



A Study on Impact of Work-Life Balance Practices on Job Satisfaction of Employees

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Abstract – Work-life balance has become an important factor in determining employee job satisfaction in today's competitive and fast-paced work environment. This study focuses on analyzing the impact of work-life balance practices such as flexible working hours, work-from-home options, leave policies, and employee wellness programs on job satisfaction. The research is based on a descriptive research design and uses both primary and secondary data. Primary data was collected from 100 respondents using a structured questionnaire. The data was analyzed using percentage analysis and presented with the help of charts. The findings indicate that employees who experience better work-life balance tend to have higher levels of job satisfaction, motivation, and productivity. On the other hand, employees with poor work-life balance face stress, dissatisfaction, and reduced performance. The study concludes that work-life balance practices play a significant role in improving employee satisfaction and overall organizational perform

Keywords: Work-Life Balance, Job Satisfaction, Employee Engagement, Motivation, Workplace Practices

I. INTRODUCTION

In the modern business environment, organizations are increasingly focusing on employee well-being as a key factor for achieving success. Employees today face high work pressure, long working hours, and increasing job demands, which often make it difficult to maintain a balance between their professional and personal life. Work-life balance refers to the ability of employees to effectively manage their work responsibilities along with their personal commitments such as family, health, and leisure activities.

A proper work-life balance helps in improving employee productivity, mental well-being, and job satisfaction. On the other hand, poor balance can lead to stress, burnout, absenteeism, and reduced efficiency. Organizations that provide supportive work-life balance practices such as flexible working hours, work-from-home options, and employee wellness programs are more likely to achieve higher employee satisfaction and retention.

Therefore, this study aims to understand the impact of work-life balance practices on job satisfaction and to analyze how these practices influence employee performance and behavior in the workplace.

II. LITERATURE REVIEW

1. Review of Literature

- Pathak et al. (2019) stated that employee satisfaction depends on balancing personal and professional life.
- Dias et al. (2020) found that better work-life balance increases job satisfaction and commitment.
- Kalliath & Brough (2015) explained different dimensions of work-life balance such as role conflict and control.
- Sirgy & Lee (2023) discussed strategies to improve work-life balance.

Joseph (2021) highlighted the importance of work-life balance in modern workplaces.

2. Research Gap

Most existing studies focus on theoretical aspects of work-life balance and job satisfaction. However, there is limited research that examines real employee perceptions and practical workplace situations. This study attempts to bridge this gap by analyzing actual employee responses and understanding how work-life balance practices impact job satisfaction in real organizational settings.

3. Research Hypothesis

A hypothesis is a statement that helps to test the relationship between two variables. In this study, the focus is on understanding the relationship between work-life balance practices and job satisfaction among employees. The hypothesis is formulated to determine whether work-life balance has a significant impact on employee satisfaction levels.

H0 (Null Hypothesis)

There is no significant relationship between work-life balance practices and job satisfaction of employees. This means that changes in work-life balance practices do not affect the level of job satisfaction.

H1 (Alternative Hypothesis)

There is a significant relationship between work-life balance practices and job satisfaction of employees. This means that better work-life balance practices lead to higher job satisfaction, while poor balance results in lower satisfaction.

Testing this hypothesis will help in understanding whether work-life balance plays an important role in improving employee satisfaction and overall workplace performance.



III. RESEARCH METHODOLOGY

1. Research Design

The study is based on a descriptive research design, as it aims to analyze and describe the impact of work-life balance practices on job satisfaction.

2. Data Collection

- **Primary Data:** Collected through a structured questionnaire
- **Secondary Data:** Journals, books, and websites

3. Sampling

- Element Description
- Sample Size 100 respondents
- Sampling Method Convenience Sampling
- Area Broomees India Private Limited

Table No. 1

Element	Description
Sample Size	100 respondents
Sampling Method	Convenience Sampling
Area	Broomees India Private Limited

