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Impact of Work-Life Balance on Employee Engagement

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Abstract

The consequences of work-life balance on employee engagement are a critical topic in the contemporary workplace. This abstract explores the dynamic between these two factors. Attaining a better work-life balance is more prominent for employee well-being and satisfaction. When employees can effectively manage their professional and personal lives, such employees are ostensive to be engaged and motivated. This engagement leads to increased productivity, reduced turnover, and improved organizational performance. The abstract highlights the prominence of organizations fostering an atmosphere that bolsters work-life balance, as it directly impacts employee engagement and, ultimately, the glory of the business.

This research study examines the kinship among work-life equilibrium and employee commitment in the present workplace. Work-life balance has grown as an increasingly critical factor in organizational success, with employers recognizing its role in fostering a more committed and productive workforce. The primary intention of this work is to inspect the consequences of work-life stability initiatives on the extent of member commitment within an organization.

Organisations that give more importance to work-life balance through flexible scheduling, telecommuting options, and comprehensive wellness programs possibly have more engaged jobholders. Engaged jobholders show enhanced levels of job satisfaction, lower rates of burnout, and increased commitment to their establishments.

The consequences of this work will contribute to an improved comprehension of the gravity of work-life equilibrium in enhancing employee engagement; in sequence can

increase the overall organizational performance.

This study aims to delve into the multifaceted dynamic among work-life equilibrium and member appointment, connection, identifying moderating factors, this study also intends to recognize the different types of work life balance measures implemented at educational establishments at selected VTU affiliated Technical Education Institutions of Bangalore region & explore the outcome of demographic factors like gender & marital state on employee engagement. This work attempts to recommend suggestions to strengthen employee engagement

Keywords: Employee Engagement, Flexible work arrangements, Job gratification, Stress, Work Life Balance.

1 Introduction

The intricate dynamic between work-life stability and employee commitment has become a focal point of interest in today's dynamic and fast-paced corporate landscape. As organizations strive to optimize their workforce's efficiency and retaining rates, understanding how the equilibrium amid professional and individual life ascendancy employee engagement is of paramount importance. This introduction provides an outline of the key concepts and outlines the importance of this intricate connection, setting the stage for a more comprehensive exploration of how work-life balance directly affects employee engagement and, subsequently, the overall success of businesses in the 21st century.

In the ever-evolving landscape of occupation and employment, the concept of work-life equilibrium plays a

pivotal role as determinant of individual well-being and organizational success. The capacity to manage professional and individual life has turned out as a personal aspiration but a fundamental consideration for both employees and employers. At the heart of this paradigm is the notion that work and individual life are not isolated domains but interconnected aspects of an individual's identity. The breadth to which an individual can harmonize these spheres of life has greater consequences for their overall satisfaction, productivity, and, more importantly, their level of engagement in the organisation. Work-life balance encompasses a broad spectrum of practices and strategies that enable individuals to effectively manage their professional responsibilities alongside their personal and domestic life. It includes flexible work arrangements, telecommuting, parental leave policies, and various wellness

programs aimed at enhancing overall health. Achieving this balance is not merely a matter of personal preference; it is increasingly measured as a critical factor in determining an employee's level of assignment in the workplace.

Employee engagement, defined as an employee's emotional obligation to their effort and organization, has garnered significant attention in contemporary organizational research. Jobholders who are actively engaged perform work with enthusiasm, invest discretionary effort, and exhibit a deep sense of purpose in their roles. Job holders are not merely motivated by financial rewards or apprehension of job loss; they are driven by a genuine passion for their work. Engagement is closely linked to job satisfaction, productivity, and ultimately, an organization's success. As such, understanding the elements that foster engagement is of paramount importance.

