

EXAMINING THE WORK LIFE BALANCE AMONG CORPORATE SECTOR EMPLOYEES

Ms. Shilpi Singh¹, Dr. Ritika Gupta²

MBA Student¹, Associate Professor², RDIAS^{1&2}

1. Introduction

This research is being carried out to explore the relationship of work life balance between employees in corporate sector. Work-life balance isn't simply about allocating time between work and personal life. It involves reducing the conflict between these two areas by effectively managing the various roles and responsibilities within each. In essence, a person with reduced work-family conflict can be seen as having a balanced work-life situation. Work-life balance encompasses three key components: (1) time balance (fair allocation of time between work and personal life) 2) involvement balance (equal emotional and cognitive engagement in work and family roles); and (3) satisfaction balance (a fair level of satisfaction derived from both work and personal life). A significant amount of an employee's productive time is spent at the workplace. Any issues, whether at work or within the family, can disrupt the balance, making it essential to address the various work and family factors that may directly or indirectly impact overall performance. The concept of work-life balance is less prevalent in India compared to the West, largely due to the traditional social support system. However, with the rise of nuclear families, increased female workforce participation, and the prevalence of dual-career couples, this is changing. The ability to work from anywhere due to technology has also blurred the lines between work and personal life. Organizations are now recognizing the interdependence of work and personal life, understanding that personal issues can impact job performance, satisfaction, and overall well-being. Consequently, companies are adopting policies to support work-life balance for their employees.

2. The Dark Side of Work Life Imbalance: A Reflection on The Tragic Demise of Anna Sebastian At Ey.

The pressure from a demanding work culture in our country is a major challenge to employees' mental health. Longer working hours are affecting many people's lifestyles and hurting their mental well-being. The root cause of work-life imbalances lies in the need for employers to manage workloads and work schedules effectively. It's important to more effectively and

widely communicate the tangible benefits of promoting a work-life balance-friendly environment. One such incident took place in E&Y in July 2024, Anna Sebastian Perayil, a 26-year-old CA died due to heart attack in just 4 months after joining company, the overwhelming work pressure took a toll on her mental health. Her death has left a lasting impact igniting a broader debate about the “hustle culture” fostered by large companies –a mindset that prioritizes efficiency, frequently at the expense of workers' health. Solutions like flexible work hours, effective time management, and supportive workplace policies can greatly improve balance. Personal strategies, such as setting boundaries and prioritizing health, are key to achieving this balance. Organizations play a crucial role by fostering environments that support employees' needs. Ongoing reflection and adaptation are necessary to sustain a healthy work-life integration over time.

3. Impact On Job Satisfaction and Employee Motivation

Achieving balance in work is a key factor that can contribute to higher job satisfaction. Job satisfaction is a positive emotional response to various aspects of one's work, making it more than just a single concept. A person may feel satisfied with certain aspects of their job while being dissatisfied with others. It reflects an individual's attitude toward their work, which stems from their evaluation of the work environment. This evaluation is based on factors such as respect and the achievement of key values in the workplace. Employees who are satisfied with their job tend to prefer their work situation rather than dislike it. A healthy balance between work and life leads to higher morale, increased job satisfaction, and a strong sense of responsibility both in the workplace and in personal life.

4. Importance of the Study

This study acknowledges that work-life balance is not a one-size-fits-all concept as individual needs and priorities vary. Achieving a balance between work and family is essential for employee well-being and job satisfaction. The research will explore existing measures, focusing on those proven effective in different contexts, while acknowledging the risks of unresolved work-life balance issues, such as stress and mental health concerns. Understanding work-life balance is crucial today, with increasing employee retention driven by the demand for flexibility. Organizations that prioritize work-life balance gain a competitive advantage. By identifying key factors that influence balance, companies can develop policies to support employees in maintaining it.

5. Theoretical Background

5.1.The Spillover theory

The Spillover Theory, introduced by Wilensky in 1960, suggests that experiences from work extend into non-work spheres, creating boundary-less interactions between them. This theory differentiates between Positive and Negative Spillover effects, where work experiences can influence personal life either positively or negatively. Numerous scales have been developed to measure work-life balance, including the Work Spillover Scale (Small & Riley, 1990) and Grzywacz & Marks' (2000) work-family spillover scale. Research also includes Kinnunen et al.'s (2006) four-factor model and other tools to assess both positive and negative impacts. Despite its widespread use, critics, like Guest (2002), argue that the theory lacks specificity and requires deeper analysis of underlying causes and consequences.

5.2.The Segmentation theory

Segmentation Theory, as discussed by Edwards & Rothband (2000), Kanter (1977), and others, posits that work and home are independent spheres that do not influence each other. The theory suggests that individuals can separate their thoughts, actions, and feelings about work from their personal lives, which allows for a clearer distinction between these areas (Piotrkowski, 1979). This segmentation was particularly relevant during the industrial revolution, where work and life became divided by space, function, and time (Gagnano et al., 2020). However, this theory has been critiqued for its weak empirical support and is seen more as a theoretical concept in work-life balance research (Guest, 2001). While it may reduce stress by maintaining boundaries, it does not always align with real-world complexities (Parasuraman et al., 1992).

5.3.The Enhancement theory

Enhancement Theory suggests that experiences in one role (work or family) can improve the quality of the other. According to Morris and Madsen (2005), skills, values, and satisfaction in one domain can enhance the other. Greenhaus & Powell (2006) observed that both work and life roles benefit from positive experiences in each. Positive outcomes in personal life often lead to better performance at work and vice versa (Zedeck & Mosier, 1990). This theory highlights a mutually beneficial relationship between work and family life. Overall, it emphasizes the positive impact of each domain on the other.

