

IMPACT OF WORK-LIFE BALANCE ON MENTAL HEALTH

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Dedication

*This thesis is dedicated to my parents.
For their endless love, support, and encouragement.*

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This journey was far from easy, but every obstacle was worth it. My sincere thanks to my mentor Hemant Palivela, Phd. for his continuous guidance and support throughout this journey. The review comments and insightful feedback from Dr.Hemant pushed me to strive for excellence. I am very thankful for his mentorship and guidance all through this journey.

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This accomplishment reinforces the fact that continuous learning is the way to personal growth and evolution. Through this research, I have not only contributed to the research community but also found immense happiness in this lifelong journey of pursuing knowledge.

Thank you, everyone, for your support, and I'm looking forward to making more meaningful contributions to research, industries, and business transformation.

ABSTRACT
IMPACT OF WORK-LIFE BALANCE ON MENTAL HEALTH

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The study explores the relationship between work-life balance and mental health, highlighting the importance of maintaining a balance between personal and professional life. The modern work environment, with constant connectivity and remote work capabilities, has blurred the lines between personal and professional spheres, leading to chronic stress, anxiety, and burnout. The research found that better work-life balance reduces stress, anxiety, and depression, and that the prevalence of mental health disorders in employed people is strongly influenced by work-life balance.

The study also found that work-life balance affects mental health differently for men and women, with gender playing a moderate role. Higher organizational support was found to mitigate the detrimental effects of poor work-life balance on mental health.

The lack of a healthy work-life balance can lead to severe mental health issues, such as stress, anxiety, and depression, which are exacerbated by the modern work environment's demands. A healthy work-life balance offers numerous benefits, such as improved mental health, increased job satisfaction, and enhanced productivity.

The research underscores the broader social implications of work-life balance, including the impact on familial relationships and societal cohesion. Employers should foster a culture that values work-life balance by offering flexible working arrangements, access to mental health services, and open discussions about mental health. Policymakers should enforce regulations that limit excessive working hours and provide incentives for businesses that implement work-life balance programs.

In conclusion, the study emphasizes the importance of a balanced approach to work and personal life for maintaining mental health and overall well-being.

TABLE OF CONTENTS

List of Tables.....	v
List of Figures.....	viii
CHAPTER 1	1
1 Introduction	1
1.1 The Struggle for Balance in the Digital Age: Examining the Toll on Mental Health	5
1.1.1 Beyond the 9-to-5: How Blurred Boundaries Affect Mental Well-being.....	7
1.1.2 Remote Work Revolution: Unexpected Effects on Work-Life Balance and Mental Health	10
1.1.3 Organizational Culture: Promoting Work-Life Balance for Mental Health.....	13
1.1.4 Parenting in the Modern Age: Juggling Work, Family, and Mental Health.....	15
1.1.5 Dissent regarding what work life balance means.....	18
1.1.6 Mending the Fragmented Self: Reclaiming Personal Time for Mental Restoration .	21
1.1.7 From Burnout to Balance: Workplace Mental Health Strategies	24
1.1.8 A Holistic Approach: Integrating Work-Life Balance Initiatives into Public Health Policy.....	27
1.2 Research Problem.....	29
1.3 Objectives:.....	30
1.4 Purpose of Research	30
1.5 Significance of the Study	30
1.6 Research Questions:	31
CHAPTER II	32
2.1 Work-life balance and mental health, including stress, anxiety, depression, and well-being, are examined.....	32
2.2 Determine how employment demands, organisational support, family responsibilities, and coping techniques affect work-life balance.	39
2.3 Assess the mental health benefits of work-life balance initiatives such flexible work hours, telecommuting, and wellness programmes.	47
2.4 Explore gender, age, job position, and personality factors as moderators and mediators of work-life balance and mental health.	56
2.5 Suggest ways for companies and policymakers to improve work-life balance and mental health support.	67
CHAPTER III	75
METHODOLOGY	75

3.1 Overview of the Research Problem	75
3.2 Operationalization of Theoretical Constructs	75
3.3 Research Purpose and Questions	78
3.4 Research Design.....	78
3.5 Hypotheses of research:	79
3.6 Population and Sample	80
3.7 Instrumentation	80
3.8 Methods of data collection.....	80
3.9 Analysis of data.....	81
3.10 Limitation of the Study	82
CHAPTER IV	84
HYPOTHESIS TESTING.....	149
CHAPTER V	156
5.1 Discussion of Results.....	156
5.2 Summary of findings	158
CHAPTER VI	160
6.1 Summary	160
6.2 Implications.....	164
6.3 Recommendations for Future Research.....	165
6.4 Conclusion.....	167

LIST OF THE TABLE

Table no		Pages no
1	What is your age?	84
2	What is your gender identity?	85
3	What is your marital status?	86
4	What is your highest level of education?	87
5	What is your current employment status?	88
6	What is your annual household income?	89
7	Do you have children or dependents?	90
8	How often do you feel overwhelmed by your work responsibilities?	91
9	Do you feel that your work hours interfere with your personal life?	92
10	Have you experienced increased stress levels due to work-related demands in the past year?	93
11	How often do you have time to engage in leisure activities or hobbies outside of work?	94
12	Have you noticed any physical health problems (e.g., sleep disturbances, headaches) that you attribute to work-related stress?	95
13	Do you have a support system (e.g., friends, family, colleagues) you can turn to when work-related stress affects your mental health?	96
14	How often do you take vacations or time off from work to recharge and relax?	97
15	Are you satisfied with the work-life balance your current job provides?	98
16	Have you ever sought professional help (e.g., therapy, counselling) for mental health concerns related to work-life balance?	99
17	How would you rate your overall mental health currently?	100
18	Is the constraint related to resource availability?	101
19	Does the constraint involve time limitations?	102
20	Is the constraint influenced by external factors?	103
21	Does the constraint affect the project's scope?	104
22	Does the constraint impact the project budget?	105
23	Is the constraint related to technological limitations?	106
24	Does the constraint involve regulatory compliance?	107
25	Does the constraint have a potential workaround?	108
26	Is the constraint well-defined and understood?	109
27	Does the constraint involve geographical or location-based limitations?	110

28	Is the constraint influenced by market conditions or demand fluctuations?	111
29	Is the constraint influenced by market conditions or demand fluctuations?	112
30	Does the constraint involve stakeholder preferences or conflicts?	113
31	Can the constraint be quantified or measured?	114
32	Is there a clear understanding of the consequences of not addressing the constraint?	115
33	Do you believe that organizations should actively promote and support work-life balance initiatives to improve employee performance?	116
34	Have you noticed that employees who struggle with work-life balance tend to experience higher stress levels?	117
35	Have you seen cases where a poor work-life balance led to increased absenteeism or presenteeism (being physically present but not productive) among employees?	118
36	Do you think that a focus on work-life balance can enhance overall job satisfaction among employees?	119
37	Have you noticed that employees who maintain a good work-life balance are less likely to experience burnout?	120
38	Do you think employees with a healthy work-life balance are more motivated at work?	121
39	Have you observed instances where employees with better work-life balance perform their job tasks more efficiently?	122
40	Do you believe that employees who have time for personal life outside of work are more creative and innovative in their roles?	123
41	Current industry practices effectively address constraint modelling challenges.	124
42	Existing research on constraint modelling provides valuable insights and solutions.	125
43	The integration of constraint modelling in project management is seamless in the industry.	126
44	Industry professionals are adequately trained and knowledgeable about constraint modelling.	127
45	Organizations prioritize constraint modelling as a critical aspect of project planning and execution.	128
46	Constraints are effectively communicated and documented in project management processes.	129
47	Industry practices in constraint modelling consider both internal and external constraints.	130

48	There is a well-established framework for measuring the impact of constraints on project outcomes.	131
49	Research in constraint modelling aligns with the evolving needs of the industry.	132
50	Industry professionals actively seek out and adopt best practices in constraint modelling.	133
51	The industry has access to up-to-date tools and software for effective constraint Modelling.	134
52	There is a clear framework for identifying and prioritizing constraints in industry projects.	135
53	Current industry practices in constraint modelling are adaptable to various project types and industries.	136
54	The industry recognizes the importance of continuous improvement in constraint modelling approaches.	137
55	Researchers actively seek feedback and input from industry practitioners in their studies.	138
56	The industry encourages innovation in constraint modelling techniques.	139
57	There is a strong emphasis on sharing knowledge and best practices related to constraint modelling in the industry.	140
58	Job satisfaction positively impacts employee performance.	141
59	Affective organizational commitment enhances employee performance.	142
60	Employees who are happy at work tend to be more productive.	143
61	High levels of job satisfaction lead to improved work quality.	144
62	Engaged employees are more likely to meet or exceed performance goals.	145
63	Affective commitment results in greater dedication to achieving organizational objectives.	146
64	Happy employees are more likely to be innovative and creative in their roles.	147
65	Job satisfaction contributes to higher levels of motivation among employees.	148

LIST OF THE FIGURE

Figure no		Pages no
1	What is your age?	84
2	What is your gender identity?	85
3	What is your marital status?	86
4	What is your highest level of education?	87
5	What is your current employment status?	88
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11	How often do you have time to engage in leisure activities or hobbies outside of work?	94
12	Have you noticed any physical health problems (e.g., sleep disturbances, headaches) that you attribute to work-related stress?	95
13	Do you have a support system (e.g., friends, family, colleagues) you can turn to when work-related stress affects your mental health?	96
14	How often do you take vacations or time off from work to recharge and relax?	97
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33	Do you believe that organizations should actively promote and support work-life balance initiatives to improve employee performance?	116
34	Have you noticed that employees who struggle with work-life balance tend to experience higher stress levels?	117
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40	Do you believe that employees who have time for personal life outside of work are more creative and innovative in their roles?	123
41	Current industry practices effectively address constraint modelling challenges.	124
42	Existing research on constraint modelling provides valuable insights and solutions.	125
43	The integration of constraint modelling in project management is seamless in the industry.	126
44	Industry professionals are adequately trained and knowledgeable about constraint modelling.	127
45	Organizations prioritize constraint modelling as a critical aspect of project planning and execution.	128
46	Constraints are effectively communicated and documented in project management processes.	129
47	Industry practices in constraint modelling consider both internal and external constraints.	130

48	There is a well-established framework for measuring the impact of constraints on project outcomes.	131
49	Research in constraint modelling aligns with the evolving needs of the industry.	132
50	Industry professionals actively seek out and adopt best practices in constraint modelling.	133
51	The industry has access to up-to-date tools and software for effective constraint Modelling.	134
52	There is a clear framework for identifying and prioritizing constraints in industry projects.	135
53	Current industry practices in constraint modelling are adaptable to various project types and industries.	136
54	The industry recognizes the importance of continuous improvement in constraint modelling approaches.	137
55	Researchers actively seek feedback and input from industry practitioners in their studies.	138
56	The industry encourages innovation in constraint modelling techniques.	139
57	There is a strong emphasis on sharing knowledge and best practices related to constraint modelling in the industry.	140
58	Job satisfaction positively impacts employee performance.	141
59	Affective organizational commitment enhances employee performance.	142
60	Employees who are happy at work tend to be more productive.	143
61	High levels of job satisfaction lead to improved work quality.	144
62	Engaged employees are more likely to meet or exceed performance goals.	145
63	Affective commitment results in greater dedication to achieving organizational objectives.	146
64	Happy employees are more likely to be innovative and creative in their roles.	147
65	Job satisfaction contributes to higher levels of motivation among employees.	148

CHAPTER 1

INTRODUCTION

1 Introduction

In today's contemporary culture, when the responsibilities of professional life often intrude on personal time and mental well-being, finding a way to strike a healthy work-life balance has become one of the most pressing concerns facing individuals. The careful balance that one maintains between the demands of their work life and their home life has a significant effect on both their mental health and their quality of life in general. The line between one's personal life and professional life is becoming more difficult to distinguish, which may have significant repercussions for one's mental health. The increasing incidence of stress, anxiety, and burnout is intimately connected to the challenges people encounter in allocating sufficient time to relax, participate in leisure activities, and develop relationships outside of work. This is especially true in the United States. This article dives into the complex link that exists between a healthy work-life balance and one's mental well-being. It investigates the negative impacts that arise from an unbalanced lifestyle as well as the possible benefits that may result from cultivating a healthier equilibrium. Individuals, businesses, and governments can make educated choices to enhance mental well-being in a world that is becoming more dynamic and demanding when they understand the link between the two. The idea of maintaining a healthy balance between one's professional and personal lives is more important than it has ever been in this age of rapidly advancing technology. The conventional barriers that separate one's personal life from their working life have been removed because of the constant connectedness made possible by cell phones and the ability to work remotely. Because of this, many people find that they are forced to contend with the strain of having to be accessible for work-related concerns even during what was traditionally thought to be personal leisure. This condition of chronic partial participation may have negative impacts on one's mental health. The mind is unable to completely rest and refresh itself because it is constantly exposed to the pressures associated with work, even after the official workweek has come to an end.

The consequences of not striking a healthy balance between one's professional and personal lives may be felt across many dimensions of mental health. A prolonged exposure to high levels

of stress because of overworking oneself may set off a chain reaction of psychological suffering, which can lead to ailments such as anxiety disorders and depression. In addition, since people have less time for themselves, they have less possibilities to participate in activities that provide them pleasure, relaxation, and a feeling of accomplishment. When work takes up most of one's life, leisure activities, opportunities for social engagement, and even quiet times to oneself become more rare commodities. Isolation may be made worse when there is no support network that goes beyond professional circles and the sensation of emptiness that results from this can make people feel even more alone, which is detrimental to their mental health. On the other hand, achieving and maintaining a healthy work-life balance may result in a variety of beneficial effects for one's mental health. People can participate in activities that are beneficial to their personal development, creativity, and emotional resilience when they are given the time and space to disengage from the demands associated with their place of employment. A higher feeling of happiness and psychological well-being may be attained via engaging in meaningful relationships with loved ones, pursuing hobbies, and devoting time to engaging in routines that promote self-care. In addition, maintaining a healthy balance may improve job satisfaction as well as productivity by lowering the risk of burnout and making it possible for workers to approach their responsibilities with fresh zeal. There is no denying the complicated and deep nature of the connection between a healthy work-life balance and good mental health. The maintenance of this equilibrium is essential not just for the well-being of each person, but also for the social fabric. It takes a concerted effort on the part of people, businesses, and governments to realise the significance of establishing boundaries and creating settings that place an emphasis on one's mental well-being. Recognizing the interplay between work-life balance and mental health is a critical step toward cultivating a happier, healthier, and more productive global community as we navigate the ever-evolving landscape of work and technology. This is especially important as we work our way through the constantly shifting landscape of work and technology. An unbalanced work-life dynamic has repercussions that reach beyond the realm of the person, influencing the relationships within the family as well as the societal cohesiveness. Parents who are divided between the demands of their jobs and the responsibilities of their families often find that they are unable to devote enough quality time to their children, which may lead to feelings of shame and inadequacy on the part of the parents. This incongruence between one's professional goals

and one's family obligations may be a significant source of stress, which can negatively impact not only the mental health of the parents but also the psychological well-being of their children. In addition, the loss of quality time spent with family because of increased obligations at work impedes the formation of strong relationships, open communication, and a nurturing atmosphere, all of which are essential for promoting the development of children's healthy emotional maturation.

