

Work-Life Balance and Employee Satisfaction

Research Prompt

"How does work-life balance contribute to employee satisfaction and productivity?"

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Understanding Work-Life Balance

Search terms:

- *Components of work-life balance*
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Components of work-life balance

Relevant Excerpt	Citation Source
They found that employees who feel they have good work-life balance work 21% harder than those who don't. Here are 4 Components of Work Life Balance which may help you to get the desired results. Self Management - Sufficiently managing yourself can be challenging, particularly getting proper sleep, exercise, & nutrition....	4 Components of Work Life Balance (kiprosh.com)
1.2 Components of Work Life Balance: - Self - management. Time - management....	Components Of Work Life Balance: Time, Management And... ipl.org (ipl.org)
... In contrast, employee disengagement can destruct the company. One of the aspects that can improve employee engagement is work-life balance. The objective of this study is to find out the effects of work-life balance on employee engagement in millennial generation employees....	The Effects of Work-Life Balance towards Employee Engagement in ... (atlantis-press.com)

Definition of work-life balance

Relevant Excerpt	Citation Source
... The objective of this paper is to understand the various issues on work life balance that have come to the forefront due to the dynamic nature of work. By definition, work life balance is about people having measure of control over when, where and how they work. There is a view that work-life balance only in the framework of what the company does for the individual....	Quality of Work - Life Balance: A Study on IT Professionals (semanticscholar.org)
... However, no matter how pressing the need for employment, it is essential to understand how best individuals can experience satisfaction inside and outside working hours. Image Credit: Andrey_Popov/Shutterstock.com Definition This state, called work-life balance, can be defined as an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Outside work hours, leisure relates to non-work activities, whereas free time by definition is not committed to any activity....	Importance of a Work-Life Balance (news-medical.net)
Work-life balance is the act of separating one's work life from their personal life in such a way that neither encroaches on the other. This has many important benefits, so let's take a look at some: You can take our Work-Life Balance White Paper for free! Please feel free to circulate within your organization! Work-Life Balance Download White Paper Send download link to: I consent to receive future White Papers, blog updates & other marketing communications from SpriggHR....	The Importance of Work-Life Balance • SpriggHR (sprigghr.com)
... Leisure - management. Work life balance is a concept that supports the efforts of employees to split their time and energy between work and other important aspects of their lives. Work life balance is a daily effort to make time for family, friends, community participation, spiritually, personal growth, self care and other personal activities in addition to the demands of the work place....	Components Of Work Life Balance: Time, Management And... ipl.org (ipl.org)

Importance of work-life balance

Relevant Excerpt	Citation Source
... Creating a harmonious work-life balance or work-life integration is critical, though, to improve not only our physical, emotional and mental well-being, but it's also important for our career. What is work-life balance, and why is it important? In short, work-life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life....	How to Improve Your Work-Life Balance - businessnewsdaily.com (businessnewsdaily.com)
... Elements of work-life balance Self-management Managing the activities of our lives can be challenging, but we must acknowledge that there are finite resources available. So, what is important factor of work-life balance? It means taking responsibility for self-managing the spaces in our life, not expecting someone else to do these things....	6 components of work life balance (opengrowth.com)

Relevant Excerpt	Citation Source
... Work-life balance affects the overall well-being of employees. When an employee can balance things out with their work and life, they'll be able to allot more times to their personal interests and needs....	Why Work-Life Balance and Employee Engagement are so ... (butterfly.ai)
... When they spend the majority of their days on work related activities and feel as if they are neglecting the other important components of their lives, stress and unhappiness results. Work life balance enables employees to feel as if they are paying attention to all the important aspects of their personal and professional lives. Because many employees experience personal, professional, and monetary needs to achieve, work life balance is challenging....	Components Of Work Life Balance: Time, Management And... ipl.org (ipl.org)
... We will delve deeper into the strategies that can foster a healthy work-life balance and discuss how Global Healthcare Resources can help businesses improve their wellness programs through their expert wellness consulting services. The Importance of Work-Life Balance Work-life balance is the harmonious integration of personal and professional responsibilities, which allows employees to maintain a healthy lifestyle and avoid burnout. A well-balanced work-life approach can lead to increased job satisfaction, improved mental health, and heightened engagement, all of which contribute to employee retention....	The Connection Between Work-Life Balance and Employee Retention (corporatewellnessmagazine.com)

Work-Life Balance and Employee Satisfaction

- [Impact of Work-Life Balance on Job Satisfaction](#)
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- [Work-Life Balance and Employee Retention](#)

