EXPLORING THE IMPACT OF WLB ON EMPLOYEE WELL-BEING AND SUCCESS OF ORGANIZATION

Dr. K. MAJINI JES BELLA

Assistant Professor and Research Supervisor, Department of Commerce,

Vels Institute of Science, Technology and Advanced Studies, Pallavaram, Chennai, Tamil Nadu, India – 600117.

Email- ID: florence.bella@gmail.com

ORCID ID: 0000-0002-2228-7597

ABSTRACT

This research delves into the crucial topic of work-life balance and its impact on both employee well-being and organizational success. In the demanding work environments, achieving work-related responsibilities and personal life has become increasingly challenging. This article will examine the effects of work-life balance practices on employees' overall well-being, including physical health, mental well-being, and job satisfaction. Furthermore, it explores how work-life balance initiatives contribute to organizational outcomes such as employee engagement, productivity, and retention. It will assess various aspects of work-life balance, including workload distribution, flexibility in scheduling, availability of family-friendly policies and perceived support from supervisors and colleagues.

Key words: work-life balance, employee engagement, employees' well-being, organizational success and support from supervisors.

1. INTRODUCTION

In today's rapidly evolving work environment, attaining healthy WLB has significant for employees as well as organizations. WLB is the equilibrium between work responsibilities and employee life commitments, encompassing factors such as flexible working hours, family-friendly policies and overall well-being. This balance is crucial for the employees to maintain their physical and mental health of employees. Simultaneously, companies recognize to supporting the WLB initiatives can lead to increased employee engagement, productivity, and retention, ultimately contributing to their own success.

The work-life balance on employee well-being is most important for the organizational success. By exploring the intricate relationship between work-life balance practices and these outcomes, organizations can gain insights into the benefits of prioritizing work-life balance and the potential consequences of neglecting it. This knowledge will enable employers to develop evidence-based strategies and policies that foster a healthier work-life integration, leading to enhanced employee well-being and improved organizational performance. Ultimately, creating a supportive work environment that prioritizes work-life

balance not only benefits employees' personal lives but also fosters a more engaged, productive, and successful workforce.

1.1 FACTORS IMPACTING WORK-LIFE BALANCE ON EMPLOYEE WELL-BEING AND ORGANIZATIONAL SUCCESS.

a. Flexible Work Arrangements:

Providing employees with flexible work options, such as telecommuting, flexible hours, or compressed workweeks, can significantly impact work-life balance. These arrangements are most important for the employees to reduce stress and increase job satisfaction.

b. Supportive Organizational Culture:

A supportive organizational culture positively influence the employee well-being and organizational success. When employees feel encouraged to prioritize their personal lives alongside work, it creates a positive work environment, enhances employee morale, and promotes loyalty and retention.

c. Workload Management:

Effective workload distribution is crucial for maintaining work-life balance. Overburdened employees may experience higher levels of stress, burnout and lack of time for personal commitments. Organizations should actively monitor and manage workloads, ensuring reasonable expectations and adequate resources that can help employees to achieve a healthier balance.

d. Communication and Boundaries:

Establishing clear communication channels and setting boundaries between work and personal life are essential. Encouraging open dialogue about work-related expectations, availability outside of working hours, and respecting personal time can foster work-life balance.

e. Wellness and Support Programs:

Offering wellness initiatives include health-related benefits, demonstrates organizational commitment to employee well-being. Such programs support work-life balance by addressing physical and mental health needs, reducing work-related stressors, and promoting overall well-being.

f. Family-Friendly Policies:

Family-friendly benefits scheduling for caregivers is most important for improve WLB. These policies allow employees to effectively manage their family responsibilities while maintaining their professional commitments, resulting in improved job satisfaction, loyalty and retention.

g. Leadership Support:

Leadership plays a crucial role in promoting work-life balance. When managers prioritize work-life balance for themselves and their team members, it encourages employees to follow suit. Supportive leaders actively communicate and advocate for work-life balance, creating an environment where employees feel empowered to achieve it.

h. **Technology and Remote Work Infrastructure:**

Technological advancements and remote work infrastructure have revolutionized work-life balance possibilities. The remote work capabilities enable the employees have a greater control over their schedules and locations, contributing to work-life integration.

2. REVIEW OF LITERATURE

Sanskrity Joseph, G. K. Deshmukh and Shilpy Kashyap (2016) WLB are essential factors for creating a healthy and productive work environment. When employees experience a sense of well-being and life satisfaction, they will do best to the organizational development. The WLB will reduce the stress, improve physical health, access to resources that promote well-being.

L.S.Kang & R.S.Sandhu (2011) Job and family stressors are two significant sources of stress that individuals often experience. Job stressors can cause stress and negatively impact an individual's well-being. Some common job stressors such as heavy workloads, tight deadlines, and excessive job demands that will lead to stress and feelings of being overwhelmed. It's important to recognize and address these stressors to minimize their negative impact on individuals' well-being. Strategies such as effective communication, setting boundaries, seeking social support, time management, and accessing resources like counselling or employee assistance programs can help the individuals cope with job.