IV. RESULTS AND DISCUSSION

1. Work-Life Balance Satisfaction

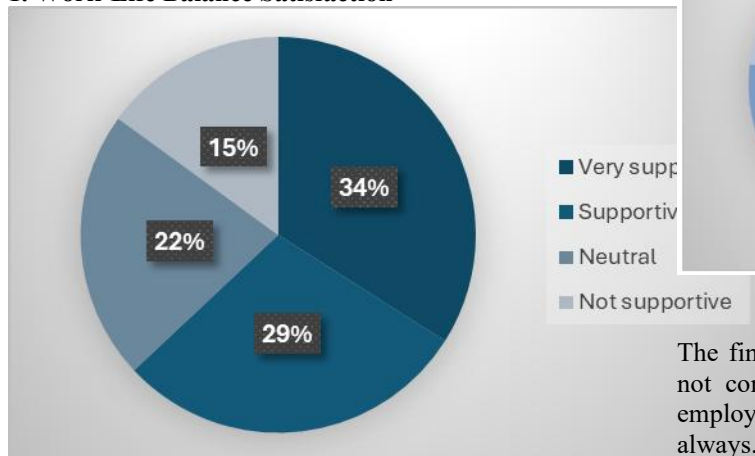


Figure No. 1

The analysis shows that a majority of employees are satisfied with their work-life balance. Around 32% of respondents reported being satisfied, while 18% were very satisfied. However, a significant portion of employees (23%) expressed dissatisfaction, indicating that work-life balance is still a concern for many employees. This suggests that while organizations have implemented some work-life balance practices, there is still room for improvement.

2. Employee Motivation Level

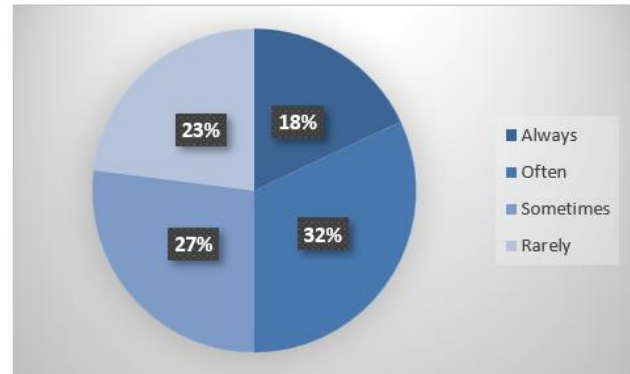


Figure No. 2

The results indicate that employee motivation levels are moderate. About 32% of employees reported that they often feel motivated at work, while 27% feel motivated only sometimes and 23% rarely feel motivated. This shows that although employees are motivated to some extent, there is inconsistency in motivation levels, which can affect overall performance and job satisfaction.

3. Employee Recognition

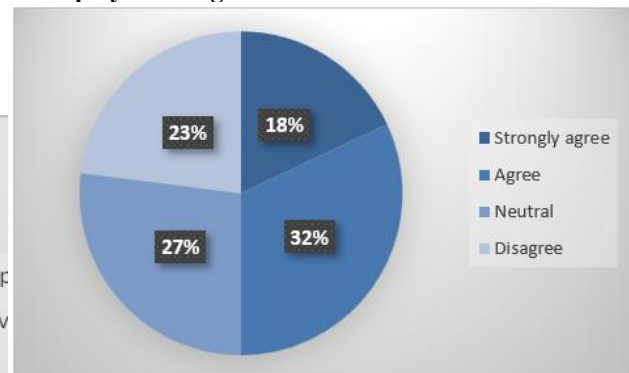


Figure No. 3

The findings reveal that recognition and appreciation are not consistent across the organization. Around 32% of employees feel valued often, while 18% feel valued always. However, 27% feel valued only sometimes and 23% rarely feel appreciated. This indicates that organizations need to improve their recognition systems to enhance employee satisfaction.

V. CONCLUSION

The study highlights that employee engagement plays a crucial role in determining job satisfaction. It clearly indicates that salary alone is not sufficient to ensure employee involvement or overall satisfaction.

Factors such as recognition, effective communication, and employee participation are essential for improving engagement levels. Employees who feel valued and involved in organizational activities tend to be more satisfied and demonstrate better performance.



The results of hypothesis testing confirm a strong relationship between employee engagement and job satisfaction. Therefore, organizations should focus on enhancing engagement through recognition programs, improved communication, and greater employee involvement. These measures can lead to higher job satisfaction, reduced absenteeism, and improved overall organizational performance.

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