Impact of Work-Life Balance on Job Satisfaction

Search terms:

- *Effects of work-life balance on job satisfaction*
- *Job satisfaction and work-life balance*

Effects of work-life balance on job satisfaction

Relevant Excerpt	Citation Source
... (2019) found the mediation role of job satisfaction between employee work-life balance and job performance in a medical context. Hence, our findings imply that work-life balance improves job performance by increasing job satisfaction. Family supportive supervisor behaviors (FSSB) in the organization are about work-family spillover (García-Cabrera et al., 2018) by boosting employee job satisfaction autonomy and minimizing work pressure (Marescaux et al., 2020)....	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)
... These findings are in line with Haar et al. (2014); Dousin et al. (2019), and many others. Their studies also found that work-life balance has a positive effect on job satisfaction; namely, the higher the work-life balance, the higher the job satisfaction of employees. Flexible working hours, given autonomy, and company policies that support the creation of a balance between work and personal life will lead to higher job satisfaction (French et al., 2020)....	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)
... We collected data from SMEs and employed SEM-PLS to test the research hypothesis and model. Empirical results demonstrate that work-life balance positively influences job satisfaction and performance. Our empirical findings also revealed that job satisfaction partially mediates the relationship between work-life balance and job performance....	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)

Relevant Excerpt	Citation Source
... Concerning that affirmation, this study's evidence demonstrates that the effect of work-life balance on job satisfaction is significant with a coefficient of 0.187 (with a T-statistic value of 2.95), which is indicative of a positive relationship between work-life balance and job satisfaction. This finding implies that with a higher work-life balance, the job satisfaction of employees will also increase. Henceforth, the current results are strongly supported by hypothesis H2....	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)
And it should come as no surprise to anyone that work life balance is just as important for the entire team as it is for its leader. How does work life balance affect employee performance? It is obvious that increasing a team's wellness lowers health costs for the business and increases productivity because of fewer sick days....	Employee Engagement and Work Life Balance (grokker.com)

Job satisfaction and work-life balance

Relevant Excerpt	Citation Source
... Both work-life balance and job stress are simultaneously influence on job satisfaction. Keywords: Work-life balance, Job Stress and Job Satisfaction	PENGARUH WORK-LIFE BALANCE DAN STRES KERJA TERHADAP KEPUASAN KERJA PADA KARYAWAN PT RENTRIS PENTABENUA JAKARTA (semanticscholar.org)
... A well-balanced work-life approach can lead to increased job satisfaction, improved mental health, and heightened engagement, all of which contribute to employee retention. Job Satisfaction Employees who experience a healthy work-life balance are more likely to feel satisfied with their jobs, resulting in a stronger commitment to the organization. This satisfaction arises from the ability to manage both personal and professional responsibilities effectively, reducing the likelihood of stress and burnout....	The Connection Between Work-Life Balance and Employee Retention (corporatewellnessmagazine.com)
... The results of the regression indicate that there is positive influence and significant between work-life balance to job satisfaction and there is negative influence and significant between job stress to job satisfaction. Both work-life balance and job stress are simultaneously influence on job satisfaction....	PENGARUH WORK-LIFE BALANCE DAN STRES KERJA TERHADAP KEPUASAN KERJA PADA KARYAWAN PT RENTRIS PENTABENUA JAKARTA (semanticscholar.org)
Research suggests that employees who have greater work-life balance perform better and are less likely to leave the organization. Additionally, the satisfaction and balance of life and work also becomes a predictor of job satisfaction and productivity in the workplace. When organizations put increasing pressure on their employees and do not manage the above mentioned balances appropriately, work-life conflict may appear....	Work-life and life-work conflicting croatian companies: Some perspectives (semanticscholar.org)

Relevant Excerpt	Citation Source
<p>... In a study where researchers observed employee behavior in meetings for months (behind a trick wall where they could observe the proceedings), Marcial Losada found that people who used more positive language, who were open to the opinions of others, and who didn't retreat into defensive and pessimistic postures had higher sales, were more productive, and had better rapport with their colleagues. One of the things that makes people feel positive at work is work-life balance. People who feel they have good work-life balance work 21% harder than those who don't, according to a survey from the Corporate Executive Board, which represents 80% of Fortune 500 companies....</p>	<p>The Scientific Link That Drives Employee Engagement and ... (worktolive.info)</p>

Work-Life Balance and Employee Engagement

Search terms:

- *Effects of work-life balance on employee engagement*
- *Employee engagement and work-life balance*

Effects of work-life balance on employee engagement

Relevant Excerpt	Citation Source
... the findings in this study also address the great concern of both individuals and organizations that the antecedents of the work-life balance variable are fundamental reasons for improving performance. The results of this study indicate that the worklife balance program positively influences engagement. Overall, we can conclude that commitment not only serves as a means for employees to fulfill formal job requirements....	The Mediating Role of Distribution Kahn's Engagement: An Empirical Evidence of Salesforce in Indonesia (semanticscholar.org)
... This research conducted in steel industry. From this research can be concluded that work-life balance have most significant influence to employee engagement, and employee engagement have strong influence to the employee performance. By increasing leadership styles and work-life balance , the company could improve employee engagement....	The Effects of Leaderships Styles, Work-Life Balance, and Employee Engagement on Employee Performance (semanticscholar.org)
... It's hard to do your best work from a place of exhaustion and overwork. And when work/life balance is out of balance for too long, employee engagement plummets. Finding balance in the workplace It's time for a reset in thinking and practice....	Employee Engagement and Work/Life Balance (beezy.net)
... This is why employee development programs, such as our work-life balance program, Work Smarter, Live Better, and our engagagement training, Supercharging Engagement, are so valuable for talent and the bottom-line. Contrast that with the negative effect work-life conflict has on employee performance-reduced work effort and performance and increased absenteeism and turnover (Anderson, Coffey, Byerly, 2002), reduced health and energy (Frone, Rusee, Barnes, 1996), and increased stress and burnout (Anderson et al, 2002). WORK-LIFE ENGAGEMENT There is a direct and much overlooked link between work-life balance and employee engagement. People who feel they have some flexibility in how they do their tasks and take care of their home and life responsibilities respond in a proactive way that mirrors the engagement outcome every organization wants....	The Scientific Link That Drives Employee Engagement and ... (worktolive.info)
... Finding balance in the workplace It's time for a reset in thinking and practice. In order for employees to be highly engaged in the long run, work/life balance is	

Relevant Excerpt	Citation Source
essential. Employees need to feel permission to disconnect from work and pursue activities on the life side of the balance....	Employee Engagement and Work/Life Balance (beezy.net)

Employee engagement and work-life balance

Relevant Excerpt	Citation Source
... And it's not uncommon to see Morgan in a handstand. How can employees improve work life balance and work engagement? In today's business environment, it's important build work/life balance into your culture....	Employee Engagement and Work Life Balance (grokker.com)
... Companies that prioritize their employees' mental health by offering resources and support are more likely to retain their workforce, leading to a more stable and engaged team. Employee Engagement When employees feel supported in achieving a work-life balance, they tend to be more engaged in their work. This engagement leads to increased productivity, improved workplace morale, and a heightened sense of loyalty to the company....	The Connection Between Work-Life Balance and Employee Retention (corporatewellnessmagazine.com)
... However, when employees struggle to maintain healthy boundaries between work and home, it's hard to be fully invested and engaged at work. The direct and often overlooked connection between work-life balance and employee engagement is employee well-being. Employee mental health dictates how well we can manage personal and professional obligations....	5 Ways HR Can Improve Work-Life Balance and Employee ... (pathways.com)
... Thus, increased attention has been paid on identifying the factors influencing employee engagement. Studies have identified the impact of work-life balance on employee engagement at varying degrees. The objective of this study is to identify whether perceived organizational support moderates the relationship between work-life balance and employee engagement....	ORGNIZATIONAL SUPPORT AS A MODERATOR IN THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMPLOYEE ENGAGEMENT: AN EMPIRICAL STUDY ON SRI LANKAN EMPLOYEES (semanticscholar.org)
... For their own long-term health and wellbeing, people must be very intentional about creating a rich life beyond work alone. Employers also bear responsibility for employee engagement and work/life balance. The system of the organization can enhance or detract from both, for example in how information is shared, how interruptions are managed, and whether the digital workplace is a disruption factory or a place for streamlined, high focus work....	Employee Engagement and Work/Life Balance (beezy.net)

Work-Life Balance and Employee Retention

Search terms:

- *Effects of work-life balance on employee retention*
- *Retention rates and work-life balance*

