A Conceptual Analysis of Antecedents & Impact of Work Life Balance

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Abstract
Recently, both scholars and CEOs have been concerned about work-life balance. This topic is of relevance to virtually all professionals. This enormous interest is attributable in part to its relevance to all facets of life. For people who believe that the primary purpose of life is to work, their employment becomes the center of their existence. However, people have limited time and must consequently engage in several activities outside of their professions. Without a balance between the two, each can face several catastrophes. This study examines work–life balance from an organizational perspective. This study has the potential to help working individuals to reevaluate their perspective on work–life balance and to provide CEOs with a fresh perspective on how to address this issue.
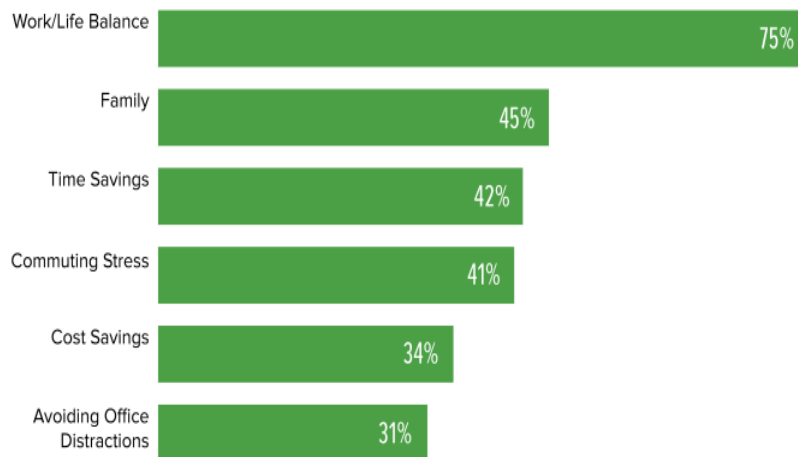*Keywords: Work Life Balance; Family Life; Workplace; Flexibility*

Introduction
Job-life balance is described here as the capacity of an individual to satisfy their work and family obligations, in addition to other non-work duties and hobbies. In addition to the relationships between job and family activities, work life balance also encompasses responsibilities in other aspects of life. Due to its more comprehensive connotations, the idea of work–life balance is favored in this studyDelecta, P. (2011).Work-life balance has been characterized in many ways by various researchers. In order to extend our vision, we shall be given with several definitions. Greenhaus (2002) defined work-life balance as a combination of job happiness and domestic well-being with minimal role conflict.

Although it is evident that flexibility at work helps individuals manage their personal and professional lives more successfully, it also aids in retaining brilliant workers and increasing their output. Work-family conflict or inter-role conflict occurs when an occupier is unable to establish a balance between his role's organizational and personal obligations. Higher levels of competing expectations can have severe consequences, including decreased staff performance and attrition (Naeem, F., & Sharma, S. (2014).According to scientific research, one of the most noticeable benefits of a flexible work culture is the strengthening of the work-family unit. In their research of 220 employees, Rastogi, Rangnekar, and Rastogi (2016) found a substantial correlation between workplace flexibility and work-family enrichment. 75 percent of respondents to a survey cited work-life balance as the primary reason for choosing flexible work options, followed by family responsibilities (45 percent), time savings (42 percent), to

avoid commuting stress (41 percent), to save money (34 percent), and to avoid office politics/distractions (figure 1.1). (FlexJobs survey).

Figure 1.1: Why People Choose Flexible Work Options
Source: Naeem, F. (2017). Managing Disruption at Work & Sustainability through Workplace Flexibility. *SUSTAINABLE DEVELOPMENT AND BUSINESS*, 30.

Literature Review

According to Naeem, F (2017), Work-life balance is increasing important in modern workplaces as a growing number of developed nations face the difficulty of managing overwork The purpose of this study is to comprehend the idea of work-life balance in light of many fundamental theories. In addition, the project will investigate the causes and effects of work-life balance. In addition, the research proposes remote work as an intervention to attain work-life balance, particularly during pandemics. Based on a survey of the existing literature and employing the Greenhaus & Beutell conflict model and Boundary theory of work-life balance, this study presents a theoretical justification for creating a conceptual framework of work-life balance. Adopting a flexible style of work will aid in the achievement of a healthy work-life balance and will be advantageous for both firms and people.