2 Literature Review

- ❖ Research founded on the Conservation of Resources (COR) theory, as seen in their graft by Smith (2020), suggests that work-life balance practices serve as resources that mitigate work stress and boost employee engagement. The aforesaid theory put forward that individuals strive to protect and build resources, and work-life balance practices align with this principle.
- ❖ Studies conducted by Williams et al. (2019) emphasize the implication of employee commitment in achieving positive organizational outcomes. Engaged jobholder further be more productive, have greater job satisfaction, and tend to be loyal to the association.
- 3. Research by Green (2018) recognized that flexible effort provisions, such as telecommuting and flexible scheduling, were greatly associated with enhanced employee engagement. These practices empower employees to better handle their work responsibilities alongside personal life.
- ❖ Studies by Hernandez and Clark (2018) have identified moderating factors, including gender and family status, which impression the effectiveness of work-life balance initiatives. These factors underscore the import of tailoring work-life balance practices to the various needs and favourites of employees
- ❖ Research by Green (2018) initiate that supple work arrangements, such as

telecommuting and flexible scheduling, were toughly related with improved employee engagement. These practices empower employees to better manage their work responsibilities alongside personal life.

3 Need of the Study

- ❖ **Enhancing Employee Well-being:** Work-life balance is pivotal for the comfort of employees. A study in this area is essential to know how organizations can build up the excellence of life for their workforce.
- ❖ **Boosting Employee Productivity:** Engaged jobholders will be more productive and devoted to their administrations. By studying the dynamic between work-life steadiness and employee engagement, companies can identify strategies to enhance productivity.
- ❖ **Talent Attraction and Retention:** In the fierce job market, business organizations that offer a better work-life balance can bolster the chances of allure and withhold top talent.

Understanding the impact of aforesaid practices can help companies remain competitive.

- ❖ **Reducing Burnout and Stress:** Burnout and high stress levels are detrimental to employees and organizations as well. A study on work-life balance can shed light on how to reduce these negative factors and their effect on engagement.
- ❖ **Improving Organizational Culture:** Promoting work-life balance contributes to a superior organizational culture. This can help the establishments to develop a culture that emphasises employee well-being, which, in turn, can lead to improved engagement.
- ❖ **Healthcare and Healthcare Costs:** High stress and poor work-life balance can accelerate health problems, which can accelerate healthcare costs for organizations. By focusing on employee well-being, companies can potentially reduce these costs.
- ❖ **Economic Implications:** Work-life balance has economic implications, as employee

disengagement give rise to reduced productivity and increased turnover. Knowing this relationship can help organizations and economies at large.

- ❖ Gender Equality: Work-life balance is also closely linked to gender equality, as it often impacts women's career choices and opportunities. Understanding this relationship can induce to promote gender egalitarianism at work.

4 Objectives of the Study.

- ❖ To examine the association between work life balance & employee engagement.
- ❖ To identify the key work life balance initiatives those have been implemented by organization
- ❖ To scrutinize the influence of various demographic factors (e.g., age, gender, and job role) on the association between work-life balance and employee engagement.
- ❖ To provide recommendations and best practices for organizations to improve work-life stability and increase employee engagement based on the study's findings.

5 Research Methodologies

Data source

a. Primary data: is a data which is collected from the faculties of Selected Technical Education institution using structured questionnaire.

b. The secondary data is assimilated from the existing records of organisation.

Research Design

a. Sample Size

The total of 100 faculties are taken Has sample size from Selected Technical Education Institutes of Bangalore region.

b. Sample Area.

The data is collected from employees of different departments of Technical Education Institutes of Bangalore region that includes Principals, HODS, Professors, Associate professors, and Assistant professors.

c. Research Instrument.

A questionnaire consisting of fifteen questions is prepared depending on affiliation between effort life equilibrium and employee engagement.

d. Data collection method.

The data is composed from the employees by survey with the

support of structured questionnaire.

The data is collected orally by asking questions to the respondents.

6 Scope of the Study

- ❖ The study includes various aspects worklife balance and employee engagement. This work also makes attempt to inspect the stimulus of numerous worklife balance creativities on employee engagement.
- ❖ The study investigates the interplay among work-life balance and employee commitment founded on demographic factors, such as, gender, job role, and marital status.
- ❖ This work is circumscribed to VTU affiliated Technical Education Institutions of Bangalore region and the study intends to recommend few strategies that would help to

enhance employee engagement at educational institution.