5.4.Review of Literature

- 5.4.1. Fayaz and Gulzar (2025)** The study explores how family support influences work-life balance among women in higher education, with self-efficacy and grit acting as mediators. The findings reveal that both emotional and instrumental family support positively impact work life balance, while self-efficacy and grit enhance the ability to manage professional and personal responsibilities. Using a quantitative research design the study confirms that self-efficacy and grit significantly strengthen the relationship between family support and work life balance. The research extends social cognitive theory by highlighting the role of internal psychological resources in balancing work and life demands. The study suggests that organizations should foster family-friendly policies and develop personal attributes like grit and self-efficacy to improve work-life balance for women professionals.
- 5.4.2. Aleman et al. (2025)** The study explores how various contextual (e.g., socioeconomic status, commuting distance) and organizational (e.g., work flexibility, job security, teleworking) factors influence employees' work-life balance. Using fuzzy set qualitative comparative analysis, the research, conducted in Vila-real, Spain, identifies significant gender differences in achieving work life balance. Women achieve work life balance through nine different factor combinations, while for men, securing a full-time contract plays the most crucial role. Additionally, women's perceptions of teleworking significantly shape their ability to balance work and personal life. The study provides insights for managers and policymakers to design effective, employee-centered work life balance strategies tailored to different workforce needs.
- 5.4.3. Noor et al. (2025)** The research paper "A Bibliometric Analysis of Work-Life Balance Policies on Employee Performance" examines impact of work-life balance policies on employee performance, using bibliometric analysis .The study reveals that work life balance policies significantly influence productivity, retention, and overall workplace well-being. By mapping existing research, it provides valuable insights for policymakers and organizations to enhance employee performance through effective work life balance strategies.
- 5.4.4. Sirakaya (2025)** The research paper "Conceptual Evaluation of the Impact of the Link between Remote Working and Work-Life Balance on Employee Motivation"

explores how remote working affects work-life balance and its subsequent impact on employee motivation. It presents a conceptual evaluation, examining existing literature and theoretical frameworks to understand these relationships. The study highlights that while remote work offers flexibility and autonomy, it can also blur work-life boundaries, leading to challenges such as overworking and reduced personal time. The paper emphasizes the need for organizations to develop strategies that support employees in maintaining a healthy balance, thereby enhancing motivation and productivity. Ultimately, it suggests that well-structured remote work policies can positively influence employee well-being and job satisfaction.

5.4.5. Begum (2025) The study of research "Achieving Sustainable Development Goals for Mental Health and Gender Equality through Work-Life Balance and Emotional Intelligence" explores how work-life balance impacts mental health and the role of emotional intelligence and gender among Indian managers. The findings reveal that better work life balance leads to improved psychological well-being and lower distress. Emotional intelligence helps managers cope better, strengthening the positive impact of work life balance on mental health. However, gender does not significantly affect this relationship. The study aligns with Sustainable Development Goals (SDG 3 & SDG 5), emphasizing the need for workplace policies that support mental health and equality.

5.4.6. Rangarajan (2025) The study "Redefining a Satisfied Workforce: Unveiling the Role of Quality of Work Life" examines explores the connection between job satisfaction and quality of work life in organizations, particularly within the manufacturing textile industry in Chennai. Using a questionnaire-based survey, the research examines how workplace factors impact employees' overall well-being and motivation. Statistical methods like descriptive analysis, ANOVA, and linear regression were used for data analysis. The findings indicate that job satisfaction directly influences employees' quality of life, affecting retention and performance. The paper highlights the need for organizations to improve work conditions to enhance employee satisfaction and productivity.

5.4.7. Babu and Sahayam (2024) The study examines work-life balance among IT professionals in India, highlighting key challenges and influencing factors. It identifies workload, flexible work arrangements, organizational support, and technostress as major determinants of work life balance. The paper emphasizes the

need for companies to adopt flexible policies and promote a supportive work culture. Recommendations include implementing stress management programs and encouraging work-life integration. The study provides insights for improving employee well-being and productivity in the Indian IT sector.

5.4.8. Hosseini et al. (2024) This study examines that in today's fast-paced work environment, maintaining work-life balance is crucial for employees, as they are required to juggle multiple tasks at once while ensuring optimal productivity. However, the concept of work-life balance is often poorly defined and inconsistent, which may highlight the complexity of defining it. Work-life conflict is linked to decreased job satisfaction, increased absenteeism, lower performance, and a higher intention to leave the organization. Work-life conflict has negative effects on both family and workplace dynamics, and it generally threatens the well-being of society. Individuals experiencing work-life conflict tend to have lower productivity, reduced commitment, and are more likely to be absent or leave their organization.

5.4.9. Montadka and Deepak (2024) The study "Understanding Work-Life Balance and Its Impact on Job Satisfaction" explores the relationship between work-life balance and job satisfaction, highlighting the importance of flexible working hours, manageable workloads, and organizational support. It emphasizes that employees who can balance work and personal life experience higher job satisfaction. The study shows that work-life balance contributes to better employee engagement, productivity, and reduced burnout. It suggests that organizations should adopt policies that promote flexibility and employee well-being. The authors conclude that a supportive work environment is essential for improving job satisfaction and overall organizational success. Ultimately, maintaining work-life balance is key to a motivated and satisfied workforce.