In the perspective of wider social ramifications, a workforce that is struggling with mental health issues because of a lack of work-life balance may lead to lower productivity as well as greater expenditures associated with medical treatment. Businesses and healthcare systems are both put under pressure because of the economic burden that is caused by employee absenteeism, decreased work performance, and increased healthcare costs. A more engaged, motivated, and creative workforce eventually translates into superior business results for organisations that place a priority on the work-life balance and mental wellness of their staff. It is very necessary to take a comprehensive strategy to manage these complex difficulties. Employers have a responsibility to acknowledge that cultivating a culture of work-life balance is not only a charitable gesture but rather a deliberate investment in the health and productivity of their staff. The promotion of a better working environment may be greatly aided by the provision of flexible working arrangements, access to services for mental health, and the encouragement of open conversation around mental health. Governments can play a crucial role at the policy level in the enforcement of legislation that restrict excessive working hours and encourage employee well-being, while also delivering incentives to businesses that prioritise work-life balance programmes. The relationship between having a good work-life balance and having good mental health is a nuanced one that involves a complicated interaction that has repercussions on an individual, family, social, and economic level. Obtaining a state of equilibrium calls for a coordinated effort on the part of all the relevant stakeholders in order to develop a system in which people may flourish on both a personal and a professional level. We can pave the way for a society that is more resilient, healthier, and happier by acknowledging the inherent worth of mental well-being and fostering conditions that support a balanced approach to work and life. Amid the continuing transformation of work arrangements, conversations concerning the essence of leisure and relaxation have been

sparked by the blurring of boundaries between one's personal life and professional responsibilities. The expectation to always be linked to work-related concerns and to provide a prompt response to any inquiries calls into question the conventional meaning of the term "time off." This condition, which is also known as "time contamination," may cause people to remain on high alert all the time, to the point where they never really disconnect from their professional responsibilities. This reduction in the amount of time that is set aside for recreation reduces the likelihood of experiencing mental rejuvenation and hinders the capacity of the brain to switch between modes of active engagement and rest. Because of this, the mind is kept in a state of heightened vigilance, which maintains tension and impairs general cognitive performance. Even though remote work provides additional flexibility, it might paradoxically make the work-life balance worse. It is becoming more difficult to "switch off" from work-related activities as a direct result of the blurring of the boundaries that used to exist between the actual workstation and the surroundings of the home. Individuals will need to proactively construct new routines and rituals to demarcate the beginning and conclusion of the workday now that they do not have to travel to and from work daily. This is because the physical commute formerly served as a buffer between work and home life. If this is not done, it may lead to a continual state of cognitive overlap, which is when ideas linked to work intrude into personal times and make it difficult to fully participate in activities that are intended for leisure and enjoyment. It is essential to keep in mind that the key to maintaining a healthy work-life balance does not consist of slavishly splitting one's time into two equal halves. It's about being aware of one's own requirements and priorities, and then intentionally allocating one's time and effort in accordance with them. For some people, their place of employment may provide them with a sense of purpose and satisfaction, while for others, their own interests and relationships may take priority. Finding this balance requires introspection, efficient time management, and the courage to set boundaries, whether it's turning off work notifications during family dinners or designating specific "me time" for activities related to self-care and wellness. To find this balance, one must commit to a healthy work-life balance. The complex connection that exists between maintaining a healthy work-life balance and maintaining positive mental health highlights how important it is to navigate the challenges of the contemporary world with purpose and awareness. Individuals and society can adopt preventative measures to offset the adverse impacts on mental well-being by first recognising

the difficulties caused by the problems posed by technology-driven job demands and the loss of clear boundaries. It is a journey that requires cooperation between people, employers, and politicians to guarantee that the pursuit of professional success does not come at the price of an individual's mental health and general quality of life.

1.1 The Struggle for Balance in the Digital Age: Examining the Toll on Mental Health

The pursuit of a healthy work-life balance has taken on a level of difficulty not seen before today, when technology in the form of smartphones and other digital gadgets has seamlessly integrated work into the fabric of daily life. However, it has also ushered in a continual state of accessibility, which blurs the distinctions between professional and personal time. The fast growth of technology has brought with it the promise of enhanced efficiency and connectedness. This condition, which is sometimes referred to as "technostress," refers to the stress and worry that are produced by the continual flood of digital communication and the expectations of a quick reaction from the recipient. The all-pervasive nature of digital connectedness has far-reaching repercussions for individuals' mental health. The lines between work hours and leisure time are no longer clearly delineated, which leads to a constant psychological tug-of-war between the need to fulfil professional obligations and the desire for personal relaxation. Because the lines between work hours and leisure time are no longer clearly delineated, the lines between work hours and leisure time are no longer clearly delineated. Individuals may have a heightened sense of alertness because of the pressure they feel to constantly check their emails, react to messages, and be current on work-related things. This may lead to a feeling of always being "on call." Because of this difficulty to mentally detach, the brain is unable to move into restorative modes, which may lead to persistent stress and even burnout. It may be difficult to find moments of relief while using digital gadgets because of the continual flood of information and sensations that can cause the brain to become overstimulated. The blue light that is released by screens has the potential to disturb circadian cycles, which may have a negative impact on one's ability to sleep and can exacerbate feelings of restlessness. The proliferation of posts on social media that highlight the apparently flawless lives of others has the potential to lead to feelings of inadequacy and comparison, both of which are known to be antecedents to anxiety and depression.

As we make our way through this digital environment, it is becoming clearer that regaining a sense of equilibrium is very necessary to protect one's mental health. The negative impacts of technological stress may be alleviated to some degree by developing healthy digital boundaries and engaging in mindfulness activities. It is possible to carve out chunks of time for one's own use that are free from interruption by designating "device-free zones" and setting up certain times for checking one's inbox and messages. Relaxation and mental clarity may be achieved via the practise of mindfulness methods such as meditation and deep breathing. These types of activities can help to counterbalance the continual mental chatter that is caused by digital connectedness. The advent of the digital era has brought about a wonderful increase in conveniences and possibilities, but it has also brought about significant obstacles to our mental health. Recognizing the impact that constant digital connectedness has on one's ability to maintain a healthy work-life balance is an essential step toward protecting one's mental health. We are able to navigate the digital landscape with greater intentionality and ensure that our mental well-being continues to be a top priority if we consciously establish boundaries, embrace mindfulness practises, and advocate for a more balanced approach to technology. These are just some of the ways in which we can improve our relationship with technology. In the middle of the information technology revolution, the quest for a healthy work-life balance has turned into a battlefield in which technology squares up against our basic need for relaxation and rejuvenation. The extraordinary access to information, communication, and job activities that we have at our fingertips has changed how we think about the passage of time and our level of productivity. However, the fact that we are always connected has a negative impact on our mental health because of this.

The attractiveness of working remotely and the freedom that it offers may sometimes lead to a mindset in which one is "always on." As a result of the blurring of the barriers between the workplace and home, it has become more difficult to mentally switch gears from the duties of one's job to those of one's personal life. The expectation of an instant reaction, which is made even more prevalent by the instantaneous nature of digital communication, amplifies both pressure and anxiety. This condition of constant vigilance inhibits our ability to fully engage in activities that promote relaxation and meaningful engagement, hence diminishing the value of quality time spent alone. The influence that one's line of work has on one's mental health

should not be minimised since it permeates all aspect of our life. An increased risk of anxiety disorders, depressive symptoms, and burnout relates to an inability to disengage from work-related problems, since this increases the amount of stress experienced by the individual. When screens are left lighted late into the night, it makes it difficult for the brain to transition into a restful state. This has a negative impact on sleep habits. Our cognitive capability is hampered because of this digital intrusion, which makes it more difficult for us to concentrate, come up with solutions to problems, and think creatively. Restoring balance in the modern era demands a strategy that considers many different factors. Employers have a responsibility to acknowledge how important it is to clearly communicate what is expected of them in terms of after-hours contact and the ability to disengage. It is possible to ease some of the strain associated with having to be always available by instituting measures that encourage staff to disconnect during non-working hours. Individuals have a responsibility to understand how to establish personal boundaries and to convey to their friends, family, and coworkers their need for uninterrupted personal time. One strategy that has gained popularity as a means of mitigating the adverse effects of constant connection is encouraging people to participate in "digital detoxes." It is possible to reset and revitalise one's mind by taking breaks from screen time at regular intervals, such as during meals, before going to bed, or during specific breaks planned for that purpose. Expending an inordinate amount of time in front of a screen may have the effect of isolating the user, which can be mitigated by engaging in activities that take place outside, pursuing hobbies, and cultivating face-to-face interactions. The influence of the digital era on work-life balance goes well beyond the convenience it affords; rather, it influences the fundamental essence of our mental well-being. Reimagining our connection with technology and setting appropriate limits to safeguard our personal time and mental health is required for conscious navigation of this terrain. Currently, the only way we can have any chance of achieving harmony between the digital world and our mental well-being is if we take active steps toward that goal.

1.1.1 Beyond the 9-to-5: How Blurred Boundaries Affect Mental Well-being

The conventional constraints of a 9-to-5 workday have given way to a more flexible view of professional participation in today's world, which celebrates flexibility and remote work. This transition has introduced a set of issues that have a significant influence on our mental well-

being, even though technology has also brought along increased convenience and flexibility. The blurring of once-distinct lines between work hours and personal time has resulted in an increased degree of uncertainty, which may take a considerable toll on the mental health of those of us who are affected by it. The emergence of new technologies has been a primary motivating factor behind this shift in culture. Inadvertently, the walls that traditionally differentiated professional responsibilities from recreational pursuits have been destroyed because of the technologies that enable us to work remotely and remain connected. Now more than ever, our personal spaces are invaded by alerts, emails, and other forms of communication that demand our attention and blur the boundaries between times of leisure and times of production. This never-ending flow of information may induce an overwhelming feeling of being "on call" all the time, which can intensify feelings of stress and make it more difficult to relax.

The repercussions for people's mental health are becoming more obvious as these borders disintegrate. If a person is unable to psychologically separate himself from work-related issues, they may experience persistent stress, increased anxiety, and even burnout. The expectation that a person should be reachable always may lead to an unrelenting state of hypervigilance, in which the concept of relaxing is elevated to the level of a theoretical goal rather than a tangible reality. The brain is deprived of the chance to relax, heal, and reset when there are no obvious transitions between work and home life. This is a critical process for sustaining cognitive function and emotional resilience. The dissolution of borders affects not just individuals but also the connections between people in different groups. Time spent with family and friends, opportunities to participate in meaningful social activities, and opportunities to practise self-care are all at risk when job responsibilities and digital connection intrude. This not only puts a pressure on personal relationships, but it also reduces the amount of time that can be spent on activities that, outside of one's work responsibilities, contribute to a feeling of satisfaction and contentment. It will need a multifaceted strategy if we are going to be successful in addressing the hazy lines of demarcation that jeopardise our mental health. Organizations are obligated to build cultures that value employee health and well-being, support realistic workloads, and discourage excessive communication outside of normal business hours. Setting defined work hours, establishing separate workplaces, and shutting off

non-essential alerts during personal time are all activities that contribute to individual self-awareness and discipline, which are equally vital. The alteration in employment will inevitably bring forth both possibilities and difficulties. It is very necessary for us to maintain vigilance when it comes to protecting our mental health as we negotiate the ever-changing idea of work hours and leisure time. In this rapidly changing period, we may limit the negative consequences of blurred borders between work and leisure if we take control of the boundaries between the two and exert our authority over them. This will pave the way for a lifestyle that is both healthier and more balanced. In today's work environment, the line that used to clearly divide one's personal life from their professional obligations has become hazier and more difficult to delineate than ever before. This phenomenon, although it has brought about previously unimaginable degrees of flexibility and chances for distant cooperation, has also ushered in a series of issues that have a profound effect on the mental health of those of us who are impacted by them. The typical workday schedule of 9 to 5, with its distinct beginning and ending periods, served as a framework that made it easier to differentiate between work and leisure time. However, in the linked world of today, the never-ending stream of emails, texts, and duties related to work stretches far beyond these hours, significantly affecting our connection with time and the ability to rest.

Because there is a constant stream of digital contact, even after the formal conclusion of the workday, there is still an expectation that you will be available. The expectation that one should instantly reply to communications, irrespective of the time of day or night, inculcates an ever-present feeling of awareness. This "continuous partial attention" makes it difficult for us to completely participate in personal activities, which in turn leads to a worse quality of leisure time and an increased level of stress. In addition, the blurring of boundaries hinders the capacity of the brain to relax and recharge by undermining the critical psychological shift from work mode to rest mode. There will be far-reaching effects on people's mental health as a result. There is a correlation between elevated anxiety levels, an increased risk of burnout, and a loss in general well-being, all of which are caused by the chronic stress that is created by an inability to disengage from work-related concerns. As the boundary between work and personal life continues to blur, it becomes more difficult for us to find respite and recharging in our daily lives. The things that used to give relief from the pressures of work, such as spending quality

time with loved ones, indulging in hobbies, or just taking pleasure in moments of leisure, go by the wayside because of increased job obligations. The road to regaining our equilibrium and guarding the mental health of our community is not an insurmountable one. Establishing and maintaining boundaries in the digital domain requires intentional effort on the part of the user. Defining clear boundaries between these two aspects of life may be facilitated by the establishment of separate workplaces, the establishment of established work hours, and the switching off of alerts during time that has been allotted for personal pursuits. Equally as essential is the role that firms play in building a culture that appreciates and respects the personal time of their workers, discourages contact beyond normal working hours, and emphasises the significance of taking time to refresh one's mind. Liberation and complexity have been brought into the sphere of work-life balance with the advent of the period beyond the 9 to 5 workday. Our capacity to detach from our surroundings and recharge is made more difficult by the erosion of boundaries, which has a significant negative effect on our mental health. We can navigate this changing landscape with greater mindfulness if we acknowledge the significance of maintaining clear distinctions between work and leisure and if we adopt strategies that prioritise mental health. This will ensure that the opportunities for flexibility do not come at the expense of our psychological resilience and overall quality of life.

1.1.2 Remote Work Revolution: Unexpected Effects on Work-Life Balance and Mental Health

The introduction of work that can be done from home has sparked a change in the way that we think about and interact with our professional life. The idea of striking a healthy balance between one's professional life and personal life is taking on new meaning as the barriers that formerly separated the conventional workplace from the privacy of our own homes continue to disintegrate. The temptation of having flexibility and autonomy cannot be denied; yet the unintended implications on mental health and the balance of one's professional and personal life demand careful investigation. A paradigm change has occurred because of the advent of remote work, which liberates employees from the restrictions of commutes and regular office hours. However, with this newly discovered liberty also comes a whole new set of problems to solve. The boundary between work and private life has grown more porous, which has resulted in the very atmosphere that was once a refuge of leisure becoming an extension of the office. It is difficult to completely disconnect from work-related activities when there are no physical

borders to separate one's professional duties from those of their personal lives. This delicate dance is made more difficult when there are no physical barriers. The culture of always being available may be fostered by the continual accessibility that is afforded by the technology that enables remote work. It is possible for the expectation to be always “online”, to answer promptly to emails, and to engage in virtual meetings across multiple time zones to encroach into the valuable moments that are saved for self-care, spending time with family, and leisure activities. When there is less of a separation between work and personal time, the danger of burnout rises, which in turn leads to higher levels of stress and the possibility of a decline in mental well-being. There are psychological repercussions that might result from the lack of face-to-face contact with coworkers as well as the isolation that often accompany remote employment. It's possible that emotions of disconnection, loneliness, and a lessened sense of belonging might result from a lack of casual conversations and nonverbal clues. It is possible for there to be a blurring of boundaries, which may result in an inability to "switch off," which further exacerbates the mental strain that relates to the ongoing demands of work. A concentrated effort is required to successfully navigate the environment of remote work and maintain a good work-life balance. In the absence of actual office boundaries, establishing defined procedures and assigning specific workplaces may assist give the illusion of organisation that is desired. It is essential for mental health to take frequent breaks and make a conscious effort to unplug from work-related technology during non-working hours. Equally as essential is the need that businesses cultivate a culture that places a high value on employees' health and well-being by promoting flexible working hours and acknowledging the relevance of personal time. The rise of remote employment is presenting employers with opportunities as well as difficulties. It is vital that we recognise and address the unexpected repercussions on work-life balance and mental health as we continue to embrace the flexibility it allows. We can ensure that the revolution in remote work will lead not only to increased productivity but also to an improvement in people's overall quality of life if we take steps such as establishing boundaries, developing healthy habits, and advocating for environments that place a priority on holistic well-being. The laws of conventional employment have been rewritten as a result of the revolution in remote labour, which was sparked by technology breakthroughs and events that occurred throughout the world. The landscape of work-life balance is undergoing a fundamental upheaval as people swap office cubicles for home workstations. This transition is

throwing light on previously unanticipated repercussions that need a deeper look. The impact of remote work on mental health and the delicate balance between professional obligations and personal life is a topic that needs further investigation. Although the flexibility of remote work offers freedom from commuting and geographical constraints, this is a topic that needs further investigation.

