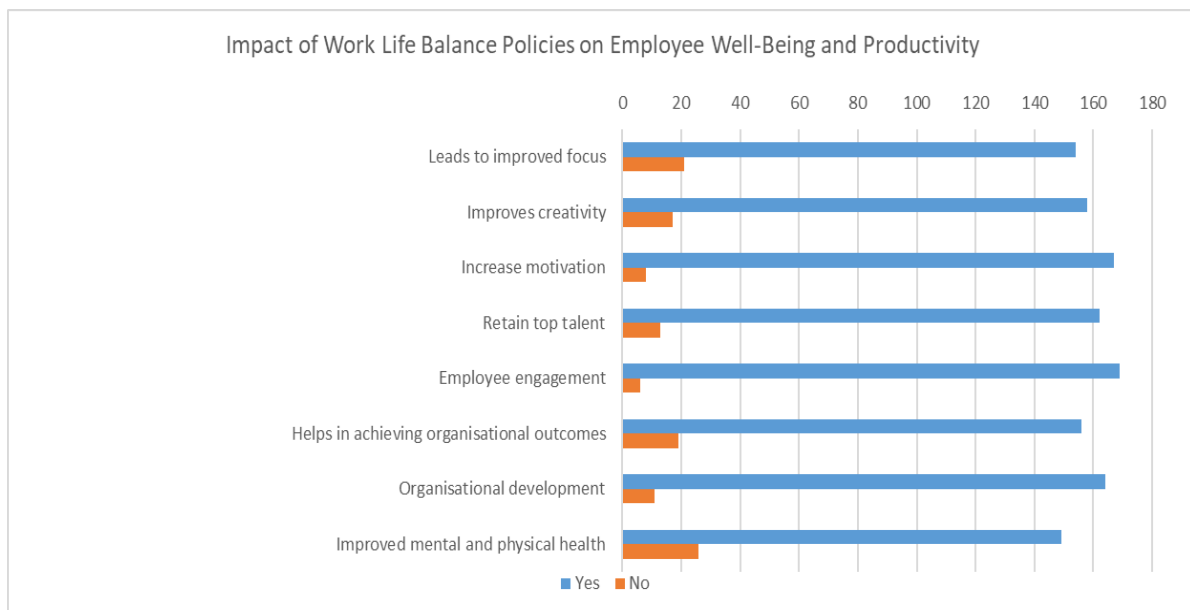
This study is descriptive in nature in which the data were obtained from the 175 respondents to find the impact of work life balance policies on employee well-being, and productivity. A

checklist question was used to analyse and interpret the data. In a checklist question respondents choose “Yes” or “No” for all the questions.

**Data Analysis and Interpretations:**

**Table 1 Impact of Work Life Balance Policies on Employee Well-Being and Productivity**

SL No.	Impact of Work Life Balance Policies on Employee Well-Being and Productivity	Yes	% Yes	No	% No	Total
1	Leads to improved focus	154	88.00	21	12.00	175
2	Improves creativity	158	90.29	17	9.71	175
3	Increase motivation	167	95.43	8	4.57	175
4	Retain top talent	162	92.57	13	7.43	175
5	Employee engagement	169	96.57	6	3.43	175
6	Helps in achieving organisational outcomes	156	89.14	19	10.86	175
7	Organisational development	164	93.71	11	6.29	175
8	Improved mental and physical health	149	85.14	26	14.86	175



### **Figure 1 Impact of Work Life Balance Policies on Employee Well-Being and Productivity**

Table 1 and Figure 1 show the impact of work life balance policies on employee well-being and productivity. It was found that around 96.5% respondents believes that employee engagement has the greatest impact, Increase motivation (95.4%), Organisational development (93.7%), Retain top talent (92.5%), Improves creativity (90.2%), Helps in achieving organisational outcomes (89.1%), Leads to improved focus (88.0%) and Improved mental and physical health (85.1%).

### **Conclusion**

Overall, this study contributes valuable insights for both researchers and practitioners, emphasizing the significance of WLB policies in promoting employee well-being and productivity. To maximize the benefits of WLB policies, organizations should consider customization based on individual employee needs and preferences. Offering a range of flexible work arrangements, parental leave options, and wellness programs can further enhance the effectiveness of these policies and meet the diverse needs of employees.

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