5.4.10. Gülmez et al. (2023) This study examines challenges involving adapting work schedules to better fit individual preferences. This requires optimizing work arrangements based on employees' desire for flexibility, while still meeting the system's requirements across different roles. Employee satisfaction is a key factor in the success of any business, underscoring the importance of employees effectively managing their work, family, and personal lives to maintain both physical and mental well-being. Gülmez et al. emphasize that work-life balance, defined as the challenge of finding a reasonable equilibrium between work, family,

and personal life, is becoming an increasingly important issue. However, many studies fail to sufficiently take into account the preferences of employees when exploring this matter

5.4.11. Joseph and Gillariose (2023) According to this study, work life balance refers to the balance that individuals seek between their work obligations and personal life, including family and personal well-being. The study explores how family dynamics, job conditions, and gender roles impact this balance, particularly for women. They discovered that while family-related factors, such as caregiving duties, influence work life balance, other elements of work and personal life have a more significant effect. Their research highlights that work life balance is shaped by a variety of personal and professional factors, which can positively or negatively affect women's well-being in both their careers and personal lives.

5.4.12. Pathiranage et al. (2023) In the research paper titled "Impact of Working Environment and Workload on Work-Life Balance and Job Satisfaction: An Empirical Study," Work-Life Balance, it is defined as the equilibrium employees strive to achieve between their work responsibilities and personal life activities. It is not about an exact split between work and personal life, but rather the ability to manage both areas effectively. Employees who have a good work life balance can fulfill their professional and personal roles without one overwhelming the other, leading to increased well-being and job satisfaction. The paper highlights two main factors that influence work life balance: the working environment and workload.

5.4.13. Kurniasari et al. (2023) In research paper "The Effect of Work-Life Balance and Quality of Work Life on Employee Performance with Gender as a Moderating Variable," work-life balance is identified as a key factor that enhances employee performance. Work life balance refers to how well an individual manages the demands of their work and personal life. Rather than aiming for an equal division of time, it focuses on effectively handling the emotional, psychological, and practical aspects of both areas. The research points out that employees who can balance their work and personal responsibilities tend to perform better at their jobs. On the other hand, poor balance between work and life leads to higher stress levels, lower job satisfaction, and diminished performance.

5.4.14. Rashmi and Kataria (2022) The study identifies four major research themes: flexible work arrangements, gender differences in work life balance , work-life interface concepts (such as work-family conflict and enrichment), and

organizational policies and practices promoting work life balance . The study highlights an increasing academic focus on work life balance, with emerging trends in gender roles, cultural and economic influences, and the role of organizational culture. Using bibliometric mapping techniques, the authors examine publication trends, research methodologies, and key contributions to the field. The paper provides valuable insights for scholars, policymakers, and businesses to develop effective work life balance strategies and address future research gaps.

5.4.15. Aruldoss et al. (2021) The study examines the relationship between work-life balance and job satisfaction, while considering the moderating effects of training and development and the work environment. The findings reveal that better work-life balance reduces job stress and enhances job commitment and satisfaction, with a supportive work environment further amplifying these benefits. Additionally, training and development opportunities mitigate job stress and strengthen job commitment, ultimately leading to higher job satisfaction. The study highlights the importance of organizational support in fostering employee well-being and productivity.

6. Research Gap

Study of work-life balance is crucial in today's context, as there has been a consistent issue with employee retention across various sectors. Additionally, the long-term relationship between employees and employers is often not aligned, which can negatively affect individuals' personal lives. This study is of significant importance, as achieving a balance between work and personal life has become a major challenge. Effective implementation can only occur if individuals successfully manage both aspects of their lives, with support from management playing a key role in facilitating this balance.

- **The Personalized Nature of Work-Life Balance:** This study acknowledges that work-life balance is not a one-size-fits-all concept. Since individual needs and priorities differ, it requires a customized approach to find effective solutions.
- **The Significance of Work-Family Integration:** Achieving a balance between work and family life is vital for employee well-being and job satisfaction. This study delves into the challenges in this area and explores strategies for successful integration.

- **Productivity and Performance of an organisation :** Work-life balance has a significant impact on the productivity and performance of an organization. When employees are able to manage their work and personal lives effectively, they tend to be more engaged and committed to their jobs. This increased engagement often leads to higher levels of effort, efficiency, and creativity, which boosts overall organizational performance.
- **Potential Risks of Poor Work-Life Balance:** The study recognizes the potential consequences of unresolved work-life balance issues, including employee burnout, decreased productivity, and the loss of valuable talent.
- **Improved Employee well-being:** Supporting work-life balance contributes to better mental and physical health for employees. Healthy employees are more productive, perform better under pressure, and are less likely to experience long-term health issues, which could otherwise impact their work.

7. Research Methodology

7.1. Objectives

- ❖ To analyze the factors influencing work life balance among corporate sector employees.
- ❖ To examine organisational policies for promoting work life balance among corporate sector employees.
- ❖ To examine the impact of no. of working hours on employee burnout.

7.2. Hypothesis

Ho: There is no impact of no. working hours on employee burnout.

7.3. Research Design

The study uses descriptive research design to examine the work life balance practices among corporate sector employees. Descriptive research is a methodological approach designed to capture the characteristics of a phenomenon or subject being studied. It acts as a fundamental tool for researchers who aim to observe, document, and examine the detailed aspects of a specific topic. This method offers a comprehensive and in-depth account that helps in understanding, classifying, and interpreting the subject matter.

7.4. Sampling Details

The study uses convenience sampling to examine the work life balance among corporate sector employees. Convenience sampling is a non-probability sampling method used by researchers to gather market research data. It involves selecting individuals who are easily accessible to the researcher or who willingly volunteer to take part. Accordingly, data has been collected from 50 corporate sector employees (friends & family).

7.5. Data Collection

The study uses primary data to examine the work life balance practices among corporate sector employees. Primary data refers to original data collected directly from sources for a specific research objective. It is gathered through methods like surveys, interviews, experiments, and observations. This data has not been previously published or analyzed. It is reliable as it is current and directly related to the research question. Accordingly, a questionnaire has been circulated for data collection purpose. Questionnaire is a survey instrument comprised of a set of questions to ask the participants in the survey. It usually combines both close-ended and open-ended questions. It is a set of questions or items designed to collect data from respondents regarding their attitudes, experiences, or opinions.