The elimination of the traditional barriers that traditionally served to divide one's personal responsibilities from their professional obligations is one of the most significant aspects of working remotely. In the past, making the journey each day from one's place of employment to their residence served as a psychological reset, enabling people to detach themselves from the strains caused by their jobs. On the other hand, when employees work from home, the transition between the two states is less clear, which may lead to an ongoing condition of being "always on." The digital link to work equipment causes the temporal boundaries of the workday to become unclear, making it difficult to demarcate discrete moments of leisure and production in one's schedule. Because remote work technology enables accessibility at all hours of the day and night, there is an underlying expectation that you will be available. The expectation of quick responses to emails, texts, and virtual meetings extends beyond the typical working hours, which results in the invasion of personal time by professional duties. The inability to separate oneself from concerns relating to one's place of employment is a major contributor to feelings of stress, worry, and being overburdened. The degradation of these temporal boundaries has ramifications for one's mental health. Working from a distant location comes with the risk of feeling detached and lonely due to the inherent isolation of the job. It is possible that not having face-to-face contacts with one's coworkers would result in a lessened feeling of camaraderie and connection, which has the potential to impair one's job satisfaction as well as general happiness. It is well known that feelings of social isolation, which are known to be precursors to mental health problems, may arise when there are no casual talks taking place around the water cooler at work and when there is a blurring of the boundaries between work and home. Individuals and businesses alike need to take proactive measures to overcome the problems that the revolution in remote work poses to successfully traverse this changing terrain. Helping to re-establish boundaries between work time and personal time may be accomplished by developing daily routines that replicate the framework of a conventional

workday. This can include designating work hours and establishing breaks. To protect one's mental health from deterioration, it is important to make self-care activities a priority. Some examples of self-care activities include exercise, relaxation, and hobbies. The rise of remote work has made previously unimaginable levels of freedom and flexibility available, but it also has enormous repercussions for the work-life balance and mental health of employees. We are able to take use of the benefits of working remotely while also maintaining our mental health if we acknowledge the unexpected effects and make a conscious effort to set and enforce limits. We can only assure that the remote work revolution will encourage a better and more meaningful work-life balance if we take a conscientious and comprehensive approach.

1.1.3 Organizational Culture: Promoting Work-Life Balance for Mental Health

When it comes to the complicated web of variables that make up the workplace, the organisational culture is one of the most important factors in determining the health and happiness of workers. The beliefs, practises, and conventions that are supported by a company are key variables in the quest of greater work-life balance and increased mental health. A culture in the workplace that genuinely places a priority on the mental, physical, and emotional health and happiness of its staff members not only helps to cultivate a positive environment, but it also has a direct influence on the mental health of individuals and the level of overall job satisfaction. A culture of the workplace that promotes work-life balance recognises that workers are not only cogs in a machine but rather unique people whose lives are complicated and for which they are responsible in many ways. When a company acknowledges how important it is for workers to be able to unplug from work after hours and respects the employees' personal time, this helps employees have lower levels of stress and better mental recovery. On the other hand, a culture that encourages an "always on" mentality and makes unreasonable expectations on the time of workers may result in burnout and a reduction in psychological well-being. Employees may be given the authority to establish limits and more successfully manage their workload if the culture of the business is one that is supportive. When leaders and coworkers embrace a healthy work-life balance, employees feel more at ease voicing their wants and concerns without fear of sanctions. This encourages employees to take more ownership of their work-life balance. This openness paves the way for talks regarding workload allocation, flexible work arrangements, and the efforts that must be taken to achieve

a balance between professional and personal responsibilities. Further evidence of an organization's dedication to the health and happiness of its workforce may be seen in the policies it adopts and the resources it makes available. A commitment to cultivating a pleasant workplace may be shown by actions such as offering flexible working arrangements, providing access to mental health care, and implementing initiatives that encourage work-life balance. These kinds of programmes not only improve individuals' mental health but also make work more enjoyable and help businesses keep their best employees. When workers believe that their health and happiness are a priority for their employers, their level of engagement and devotion to their jobs goes up. It is impossible to overestimate the importance of a company's culture in fostering a healthy work-life balance and boosting the mental health of its workforce. A workforce that is not only productive but also happy and able to bounce back from setbacks is easier to cultivate in an environment that acknowledges the significance of personal time, promotes the establishment of appropriate boundaries, and makes available the resources required for mental health. It is possible for companies to pave the path for a more harmonious and satisfying work-life dynamic if they realise that a successful workforce is founded on holistic well-being. This recognition opens the door for companies to do so. Employees' experiences and perspectives are profoundly influenced by the organisational culture that is intrinsic to every workplace and permeates every aspect of that environment. The culture that a business cultivates becomes a pivotal factor in determining employee well-being, particularly in the context of promoting a healthy balance between work and personal life and improving mental health. A culture that promotes a healthy balance between work and personal life does more than just generate a favourable impression; it also has the capacity to positively affect the results of mental health and overall job satisfaction.

At its foundation, a work culture that sets a priority on work-life balance acknowledges the inherent importance of the personal lives of its workers as an important aspect of their overall well-being. Organizations can cultivate a culture that values the separation of personal and professional responsibilities by recognising the fact that people are more than the sum of their professional responsibilities. Since of this acknowledgement, workers experience lower levels of stress because they can find periods of relief, which enables them to recoup and recharge psychologically. A culture that promotes a "always-on" mindset, on the other hand, puts an inordinate amount of pressure on workers to continue to be involved in their job outside of

normal working hours, which may lead to increased stress and eventual burnout. A company that encourages a healthy balance between work and personal life gives its employees the authority to choose their own limits. Employees have a greater sense of confidence and are better able to explain their boundaries and advocate for a sustainable workload when their bosses and coworkers accept the concept that well-being goes outside the workplace. This open communication may result in the establishment of flexible schedules, choices for working remotely, and realistic expectations; all these factors contribute to enhanced work-life harmony and better mental health results. Not only does an organization's rhetoric but also its actual actions clearly demonstrate its dedication to ensuring the health and happiness of its workforce. Policies that are flexible enough to suit the requirements of families, efforts that focus on mental health, and wellness resources that are easily available are all indicators of a genuine commitment to creating a welcoming workplace. These efforts hit a chord with workers, which in turn increased their feeling of belonging and overall contentment in their jobs. When people feel appreciated for reasons other than their professional accomplishments, their mental health as a whole and their level of involvement also improve. The significance of the role that company culture plays in fostering a healthy work-life balance and improving the mental health of employees cannot be overstated. A corporation that actively promotes a healthy balance between work and personal life conveys the message that the health and happiness of its workforce is critical to the company's overall performance. A workforce that is not only productive but also emotionally resilient and content can be cultivated in an organisation by cultivating a culture that respects personal time, encourages boundary-setting, and provides resources for mental well-being. This will allow the organisation to foster a workforce that respects personal time. The pursuit of a healthy work-life balance has elevated the importance of a supportive culture as a critical component of a flourishing and peaceful company.

1.1.4 Parenting in the Modern Age: Juggling Work, Family, and Mental Health

Parenting has always been a tremendous challenge, but in today's world, there are far more obstacles to contend with than ever before. The responsibilities of work, when combined with the expectations of being an active and involved parent, create a complicated balancing act that has direct repercussions for the dynamic of the family as well as the mental health of the parents. The precarious equilibrium that must be maintained between meeting one's

professional obligations and tending to one's family connections makes it necessary to do more research into the ways in which the two sets of responsibilities impact one another. The lines between work and one's personal life have blurred in recent years because of the increasing prevalence of two-income homes and the ubiquitous presence of digital connection. While advances in technology have made it possible for people to work from home and maintain flexible schedules, some advancements have also blurred the borders between the workplace and the home, making it more difficult to disconnect from work-related issues. This continual accessibility might reduce the amount of quality time that working parents spend with their families and add to the already enormous amount of strain that comes with performing their parenting obligations. There are moments when the goal to be present and involved parents and the demands of a demanding work come into conflict with one another. The drive to achieve success in one's work life may, unintentionally, result in feelings of shame or inadequacy about one's parenting, which may have an impact on the mental health of the parent. Finding the correct balance between the level of attention demanded by both occupations is a persistent problem that calls for an in-depth comprehension of one's priorities as well as efficient time management.

These complex relationships may have a significant impact on a parent's mental health, especially that of the mother. Feelings of burnout and the "supermom syndrome," in which the pursuit of perfectionism takes a toll on mental well-being, can be brought on by the expectation that individuals will excel in both of their respective spheres of responsibility, which are those of devoted professionals and nurturing caregivers. The growing societal expectations of fathers to be more active as caregivers adds complexity to the duties that fathers already play. Fathers, like mothers, struggle with their own unique sets of demands. A multi-pronged strategy is required to effectively address the issues that come with contemporary parenting. Employers may play a crucial part by facilitating flexible working conditions, offering parental leave, and facilitating access to mental health services for their employees. A healthier work-life balance may be achieved by recognising the significance of the mental health of parents as a factor in determining the level of total job satisfaction. Equally as important is the promotion of open dialogues about the difficulties of balancing the duties of work and family, the destigmatization of emotions of stress or guilt, and the provision of support networks. The act of parenting

currently is a delicate balancing act that requires careful strategic manoeuvring. Work, family life, and one's mental health form a complicated web that must be acknowledged, adapted to, and approached cooperatively to be managed effectively. The experience of parenting in the modern era can be made more sustainable and emotionally fulfilling if society adopts more adaptable solutions, normalises conversations about the health and happiness of parents, and cultivates environments that recognise the multifaceted challenges of modern parenting. period we now live in. The quick-moving nature of today's society, which is defined by technology breakthroughs and developing job patterns, has added layers of complexity to the art of raising a family in this day and age. It is necessary to take a more in-depth look at the current state of contemporary parenting because of the complex interaction that exists between one's career duties, family obligations, and individual mental health.

Parents in the modern world often find themselves engaged in a precarious balancing act as they attempt to satisfy the needs of both their families and their employment. The conventional idea of a distinct demarcation between one's place of employment and one's residence has been shaken up by the rise of remote work, flexible hours, and the permanent connectedness promoted by digital gadgets. These shifts may result in enhanced convenience, but at the same time, they blur the borders between work hours and time spent with family. Because of this ongoing overlap, it may be difficult for parents to establish clear boundaries that will safeguard their professional endeavours as well as the priceless time they spend with their loved ones. It is possible to have "parental burnout" because of the strain that comes with striving for excellence on both fronts, both as devoted workers and as dedicated parents. This happens when the constant stress of juggling various tasks takes a toll on mental health, leaving parents emotionally fatigued and overwhelmed by the amount of responsibility they must fulfil. It's not uncommon for parents to have emotions of inadequacy and guilt when they struggle to be present and involved with their children while still meeting their professional duties. Taking care of one's own mental health should be considered an essential part of the process of becoming a parent because of the emotional obstacles that may arise along the way. Adding another degree of complication to contemporary parenting is the shifting responsibilities of moms and dads in today's society. The traditional power relations between the sexes are evolving because of the rising expectation that dads would take on a more active role in caring

and household obligations. As dads try to balance the increased demands placed on them with their own professional goals, they may experience emotions of bewilderment and an identity crisis because of this transition, even though it is beneficial in many respects. It is vital to take a multifaceted strategy to lessen the burden that contemporary parenting puts on mental health. Employers may play a role by providing policies that are family-friendly, such as paid parental leave and flexible working arrangements, for their employees. Fostering a supportive atmosphere at work may be accomplished by encouraging frank dialogues about the difficulties of parenting and recognising the need for a healthy work-life balance. Individual parents may seek assistance from their communities, exercise efficient time management, and emphasise self-care by making these activities a priority. Parenting today is a delicate ballet that involves a high degree of flexibility and adaptation, as well as a sharp emphasis on one's own mental health. A comprehensive strategy that meets the difficulties head-on is required because of the complex interaction that exists between personal, family, and professional responsibilities. It is possible for society to provide parents with the fortitude, pleasure, and a feeling of satisfaction necessary to traverse this complex path by designing settings that acknowledge the pressures of contemporary parenting and place a priority on mental health.

1.1.5 Dissent regarding what work life balance means

The idea of striking a healthy balance between one's professional and personal life is universally regarded as being essential to one's happiness, yet it is not without its share of complications and subtleties. There is disagreement and a wide range of views over what exactly constitutes a work-life balance. This dichotomy reflects the many viewpoints and experiences that people in today's fast-paced world bring to the table. The concept of striking a healthy balance between one's personal and professional lives is the overarching theme of this concept; yet the details of how one should go about striking this balance might vary substantially from person to person. The ever-changing character of the task itself might be cited as the origin of some discontent. The conventional limits of a workday that runs from 9 to 5 have begun to dissolve because of the increase of remote work and the development of new technologies. Some people are of the opinion that the concept of "work-life balance" should no longer be limited to certain durations, but rather should cover a more fluid integration of personal duties and professional obligations. For many, the freedom to attend to personal

problems during conventional "work hours" and vice versa symbolises a new vision of what it means to have a balanced life. Disagreement may be traced back to a variety of cultural backgrounds as well as personal preferences. One person's idea of a well-balanced life could be very different from another's conception of what constitutes an unhealthy obsession with one's job. The ways in which people understand and attempt to achieve work-life balance are influenced by societal standards, the dynamics of their families, and their own personal goals. Some people believe that to be successful in their careers, they need to give their jobs more priority than their personal lives, even if this means less time for themselves. Others could place a higher priority on their family or personal interests and be willing to tolerate possible constraints in their careers. The debate over whether quantity should be prioritised above quality also gives rise to disagreement. There are others who believe that achieving a healthy work-life balance should place more of an emphasis on the quality of time spent rather than the precise distribution of hours. This viewpoint highlights the significance of an individual being completely present in whichever sector they are involved in, whether it is their personal life or their professional life, to cultivate deeper relationships and improved well-being.

Another aspect of discontent relates to the porous borders that have emerged between one's job life and their leisure time in this digital era. There are others who believe that the concept of a healthy work-life balance must be completely rethought considering these increasingly porous boundaries. They suggest that the development of skills such as creating digital boundaries, regulating digital interactions, and practising mindfulness is necessary to successfully handle the continual flood of information and expectations. The debate over what "work-life balance" really means sheds light on the complex relationship that exists between an individual's experiences, societal expectations, and the ever-changing nature of employment. There is no change in the overarching objective of finding a balance between one's personal life and one's professional life; yet there is tremendous room for variation in how people understand and strive to achieve this balance. It is necessary for the development of a work culture that can accommodate the multiple demands and ambitions of a contemporary workforce to acknowledge and appreciate the many viewpoints that are present in the workplace. Dissenting opinions and diverse points of view have surfaced as the discussion on work-life balance continues to develop and mature, which is reflective of the varied character of the term. Work-

life balance is a concept that has been interpreted and approached in a variety of ways by individuals, professionals, and researchers. As a result, there is a rich tapestry of perspectives on the topic, even though the concept itself implies that there should be harmony between one's personal and professional lives.

The fluctuating character of the work itself has given rise to one source of controversy. The conventional division between one's professional life and their home life is becoming more difficult to maintain because of the emergence of the gig economy, freelancing, and remote employment. One school of thought contends that this change necessitates a reappraisal of the idea, which implies that maintaining a clear distinction between one's professional and personal life is no longer viable or important. They suggest that a better work-life balance may be achieved by incorporating work-related responsibilities into the natural flow of everyday life, which would provide more latitude in the management of both spheres. Disagreement arises because of the issue of how individual goals and preferences should be prioritised. The notion of work-life balance is not one that can be generalised to match everyone's needs; rather, it is heavily impacted by an individual's personal beliefs, professional goals, and family obligations. Others believe in periods of intense work followed by more relaxed intervals, aligning more with a rhythm that matches their personal energy levels and commitments. While some people believe that time should be divided evenly between work and personal life, others believe that intense work should be followed by intervals of relaxation. The emergence of new technologies and the widespread availability of digital connection has added still another degree of complication to the debate. Some people believe that the pervasiveness of digital gadgets makes it difficult to entirely withdraw from job-related concerns, thereby blurring the boundaries between work and leisure. In their view, striking a healthy balance requires growing a heightened awareness of when and how to disconnect from digital platforms to protect personal time. The idea that a healthy work-life balance should not be static but rather dynamic and adaptable to the ever-evolving requirements of life gives birth to competing opinions. This viewpoint places an emphasis on the need of adapting one's behaviour in response to changing aspects of one's personal life, such as becoming a new parent, experiencing difficulties with one's health, or switching careers. In this point of view, the concept of adaptability and the capacity to renegotiate the equilibrium on an as-needed basis become essential principles. The

myriad of divergent viewpoints on how best to strike a balance between work and personal life exemplifies the complexities of today's work scene. Although the fundamental concept of balance does not change, the way it might be attained is malleable and subject to change. Understanding and accepting this variety may lead to more inclusive dialogues and methods that connect with the different needs and realities of people as they seek to negotiate the delicate dance that exists between their personal lives and their professional careers.