7 Limitations of the Study

- ❖ The data collected reflects the opinion of respondents which may include biased response.
- ❖ The influence of work life steadiness can vary greatly contingent on the specific work environment, culture.
- ❖ Both worklife balance & employee engagement are subjective concept, what one employee considers a good work life poise may differ from another's perception.
- ❖ The work place engagement can be influenced by numerous aspects such as leadership, job design & compensation, isolating the specific effect of work life balance can be challenging because these elements are also at play.

Analysis & Interpretation of The Data My Institute provides flexible work provisions that allow me to balance work & personal Life

Table1: Showing response for Institute provides flexible work provisions that allow me to balance work & personal Life

Sl.no	Responses	No. of Responses	Percentage
a	SA	10	10
b	A	12	12
C	NA/ND	2	2

d	D	63	63
e	SD	13	13
	Total	100	100

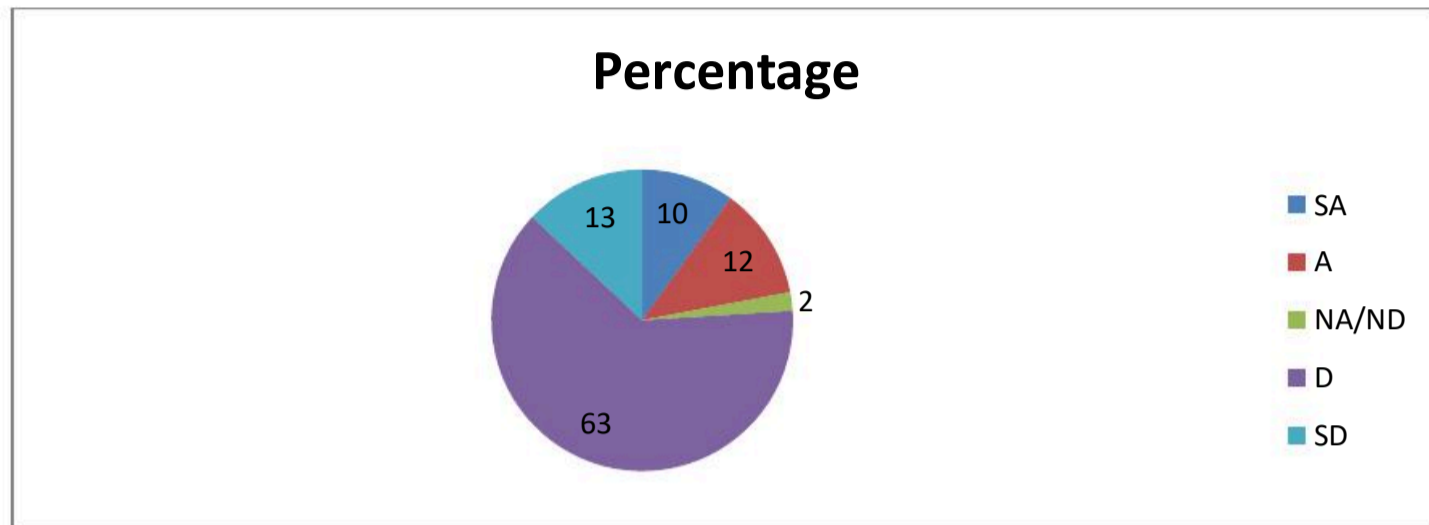


Chart 1: Showing response for Institute provides flexible work provisions that allow me to balance work & personal Life.

Analysis: The tabulation depicts that 10% of faculties strongly agree, 12% of faculties agree, 2% of faculties neither agree nor disagree, 63% of faculties

disagree and 13% of faculties strongly disagree that Institute provides flexible work provisions that allow me to balance work & personal Life .

Interpretation: The above analysis reflects that most of the aptitudes disagree that Institute provides flexible work provisions that allow me to balance work & personal Life.