7.6. Time Period of The Study

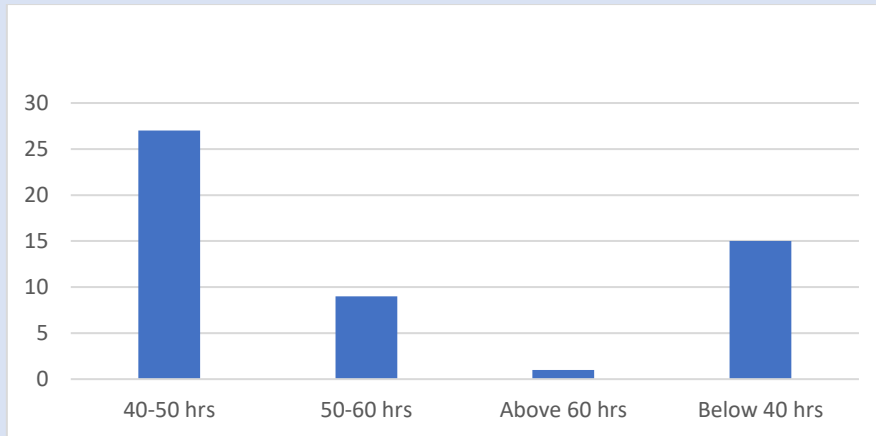
The data has been collected in month of March 2025.

7.7.Data Analysis Tools & Techniques

The study uses descriptive statistics to analyze the data collected; further regression analysis has also been used.

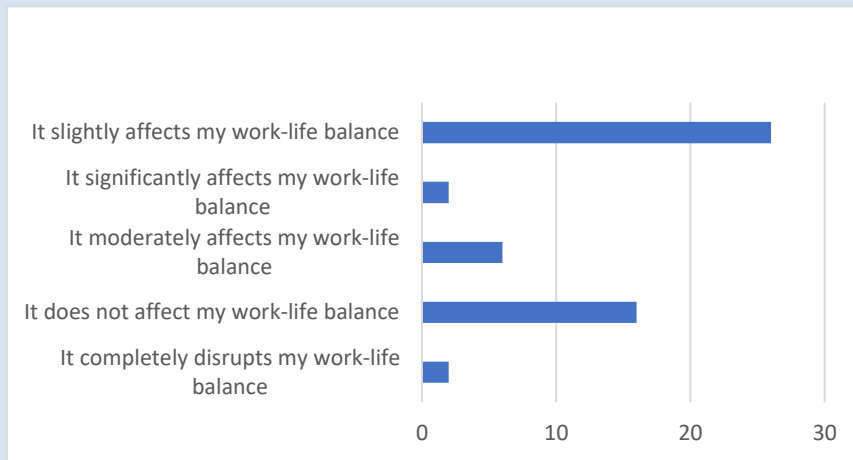
8. Data Analysis

8.1. OBJECTIVE 1: To analyze the factors influencing work life balance among corporate sector employees.



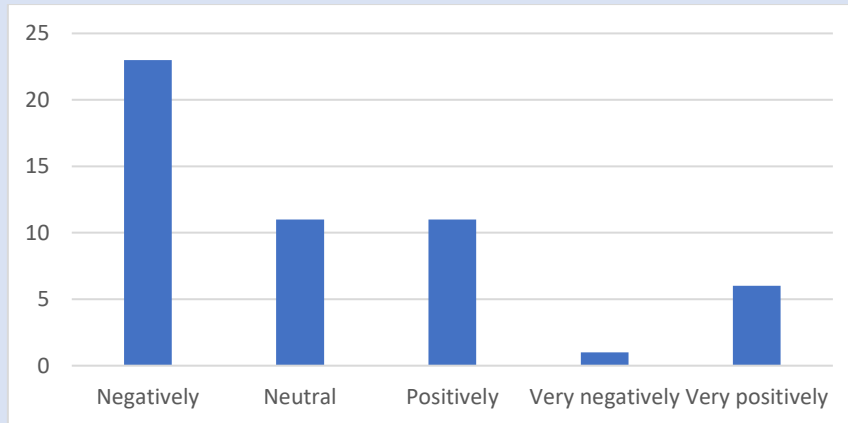
INTERPRETATION

The chart illustrates the weekly work hours of 49 respondents. Most individuals (55.1%) work between 40-50 hours, while 24.5% work less than 40 hours. Around 18.4% put in 50-60 hours, with a small fraction exceeding 60 hours. This indicates that a significant number of people work beyond the standard 40-hour week



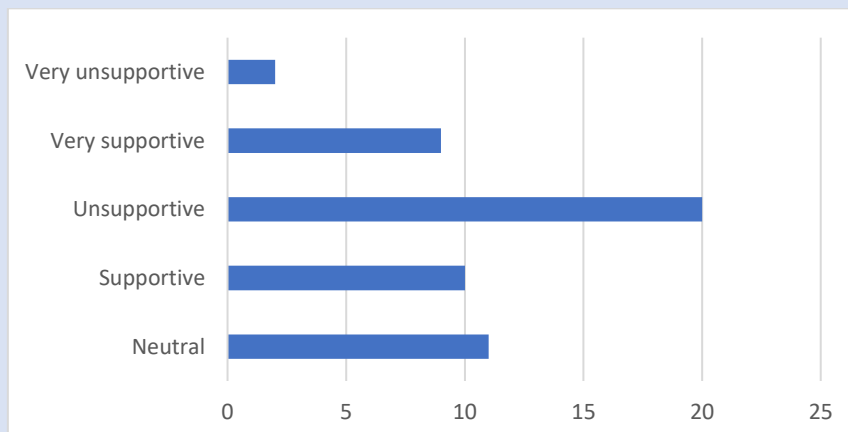
INTERPRETATION

The chart shows the impact of commute time on the work-life balance of 50 respondents. Most (53.1%) feel a slight effect, while 30.6% report no impact. Smaller groups experience moderate, significant, or complete disruption. This indicates that while commuting affects some, many find it manageable.