1.1.6 Mending the Fragmented Self: Reclaiming Personal Time for Mental Restoration

It is becoming more common to have the experience of being fragmented because of living in a society that is defined by constant connectedness and a speed that is always escalating. It is common for the responsibilities of job, family, and social duties to leave little opportunity for introspection and self-care, which ultimately results in a significant disconnect from one's own state of health. In the middle of this hectic way of life, the relevance of recovering personal time for the sake of mental healing has taken on a new level of urgency. This investigation goes into the essential task of piecing together the shattered self by setting out time for isolation, introspection, and renewal for oneself at regular intervals. We may unearth a way toward cultivating a more integrated, robust, and harmonious sense of self if we grasp how counteracting the toll of contemporary life can be accomplished via the strategic allocation of personal time. Today, when constant connectedness, multitasking, and the relentless pursuit of productivity are the norm rather than the exception, the fabric of our lives often seems tattered and shattered. The lines that used to demarcate our personal lives from our professional lives have become blurrier, requiring us to juggle a diverse range of tasks and obligations. Amid this frenetic pace, the self may easily become a mosaic of broken identities, such as the professional, the parent, and the friend. Each of these identities requires attention and energy. As a direct result of this unrelenting fragmentation, the burden falls mostly on our mental health, which is often pushed to the periphery of our concerns.

The notion of personal time, which was formerly considered a luxury in this day of continual demands, has evolved into a must today. It is the lifeline that provides the opportunity for us to heal the cracks that have appeared inside ourselves, to reweave the threads that make up our identities, and to regain our mental balance. However, the pressures of contemporary life

usually obscure the value of recovering personal time for the sake of mental healing. In this investigation, the deep ramifications of reclaiming one's own personal time for one's mental health are investigated. Its purpose is to draw attention to the pressing need of freeing oneself from the commitments, duties, and digital diversions that constantly compete for one's attention. When we do this, we provide a haven for reflection, the nurturing of hobbies that offer us pleasure and tranquilly, and the discovery of new aspects of ourselves. When we make a concerted effort to carve out small pockets of personal time for ourselves, we take the first step on a path to recovery, one in which our fractured identities can start to repair, and our sense of self can be reassembled into a more unified and robust whole. This journey has ramifications for society. As we investigate the transforming possibilities of investing time in our mental health, we are confronted with the urgent need to rethink societal norms that equate being busy with being successful. The dominant narrative that unbroken output is the only indicator of success may be contested by the act of giving one's own time and energy a higher priority for rest and rejuvenation. Instead, it maintains that a balanced and satisfied self contributes more significantly to both personal and professional domains. This is true in both the professional and personal spheres. We go into the science and art of reclaiming personal time by first exploring the ways in which spending time alone, engaging in self-reflection, and practising mindfulness may be beneficial. We identify the subtle mechanisms through which these periods of rest and rejuvenation improve our cognitive performance, emotional resilience, and general quality of life. In addition, we discuss several effective methods for overcoming the obstacles posed by social expectations, demands connected to employment, and digital intrusions, which stand in the way of our quest of a restored version of ourselves. The task of piecing together the shattered self by methodically reclaiming one's own time presents us with an opportunity to rethink the way in which we participate in our own lives. It forces us to reframe how we think about self-care, shifting from seeing it as a luxury to an absolute need, as well as an investment in our mental health that pays returns in every facet of our lives. We may reveal a road to managing the contemporary world with more intentionality, resilience, and a deeper appreciation for the core of ourselves if we acknowledge that personal time is a conduit to restoring our feeling of completeness. When we live in a world that is always changing and where our obligations and duties compete for our attention, the idea of an integrated self might seem to be illusive. Our identities have become more shattered because

of the interwoven structure of contemporary life, which forces us to juggle the competing priorities of job, family, friends, and our own interests. Therefore, we often experience dissonance between these roles, which leaves us with the impression that we are distinct pieces of a jigsaw that are dispersed throughout the chaos. The concept of personal time has evolved as a powerful antidote amongst all this chaos, presenting the possibility of reuniting these disparate elements into a more cohesive whole.

Once consigned to the margins of our calendars, personal time has gained new relevance as a source of mental rejuvenation in recent years. It is a haven where we may go to get away from the din of other people's expectations and take care of the aspects of our wellbeing that we have neglected. This investigation sets out on a path to get an understanding of the transformational potential of reclaiming personal time, which refers to the times spent in solitude, engaging in self-reflection, and practising mindfulness, which may help heal the cracks within our identities. This journey's most important step is coming to terms with the fact that spending time on one's own is not a pointless luxury but rather an essential need. The toll that this way of life has on our mental health is becoming more obvious as its pace quickens and the lines between work and leisure grow increasingly blurry. Reclaiming time for one's own activities is an intentional act of self-care that signifies a dedication to giving one's own health and happiness higher priority despite the din of one's responsibilities. This investigation dives further into the social ramifications of personal time reclamation as well. It is a challenge to the prevalent philosophy that extols activity and fosters the idea that continuous participation is a sign of a successful person's life. We are challenging this narrative and arguing for a paradigm change that acknowledges the worth of a restored and balanced self, thus we are promoting the purposeful allocation of personal time as a means of doing so. In turn, this may lead to better productivity, enhanced creativity, and a deeper connection with the world that is all around us. Unravelling the complex web of reclaiming one's personal time may be accomplished by investigating the positive impacts of isolation on one's mental health, the restorative qualities of introspection, and the transforming potential of mindfulness. It is highlighted how to overcome the obstacles that stand between us and our restoration, whether they be cultural pressures, the all-encompassing digital sphere, or our own established habits. Guidance is offered in the form of practical solutions that reveal how to overcome these

obstacles. An adventure of self-discovery, resiliency, and empowerment, the path to heal the fractured self via the reclaiming of personal time is essentially a process of putting the pieces back together again. It is a call to acknowledge that our health and happiness are not luxuries, but rather necessary preconditions for leading a life that is meaningfully lived. We embark on a transformative journey toward greater authenticity, fulfilment, and a more profound connection with ourselves and the world around us when we accept personal time as a conduit to restoring our sense of unity and vitality. This is accomplished by embracing personal time as a conduit to restoring our sense of unity and vitality.

1.1.7 From Burnout to Balance: Workplace Mental Health Strategies

In the context of contemporary work, the distinction between devotion and exhaustion may sometimes get muddled, putting many people on the precarious road that leads to burnout. Numerous issues that are connected to one's mental health have surfaced in recent years as a direct result of the pressures of working in an environment that moves at a breakneck speed and the constant availability of digital connection. It is impossible to deny that the continual pressure to meet deadlines, as well as the never-ending deluge of emails, exacts a significant toll on mental health. As awareness of the phenomenon of burnout because of work-related factors grows, so does the need that attention be shifted away from crisis management and toward proactive tactics that encourage a sustainable balance. This investigation digs into the gamut of work-related mental health difficulties and reveals a repertory of solutions aimed to guide people away from burnout and toward a condition of balance, resilience, and general well-being. The current environment of work, although ripe with possibilities and improvements, is also burdened with the potential for mental health difficulties. This is because the modern landscape of work is more complex than ever before. Because of the ever-quickenning pace, the heightened expectations, and the seamless integration of work into every aspect of life, we now live in an atmosphere in which the boundary between professional participation and personal well-being may become dangerously blurry. As a direct consequence of this, a growing number of people are reporting issues with their mental health at work. These issues may range from stress and burnout to anxiety and emotional weariness.

In this setting, the idea of burnout has developed as a potent rallying point for the urgent need to treat work-related mental health difficulties. This need has been brought to the forefront in

recent years. The culmination of persistent stress, a feeling of emotional fatigue, and a sense of detachment from one's job are the three components that make up burnout. This phenomenon not only has an adverse effect on the well-being of individuals, but it also has repercussions across workplaces and organisations, influencing productivity, engagement, and general morale. The requirement to treat work-related mental health difficulties extends beyond the concept of crisis management; rather, it requires a proactive shift toward tactics that foster a state of equilibrium and well-being to be effective. This investigation dives further into the many facets of work-related mental health difficulties, highlighting the complexity that people encounter as they attempt to manage the delicate balance between professional objectives and personal well-being. We unearth a toolset aimed to lessen the effect of work-related mental health difficulties by studying a range of tactics, from time management and boundary-setting to the cultivation of a culture of psychological safety. These strategies include time management and establishing boundaries. The journey from burnout to balance requires a comprehensive understanding of the intricate interplay between work and mental well-being. These strategies offer avenues not only to prevent burnout but also to foster resilience, boost emotional well-being, and create environments where individuals can thrive both personally and professionally. However, the journey from burnout to balance requires an understanding of the intricate relationship between work and mental well-being. The approaches that have been discussed in this article act as a guide, providing people with the capability to negotiate the demands of contemporary work while protecting their mental health. The implementation of these strategies has the potential to not only mitigate work-related mental health challenges but also foster a culture of empowerment, engagement, and sustainable growth. This is because workplaces are increasingly recognising the symbiotic relationship between employee well-being and organisational success. The desire of success in the competitive and fast-paced environment of the modern workplace often comes at the expense of one's mental health and wellbeing. Multiple issues that are connected to one's mental health at work have emerged as a direct result of the pressures that come with working in a field that is always undergoing change and the constant connection that comes with living in the digital era. The concept of burnout, which is characterised by emotional exhaustion, reduced performance, and a diminished sense of accomplishment, has become emblematic of the toll that modern work can

exact on individuals. Burnout is characterised by emotional exhaustion, reduced performance, and a diminished sense of accomplishment.

As the dialogue around the difficulties that might occur for one's mental health because of their place of employment continues to gain traction, there is an urgent need to investigate the many tactics that can alter the course of events from burnout to equilibrium. The word "burnout" encompasses a wide range of experiences, from the gradual deterioration of one's sense of well-being to the complete and utter breakdown of one's mental resiliency. To effectively build solutions to deal with this problem, it is very necessary to first acknowledge the phenomena's multifaceted character. This investigation sets out on a mission to uncover the complicated elements that contribute to work-related mental health difficulties and presents a variety of solutions to lessen the effect of those factors. These strategies serve as rays of hope in a landscape that is frequently marred by stress and depletion. From the more tangible aspects of time management, workload distribution, and self-care practises to the more intangible yet equally significant dimensions of cultivating a sense of purpose and building strong support networks, these strategies cover a wide range of facets. This investigation sheds light on the symbiotic link that exists between an individual's well-being and the dynamics of the workplace. The process of putting these plans into action becomes a collaborative effort as more and more companies realise that the mental health of their workforce is a crucial component that underpins both productivity and success. The cultivation of a culture that values work-life balance, open communication, and the empowerment of individuals to prioritise their mental health is essential to the creation of an atmosphere at work that promotes well-being. This culture must be fostered in addition to the provision of resources for the management of stress. A multi-pronged strategy that considers the complexities of issues that may arise because one's line of work is necessary to make the shift from burnout to equilibrium. Individuals and organisations alike can pave the way for a more harmonious and sustainable work experience by combining strategies that encompass personal well-being, workplace culture, and the mindful navigation of professional demands. This can be done by weaving together these strategies. The path from burnout to balance, where well-being and success coexist in harmony, becomes not only a potential as these tactics acquire prominence but rather a palpable reality where the two coexist in equilibrium.

1.1.8 A Holistic Approach: Integrating Work-Life Balance Initiatives into Public Health Policy

Work, life, and one's state of health are all intricately intertwined in the complex web that is the well-being of society, making for a profoundly meaningful dance. The integration of work-life balance efforts into public health policy has arisen as a critical factor considering the substantial influence that stress connected to work, burnout, and the degradation of work-life balance have on public health. As the lines between work and personal life become blurrier and the stresses of contemporary employment take their toll, there is an increasing need to investigate the ways in which these difficulties interact with more general concerns about public health. This investigation delves into the many facets of this problem, with the goal of gaining an understanding of how the intersection of work and health highlights the importance of policy-driven strategies aimed at fostering a harmonious equilibrium between professional commitments and personal well-being. The complex relationship that exists between one's place of employment and one's state of health is an aspect of contemporary living that extends beyond the confines of individual experiences and touches upon the larger social fabric of overall wellbeing. It is becoming hard to overlook the influence that work and the blurring of lines between work and personal life are having on public health as the demands of work get more complicated and the line between work and personal life becomes more permeable. Because of the indisputable connection that exists between mental health issues and work-related stress, burnout, and exhaustion, there is an immediate and pressing need for a comprehensive view that incorporates work-life balance programmes into the arena of public health policy.

This investigation probes the subtle dynamics that highlight the requirement of policy-driven solutions by delving into the intersection of work, life, and health. The pervasiveness of work-related stress, in conjunction with the consequences for mental well-being, productivity, and general life satisfaction, necessitates a shift in how we approach the creation of public health policy. This change is necessary because of the combination of these factors. When politicians acknowledge the fact that the health of a society is inextricably linked to the well-being of its workforce, they may begin to set the groundwork for a society that is more robust, more balanced, and more prosperous. This investigation sheds light on the knock-on consequences

that are caused by health issues that are work-related. Burnout and chronic stress not only have an influence on the mental health of individuals, but they also have wider-reaching repercussions for healthcare systems, worker productivity, and social cohesion. The incorporation of measures that promote work-life balance into public health policy is not only a concern for the well-being of individuals; rather, it is a strategic investment in the continued health and vibrancy of communities over the long term. A paradigm change has occurred in how we understand the connection between work and health, and it may be represented by the incorporation of measures to promote work-life balance into public health policy. Policymakers can create a foundation that supports not only physical health but also mental resilience, engagement, and a more harmonious coexistence of work and life by recognising that the boundaries between professional and personal domains are porous and that the well-being of an individual reverberates throughout society. This is possible if they acknowledge that the well-being of an individual reverberates throughout society. As public health policy evolves to accommodate the changing requirements of the contemporary world, the incorporation of programmes to promote a healthy work-life balance is emerging as an essential component of a society that is overall livelier and more robust. The delicate tango that exists between one's professional life, personal life, and physical health is a phenomenon that extends well beyond the confines of individual experiences and forms the fundamental basis of the wellbeing of society. The lines that used to demarcate the professional and personal spheres are becoming blurrier as the contemporary landscape of work continues to develop, bringing with it ever-changing expectations and increased digital connectedness. In this setting, the consequences for public health become incontestable, which prompts a critical analysis of the role that efforts promoting a healthy work-life balance might play within the context of public health policy.

This investigation dives into the many facets that make up this convergence, highlighting the need of adopting a strategy that is both all-encompassing and interconnected. The negative effects of work-related stress, burnout, and mental health difficulties have repercussions that extend far beyond the person, having an impact not just on productivity but also on healthcare systems and societal cohesion. It is possible for societies to begin addressing the underlying causes of these difficulties and to nurture a population that is both healthier and more resilient

if they include measures to promote work-life balance into the fabric of public health policy. The connection between one's place of employment and one's state of health involves a wide variety of aspects, ranging from one's physical to one's mental and emotional stability. To successfully include efforts aimed at achieving work-life balance into public health policy, one must have a comprehensive knowledge of the ways in which different components of work connect with other facets of health. This necessitates the cooperation of health experts, politicians, and workplace stakeholders to devise methods that not only lessen the negative effect that work-related issues have, but also encourage a culture that values holistic well-being. The incorporation of measures to promote work-life balance into public health policy reflects a fundamental change in how we see the connection between one's line of work and one's state of health. It is possible for policymakers to pave the way for a future in which people prosper in both their professional and personal lives if they acknowledge the fact that the health of a society's workforce is inextricably linked to the health of the society. As the conversation around public health continues to develop, the incorporation of programmes to promote a healthy work-life balance is emerging as a potentially revolutionary route towards the development of communities that are resilient, empowered, and flourishing.