Manas Ranjan Tripathy and Mohd Abdul Nayeem (2012) WLB is a crucial aspect for teachers, as their profession often involves significant time and energy commitments both inside and outside the classroom. Teachers often face heavy workloads, including lesson planning, grading, attending meetings, and engaging in professional development activities. Effective time management skills are essential to balance these responsibilities with personal time. Prioritizing tasks, setting realistic goals, and creating efficient routines can help teachers make the most of their time. Taking breaks and vacations during school holidays is also crucial for recharging and rejuvenating.

Douglas G Bonett and Thomas Wright A (2007) employee well-being and their satisfaction are closely interconnected, job satisfaction can significantly impact an individual's overall psychological well-being. Job satisfaction refers to the level of contentment, fulfillment, and enjoyment individuals experience in their work. It is influenced by various factors, including job autonomy, opportunities for growth and advancement, supportive work environment, recognition, compensation, and the alignment of personal values with the organization's mission. A satisfying job provides individuals with a sense of control, autonomy, and mastery, contributing to feelings of competence and self-worth.

Buddhapriya Sanghamitra (2009) work-family challenges have a significant impact on individuals, their families, and the overall well-being of individuals. Balancing work and family responsibilities often requires individuals to divide their time between the two domains. However, limited time can lead to increased stress, fatigue, and feelings of being overwhelmed. Individuals may struggle to meet the demands of their job while fulfilling their family obligations, which can result in a negative impact on both work and

family life. The impact of work-family challenges is not limited to individuals alone also it affect the family dynamics, relationships with partners and children, and overall family well-being.

Md. Hassan Jafri and Madhur Batra (2014), Work-life balance is closely related to subjective well-being, as it plays a crucial role in determining an individual's overall satisfaction and happiness in life. Achieving work-life balance helps individuals manage stress more effectively and reduces the risk of burnout. When individuals can allocate time and energy to both work and personal life, they experience less strain and exhaustion, leading to improved mental well-being and overall life satisfaction. By having time for family, relationships, hobbies, self-care, and leisure activities, individuals experience a sense of fulfilment and satisfaction in multiple areas of their life, contributing to higher subjective well-being.

3. RESEARCH METHODOLOGY

The researcher has been used 109 questionnaire for this study. The secondary data has been collected through Books, articles and website.

4. OBJECTIVES

❖ To study the well-being of employee and the success of organization.

❖ To analyse the flexible working arrangements available with the organizations.

5. HYPOTHESIS

H1: There is an association between offering wellness initiatives include health-related benefits and organizational productivity.

H2: There is an association between positive work environment and improve the employee morale.

6. ANALYSIS AND RESULTS

Table 1: One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Flexible work arrangements available with the organizations	109	3.72	.818	.078
Organizations actively monitor and manage the workloads,	109	3.99	.751	.072
Positive work environment enhances the employee morale,	109	3.94	.831	.080
Offering wellness initiatives include health-related benefits	109	3.94	.785	.075
Organizations invest in reliable and accessible technology	109	4.05	.821	.079

It was found from the above table mean values of the above five variables ranges from 3.72 to 4.05, standard deviation range from .751 to .831 and standard error mean is estimated within the limit .072 to .080. The below table indicates 't' test value.

Table 2: One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Flexible work arrangements available with the organizations.	47.450	108	.000	3.716	3.56	3.87
Organizations actively monitor and manage the workloads.	55.444	108	.000	3.991	3.85	4.13
Positive work environment enhances the employee morale.	49.457	108	.000	3.936	3.78	4.09
Offering wellness initiatives, such as stress management programs, employee assistance programs and health-related benefits.	52.346	108	.000	3.936	3.79	4.08
Organizations invest in reliable and accessible technology.	51.459	108	.000	4.046	3.89	4.20

It was ascertained from the above table, the range of T values =47.450 to 55.444. The above 'T' values are statically significant and presented with two-tailed significance. From the above table, it can be ascertained that the employees strongly agreed that employee well-being is most important for organizational success.

7. FINDINGS
- ❖ Work-life balance and employee well-being is most important for organizational success.
- ❖ Benefits of work-life balance initiatives are most important aspect of employees' lives.
- ❖ The development of evidence-based strategies and policies will promote a healthier work-life integration it leading to enhanced well-being and improved organizational outcomes.
- ❖ By implementing these factors will supports the organizations to improve the productivity.

8. CONCLUSION
By prioritizing work-life balance, the companies need to create a positive and supportive culture to involve the organizational activities. When employees are able to effectively manage their work commitments along with their personal lives, they have experience to reduced stress levels, improved mental and physical health and greater job satisfaction. By providing such options, organizations can attract highly

skilled professionals and maintain a motivated and loyal workforce. A healthy work-life balance directly contributes to increased productivity and efficiency. The support from management help the employees to focus on their work during designated hours. This leads to enhanced concentration, creativity, and problem-solving abilities, ultimately driving organizational success.