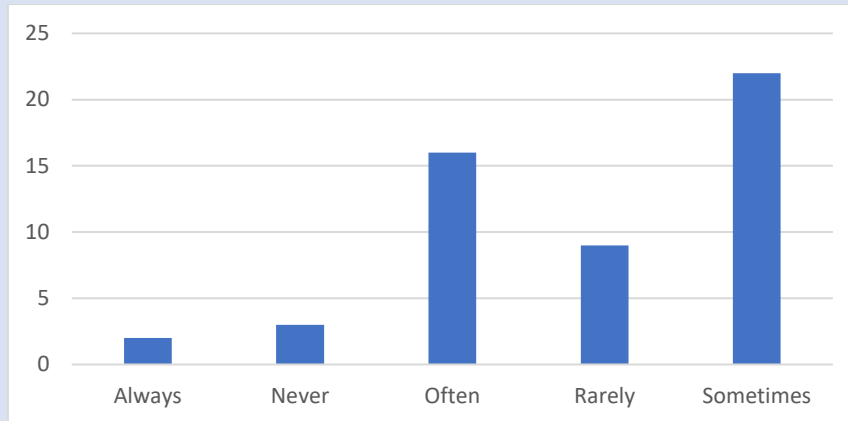
INTERPRETATION

The chart illustrates the impact of the work environment on work-life balance for 50 respondents. Nearly 46% feel it has a negative effect, while 20% remain neutral. Another 20% see a positive influence, and 12% report a very positive impact. A small group experiences a very negative effect, highlighting a need for workplace improvements.



INTERPRETATION

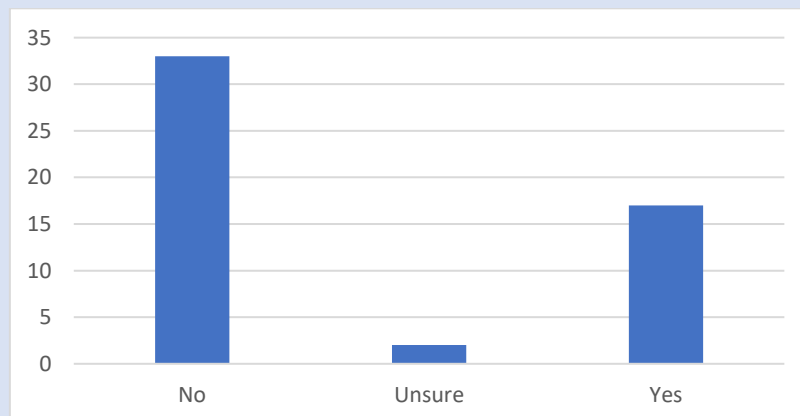
The chart illustrates feedback from 50 respondents on their supervisor's support in maintaining work-life balance. The largest portion (40%) perceives their supervisors as unsupportive, highlighting a major concern. Meanwhile, 20% remain neutral, while 18% and 20% consider their supervisors very supportive and supportive, respectively, showing some positive experiences. A small fraction rates their managers as very unsupportive, indicating room for improvement in managerial support.



INTERPRETATION

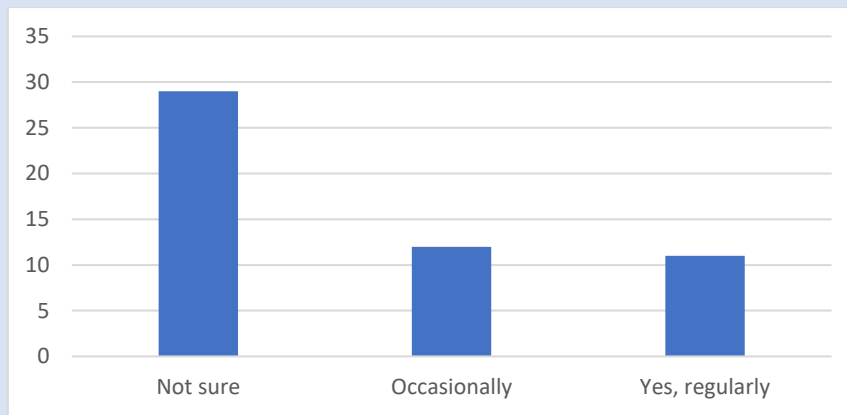
The chart represents the frequency of work-related stress or burnout among 50 respondents. The largest group (42%) experiences stress "Sometimes," followed by 32% who feel it "Often," highlighting its prevalence. A smaller share (18%) report feeling stress "Rarely," while very few fall into the "Never" or "Always" categories. These results indicate that while occasional stress is common, a significant number face frequent workplace burnout.

OBJECTIVE 2 : To examine organisational policies for promoting work life balance among corporate sector employees.