1.2 Research Problem

In today's fast-paced and demanding work environment, achieving a balance between professional responsibilities and personal life has become increasingly challenging. This imbalance often leads to significant stress, burnout, and other mental health issues among employees. The problem is particularly pronounced in high-pressure industries where long hours and intense workloads are common. Despite growing awareness of the importance of work-life balance, there remains a critical gap in understanding how specific factors, such as organizational culture, job demands, and individual coping mechanisms, influence the mental well-being of employees. This research aims to investigate the complex relationship between work-life balance and mental health, exploring how various organizational and personal factors contribute to or mitigate adverse mental health outcomes. By identifying key determinants and their interactions, the study seeks to provide actionable insights for employers and policymakers to create more supportive work environments that promote both productivity and employee well-being.

1.3 Objectives:

The study has the following specific objectives in view:

1. Work-life balance and mental health, including stress, anxiety, depression, and well-being, are examined.
2. Determine how employment demands, organisational support, family responsibilities, and coping techniques affect work-life balance.
3. Assess the mental health benefits of work-life balance initiatives such flexible work hours, telecommuting, and wellness programmes.
4. Explore gender, age, job position, and personality factors as moderators and mediators of work-life balance and mental health.
5. Suggest ways for companies and policymakers to improve work-life balance and mental health support.

1.4 Purpose of Research

The purpose of this research is to explore and elucidate the relationship between work-life balance and mental health among employees in various industries. By examining how different aspects of work-life balance—such as work hours, job demands, organizational support, and personal coping strategies—affect mental health outcomes, this study aims to provide a comprehensive understanding of the underlying mechanisms. The research seeks to identify specific factors that contribute to stress, anxiety, and burnout, as well as those that promote mental well-being and resilience. Ultimately, the goal is to generate evidence-based recommendations for employers, human resource professionals, and policymakers to develop and implement effective interventions and policies that foster a healthier work environment, enhance employee satisfaction, and improve overall organizational performance.

1.5 Significance of the Study

The significance of this study lies in its potential to address a critical issue that affects both individual employees and organizations as a whole. By shedding light on the intricate relationship between work-life balance and mental health, the study will contribute to a deeper understanding of how modern work environments impact employee well-being. Improved

understanding can help organizations implement strategies to enhance employee well-being, leading to a healthier and more productive workforce. Additionally, healthy employees are more likely to be engaged, motivated, and productive, which can reduce absenteeism, turnover rates, and healthcare costs associated with mental health issues. The findings can also inform policymakers and human resource professionals in crafting policies and interventions that promote work-life balance, fostering a more supportive and sustainable work environment. Moreover, this research will add to the existing body of knowledge on occupational health psychology and organizational behaviour, providing a foundation for future studies and interventions aimed at improving work-life balance and mental health. Addressing work-life balance issues can have broader societal benefits, such as improving family dynamics, reducing societal healthcare burdens, and enhancing the overall quality of life for working individuals. In summary, the study's significance extends beyond the workplace, potentially leading to positive changes in both organizational practices and societal norms regarding the integration of work and personal life.

1.6 Research Questions:

1. How does work-life balance influence the mental health of employees in high-pressure industries?
2. What role does organizational culture play in shaping employees' work-life balance and mental well-being?
3. How do job demand and work hours affect stress and burnout levels among employees?
4. What personal coping strategies are most effective in maintaining a healthy work-life balance?
5. How do supportive workplace policies impact employees' mental health and overall job satisfaction?

CHAPTER II

REVIEW OF LITERATURE

The balance between work responsibilities and personal life has become a pivotal concern in the modern workplace, significantly impacting employees' mental health. As industries evolve and work demands increase, the boundary between professional and personal life often blurs, leading to stress, anxiety, and burnout. Understanding how work-life balance influences mental well-being is essential for creating supportive work environments that promote both productivity and employee health. This study aims to explore the relationship between work-life balance and mental health, focusing on various factors such as organizational culture, job demands, and personal coping mechanisms. The existing literature highlights a strong connection between work-life balance and mental health. Research indicates that employees with poor work-life balance are more likely to experience higher levels of stress, anxiety, and burnout. Organizational culture plays a crucial role, with supportive cultures mitigating negative impacts on mental health. Studies also show that excessive job demands and long work hours are significant predictors of mental health issues. Conversely, effective personal coping strategies, such as time management and seeking social support, can enhance work-life balance and reduce stress. Furthermore, workplace policies that promote flexibility and employee well-being have been shown to improve job satisfaction and mental health outcomes. This body of literature underscores the need for comprehensive approaches to address work-life balance, emphasizing the interplay between organizational practices and individual behaviors in fostering a healthy workforce.

2.1 Work-life balance and mental health, including stress, anxiety, depression, and well-being, are examined.

(Schein, Maurer, and Novak 1976) studied “Impact of Flexible Working Hours on Work-Life Balance” Workplaces of today recognise the value of providing employees with more adaptable schedules. Because of the numerous advantages associated with flexible work schedules for both the individual and the employer, many businesses now provide this perk to their staff members. The most prevalent benefits are an increase in employee productivity as well as an increase in the profitability of the firm. Additionally, flexible working hours promote

and facilitate a healthy balance between work and personal life. The work-life balance has led to less stressful situations for employees and an overall improvement in their health. It is the purpose of this study to evaluate the connection between work-life balance and the availability of flexible working hours.

(Anon 1994) studied “Stress and Turnover Intents in International Organizations: Social Support and Work Life Balance as Resources” The purpose of this study is to evaluate whether the options available at work influence the levels of stress experienced by individuals working in international intergovernmental organisations and their corresponding intentions to leave their jobs. This provides a background for understanding the job resources and needs model within the context of the distinctive working conditions of international organisations. The empirical test is based on the original data collected through a survey that was carried out at four of the most important organisations that make up the United Nations system. The findings suggest that social work opportunities and a healthy balance between work and personal life are organisational levers that reduce stress and employees' inclination to resign for workers who are dealing with the challenges of being an expatriate or with red tape. Within this framework, the linkages between various work prospects and intention to leave a current position are partially mediated by the experience of stress. To assist firms in coping with these management difficulties, contextualised HR management propositions have been produced.

(Gottman et al. 1998) studied “Work–family balance: Theoretical and empirical advancements This special issue features the published works of five scholars who shed light on the theoretical routes that work–family balance research should take. The first part of this special issue is devoted to an expert commentary written by Westman, Brough, and Kalliath. In it, they address the function of work–family crossover, which is frequently ignored. Second, Powell examines the cultural sensitivity of work–family balancing theories and presents a cultural framework that should be taken into consideration. Third, van Steenbergen and Ellemers present a design for longitudinal research that considers both objective and subjective measures of health. Employees who report low levels of conflict and high levels of facilitation between their work and home responsibilities have been shown by Van Steenbergen and Ellemers to be objectively healthier, have lower absentee rates, and have superior overall performance. Fourth, Taylor, DelCampo, and Blancero advance the ongoing discussions regarding the

impact of organisational climate on work–family balance, with a particular emphasis on the fairness of organisations.” Finally, Ngo, Foley, and Loi report on how the family-friendly work practises (FFWPs) of selected multi-national corporations in Hong Kong directly improved the organisational performance of those corporations.

(Healy 2004) studied “Work-life balance and family friendly policies” This paper provides research on work-life interaction that has been conducted in Australia and internationally. We review the work-life policies and practises that are likely to have the greatest impact on work-life outcomes, specifically reducing the negative impact of work on other life domains (work-life interference) and enhancing the positive effect of work on other life domains (work-life compatibility) (work- life facilitation). The review focuses on four policy areas that are common in work-life studies of the general workforce: employee-centred flexible work practises; working hours (such as access to part-time work); paid and unpaid leave (such as parental leave); and access to childcare. Work-life studies of the general workforce typically address these four policy areas. After that, it examines the work-life literature that pertains to two distinct businesses, namely the Australian public sector and the health and social services industry, with the goal of determining the work-life issues and practises that are unique to each sector. After that, we will wrap things up with a broad discussion of the issues that relate to the gap between policy and practise, with a special emphasis on the intensification of work and the role of organisational culture as the catalyst for the adoption and efficacy of policy.

(Lingard et al. 2007) studied “Improving Employees’ Work-Life Balance in the Construction Industry: Project Alliance Case Study Employees’ well-being, loyalty, output, and availability can all take a hit when they experience stress at work. Employee burnout, mental health problems, substance misuse, and decreased family functioning are among individual outcomes of work-life conflict. Therefore, the construction sector must address the issue of work-life balance for the sake of both productivity and safety on the job. Employees in the construction industry, especially those working in the field or in a project office, are particularly vulnerable to work-life conflict due to long and rigid work hours. New methods of scheduling work are met with significant pushback from within the sector. This report presents the retrospective assessment of a case study project alliance in Queensland, Australia, which adopted a compressed work week, defined as cutting the length of the working week, but extending the

duration of the working day. The positive effect of the project on workers' ability to strike a work-life balance is demonstrated using quantitative and qualitative data. The results of the study give preliminary evidence that flexible work schedules are beneficial to both construction workers and their employers". Work-life balance initiatives can aid in the development of high-performance work systems in the construction industry, as the report finds.

(Brough et al. 2008) studied "The ability of work-life balance policies to influence key social/organisational issues There is growing evidence that the imbalance between work and life has a direct impact on societal challenges, such as delayed parenthood, dropping birth rates, ageing populations, and a shrinking labour supply. Policies that promote a healthy work-life balance are good for individuals, their families, organisations, and society, as is well proven. However, other evidence demonstrates that the associated benefits do not always materialise, and work-life balance policies can result in reinforced gender inequities and increased levels of work-life conflict. This is because work-life balance policies can result in increased levels of work-life conflict. In this research, the effectiveness of policies promoting work-life balance to genuinely influence some important societal and organisational challenges is examined. The latest happenings, such as an increase in the number of people working in temporary jobs and the effects of changes in newly industrialised nations, are dissected here." A comprehensive strategy that considers several levels is suggested as the best way to address the work-life balance issue.

(Hämmig and Bauer 2009) studied "Work-life imbalance and mental health among male and female employees in Switzerland" The purpose of this study is to explore the occurrence of an unequal work-life balance (WLB) as well as the implications on mental health, considering any potential gender inequalities. Methods: A study using a cross-sectional design that was based on a representative sample of the working population of Switzerland between the ages of 20 and 64 (women: n = 1661; men: n = 1591). Results: According to the results of a single-item survey, more than every seventh worker in Switzerland reported having significant difficulties balancing their personal and professional lives. Up to thirty percent of people in particular socio-demographic categories exhibited signs of having such a work-life conflict (WLC). An unhealthy balance between work and personal life was found to be a risk factor for

both men and women's mental health. Employees with self-reported WLC presented a significantly higher relative risk for poor self-rated health (women: aOR = 2.6/men: aOR = 2.0), negative emotions and depression (aOR = 3.0/3.1), low energy and optimism (aOR = 2.1/1.6), fatigue (aOR = 2.4/2.6), and sleep disorders (aOR = 1.8/1.5) compared to employees with no WLC. Conclusions: There are very little data available on a global scale about the prevalence of WLC. Work-life imbalance is not a marginal occurrence among the workforce in Switzerland, and it needs to be addressed as a significant public and mental health concern.

(Losoncz and Bortolotto 2009) studied “Work–life balance: The experiences of Australian working mothers The majority of the research that has been done on working mothers up until this point has concentrated on specific aspects of the work–life balance. These aspects may include investigating the roles that working mothers play in their families or examining the interaction that exists between work and family life. In this study, we investigate how cluster analysis might be used to simultaneously analyse the numerous facets that make up the work–life nexus. Using data from the Household, Income, and Labor Dynamics in Australia (HILDA) survey, researchers were able to identify six broad homogeneous groups of working mothers. Each of these groups has a unique character in terms of how they balance their work and family lives. Following this, a descriptive study of the six groups indicated that there were significant disparities between the groups in terms of the traits they possessed and the conditions they were living in. According to the findings of the study, most working mothers were successful in striking a balance between their professional and personal lives. In addition, the degree to which women aspired to be working mothers was not always correlated with how successfully they managed their responsibilities. Instead, a correlation was found between work–life conflict and lengthy working hours, an excessive amount of work, and a lack of support from others. It was found that just under 30 percent of moms reported a high level of tension between their professional lives and their personal lives, and that this strain had a strong link with poor physical and mental health, as well as low levels of satisfaction with both work and family life. In addition to this, the research investigates the potential use of these clusters in upcoming longitudinal studies of the work-life nexus.

(Chen et al. 2009) studied Work stress and depression: the direct and moderating effects of informal social support and coping This study studied the connection between the mental

health of workers and the factors that contribute to occupational stress (depression). Additionally, the direct as well as moderating impacts of informal social support (both objective and subjective) and coping strategies (passivity, overeating and drinking, active coping, and distancing) on the relationships were investigated. The employees of eight different types of domestic and foreign-invested businesses in China made up the 843 people that participated in the survey. A greater exposure to job stresses was found to be directly associated with higher degrees of depression, according to hierarchical regression models. Passivity and the presence of subjective informal social support were revealed to have a direct effect on employees' levels of depression. In addition, having objective and informal social support, as well as some distance from one's job, helped to buffer the harmful influence that job stressors had on depression. In this study, both the theoretical and practical ramifications of these discoveries are dissected and addressed.

(Morganson et al. 2010) studied Comparing telework locations and traditional work arrangements This study's objective is to investigate the factors that contribute to variances in work-life balance (WLB) support, job satisfaction, and inclusion depending on the location of the place of employment. Design, methodology, and strategy: The data for the survey were collected from 578 employees who were working at one of four different sites (main office, client location, satellite office, and home). To uncover differences in WLB support, job satisfaction, and inclusion across employees working at the four locations, multiple regression analyses were carried out. Findings – The findings showed that both workers in the main office and those working from home had comparable high levels of WLB support and job satisfaction. Colleagues at the main office reported much higher levels of WLB support compared to workers at satellite and client-based locations. At addition, employees working in the main office reported the highest levels of workplace inclusion. Implications and restrictions of the research: The data were first collected by the organisation for use in their day-to-day operations. Because the design of the research does not permit for manipulation or random assignment, it is possible that extraneous variables had an effect on the observed associations. In terms of day-to-day operations, this means that giving workers the ability to pick and choose where they do their work is associated with beneficial results. The authors recommend a few different procedures as best practises for the efficient management of alternative employment arrangements. In terms of both its originality and its utility, this study is notable for the fact

that it is one of the first to investigate the effects of teleworking in multiple places. The utilisation of a big single organisation and a quasi-experimental methodology, both of which contribute to the study's overall validity, are utilised.

(Reddy et al. 2010) studied Work–Life Balance among Married Women Employees Family–work conflict (FWC) and work–family conflict (WFC) is more likely to exert negative influences in the family domain, which results in lower levels of life satisfaction and greater levels of internal conflict within the family. According to the findings of many studies, there are several factors that can affect the total WFC and FWC. The experience of both WFC and FWC is influenced by several different factors, including the size of the family, the age of the children, the work hours, and the quality of social support. Even though these variables have been regarded as antecedents of WFC and FWC, it is equally crucial to address the repercussions that these variables have on the psychological discomfort and wellbeing of working women. The purpose of this research is to investigate the numerous risk factors that married women workers face for developing WFC and FWC. Both the Materials and the Methods: The sample included a total of ninety married women who were employed and ranged in age from twenty to fifty years old. The WFC and FWC Scale was administered to working women in order to measure their WFC and FWC. Statistics, both descriptive and inferential, were used to perform an analysis on the data that was gathered. In order to determine the nature of the connection that exists between the various variables, Carl Pearson's Correlation was applied. Findings and Conclusion The findings of the study emphasised the need to formulate guidelines for the management of WFCs at the organisational level because it is related to job satisfaction and performance of the employees. In addition, the conclusion drew attention to the fact that such guidelines should be formulated.