The Japanese phrase karoshi refers to death due to overwork. Although it originated in Japan, it is now extensively used around the globe and was added to the Oxford English Dictionary in 2002. (CNN, 2002). Work-life balance is increasing important in modern workplaces as a growing number of developed nations face the difficulty of managing overwork. Even though the notion of work-life balance is ubiquitous, there is no consensus on its definition. Work life

is employees' time spent on paid employment (McDonald & Bradley, 2005), whereas non-work life relates mostly to parenting and domestic obligations (Huang, Hammer, Neal, & Perrin, 2004). Work-life balance appears to be an issue for a subset of employees, notably those with young children or dual-income households; however, this is not the case. People with senior care obligations, hobbies, or religious interests may also find it difficult to manage their professional and personal lives (Hayes & Weathington, 2007). Previous studies have limited non-work life to kid and home care, but it must embrace all obligations beyond the scope of employment responsibilities. In addition, work-life balance might be viewed differently by many individuals based on their age, lifetime, priorities, etc. Working mothers with small children place a greater emphasis on their non-work lives than women who have just begun their careers. Consequently, work-life balance may not always be equal on both sides (Lewis, Gambles, and Rapoport, 2007).

According to Kopelman, Greenhaus, and Connolly (1983), work-life balance refers to "the amount to which a person encounters demands inside one function that are incompatible with pressures arising from another role."

According to Kofodimos (1993), work-life balance refers to a healthy and productive lifestyle that incorporates work, play, and love, as well as self-care, spiritual growth, and other activities. People are becoming increasingly conscious of the need of balancing work and non-work life. In 2018, the Japanese government established a new law banning overtime (Japan Times, 2018). Work-life balance has several advantages for both employers and workers. It enhances morale, increases productivity, performance, and competitiveness, decreases stress, turnover, and disease (CMI, 2012). Prior work and non-work life were viewed as separate things, until disproved by study. These studies demonstrate that work and outside life are intertwined in a manner that affects and influences each other (Frone, Russell, & Cooper, 1992).

Ratnesh, M., Sinha, A. R., & Ali, A. (2017). In their study investigated the causes and results of a four-tier taxonomy of work-family balance in terms of the direction of impact (work-family vs. family-work) and kind of effect (conflict vs. facilitation). Respondents were employed full-time as parents in India. The findings of a confirmatory factor analysis demonstrated the discriminant validity of M. R. Frone's (2003) four-component taxonomy of work-family balance. A moderated regression analysis found that conflict and facilitation components are underpinned by distinct mechanisms. In addition, gender had a minimal moderating effect on the correlations between the antecedents and the work-family balance components. In conclusion, work-family facilitation was associated with job satisfaction and organizational commitment.