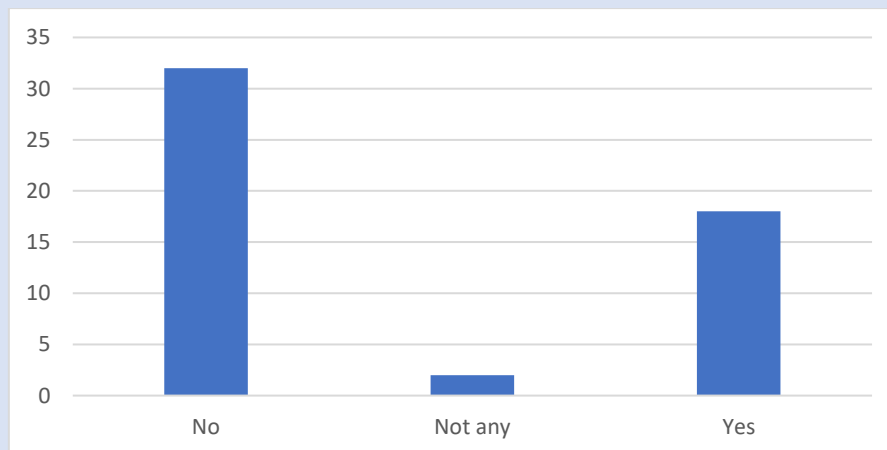
INTERPRETATION

The chart presents responses from 50 participants on whether their organization has a formal work-life balance policy. A majority, 66%, indicated that no such policy exists, while 32% confirmed its presence. A small fraction of respondents were uncertain.



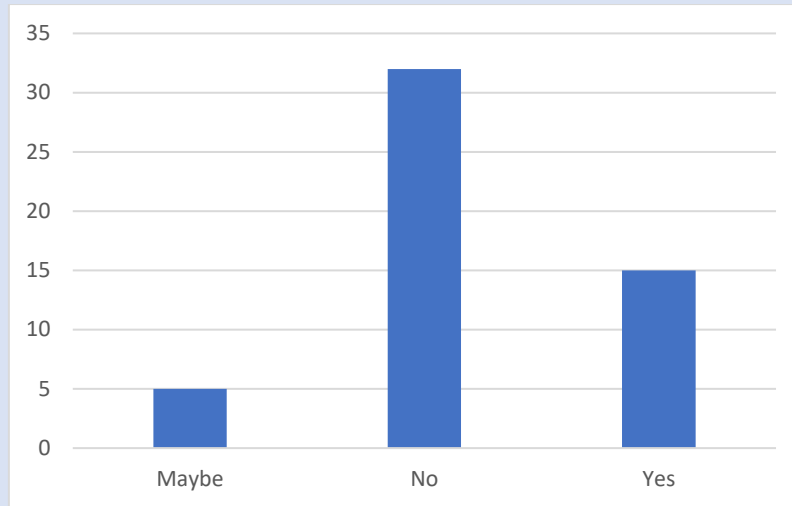
INTERPRETATION

The survey results show that flexible working hours are not widely implemented in the organization. Only 20% of employees have regular access to them, while 24% say they are available occasionally. A majority (56%) are unsure whether such flexibility exists. This indicates a lack of clear communication or awareness regarding the organization's work flexibility policies



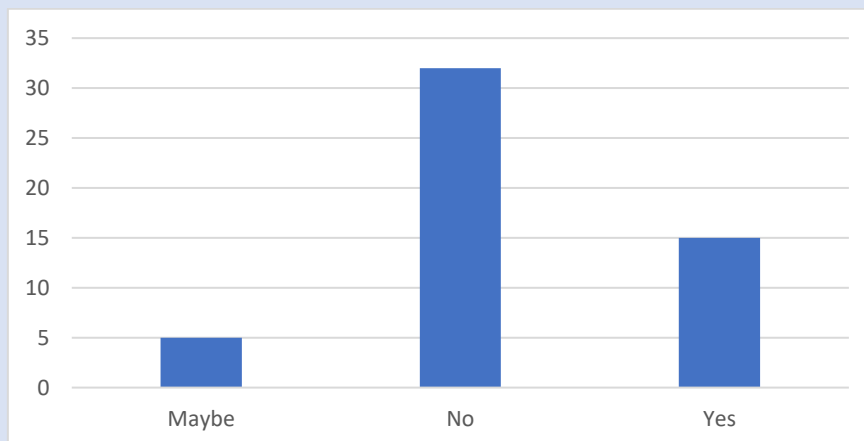
INTERPRETATION

The survey results show that wellness programs are limited within the organization. While 34% of employees have access to such programs, a majority (64%) report that none are offered. A small percentage remains uncertain about their availability. This highlights the need for improved wellness initiatives to enhance employees' work-life balance.



INTERPRETATION

The survey indicates that most employees do not feel encouraged to take vacations or time off. Only 28% say their organization actively promotes it, while 64% report that no encouragement is given. A small 8% are uncertain about the organization's stance. This suggests a need for better support in promoting employee well-being through time off.



INTERPRETATION

The survey reveals that the organization does not actively support the use of paid time off (PTO). Only 12% say PTO is actively encouraged, while 14% feel it is somewhat encouraged, and 16% remain neutral. A majority (58%) believe the organization discourages taking PTO. This highlights the need for improved policies to help employees utilize their paid leave.

8.2. Regression Analysis

Demographic Statistics

Demographic variable	category	frequency	percentage
Gender	male	16	32.70%
	female	33	67.30%
	other	0	0%
Age	23-25	18	36%
	25-27	12	24%
	27-29	15	30%
	30 & above	5	10%
Designation	top level	12	24%
	middle level	25	50%
	low level	13	26%
length of service	less than 1	15	30%
	1-5 yrs	15	30%
	6-10 yrs	15	30%
	11+ yrs	5	10%

Gender

The majority of respondents identify as female, constituting 67.30% of the sample, while male account for 32.7%. There are no respondents who are identified as others.