(Jang, Park, and Zippay 2011) studied the interaction effects of scheduling control and work–life balance programs on job satisfaction and mental health Many workers all over the world struggle to meet the challenges of juggling the responsibilities of their jobs with those of their families. As a result, social policy analysts are paying an increasing amount of attention to the factors that can help mitigate the effects of this type of stress. The current study surveyed 1,293 workers from 50 different organisations in South Korea to investigate the relationships between the availability of work–life balance programmes, employees' autonomy to schedule their own

work hours, job satisfaction, and mental health. The study is groundbreaking since it used a multilevel approach to investigate variables at both the person and the organisation level. The findings contribute to the growing body of evidence that suggests a positive correlation exists between job satisfaction and mental wellbeing on the one hand, and the availability of schedule control and work–life balance regulations on the other.

(Akanji 2012) studied REALITIES OF WORK LIFE BALANCE IN NIGERIA: PERCEPTIONS OF ROLE CONFLICT AND COPING BELIEFS The goal of this research is to investigate the ways in which people in a developing nation like Nigeria view the practises of maintaining a healthy work-life balance (WLB). Evidently, on the cusp of increased tendencies toward globalisation, work-life research is beginning to spread beyond the western environment. As a result, a qualitative method was used, and 61 in-depth interviews were conducted with Nigerian employees (41 women and 20 men) working in frontline employments in the banking, telecommunications, and insurance sectors about their perceptions of WLB. The respondents were asked about their experiences with WLB. The research revealed that even though conflict situations occurred more frequently than work-family enrichment, they did so under different circumstances because to the lengthy legacy of national issues that Nigeria is currently confronting. This paper seeks to add to the compendium of work-life balance discourse on a global scale by examining key barriers detected to hinder its workable practises in Nigeria. The apparent role conflicts have generated various coping strategies adapted by participants of study to moderate their perceived work-life conflict. Participants of study also adapted these coping strategies in an effort to reduce the amount of work-life conflict they experienced.

2.2 Determine how employment demands, organizational support, family responsibilities, and coping techniques affect work-life balance.

(Shanafelt et al. 2012) studied Burnout and Satisfaction with Work-Life Balance Among US Physicians Relative to the General US Population the American Medical Association Physician Profile was used to compile a sample of doctors representing each medical subspecialty for this study (PMF). Independent of membership in the American Medical Association, the Physicians' Matching File (PMF) is a virtually comprehensive record of all physicians practising in the United States. Its primary functions are to estimate the size of the physician labour force and to check professional qualifications. We oversampled physicians in disciplines

other than family medicine, general paediatrics, general internal medicine, and obstetrics/gynaecology to ensure that we had an acceptable sample of physicians from each specialised area. Initial canvassing e-mails stating the objective of the study (for example, to better understand the factors that contribute to satisfaction among US physicians), along with an invitation to participate and a link to the survey, were sent to 89 831 physicians in June 2011. Three reminder requests were sent during the following four weeks after the initial e-mails were sent out. The invitation did not provide any information regarding the specific hypotheses that will be tested in the study. It was determined that the 27 276 physicians who opened at least one invitation e-mail had received the invitation to take part in the study.

(Goodman and Schorling 2012) studied A MINDFULNESS COURSE DECREASES BURNOUT AND IMPROVES WELL-BEING AMONG HEALTHCARE PROVIDERS Stress and burnout among those who work in healthcare are more widespread. There is promise for the use of mindfulness-based therapies in mitigating the negative effects of stress and burnout. The researchers wanted to know if healthcare workers across disciplines could benefit from taking a continuing education course based on mindfulness-based stress reduction in order to reduce burnout and boost emotional wellness. This study's setup involved observing patients at a university hospital both before and after treatment. A total of 93 healthcare professionals from academic and community settings took part. This included physicians from a wide range of specialties, nurses, psychologists, and social workers. The intervention was an 8-week, 2.5-hour-per-week, plus a 7-hour-retreat mindfulness-based stress reduction (MBSR) continuing education course. The seminars focused on the practical applications of mindfulness in the workplace and provided instruction in four different forms of formal mindfulness practises: the body scan, mindful movement, walking meditation, and seated meditation. Over a span of 6 years, the course ran 11 times. The Maslach Burnout Inventory and the SF-12v2 were used to gauge burnout in the workplace and individual states of mind and body, respectively. Compared to pre-course scores, post-course scores on the Maslach Burnout Inventory's Emotional Exhaustion ($p = 0.03$), Depersonalization ($p = 0.04$), and Personal Accomplishment ($p 0.001$) scales showed significant improvements for both physicians and other healthcare personnel. The SF12v2 mental health scale also showed substantial improvement ($p 0.001$). The physical component of the SF12v2 survey results did not alter much". Conclusion: Widespread improvements in burnout scores and psychological health

were connected with participation in a continuing education course focused on mindfulness-based stress reduction.

(Meenakshi 2013) studied “The Importance of Work-Life-Balance Striking a healthy balance between one's professional and personal life is a growing difficulty for employees as well as companies. The purpose of this conceptual paper on WLB is to provide a framework on the meaning of WLB as well as the importance of WLB in the current context. It sheds light on the impacts that inadequate WLB might have and provides ideas to overcome those difficulties. In addition, this study highlights the perspectives of both the organisation and the personnel about WLB. This paves the way for the reader to have an in-depth knowledge about the requirement of striking a balance between one's personal life and one's professional life, and it also opens the door for additional research to be carried out on this subject.

(Haar et al. 2013) studied OUTCOMES OF WORK-LIFE BALANCE ON JOB SATISFACTION, LIFE SATISFACTION AND MENTAL HEALTH: A STUDY ACROSS SEVEN CULTURES This study examines the effects of work-life balance (WLB) on a variety of individual outcomes across several different cultural contexts. Using a sample of 1,416 employees from seven distinct populations (Malaysian, Chinese, New Zealand Maori, New Zealand European, Spanish, French, and Italian), SEM analysis revealed that WLB was positively related to job and life satisfaction and negatively related to anxiety and depression across all seven cultures. The sample included employees from Malaysia, China, New Zealand Maori, New Zealand European, Spanish, French, and Italian. These connections were subject to the moderating influences of individualism/collectivism and gender egalitarianism. Individuals who lived in cultures that emphasised individualism had a stronger positive association between high levels of well-being and job and life satisfaction than those who lived in cultures that emphasised collectivism. For persons living in gender egalitarian cultures, high levels of WLB were more favourably connected with job and life satisfaction, and more negatively associated with anxiety”. In general, we find substantial support for the idea that WLB is good for employees who come from a variety of cultural backgrounds, as well as for the idea that culture acts as a moderator in these partnerships.

(Kluczyk 2013) studied “THE IMPACT OF WORK-LIFE BALANCE ON THE WELLBEING OF EMPLOYEES IN THE PRIVATE SECTOR IN IRELAND” Finding a

happy medium between work and personal life is a hot topic in both the commercial world and the academy. According to the research, striking a balance between one's personal and professional lives is crucial to one's happiness. Workers' well-being is badly impacted if there is tension between work and family responsibilities. The purpose of this research was to examine the relationship between work-family conflict and family-work conflict and its effect on the well-being of private sector workers in Ireland. Satisfaction with life at home, in the workplace, and in one's mental health were used as indicators of happiness. "The study employed quantitative research methodologies, and the sample group included both single and coupled people, female and male participants, and those with and without children. Existing scales in the questionnaire have Cronbach's alphas greater than the minimum threshold of 0.7. There was a return rate of 60%, with 114 questionnaires filled out and sent back out of a total of 190. IBM SPSS version 20 was used to analyse the data. Poor WLB, as measured by high levels of work-family conflict and family-work conflict, was found to have detrimental consequences on family satisfaction. High levels of work-family conflict have been shown in this study to have a negative impact on both job satisfaction and mental health, confirming the findings of previous research. There was no evidence that job dissatisfaction or psychological distress resulted from tensions at home and in the workplace. This research also found that long hours at the office and a rigid work schedule were major contributors to tensions between work and family life". It was acknowledged that businesses might enhance WLB by introducing measures like flexitime, time off in lieu, a shortened work week, assistance with childcare, and care for the elderly.

(Roberts et al. 2014) studied "A National Comparison of Burnout and Work-Life Balance Among Internal Medicine Hospitalists and Outpatient General Internists" The effects of inpatient versus outpatient practise site on general internists' burnout and work-life balance are not well understood. The physicians in the AMA's Physician Masterfile were previously polled on a variety of topics, including but not limited to burnout, depression, suicidal ideation, quality of life, exhaustion, work-life balance, career goals, and health-related behaviours. A total of 130 internal medicine hospitalists and 448 outpatient general internists had their data retrieved and compared. Age, sex, employment status, and clinical setting were controlled for in the statistical analyses. Burnout affected 52.3% of hospitalists and 54.5% of internists practising in outpatient settings (P50.86). Both groups had a high frequency of those with high scores on

the emotional tiredness subscale (43.8% vs 48.1%, P50.71) and the depersonalization subscale (42.3% vs 32.7%, P50.17). Low scores on the subscale measuring sense of personal accomplishment were more common among hospitalists (20.3 percent vs 9.6 percent, P50.04). Recent suicidality and depressive symptoms were identical for hospitalists and outpatient internists (40.3% and 40%, P50.73) (9.2 percent vs 5.8 percent, P50.15). Hospitalists were more likely to agree that their work schedule leaves enough time for their personal life and family, despite both groups reporting similar rates of reported recent work-home conflict (48% vs. 41.3%, P50.64) (50.0 percent vs 42.0 percent, P50.007). Hospitalists and outpatient general internists both have high rates of burnout, but hospitalists report a higher level of satisfaction with their work-life balance. All internists require a deeper familiarity with the factors that contribute to suffering and the ability to pinpoint effective treatments.

(Poulose and Susdarsan 2014) studied “WORK LIFE BALANCE: A CONCEPTUAL REVIEW This study is an attempt to reconsider the concept of maintaining a healthy balance between one's professional and personal life. The extensive body of work-life balance knowledge is, to some extent, attempted to be captured within a conceptual framework. It sheds insight on how the work-life interface, sometimes known as the work-family affair, has evolved into the more all-encompassing and progressive concept known as work-life balance. To be more specific, the progress made with regards to work-life balance concerns that pertain to female employees has been stressed. Included here is the more recent topic in research on work-life balance known as work-life conflict. It is commonly known that the exponential growth of technical advances has a negative effect on the ability to maintain a healthy work-life balance. We will discuss the factors that led up to the current work-life imbalance, as well as its repercussions and potential solutions. An outlook on the concept that is set in the future is presented.

(Lunau et al. 2014) studied A balancing act? Work–life balance, health and well-being in European welfare states Recent studies have demonstrated that harmful psychosocial working conditions, such as job strain and an effort–reward imbalance, vary by country and the welfare state regimes that are in place in each nation. Inadequate work–life balance is another occupational risk factor that may influence one's health. This study aims to determine the association between a poor work–life balance and poor health across a variety of European

countries and to investigate the variation of work–life balance that exists between European countries. In addition, this study will investigate the differences in work–life balance that exist between European countries. Methods: The results of the European Working Conditions Survey from 2010 were used with 24 096 employees from 27 different European nations. A question on how well working hours fit in with other commitments, such as those to family or friends, is used to gauge work–life balance. As measures of health, the WHO-5 well-being index and the individual's own assessment of their general state of health are utilised. Logistic multilevel models were computed to evaluate the association between work–life balance and health indicators, as well as to investigate the variation in the effects of a poor work–life balance between different countries. The findings showed that those who reported having a poor balance between their professional and personal lives had increased health problems. (Poor well-being: odds ratio = 2.06, 95 percent confidence interval = 1.83–2.31; poor self-rated health: odds ratio = 2.00, 95 percent confidence interval = 1.84–2.17). The associations between men and women were extremely comparable to one another. Differences in working hours, legislation governing working hours, and welfare state structures can account for a sizeable portion of the wide range of work-life balance that exists between nations. Scandinavian men and women, on average, report having the best balance between their professional and personal lives. The findings of this study provide some evidence on the negative effects of a bad work–life balance on public health, as well as evidence that working time rules and the characteristics of welfare states can influence the work–life balance of employees.

(Köffer et al. 2015) studied *The Intensified Blurring of Boundaries Between Work and Private Life through IT Consumerisation*. The lines between work and private life have become increasingly blurry because of consumer electronics. For instance, employees are increasingly using devices that either belong to them personally or are provided by their employers for use in their personal lives. We analyse the current usage of consumer information technology in organisations by way of a multiple case study in four different organisations. Our investigation is in response to the increasing blurring between work and private life. In terms of boundary theory, we can single out six technology-related characteristics that provide a description of the expanding role that IT consumerization plays in terms of a blending of borders. Whether individuals seek for work-life integration or for work-life segmentation, they frequently

encounter problems while trying to realise their own preference. On the other hand, it would appear that the consumerization of IT has further advanced the bar for the blurring of the lines between work and life toward integration rather than fragmentation. Given the number of incompatibilities that have been found, it appears that there is still a significant amount of room for improvement on the part of both the user firms and the software providers in terms of making the separation of work and private life more practicable. To be more particular, there is a need for solutions that better target the individual preferences of people in regard to the blurring of the lines between work and life. Our research gives additional light on the growing opportunities as well as constraints that consumer technology places on the shoulders of employees and organisations.

(Krasulja, Vasiljevic-Blagojevic, and Radojevic 2015) studied WORKING FROM HOME AS ALTERNATIVE ЕКОНОМИКА the authors of this study discuss the importance of work-life balance and its relationship to telecommuting. Providing employees with more flexible work plans, such as the opportunity to complete their work from home, is one step toward achieving the required balance. The future workplace is predicted to be a place where people of different backgrounds, cultures, and socioeconomic statuses agree that the maxim live to work is out of date. People who live to work make their jobs their top priority and consider them to be the centre of their existence. Modern workers have more than one function inside a company, and these functions should be harmonised. The term work-life balance, which serves as the paper's outline, refers to striking a healthy equilibrium between one's professional and personal (family) responsibilities. Especially among younger workers, there is a growing trend of not wanting to carry work stress home with them. The purpose of this paper is to discuss one of the most pressing issues facing managers today and in the future: how to inspire their staff. It is assumed that people will no longer sacrifice or put in extra effort for financial gain alone but will still be willing to do so for other, less tangible reasons (Gijic, Jovic, Reko, 2013). This paper employed the analytical method, the synthesis method, and the comparative method. This paper uses the analysis and synthesis method as its primary methodological framework, while also making use of the comparison approach to evaluate the consistency or difference between past and present findings.

(Nayak and Pandey 2015) studied WORK-LIFE BALANCE AND IMBALANCE: A CONCEPTUAL MODEL Work-life balance has emerged as an issue of critical importance for employees working in all industries. This is particularly true for female employees, who often have to juggle the demands of both their professional and domestic responsibilities. As a result, women often struggle to strike a healthy equilibrium between their professional and personal lives, which can lead to work-life conflicts. This research focuses on a variety of factors that are associated with the conflict between job and personal life. Based on an exhaustive review of the relevant literature, a conceptual model has been developed. This model identifies the job demand and the family demand, and it also sheds light on the different problems that arise as a result of work life imbalances. The conclusion of the research includes a stunning inference that was taken using a conceptual model and an extensive review of the relevant literature. It has been discovered that work demand is related to work-family conflict (WFC), and it has also been discovered that family demand is related to family-work conflict (FWC). All these conflicts eventually lead to work life imbalance, and they have a negative impact on the performance of women employee both at organisation and at home.