Effects of work-life balance on employee retention

Relevant Excerpt	Citation Source
<p>... You can afford a culture of stronger remote work-life balance when you have tools like a cloud-based client work management platform. The impact of work-life balance on employee retention is so positive that the work to get strong systems in place is well worth it. The Accelo platform helps everyone in your service business stay on the same page, with all their hours allocated and busy no matter how many or few hours they work....</p>	<p>What is the Impact of Work-Life Balance on Employee Retention? (accelo.com)</p>
<p>... The Importance of Work-Life Balance Work-life balance is the harmonious integration of personal and professional responsibilities, which allows employees to maintain a healthy lifestyle and avoid burnout. A well-balanced work-life approach can lead to increased job satisfaction, improved mental health, and heightened engagement, all of which contribute to employee retention. Job Satisfaction Employees who experience a healthy work-life balance are more likely to feel satisfied with their jobs, resulting in a stronger commitment to the organization....</p>	<p>The Connection Between Work-Life Balance and Employee Retention (corporatewellnessmagazine.com)</p>
<p>... What other ideas would you add to this list? How has your company improved work-life balance for its employees, and what effect has that had on employee retention?...</p>	<p>Why Work-Life Balance is Vital for Employee Retention - FlexJobs (flexjobs.com)</p>
<p>One crucial factor that plays a significant role in employee retention is work-life balance. In this expanded article, we will explore the connection between work-life balance and employee retention, emphasizing the benefits of promoting a healthy equilibrium between work and personal life. We will delve deeper into the strategies that can foster a healthy work-life balance and discuss how Global Healthcare Resources can help businesses improve their wellness programs through their expert wellness consulting services....</p>	<p>The Connection Between Work-Life Balance and Employee Retention (corporatewellnessmagazine.com)</p>
<p>... Fatigue, low performance, mood swings, irritability, toxic workplace culture and other problems can be largely eliminated by improving the work-life balance of employees. Outlined below are some of the top ways businesses are successfully improving the work-life balance of their employees with a view to improving their retention rates. Remote</p>	<p>The Importance of a Work-Life Balance in an Employee Retention ... (bbgbroker.com)</p>

Relevant Excerpt	Citation Source
<p>Work The COVID-19 pandemic may have made temporarily working remotely a necessity, but now that the situation has improved, many companies are continuing to offer remote work options to their employees voluntarily....</p>	

Work-Life Balance and Employee Productivity

- [Impact of Work-Life Balance on Job Performance](#)
- [Work-Life Balance and Creativity/Innovation](#)
- [Work-Life Balance and Work-Related Stress](#)

Impact of Work-Life Balance on Job Performance

Search terms:

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- *Job performance and work-life balance*

Effects of work-life balance on job performance

Relevant Excerpt	Citation Source
In contrast, employees with a healthy work-life balance have improved job performance (Roberts, 2008; Ryan and Kossek, 2008). In this regard, our findings demonstrate that the direct effect of work-life balance on job performance is significant with a coefficient of 0.152 (T-statistic of 3.007), suggesting a positive relationship between work-life balance and job performance. These empirical results also suggest that the employee's job performance will also increase with a higher work-life balance....	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)
... In this regard, our findings demonstrate that the direct effect of work-life balance on job performance is significant with a coefficient of 0.152 (T-statistic of 3.007), suggesting a positive relationship between work-life balance and job performance. These empirical results also suggest that the employee's job performance will also increase with a higher work-life balance. The respondents in the study also commented on their readiness to be flexible at work when needed, and they underlined that they are not ready to sacrifice their personal lives for work....	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)
... Research shows just that. Work-life balance can have some pretty amazing effects on the bottom line. One study (Arthur, 2003) found that after companies started work-life initiatives, shareholder returns increased \$60 million per firm in the study....	The Scientific Link That Drives Employee Engagement and ... (worktolive.info)
In contrast, employees with a healthy work-life balance have improved job performance (Roberts, 2008; Ryan and Kossek, 2008). In this regard, our findings demonstrate that the direct effect of work-life balance on job performance is	Work-Life Balance, Job Satisfaction, and Job Performance of SMEs ... (nih.gov)

Relevant Excerpt	Citation Source
significant with a coefficient of 0.152 (T-statistic of 3.007), suggesting a positive relationship between work-life balance and job performance....	
... Results showed that home conditions and work conditions influenced worklife-balance. And that work-life-balance influenced stress responses, job satisfaction. Results also showed the differences between unmarried female nurses and married female nurses....	The influence of family and work conditions on work-life balance, stress, and job satisfaction: Comparison between Karasek and Kawachi' model (semanticscholar.org)