Age

The age distribution shows that the largest proportion of respondents falls within 23-25 age range, representing 36% of the sample. This is followed by individuals aged 25-27(24%),27-29(30%), and those aged 30& above (10%).

Designation

All respondents belong to corporate sector, but their job positions vary into top level (24%), middle level (50%) contributing the most and low level (26%).

Length of Service

The data indicates respondents have various work experiences, respondents having less than 1 year of service (30%), 1-5 yrs (30%), 6-10 yrs (30%), 11 yrs (10%).

1. Regression of organisational policies (independent variable) on work life balance (dependent variable).

X variable = organisational policies , Y variable = Work life balance

Regression Equation :- Work life balance = $\alpha + \beta_1$ organisational policies + e_1

$$Y = \alpha + \beta_1 X + e_1$$

SUMMARY OUTPUT								
Regression Statistics								
Multiple R	0.55105719							
R Square	0.30366403							
Adjusted R Square	0.28973731							
Standard Error	0.45204848							
Observations	52							
ANOVA								
	df	SS	MS	F	Significance F			
Regression	1	4.4556856	4.455686	21.80441899	2.302E-05			
Residual	50	10.217391	0.204348					
Total	51	14.673077						
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	2.52536232	0.1852155	13.63473	1.80124E-18	2.153346112	2.897378526	2.153346112	2.8973785
X Variable 1	-0.26449275	0.0566424	-4.66952	2.302E-05	-0.378262329	-0.15072318	-0.378262329	-0.1507232

INTERPRETATION

The regression analysis indicates that organizational policies explain 30.37% ($R^2 = 0.3037$) of the variation in work-life balance, suggesting a moderate relationship between the two. The negative coefficient (-0.2645) . This relationship is statistically significant, as evidenced by the very low p-value (2.302E-05). Furthermore, the ANOVA results confirm the overall significance of the model (p-value = 2.302E-05), reinforcing the impact of organizational policies on work-life balance. The intercept value is 2.525.

2. Regression of no. of hours worked (independent variable) on employee burnout (dependent variable).

X variable = no. of hours worked, Y variable = employee burnout.

Regression Equation: - Employee burnout = $\alpha + \beta_1$ no. of hours worked + e_1

$$Y = \alpha + \beta_1 X + e_1$$

SUMMARY OUTPUT								
Regression Statistics								
Multiple R	0.58706996							
R Square	0.344651138							
Adjusted R Square	0.33154416							
Standard Error	0.592975438							
Observations	52							
ANOVA								
	df	SS	MS	F	Significance F			
Regression	1	9.245929556	9.245929556	26.29524192	4.77228E-06			
Residual	50	17.58099352	0.35161987					
Total	51	26.82692308						
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.531317495	0.287184583	1.85009059	0.070214192	-0.045509716	1.108144706	-0.045509716	1.108144706
X Variable 1	0.455723542	0.088871575	5.127888642	4.77228E-06	0.27721973	0.634227355	0.27721973	0.634227355

INTERPRETATION

The regression analysis indicates that the number of hours worked has a significant effect on employee burnout. With an R-squared value of 0.3446, the model explains about 34.46% of the variation in burnout levels. The positive coefficient (0.4557) suggests that as working hours increase, burnout tends to rise. The very low p-value (4.77E-06) confirms that this relationship is statistically significant. However, the intercept is not significant ($p = 0.0702$), implying that baseline burnout levels, independent of working hours, may not be accurately determined.

Conclusion

This research study successfully addresses the key objectives by analyzing factors that influence work-life balance, evaluating organizational policies, and assessing their impact on employee well-being.

Firstly, the study identifies several factors affecting work-life balance among corporate sector employees, including long working hours, commute time, workplace environment and managerial support. The findings indicate that extended work hours contribute significantly to employee burnout, with a strong correlation between increased working hours and stress levels. Additionally, while commute time has a moderate impact for most employees, the work environment plays a more significant role, with nearly half of the respondents reporting a negative effect on their work-life balance.

Secondly, the research examines organizational policies designed to promote work-life balance. The findings reveal that many organizations lack structured policies, with 66% of employees stating that no formal initiatives exist. Furthermore, limited awareness about flexible work arrangements and wellness programs restricts employees from utilizing these benefits effectively. A significant portion of employees also feel discouraged from taking vacations or paid time off, further exacerbating workplace stress. The lack of clear policies and managerial support underscores the need for better communication and policy implementation.

Finally, the study explores the impact of work-life balance on employee well-being. The results indicate that poor work-life balance leads to increased stress and burnout, negatively affecting overall job satisfaction and productivity. Employees who receive support from their supervisors and have access to wellness initiatives report better well-being and job satisfaction. The findings emphasize the importance of fostering a supportive work culture where employees can maintain a healthy balance between work and personal life.

In conclusion, organizations must implement well-defined policies that promote work-life balance, such as flexible working arrangements, wellness programs, and managerial support. By improving workplace conditions and encouraging a culture that values employee well-being, businesses can enhance productivity, reduce burnout, and create a more satisfied workforce. Future research could further explore long-term policy effects and sector-specific strategies for enhancing work-life balance.

Implications, Future Scope and Limitations

Practical Implications

Examining the work life balance among corporate sector employees reveals numerous practical implications to decision-makers within organizations, such as HR professionals, managers and policymakers, who have the authority to implement work-life balance policies and initiatives that benefit employees, these are:

Improved Work-Life Balance Policies: - Organizations can design and implement policies that prioritize employee well-being, such as flexible work arrangements, paid leave options, and time-off policies. This can lead to greater employee satisfaction, reduced burnout, and higher retention rates, especially for those with caregiving or personal responsibilities.