(Shanafelt et al. 2015) studied Changes in Burnout and Satisfaction with Work-Life Balance in Physicians and the General US Working Population Between 2011 and 2014” The purpose of this study is to compare the rates of burnout and job satisfaction among US physicians and other workers in 2014 to those from 2011. Subjects and Procedures: Using the same techniques and measurements as our 2011 study, we conducted a survey of US physicians and a probability-based sample of the general US population between August 28, 2014, and October 6, 2014. Standardized instruments were used to evaluate burnout and satisfaction with work-life balance. Results: Only 6880 (19.2%) of the 35,922 invited physicians filled out the surveys. In 2014, 54.4% (n=43680) of the physicians reported experiencing at least one symptom of burnout, up from 45.5% (n=43310) in 2011 (P.001). Between 2011 and 2014, physician satisfaction with their work-life balance decreased from 48.5% to 40.9% (P.001). There were notable disparities in burnout and work-life balance satisfaction between different fields of study. Between 2011 and 2014, probability-based samples of working US adults showed little change in burnout or satisfaction with work-life balance, widening the gap between physicians and the rest of the working population in terms of burnout and work-life balance. Physicians still had a higher risk of burnout (odds ratio, 1.97; 95 percent CI, 1.80-2.16; P.001) and lower

odds of being satisfied with their work-life balance (odds ratio, 0.68; 95 percent CI, 0.62-0.75; P.001) than the general population after adjusting for age, sex, relationship status, and weekly hours worked. Physician burnout and dissatisfaction with their work-life balance increased between 2011 and 2014 in the United States. In the United States, burnout affects more than half of doctors.

2.3 Assess the mental health benefits of work-life balance initiatives such flexible work hours, telecommuting, and wellness programs.

(Zheng et al. 2015) studied Developing individual and organisational work-life balance strategies to improve employee health and wellbeing Both businesses and employees should be concerned with WLB since it improves both parties' health and happiness, which in turn boosts efficiency and effectiveness at work. The goal of this study is to investigate the relationship between WLB and employee health and wellbeing by analysing the impact of both individual WLB methods and organisational WLB policies and programmes. Multiple regression analysis was used to analyse the characteristics associated with individual WLB strategies and organisational WLB programmes, using data from 700 employees in Queensland, Australia. Multiple regression models were utilised to analyse the connections between these factors and the overall health and happiness of the workforce. There are numerous contributors to workers' happiness and health. This study differs from others in the field since it identifies a link between WLB methods employed by employees and the implementation of WLB policies and programmes by organisations, with the assistance of many exogenous factors. The findings have ramifications for how HR departments and businesses implement WLB rules and aid their staff.

(Hoffmann-Burdzińska and Rutkowska 2015) studied work life balance as a factor influencing wellbeing The goal of this research is to catalogue the characteristics shared by successful attempts to maintain a healthy work-life balance. The article's first section discusses happiness and the factors that contribute to it. The writers will then discuss work-life balance and the elements that contribute to the problem. Both ideas are examined in this work from the perspective of positive organisational scholarship (POS), which is concerned with the investigation of the positive results, procedures, and characteristics of organisations and their participants (Cameron and Spreitzer, 2011). The author also includes information about a tool she created (the Work-Life Balance Barometer®). Measurements for both phenomena were

compared using this research instrument. The article's purpose was reached through a critical literature analysis of recent Polish and international literature. The authors have chosen articles that address the topic of work-life balance and wellness in the workplace. Research is revealing several connections between work-life balance and well-being, opening up new avenues of inquiry. In the conclusion, we point to potential avenues for future study. Unique to this work is the introduction of a research instrument (the Work-Life Balance Barometer®) available in English and Spanish on the website Sensorium24.com. The concept of the barometer is based on the idea of long-term studies. The 2015-12-31 closing date marked the end of the inaugural annual Work-Life Balance Barometer® survey.

(Shivakumar and Pujar 2016) studied Work Life Balance in the Health Care Sector” The influence and connection between an employee's private and work lives are under closer scrutiny than ever before. We may observe a paradigm shift in the definition of family as the outdated notion that it requires a single male breadwinner to function has faded away. There has been a dramatic shift due to the rise of dual-income households, single parenting, commuting marriages, and the dissolution of the traditional joint family in many Asian countries. The modern worker has multiple obligations, including to his or her family, to the company, to the employee's community, and to society at large. Throughout the process, workers may lose sight of their individual accountability at various points. Work-life balance is viewed differently by different companies. Finding a good work-life balance in the healthcare industry is challenging. This is because most services, according to their nature, are time-sensitive and necessitate the immediate attention of the employee providing the service. ABC Health Care is a premier medical facility in the Indian state of Karnataka, and the findings presented in this study are the result of continuing research at the facility. The study's overarching goal was to learn how the company's human resources department handles issues related to workers' ability to successfully juggle their professional and personal lives. This study investigates work-life balance from several angles at ABC Health Care, and it proposes a set of policies and procedures designed to lessen employees' sense of job-related stress.

(Shukla and Srivastava 2016) studied “Development of short questionnaire to measure an extended set of role expectation conflict, coworker support and work-life balance: The new job stress scale” By adding new dimensions to the existing job stress scale, this study attempted to

determine the reliability and validity of this instrument in measuring a wider range of psychosocial stressors in the workplace. Theoretical models of occupational stress and international surveys with similar questions were mined for additional scales. Workplace testing and pilot survey refinement (n = 400) were used to evaluate reliability and concept validity. Internal consistency, intra-class reliability, and test-retest reliability were all satisfactory on the majority of measures. The results of the factor and correlation analyses supported the theoretical assumptions underlying the scales. These results showed sufficient evidence for the validity and reliability of the new job stress scale. However, in further research, confirmatory analyses should be investigated. Organizations and researchers can now make better use of the new job stress scale to assess the state of occupational stress in today's India.

(Bhola and Nigade 2016) studied “Relationship between Work Life Balance, Quality of Work Life and Quality of Life of Women Working in Service Industry” Maintaining a healthy work-life balance has long been an issue of interest to individuals concerned with the connection between employment and personal fulfilment. This paper's goals are to (1) assess how well women in the service sector can strike a balance between their professional and personal lives, and (2) examine the effect that this balance has on their quality of life. This study is inferentially diagnostic and is designed to disprove two hypotheses. Both the Quality of Work Life (QWL) and Quality of Life (QOL) of service-sector women workers are similar, and the two concepts are not significantly distinct from one another. Primary data is collected from 379 samples, selected using a quota sampling strategy, with the help of two organised, closed-ended schedules. Hypotheses were assessed using the Paired Sample 't'test, and basic percentage, mean, and standard deviation were used for analysis. The study indicated that women in the service sector who had higher levels of QWL at work had greater quality of life overall.

(Vyas and Shrivastava 2017) studied “Factors Affecting Work Life Balance - A Review” There is a lot of demand on businesses to achieve better in today's business environment. Positive management and organisational outcomes can be achieved through psychological empowerment since it boosts workers' sense of personal control and stimulates them to engage in their work (Quinn & Spreitzer, 1997). Maintaining a healthy work-life balance has long been recognised as important to both job satisfaction and personal fulfilment. Work-life conflict has

been linked to worse levels of both psychological and physical health for those who experience it. "(Grant-Vallone&Ensher, 1998)" In light of its rising profile, this literature review on work-life balance has been drafted to facilitate the development of both individuals inside an organisation and the growth and success of the business. Job satisfaction, stress at work, career advancement, turnover, absenteeism, appreciation, and a competitive work environment are only few of the elements identified in the research as having an impact on quality of life. This paper aims to evaluate the available literature on Work-Life Balance to provide a broad overview of the topic. All the articles, books, dissertations, working papers, reports, periodicals, websites, newspapers, etc. consulted have been cited in the bibliography.

(Lucy Wambui et al. 2017) studied “Effects of Work life Balance on Employees’ Performance in Institutions of Higher Learning. A Case Study of Kabarak University Having a healthy work-life balance is striking a good balance between your work and other aspects of your life, such as family, leisure, personal growth, and community improvement. The nature of the partnership is subjective and changes as the needs of each partner evolve. The goal of promoting work life balance is to give workers more control over their schedules so that they may better juggle their professional and personal commitments. The research was conducted to find out how much of an impact work-life balance has on productivity in the workplace. Nakuru County's private Kabarak University served as the unit of study. The study's primary goal was to investigate the impact of work-life balance on productivity among Kabarak University's faculty and staff. The precise goals were to determine whether employee assistance programmes mitigate the negative impact of work-family conflicts on productivity, and to determine whether or not such programmes mitigate the positive impact of such programmes. Case studies were employed as a descriptive method in this study. Primary data collection was performed. Structured questionnaires were used to collect the primary data. A total of 244 participants were included in the analysis, from which a sample size of 70 was drawn. Statistical software for the social sciences was used to analyse the data (SPSS). Percentages were included in the tables that displayed the data. Chi-square tests were performed to ascertain whether the independent factors influenced the dependent variable. According to the results, workers' productivity takes a hit when they must choose between their jobs and their families. According to the results, balancing work and family responsibilities is an effective way to boost productivity in the workplace. According to the findings, organisations might benefit from

devising strategies to help workers strike a better balance between their professional and personal responsibilities. Kabarak University's Human Resources division plans to use the study's findings to better understand how work-life balance impacts employee productivity.

(Barik and Pandey 2017) studied Review of Literature on Work – Life Balance Maintaining a healthy work-life balance is becoming an increasingly central focus for many businesses and workers alike. For decades, one man has sought to reconcile his private and professional commitments. The organisation plays a critical role throughout, laying the groundwork for a happier existence by providing the necessary resources and implementing forward-thinking policies and programmes. Employees and employers are subject to policies that have been the focus of much academic inquiry into the factors that influence work-life balance. Given its rising profile, this literature review on work-life balance has been organised around its stated aims: to promote individual and organisational development while also contributing to the common good of society. The literature found a correlation between employee performance, employee satisfaction, staff commitment, job stress, and employee retention. This report surveyed the state of the art in the field of work-life balance and provided an outline of its various aspects. All these considerations are universally recognised and shared by workers everywhere. Many experts in related fields weigh in on the Covid - 19 pandemics. The references section includes a list of the various publications cited throughout the text. These can range from scholarly articles and books to dissertations and reports.

(Bartlett et al. 2017) studied Acceptability, Feasibility, and Efficacy of a Workplace Mindfulness Program for Public Sector Employees: A Pilot Randomized Controlled Trial with Informant Reports Mindfulness training appears to lower stress and anxiety, but its efficacy as a workplace stress management intervention and its suitability for a big and dispersed public sector workforce are not well understood. The purpose of this research was to assess the acceptability, practicality, and efficacy of a 5-week pilot Mindfulness at Work Program (MaWP) for addressing stress and related mental health and productivity issues among government workers. Twenty participants in the MaWP intervention group and one hundred in the control group who received merely information were compared in a randomised controlled experiment. Observed shifts were evaluated using exploratory qualitative and quantitative methods (n = 63 informants). Although location and rigid work schedules posed challenges,

the findings suggest a high degree of acceptability. Mindfulness was the primary outcome that showed significant improvement for MaWP participants compared to the control group ($d=0.57$, $p=0.001$), as were perceived stress ($d=0.97$), psychological distress ($d=0.61$), health-related quality of life ($d=0.51$, $p=0.002$), and social functioning ($d=0.08$, $p=0.019$). Alterations in one's state of mind facilitated all subsequent effects. As a workplace intervention for public sector personnel, the intervention shows promise for a variety of outcomes. Getting first-hand accounts from sources was an additional resource in digital format attainable, and qualitative analyses revealed good changes that validated self-reported outcomes, but quantitative analyses returned confusing results. This article's online edition ([doi:10.1007/s12671-016-0643-4](https://doi.org/10.1007/s12671-016-0643-4)) contains additional material, which is available to authorised users. There was some promise in using an informant-based version of a popular self-report mindfulness scale (consisting of seven items), but further research is needed to prove validity, reliability, and scalability.

(Anon 2017) studied *A hard day's night? Systematic assessment of the research on the impact of compressed working week treatments on shift workers' health and work-life balance*. The purpose of this study was to conduct a comprehensive review of research on the influence of the compressed working week on the health and work-life balance of shift workers, paying special attention to whether or not these effects varied by socioeconomic status. There were forty observing studies located. Most research only looked at self-reported outcomes, and the quality of the studies that were included was low. Although interventions did not always lead to an improvement in shift workers' health, no negative impacts on self-reported health were found in the five prospective trials that included a control group. Nonetheless, in most cases, the work-life balance improved. Although most studies were performed on similar populations, none of them found any differences in effects based on socioeconomic status. Conclusion According to the findings of this analysis, the Compressed Working Week has the potential to enhance work-life balance while posing a low risk to health and productivity. However, more well-designed research is required that employ objective measures of health outcomes.

(Brooks and Greenberg 2018) studied *non-deployment factors affecting psychological wellbeing in military personnel: literature review*. Less is known about how ordinary work-related issues affect wellbeing in the military, compared to the impact of deployment-related

stress. The purpose of this narrative systematic review of the literature was to identify non-deployment-related elements that contribute to the well-being of military personnel. To investigate risk and resilience elements unrelated to deployment, we combed through electronic literature databases and used study results. Fifty publications were included because they met the inclusion criteria. Relational factors (such as leadership and supervisory support, social support and cohesion, harassment and discrimination), as well as role-related factors (such as role conflict, commitment and effort-reward imbalance, work overload and job demands, family-related issues and work-life balance, and other factors such as control and autonomy, physical work environment, and financial strain), were found to be significant predictors of non-deployment stress. Well-being-enhancing factors (such physical activity) were also identified. Finally, the importance of interpersonal interactions in the workplace cannot be overstated, as the data demonstrates that non-deployment stressors pose a considerable occupational health hazard in ordinary military contexts. The findings show that military organisations should prioritise improving connections between employees and their supervisors/colleagues to protect the wellness of troops and boost performance. To help British military personnel cope with these pressures, certain suggestions were made.

(Badri 2019) studied “Affective Well-Being in the Higher Education Sector: Connecting Work-Life Balance with Mental Health, Job Satisfaction and Turnover Intention Issues inside the Academia Setting The concept of well-being continues to be a hot topic in the academic community. Academics, who are the backbone of the higher education system, are especially in need of comprehensive well-being administration because of the intense technological revolution and changes in administration, methods, and job characteristics. This article, then, investigated the work-life balance of academics to gain insight into their mental health and happiness. To test this hypothesis, 307 professors were followed for a period while their mental health, work satisfaction, and intention to leave were assessed. A self-administered survey was used to collect quantitative data for this investigation. The findings revealed two significant trends, one of which showed a negative correlation between work-life balance and indicators of mental health, job satisfaction, and intention to leave. On the other hand, a healthy work-life balance was associated with positive psychological well-being, more job satisfaction, and less intention to leave one's current position. This paper benefited future researchers, human

resource practitioners, and academics by highlighting the importance and dual effects of work-life balance on academics' well-being.

(Hsu et al. 2019) studied Long Hours' Effects on Work-Life Balance and Satisfaction The purpose of this research was to determine if occupational stress mediates the relationships between working hours, job satisfaction, and work-life balance. We also investigated whether a sense of being in control of one's time mitigates the negative impacts of long hours at work and stress in the workplace. Methodology. Three hundred sixty-nine respondents from the banking and technology sectors filled out the questionnaires. The information was then analysed. Findings. Both occupational stress and work-life balance were found to have substantial relationships with job satisfaction, while lengthy work hours were found to have a negative effect on both of these factors. Perceived time control also interacted favourably with the connection between working hours and occupational stress. Value. Based on the findings, it's clear that providing employees with more freedom over their schedules is crucial. As a result, we advocate for a review of labour regulations to make any necessary changes to curtail long hours on the job and increase leeway for scheduling.

(Bartlett et al. 2019) studied ACCEPTED MANUSCRIPT APA JOURNAL OF OCCUPATIONAL HEALTH PSYCHOLOGY A In light of claims made in the academic and popular press about the positive effects of mindfulness training in the workplace, this meta-analysis was conducted. It compiles data from randomised controlled trials that examined the effects of workplace mindfulness training on things like stress, mental health, wellness, and productivity. This research goes beyond existing reviews to investigate the impact of variation in workforce and intervention features on lowering perceived stress. Using information from 23 research, we calculated meta-effect estimates (Hedge's g). Mindfulness ($g=0.45$, $p<0.001$), stress ($g=0.56$, $p<0.001$), anxiety ($g=0.62$, $p<0.001$), psychological distress ($g=0.69$, $p<0.001$), wellbeing ($g=0.46$, $p=0.002$), and sleep ($g=0.26$, $p=0.003$) all show improvement after training. Due to inconclusive findings, publication bias, and a lack of data, no firm conclusions could be formed about burnout, depression, or productivity. The findings are discussed in light of the possibility of incorporating the concept of mindfulness into the demands-resources, coping, and preventative theories of work stress. Recommendations are provided to further research in this topic, and the limitations of study designs and reporting are discussed.