Job performance and work-life balance

Relevant Excerpt	Citation Source
... Work-life imbalance. If your work takes up so much of your time and effort that you don't have the energy to spend time with your family and friends, you might burn out quickly....	Job burnout: How to spot it and take action - Mayo Clinic (mayoclinic.org)
... Reframe Perspectives on Work-life Balance and Employee Performance The way we work has changed considerably in recent years, and it only continues to evolve. One thing that remains true is that employee performance is inherently linked to their work-life balance. Employees who reported having a good work-life balance work 21% harder than those who don't....	5 Ways HR Can Improve Work-Life Balance and Employee ... (pathways.com)

Work-Life Balance and Creativity/Innovation

Search terms:

- *Creativity and work-life balance*
- *Innovation and work-life balance*

Creativity and work-life balance

Relevant Excerpt	Citation Source
<p>... We conducted a survey study with individuals working in 27 different CS in Italy. We propose and find a positive relationship between the perceived level of work-life balance satisfaction and individual creativity. Instead we do not find a significant relationship between the frequency of technology mediated interactions with external actors and individual creativity....</p>	<p>"How Perceptions of Work-Life Balance and Technology Use Impact ... (sjsu.edu)</p>

Work-Life Balance and Work-Related Stress

Search terms:

- *Effects of work-life balance on work-related stress*
- *Stress reduction and work-life balance*

Effects of work-life balance on work-related stress

Relevant Excerpt	Citation Source
<p>... Work life balance is assisted by employers who institute policies, procedures, actions and expectations that enable employees to easily pursue more balanced lives. The pursuit of work life balance reduces the stress employee experience. When they spend the majority of their days on work related activities and feel as if they are neglecting the other important components of their lives, stress and unhappiness results....</p>	<p>Components Of Work Life Balance: Time, Management And... ipl.org (ipl.org)</p>
<p>... With the millennial generation of workers projected to take up 75% of the workforce by 2025, many leaders think it's time to redefine what work-life balance looks like. Work-life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. Chronic stress is one of the most common health issues in the workplace....</p>	<p>The Evolving Definition Of Work-Life Balance (forbes.com)</p>
<p>It is undeniable that work-life balance is closely related to the best organization's optimal functioning. Maintaining worklife balance can help reduce stress, thus it prevents burn-out at work. At the same time, studies also show that employees may suffer technostress due to the inability to effectively use latest technology to manage their work....</p>	<p>The Relationship Between Technostress Creator and Work-Life Balance at Selected Private Sector in Selangor (semanticscholar.org)</p>
<p>EMPLOYEES IN MUMBAI The study examines the work-life balance form analysis of interviews of 20 employees of information technology companies in Mumbai. The study tries to look into the work related stresses that affect the work life ultimately creating an imbalance in the work-life balance. The Analysis of the interviews and the scope of the employees to have a balance between their work and life offered to them in the organization, the role of the team leaders and the level of job satisfaction....</p>	<p>Abhinav National Monthly Refereed Journal of Research in Commerce & Management AN EMPIRICAL ANALYSIS OF FACTORS AFFECTING WORK LIFE BALANCE AMONG INFORMATION TECHNOLOGY EMPLOYEES IN</p>

Relevant Excerpt	Citation Source
	MUMBAI (semanticscholar.org)
Some benefits of a healthy work-life balance include: reduced stress levels, at work and at home greater focus and concentration higher levels of job satisfaction the opportunity to participate more fully in family and social life more time to pursue personal goals and hobbies improved health. How to maintain good work-life balance? Balancing the demands of a busy lifestyle is not an easy thing to do, but is best managed by regularly reviewing and assessing your priorities....	Work/life balance and stress management Health and wellbeing ... (www.qld.gov.au)

Stress reduction and work-life balance

Relevant Excerpt	Citation Source
... Conversation And Communication For Stress Management And Work-Life Balance Genuine conversations can lead to deeper, more focused communication, which often results in supportive, authentic, trustworthy connections. All these factors can contribute to wellness, decreased stress and enhanced work-life balance. Everyone contends with stress and its effects, but with strategies like emotional awareness, empathy, self-care and open communication, you can learn to better manage stress and develop a healthy work-life balance....	How To Offset Stress And Achieve Work-Life Balance (forbes.com)
Keeping up worklife balance lessens the pressure and forestalls burnout in the working environment. The objective of the study is to know the impact of work-life balance on success criteria and family issues....	Work life balance and career plans of female dentist entrepreneurs (semanticscholar.org)