Enhanced Employee Well-being and Mental Health Initiatives :-Research findings can guide organizations in recognizing the direct link between work-life balance and overall employee well-being. This could prompt the introduction of mental health programs, stress management initiatives, and comprehensive support systems to ensure employees' physical and emotional health is prioritized.

Better Talent Acquisition and Retention Strategies: - Organizations could use research insights to enhance their ability to attract and retain top talent by offering flexible work arrangements. This approach may appeal to a wider range of candidates, including those with unique needs or responsibilities, thus fostering a more diverse and inclusive workforce.

Future Scope of the Study

1. **Analyzing Factors Influencing Work-Life Balance:-** Among Corporate Sector Employees conduct industry-specific studies to identify unique factors affecting work-life balance in different corporate sectors such as IT, finance and healthcare. Explore demographic influences (age, gender, marital status) on work-life balance and how they evolve over time. Investigate the role of cultural and regional differences in shaping work-life balance perceptions among employees in multinational corporations.
2. **Analyze the role of government regulations and labor laws in shaping corporate work-life balance policies: -** Government regulations and labor laws play a crucial role in shaping work-life balance by enforcing policies such as maximum working hours, paid leave, and flexible work arrangements. They ensure employee well-being and fair labor practices while influencing corporate policies to create a healthier work environment.
3. **Explore how self-employed individuals manage work-life balance without formal organizational policies: -** Effective delegation, outsourcing tasks, and automation help self-employed professionals reduce workload and avoid burnout. Self-employed individuals often create personalized routines, setting clear work hours to maintain a balance between professional and personal life.

Limitations of the Study :-

1. Limited number of respondents.
2. Past data cannot be utilized as the study focuses on the collection and analysis of primary data.
3. Difficulty in isolating the effects of work-life balance from other factors, such as job satisfaction, personality or personal circumstances, that may also influence employee well-being.
4. A limited time period for data collection may restrict the ability to capture the full range of responses and variations in employee well-being.

References

- ❖ Ali, S., Ishrat, A., Barthwal, T., Ali, N., Rajan Singh, R., & Singh, A. (2025). *Unveiling the nexus: Exploring how demographic factors shape work-life balance for women professionals*. Amity Business School, Amity University, Lucknow Campus, Uttar Pradesh, India.
- ❖ Babun, V. H., & Sahayam, D. B. (2025). *A systematic review on work-life balance among IT professionals in India*. ResearchGate.
- ❖ Begum, G. T. (2025). *Achieving sustainable development goals for mental health and gender equality through work-life balance and emotional intelligence*. Emerald Insight.
- ❖ Bello, Z., & Tanko, G. I. (2025). *Review of work-life balance theories*. Alasala University, Dammam, Saudi Arabia & Usmanu Danfodiyo University Sokoto, Nigeria.
- ❖ Fayaz, I., & Gulzar, F. (2024). Building belief, achieving balance: How organizational climate fosters self-efficacy for a fulfilling work–life. *International Review of Journal of Management Studies*.
- ❖ Garg, P., & Yajurvedi, N. (2025). *Impact of work-life balance practices on employee retention and organizational performance: A study on the IT industry*. Shobhit University, Meerut, India.
- ❖ Gulmez, E., Koruca, H. I., Aydin, M. E., & Urgancı, K. B. (2023). Heuristic and swarm intelligence algorithms for work-life balance problem. *University of Strasbourg, Süleyman Demirel University, University of the West of England, Bristol*.
- ❖ Hosseini, Z., Rahimi, S. F., Salmani, F., Miri, M. R., Aghamolaei, T., & Dastjerdi, R. (2024). Etiology, consequences, and solutions of working women’s work-life conflict: A qualitative study. *BMC Women's Health*, 24(62).
- ❖ Joseph, J., & Gillariose, J. (2025). *Women family demographics and work-life balance*. IGI Global.
- ❖ Kurniasari, C. A., & Pravitasmara Dewi, Y. E. (2025). *The effect of work-life balance and quality of work life on employee performance with gender as a moderating variable*. Kristen Satya Wacana University, Salatiga, Central Java, Indonesia.
- ❖ Mollan. (2024). Death of Indian employee sparks debate on 'toxic work culture'. *BBC News*. <https://bbc.com/news/articles/c0kjpg4jr5yo>

- ❖ Montadka, J., & Deepak, K. V. (2025). *Understanding work-life balance and its impact on job satisfaction*. Bangalore Institute of Technology.
- ❖ Nieto-Aleman, P. A., Berné-Martínez, J.-M., & Arnal-Pastor, M. (2025). The work-life balance puzzle: A key to success in business and life. *Management Decision*, 63(1), 10–20.
- ❖ Noor, S., Qureshi, B., & Md Isa, F. (2025). *A bibliometric analysis of work-life balance policies on employee performance*. Institute for Collective Place Leadership & Human Resources.
- ❖ Pathiranage, T., Khatibi, A., & Tham, J. (2025). Impact of working environment and workload on work-life balance towards job satisfaction: An empirical study. *University of Colombo, Sri Lanka & Management and Science University, Malaysia*.
- ❖ Rangarajan, R. (2025). *Redefining a satisfied workforce: Unveiling the role of quality of work life*. University of Madras, Chennai, India.
- ❖ Rashmi, K., & Kataria, A. (2025). Work-life balance: A systematic literature review and bibliometric analysis. *Emerald Insight*.
- ❖ Sirakaya, Y. (2025). Conceptual evaluation of the impact of the link between remote working and work-life balance on employee motivation. *St. Clements University*. ResearchGate.
- ❖ Thilagavathy, S., & Geetha, S. N. (2025). *Work-life balance: A systematic review*. Department of Management Studies, College of Engineering Campus, Anna University, Chennai, India.