Theoretical Framework

Conflict model of Work-life-balance

According to studies, work and non-work life are inextricably linked and mutually impact one another. Greenhaus and Beutell's (1985) conflict model investigates the link between work and non-work interaction. According to the conflict model, if both work and non-work domains are extremely demanding, it is likely that conflict may arise. Due to the scarcity of energy, time, and focus, incompatibility between work and nonwork domains can lead to conflict. Time-based, strain-based, and behavior-based conflict classifications exist. Time-based conflict is likely to arise if one area's obligations prevent participation in another. In contrast, this conflict is known as a strain-based conflict when strains originating in one domain influence involvement in another. However, the model refers to the mismatch between the anticipated conduct in two positions as behavior conflict (Greenhaus & Beutell, 1985).
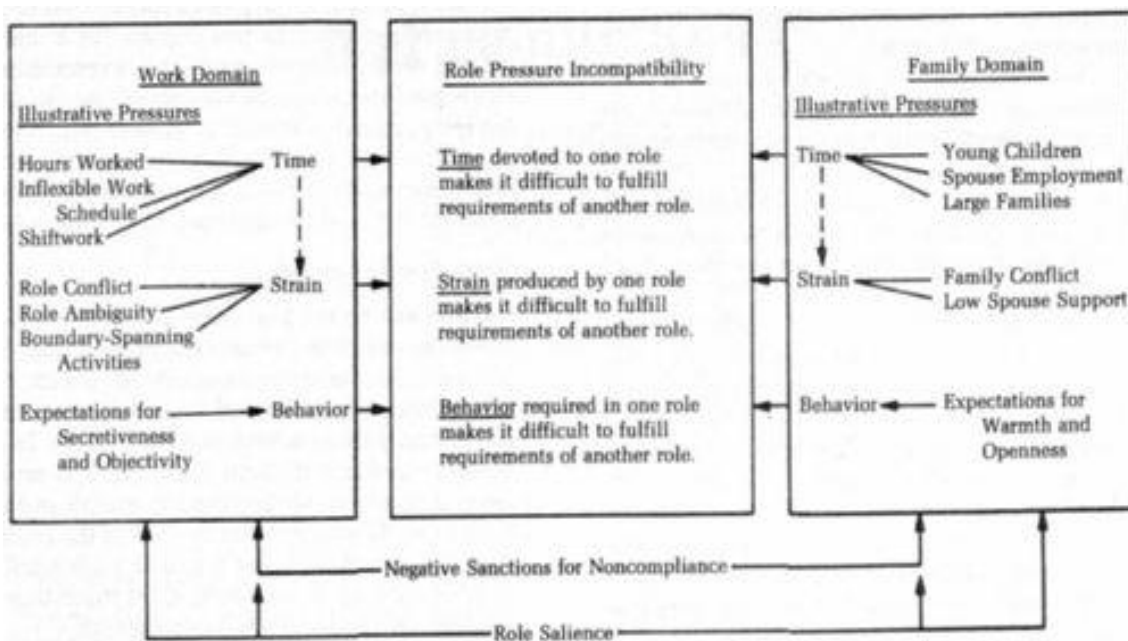

Figure 1.2: Conflict model of work-life-balance (Greenhaus & Beutell, 1985)
Source: Naeem, F. Achieving work life balance through remote working in troubled times. *MANAGEMENT FUNCTIONS IN COVID-19 ERA*, 113.

Ali, A., Allam, Z., & Malik, A. (2017in their work study intend to determine the most influential organizational antecedents and their effects on work-life balance. The survey comprised a total of 100 female bank employees holding management positions. Participants were picked from several private banks in the Indian state of Bihar. To collect data for the study, a comprehensive questionnaire employing a practical sample approach was employed. To examine the data, T-tests and multiple regression analyses were utilized. Workload, corporate culture, job engagement, work expectations, and technology are recognized as company-level factors that influence work-life balance. It was discovered that the identified antecedents had substantial effects on work performance, turnover, job satisfaction, quality of work life, and job autonomy. In light of the findings, private banks should acknowledge that

organizational level elements are critical for maintaining the work-life balance of workers, particularly female managers. In addition, the findings of our study indicate that the management of private banks should strive to improve the work-life balance of female managers by providing suitable work environments that improve their performance, job satisfaction, quality of work life, commitment, and autonomy, while reducing turnover and the need to replace them. These outcomes are evaluated in light of the current state of private banks in Bihar.

Conclusion

In order to achieve work-family balance, one must be able to dedicate the necessary amount of time to each element of life while avoiding the transfer of difficulties from one aspect to another. In addition to employment, there are many other areas of life. Those who have acquired a balance between these factors are certain to get the life balance that eliminates any imbalance. Remote work has been connected with a variety of favorable outcomes, such as employee satisfaction, better concentration and productivity, and more leisure time to pursue hobbies, among others. According to studies, work-life balance is advantageous for both firms and individuals. People who have a healthy work-life balance have improved health and well-being. While a poor work-life balance is likely to have a detrimental impact on a business. Increased absenteeism due to illness, decreased job engagement, and decreased productivity are potential outcomes of work life imbalance. As workers with a great work-life balance enjoy improved health and well-being, they might be an organization's most valuable asset. Multiple elements, including gender, age, dependents, organizational challenges, supervisory concerns, and individual issues, might influence a person's work-life balance. Therefore, a healthy work-life balance may enhance both personal and professional fulfillment.

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