REFERENCES

1. Mensah. A. (2021), Job Stress and Mental Well-Being among Working Men and Women in Europe: The Mediating Role of Social Support. International Journal of Environmental Research and Public Health, Vol. No: 18(5), PP: 2494.

2. Mensah, A., & Adjei, N. K. (2020), Work-life balance and self-reported health among working adults in Europe: A gender and welfare state regime comparative analysis. BMC Public Health, Vol. No: 20(1), PP: 1052–1052.

3. Clement., U. & Oduguwa. A. S. (2020), Work-Life Balance and Employees Performance of Selected Manufacturing Industries in Ogun State. Journal of Business and Management, Vol. No: 22(11), PP: 7-15.

4. Stefanovska–petkovska, M., Petrovska, I., Bojadziev, M., &Schaeffer, I. (2019). The effects of organizational culture and dimensions on job satisfaction and work-life balance. Montenegrin Journal of Economics, Vol. No: 15(1), PP: 99–112.

5. Bakker, A. B., & Demerouti, E. (2017), Job demands–resources theory: Taking stock and looking forward. Journal of Occupational Health Psychology, Vol. No: 22(3), PP: 273–285.

6. Shilpy Kashyap, Sanskrity Joseph and G. K. Deshmukh (2016), Employee Well-Being, Life Satisfaction and the need for Work-Life balance, Journal of Ravishankar University, Part-A, Vol. No: 22, PP: 11-23.

7. L.S.Kang & R.S.Sandhu, (2011) "Job & Family Stressors among Bank Branch Managers in India", The Indian Journal of Industrial Relations, Vol.47, No.2, PP: 329-341.

8. Mohd Abdul Nayeem & Manas Ranjan Tripathy, (2012) "Work-Life Balance among Teachers of Technical Institutions", The Indian Journal of Industrial Relations, Vol. No: 47, No.4, PP: 724-736.

9. Thomas A.Wright & Douglas G Bonett, (2007) "Job Satisfaction and Psychological Well-being as Nonadditive Predictors of Workplace Turnover", Journal of Management, Vol.33, No.2, PP: 141-160.

10. Buddhapriya Sanghamitra, (2009), "Work-Family Challenges and Their Impact on Career Decisions: A Study of Indian Women Professionals", Vikalpa, Vol. No: 34, No.1.

11. Md. Hassan Jafri and Madhur Batra (2014), Work-Life Balance and Subjective Well-Being: Role of Social Support and Psychological Detachment, MERC Global's International Journal of Management, Volume 2, Issue 4, PP: 133-150.

12. Singh, S. (2014), "Measuring Work-life Balance in India", International Journal of Advance Research in Computer Science and Management Studies, Vol. No: 2, Iss. 5, PP: 35- 45.

13. Siedlecki, K. L.; Salthouse, T. A.; Oishi, S. and Jeswani, S. (2013), "The Relationship Between Social Support and Subjective Well-Being Across Age", Social Indicator Research, Vol. No: 117, Iss. 2, PP: 561-576.

14. Chitra, D. A. and Sheela, R. S. (2012), "Work-life balance as determinant of life satisfaction and family satisfaction - A study among women in BPO", International Journal on Information Sciences and Computing, Vol. No: 6, Iss. 1, PP: 15-20.

15. Sloan, M. M. (2012), "Unfair treatment in the workplace and worker well-being: The role of coworker support in a service work environment", Work and Occupations, Vol. No: 39, Iss. 1, PP: 3-34.

16. Kossek, E.; Pichler, S.; Bodner, T. and Hammer, L. B. (2011), "Workplace social support and work– family conflict: A meta-analysis clarifying the influence of general and work– family specific supervisor and organisational support", Personnel Psychology, Vol. 64, Iss. 2, PP: 289-313.

17. Cinamon, R. and Rich, Y. (2010), "Work family relations: Antecedents and outcomes", Journal of Career Assessment, Vol. No: 18, Iss. 1, PP: 59-70.

18. Diener, E, Wirtz, D, Tov, W, Kim-Prieto, C, Choi, D. W, Oishi, S. and Biswas Diener, R. (2010), "New well-being measures: Short scales to assess flourishing and positive and negative feelings", Social Indicator Research, Vol. No: 97, Iss. 2, PP: 143-156.

19. Scholarios, D. and Marks, A. (2004), "Work-life balance and the software worker", Human Resource Management Journal, Vol. No: 14, Iss. 2, PP: 54-74.

20. Anderson, S. E.; Coffey, B. S. and Byerly, R. T. (2002), "Formal organisational initiatives and informal workplace practices: Links to work-family conflict and job related outcomes", Journal of Management, Vol. No: 28, Iss. 6, PP: 787-810.