1. Have you ever practiced any gender-related challenges or biases that have affected your engagement at work?

Table 2: Showing response for faculties experienced any gender-related challenges or biases that have affected your engagement at work

Sl.no	Responses	No. of Responses	Percentage
1	YES	78	78
2	NO	22	22
	Total	100	100

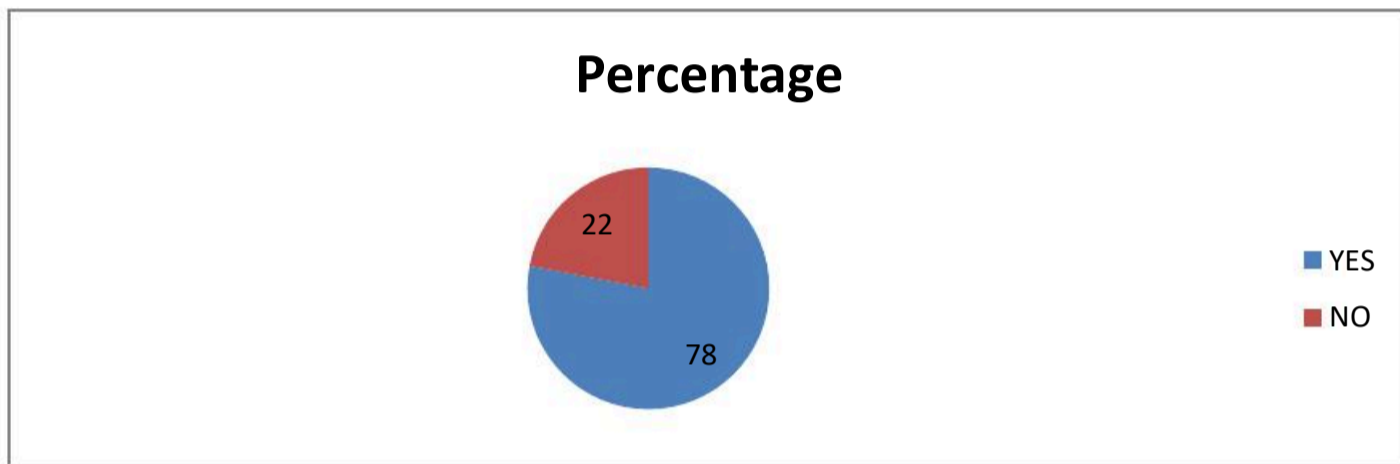


Chart 2: Showing response for faculties experienced any gender-related challenges or biases that have affected your engagement at work.

Analysis: The above table portrays that 78% of faculties say yes and 22% of faculties say that they have not experienced any gender-related challenges or biases that have affected your engagement at work

Interpretation: The above analysis reflects that extreme of the faculties disagree that Institute provides flexible work provisions that permit me to balance work & personal Life

8 Hypothesis Testing

Hypothesis Test1

Source: Statement is chosen from Table no 3

Null Hypothesis: There is difference amongst work life balance concerns faced by married & single employee.

Alternate hypothesis: There is no difference amongst work life balance issues faced by married & single employee.

Table no: Showing response for work life balance issues faced by married & single employee.

Particulars	SA	A	NA/ND	D	SD	Total
Married	18	16	14	12	12	72
Single	8	4	4	6	6	28
Total	26	20	18	18	18	100

18	18.72	-0.72	0.518	0.027
16	14.40	1.6	2.56	0.177
14	12.96	1.04	1.0816	0.0830
12	12.96	-0.96	0.921	0.071
12	12.96	0.96	0.9216	0.071
8	7.28	0.72	0.518	0.071
4	5.60	-1.6	2.56	0.457
4	5.04	-1.04	1.0816	0.2146
6	5.04	0.96	0.9216	0.1828
6	5.04	0.96	0.9216	0.182
			Total	1.5364

$$X^2 = \sum (O-E)^2/E$$

Level of significance: 5% Degree of freedom: (r-1) (c-1)

$$= (2-1) (5-1) = 4$$

Calculated chi-square value is 1.5364

Analysis: The calculated Chi-Square value at 4 degrees of freedom at 5 % significance level is 1.5364; the calculated value is fewer than table value (9.4) hence Null hypothesis is accepted.

Interpretation: It is denoted that around is difference amongst work life poise issues facedby married & single employee.

Hypothesis Test 2:

Source: Statement is chosen from Table no 4

Null hypothesis: Women

employees find it tougher to achieve work life balance compared to men

Alternate hypothesis: Women

employees do not find it tougher to achieve work life balance compared to men.

Table no 4 : Showing response towards Women employees find it more tough to achievework life equilibrium compared to men.

Particulars	SA	A	NA/ND	D	SD	Total
Women	20	16	12	4	4	70
Men	14	8	6	0	2	30
total	34	26	22	12	6	100

O	E	O-E	(O-E) ²	(O-E) ² /E
20	23.8	-3.8	14.44	0.606
18	18.2	-0.2	0.04	0.0021
16	15.4	0.6	0.36	0.0233
12	8.4	3.6	12.96	1.542
4	4.2	0.2	0.04	0.0095
14	10.2	3.8	14.44	1.41
8	7.8	0.2	0.04	0.0051
6	6.6	-0.6	0.36	0.054
0	3.6	-3.6	12.96	3.6
2	1.8	0.2	0.04	0.022
			Total	7.274

$$X^2 = \sum (O-E)^2/E$$

Level of significance:

5% Degree of freedom:

(r-1) (c-1)

= (2-1) (5-1) =4

Calculated chi-square value is 7.2

Analysis: The calculated Chi-Square value at 4 degrees of freedom at 5 % significance level is 7.274; since the calculated value is less than table value (9.4) Null hypothesis is accepted.

Interpretation: It is denoted that Women employees find it more hard to attain work life balance compared to men.

9 Findings

The following findings are listed founded on a study on influence of work life balance on employee commitment at selected VTU affiliated Technical education institutions of Bangalore region.

- ❖ Prevalent of the members agree that work life equilibrium positively influences level of engagement at work.
- ❖ Nearly all respondents disagree that their work is aligned with your individual and specialized values.
- ❖ Majority of the respondents affect with supple work hours are delivered to faculties at our institute
- ❖ Majority of the respondents strongly agree that appropriate recognition & reward programs are implemented at their institute

- ❖ Majority of the respondents toughly approve that Chances for professional development is provided at their institute.
- ❖ Most of the respondents agree that regular feedback & performance reviews are delivered to faculties at institute.
- ❖ Most of the respondents affect that Paid time off policy is followed at institute as a part of work life balance initiative
- ❖ Nearly all respondents say they have experienced gender-related challenges or biases that have affected engagement at work
- ❖ Most of the respondents say marital status has an impact on level of engagement at work

10 Suggestions

- ❖ Offer flexible work hours, compressed workweeks to give employees greater sway on work schedules. This can reduce job stress and increase work-life balance.
- ❖ Implement wellness programs that address employee health issues. These can include gym memberships, stress management workshops, and mental health resources.

- ❖ Provide clear communication about work expectations and deadlines to reduce uncertainty and work-related stress.
- ❖ Develop policies that support remote work and provide the necessary technology and infrastructure for job holders to work from home effectively.
- ❖ Clearly define boundaries between work and personal life. When work hours are over, avoid checking emails or taking work call.
- ❖ Implement effective time management skills to maximize productivity during working hours that generates further time for personal life.
- ❖ Communicate openly with supervisors about your work-life balance needs and concerns.
- ❖ Make sure you take consistent breaks during the workday to recharge and reduce stress.
- ❖ Consider ongoing learning and skill development to enhance your job satisfaction and professional growth.

11 Conclusion

To conclude, the research and literature reviewed in this study strongly affirm the critical role of

work-life balance in shaping employee engagement. The evidence is resoundingly clear: when individuals are empowered to harmonize their professional responsibilities with their personal lives, it leads to a significant boost in their engagement at work.

Work-life balance practices, such as flexible scheduling, telecommuting, and wellness programs, provide individuals with the resources and support needed to reduce job stress and enhance overall well-being. Engaged employees, in turn, demonstrate higher levels of job satisfaction, increased productivity, and a deeper commitment to their organizations. The implications of this research are profound. Institutions that give more importance to work-life balance will greatly contribute to the well-being of their employees but also stand to gain actively engaged, sincere, and productive workforce.

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