(Fontinha, Easton, and Van Laar 2019) studied Overtime and quality of working life in academics and non-academics: the role of perceived work-life balance A bad work-life balance may result from the long hours that academics put in, despite the fact that academic professions typically offer a significant degree of flexibility. We hypothesise that academics will report worse Quality of Working Life (a catch-all term for an employee's satisfaction with their job) than non-academic workers. The second aspect we examine is whether or not working long hours exacerbates the negative associations between academic status and Quality of Working Life variables, and whether or not this is mediated by the impression of a well-balanced work-life interface. Members of the academic and non-academic staff from nine UK HEIs (Higher Education Institutions) made up our sample (UK). Structural equation modelling was used to analyse the data. The results showed that faculty members at HEIs have a lower Quality of Working Life than non-faculty members, and that this is made worse by the greater number of extra hours faculty members report working each week. It was discovered that the negative associations between academics (vs. non-academics) in variables like perceived working conditions and employee commitment were mitigated by employees' work-life balance. Employees who put in up to 10 extra hours per week reported better levels of job and career satisfaction and workplace autonomy than those who put in no or more than 20 extra hours per week. These findings build on earlier studies and shed light on the topic of work-life balance among academics and non-academics, which may have implications for the wellness policies and programmes at HEIs and beyond. Work-Life Balance; Work-Life Quality; College; Overtime; Work.

(Pradesh 2019) studied WORK LIFE BALANCE VIS-A-VIS FAMILY SUPPORT - A CASE STUDY OF INTEGRAL INSTITUTE OF MEDICAL SCIENCES & RESEARCH (IIMS&R), INTEGRAL UNIVERSITY, LUCKNOW Researchers have found that a simple grin can enhance your vitality by as much as a kilogramme of meat. Having the love and support of family and friends can make navigating life's challenges much less daunting than you might otherwise anticipate. A working person's spouse, parent, in-laws, or extended family members can be invaluable resources in the quest for Work Life Balance. Even though many companies have taken steps to improve gender parity in the workplace, numerous studies have indicated that this disparity still exists. It's become increasingly important for working people to strike a healthy balance between their professional and personal lives. Every person has many kinds of

relationships, including those with family, friends, coworkers, and peers. Consistent encouragement from loved ones is invaluable, whether at work or at home, and should not be underestimated. The help one receives from them is crucial to having a pleasant trip through life. We can count on our family for help in almost every way: monetarily, socially, emotionally, and practically. So, the essential issue is why, given the current state of the labour market, family assistance is crucial. Using a sample size of 125, researchers at Integral University's IIMS&R (Integral Institute of Medical Sciences and Research) in Lucknow conducted their study. The purpose of the research is to shed light on the different ways in which friends and family can help when you're going through a tough period, leading a stressful life, dealing with health problems, and simply can't handle all your duties at once.

2.4 Explore gender, age, job position, and personality factors as moderators and mediators of work-life balance and mental health.

(Thimmapuram et al. 2019) studied Factors Influencing Work–Life Balance in Physicians and Advance Practice Clinicians and the Effect of Heartfulness Meditation Conference on Burnout” In recent years, both burnout and happiness with one's work-life balance have increased. Medical professionals are not immune to burnout, and it can be influenced by both personal and institutional causes (APCs). Stress can be reduced, and quality of life improved via the practise of meditation. Doctors and APCs had their work-life balance examined for this study. The effect of the Heartfulness meditation conference on exhaustion was also quantified. A shortened Maslach burnout inventory (aMBI) and a question about what circumstances affect work-life balance were used to conduct a survey of physicians and APCs to determine burnout levels. Attending a Heartfulness meditation conference or reading a book on burnout and wellbeing were two examples of people's wellness initiatives (approximated at a 3-h read). The aMBI survey was sent out again 8 weeks after the meeting ended. Burnout was measured both before and after it occurred. Out of a total of 1393 doctors and APCs, 537 filled out the aMBI, and from those, 414 offered commentary on the work-life balance issue, totalling 663 elements. Sixty-five percent of respondents experienced mild to moderate EE, while 32 percent experienced mild to moderate depersonalization. Twenty-eight percent of people who filled out the survey showed signs of having moderate to low levels of personal achievement. Workload, workflow, and scheduling were the most influential aspects of work-life balance. A total of 79 participants from the conference group and 264 from the nonconference group filled

out the aMBI follow-up survey. The mean EE for people aged 30–50 in the conference group (n=440) reduced significantly from 9.8 to 8.6 ($P=4.014$), while there was no statistically significant change in the nonconference group across any age range. There was a lack of work-life balance because to problems with workload, process, and scheduling. Medical professionals and APCs alike are experiencing high rates of burnout. Attending a seminar on heartfulness meditation significantly reduced EE in adults aged 30 to 50. The non-conference/book-reading group did not show any discernible improvement.

(Raffi et al. 2020) studied “Work–life balance among female dermatologists” Female dermatologists often must juggle demanding professional work with family responsibilities, such as raising children. Overwhelming obligations at home or in the office might disrupt a physician's life and have negative effects on his or her health. The purpose of this survey is to examine the impact of personal and professional duties on respondents' emotional well-being. Participants were recruited via the Women's Dermatologic Society Forum in February 2019 in Dallas, Texas, and sent an email invitation with a link to an anonymous survey instrument and a paper questionnaire. Twenty questions were asked about domestic duties, childcare, clinical duties, speciality training, and their effects on leisure time, quality of sleep, and general well-being. There were 127 total participants. Many of our doctors (85%) are married at the moment. A substantial percentage of respondents used nannies or other paid help around the house. In this group, spouse involvement was frequently cited as a key to successfully juggling all of life's responsibilities. It's possible that the professional women in our generation are sacrificing their physical and emotional health by splitting their time between job and family obligations, resulting in less time for exercise and fewer hours of sleep each night.

(Saraswati and Lie 2020) studied “Psychological Well-Being: The Impact of Work-Life Balance and Work Pressure” It's common knowledge that people whose moods improve at work also perform better. The efficiency of the company depends on each employee's efforts. As a result, it is crucial for businesses to protect their workers' mental health by fostering a positive work environment and reducing stress. The goal of this research is to identify the role that factors like work-life balance (WLB) and work pressure (WP) play in predicting individuals' levels of perceived work-related stress. The researchers in this study used a quantitative approach and surveyed 250 workers representing different industries and

demographics. We measured PWB, WLB, and WP with the Ryff's Scales of Psychological Well-Being, the Work-Life Balance Checklist created by Daniels and MacCarragher, and the Tilburg Work Pressure Questionnaire. We find that WLB and WP have a statistically significant effect on PWB ($F= 32.035$, $p < 0.05$). Additional research demonstrates that WLB has a major and statistically significant impact on PWB ($R^2= 0.185$, $F= 56.142$, $p < 0.05$). However, WP did not significantly affect employees' PWB ($F= 0.506$, $p > 0.05$).

(Brough et al. 2020) studied “Work–Life Balance: Definitions, Causes, and Consequences” In this chapter, we'll look at the various ways that work-life balance has been defined, from the perspective of how much time is spent on work versus on personal activities to how fulfilled an individual feels with their work and personal lives. Most people agree that a more appropriate term would be work-life rather than work-family, to account for commitments and responsibilities outside the home, such school or travel. Both work-related and non-work-related causes and effects on work-life balance are discussed in this chapter. Personality antecedents, such as data correlating psychological capital dimensions with work-life balance, can also play a role. Finally, this chapter discusses where we see work-life balance research going from here, with an eye toward emerging technologies (like Fitbits) and the need of cultivating personal levels of mindfulness and resilience. At the end of the chapter, we look at the growing body of evidence connecting a company's supportive culture of work-life balance to employee appointments and retention.

(Gragnano, Simbula, and Miglioretti 2020) studied “Work–Life Balance: Weighing the Importance of Work–Family and Work–Health Balance The majority of WLB studies conducted up to this point have zeroed in on the professional and personal spheres. However, today's workforce is diverse, and employees' nonwork values may include things outside family. The focus of this research was health, although the importance of other nonwork-related domains in the WLB was also examined. Work-family balance (WFB) and work-health balance (WHB) were also studied for their potential impacts on employees' happiness on the job. Finally, we investigated if and how worker characteristics moderate the effects of the WFB and the WHB on satisfaction in the workplace (age, gender, parental status, and work ability). Three hundred and eighteen workers were surveyed in this online study. T-tests were used to compare how significant the non-functional domains were. Multiple and moderated regression analyses

were used to examine the connection between the WFB and WHB and employee happiness on the work. Employees in the WLB ranked their health on par with that of their families, as shown by the data. In terms of job satisfaction, the WHB was more explanatory than the WFB. The relationship between the WFB and job satisfaction was regulated by age, gender, and parental status, and the relationship between the WHB and job happiness was moderated by work ability”. This research emphasises the need to consider the unique characteristics of various groups of employees when thinking about the WLB and draws attention to the significance of the health domain within the WLB.

(Uddin, Ali, and Khan 2020) studied “Perceived Social Support (PSS) and Work-Life Balance (WLB) in a Developing Country: The Moderating Impact of Work-Life Policy” Based on COR theory, this study investigates the impact of work-life policy on WLB for women in the banking sector of Bangladesh. It focuses on the mediating role of perceived social support sources. Using a multi-stage stratified sampling technique, we surveyed 559 female bank employees in Dhaka and Chattogram and analysed the results using multiple regression and hierarchical regression. The study's results stress the significance of workers' perceptions of social support at work, particularly that of their supervisors (both emotionally and instrumentally), as well as that of their coworkers and their families. Furthermore, the connection between PFS and WLB was tempered by work-life policy. The results may provide management experts, government regulators, bankers, and academics with a better understanding of the factors that encourage WLB and the indirect impact of WLB policies on the connections between PSS sources and WLB. By bringing COR theory from a Western viewpoint to the interaction between PSS sources and WLB, this study contributes to the current literature of WLB, particularly in the setting of South Asian developing countries.

(Oludayo and Omonijo 2020) studied “WORK-LIFE BALANCE: THE RELEVANCE OF SOCIAL SUPPORT” There is evidence that the personal lives of employees have an effect on the outcomes at work; hence, the relevance of social support efforts in the pursuit of achieving work-life balance cannot be overstated. The purpose of this conceptual paper is to expound the significance of work and non-work integration through social support initiatives, using data collected from secondary sources and analysed to suit the purpose of the study. Considering the existing literature on social support initiatives and the changing dynamics of the modern

workplace, this paper expounds the significance of work and non-work integration. It offers productive avenues toward the maintenance of equilibrium between the demands of work and those of one's non-work life. Employees and organisations are provided with recommendations on the necessity of adopting social support programmes as a method to reduce stress, develop relationships in the office and in personal life, and facilitate job performance on numerous levels.

(Üniversitesi İktisadi ve İdari Bilimler Dergisi 2021) studied “THE IMPACT OF WORK-LIFE BALANCE ON MENTAL WELL-BEING OF REMOTE WORKING GENERATION Y ACADEMICIANS DUE TO THE COVID-19 PANDEMIC IN TURKEY The pandemic caused by COVID-19 has had a significant impact on labour markets and on working practises. The practise of working remotely, which is one of the flexible work practises, has started to be implemented on a mandatory basis in several different industries as part of the preventative measures taken to maintain social isolation across the globe. Academicians have begun to work from home as a direct result of the shift toward online learning in the higher education sector. Because of all of these changes, the employees' professional lives and family lives began to overlap, and as a result, this circumstance raised a lot of problems around the proper balance between work and life and how it affects one's mental health. Because of the Covid-19 outbreak in Turkey, the primary purpose of this research is to investigate the effect that working from a remote location has on the mental health of academics who are members of generation Y. In this context, questionnaires were administered to 397 generation Y academics who are now employed at public and private universities, and the SPSS programme was used to evaluate the associations between the variables. According to the findings, we were able to prove that our hypothesis, which stated that the work-life balance of the academics of generation Y who began working remotely because of the Covid-19 epidemic had a statistically significant positive influence on mental well-being, was correct. On the other hand, it was found that the participants' demographic features and academic titles did not create a significant difference in terms of work-life balance and mental well-being. This was one of the findings of the study.

(Rashmi and Kataria 2021) studied Work–life balance: a systematic literature review and bibliometric analysis The objective of this study is to provide a clear perspective of the current dynamics and research diversification of existing literature in the field of work-life balance.

[Clear view of current dynamics and research diversification of existing literature] (WLB). Using bibliometric analysis, this article presents a comprehensive and critical review of the research on WLB literature. The Scopus database was utilised to carry out this review, which is based on 945 research papers that were published between the years 1998 and 2020. The design, technique, and strategy all revolve around Scopus. Examining the publication trend, sample statistics, theoretical foundation, highly cited research articles and journals, most frequently used keywords, research themes of top four recognised clusters, sub-themes within each cluster, and thematic overview of WLB corpus formed on the premise of bibliographic coupling are all used to evaluate the significance of the research. In addition, emerging research tendencies and possible gaps were discovered through content analysis of recently published publications. The major findings indicate that the research area consists of four established and emerging research themes based on clusters formed as (1) flexible work arrangements, (2) gender differences in WLB, (3) work–life interface and its related concepts, and (4) WLB policies and practises. These clusters were formed based on (1) flexible work arrangements; (2) gender differences in WLB; (3) work–life interface and its related concepts; and (4) WLB policies and practises. The gender gap, the influence of many kinds of contextual (situational) elements, and the organisational culture of a company are some of the emerging themes that were found while doing content analysis on recent articles. Originality and value – This research paper is the first of its type to be written on the topic of WLB since it offers a wide variety of research subjects that may be found inside the WLB corpus via the use of a variety of bibliographic mapping strategies. In addition to this, it offers potential directions for research in the future.

(Al-Alawi et al. 2021) studied A study of the effects of work-family conflict, family-work conflict, and work-life balance on Saudi female teachers' performance in the public education sector with job satisfaction as a moderator The primary purpose of this study is to investigate the effects of work-family conflict, family-work conflict, and work-life balance on female teachers working in the public education sector in Saudi Arabia. Additionally, the purpose of this study is to investigate the impact of job satisfaction as a moderator for the independent variables. Methodology: This study was conducted using quantitative research approaches, one of which was to conduct a survey with the staff. The bivariate and correlation analysis that was carried out in SPSS was utilised to formulate the concepts of work-family conflict, family-

work conflict, and work-life balance. It was determined using a scatterplot which associations existed between the moderating factor of work satisfaction and the independent variables. In the end, multiple regression was carried out to investigate the impact of work-family conflict, family-work conflict, and work-life balance on employee performance among female Saudi teachers working in the public education sector in the country. To put the research hypotheses to the test, a linear regression analysis was performed. Findings indicated that there is a positive and highly significant impact on employee performance by work-life balance and job satisfaction, whereas there is a positive but not significant effect when it comes to work-family conflict. The findings also indicated that there is a positive but not significant effect when it comes to work-family conflict. However, it was discovered that conflicts between family and work had a considerable detrimental effect on employee performance.

(Natekar and Jyoti 2021) studied IMPACT OF STRESS ON WORK LIFE BALANCE WITH RESPECT TO BANK EMPLOYEES” The effects of stress on employees' ability to maintain a healthy work-life balance are evaluated. These days, stress is receiving an increasing amount of attention, particularly in the business and financial sectors. Employees in many different types of businesses are increasingly challenged by the issue of stress brought on by their jobs. Both having a healthy work-life balance and being stressed out go hand in hand. Stress in the workplace can be caused by several different things, such as unjustified demands and seeming pressures of the work situation, as well as an individual's ability or inability to strike a healthy balance between their personal and professional responsibilities. The purpose of this study is to investigate the factors that contribute to work-related stress as well as the effects that stress has on the ability of bank workers to strike a healthy balance between their professional and personal lives. The purpose of this study is to investigate the challenges that are associated with balancing personal and professional responsibilities by analysing the factors that may cause stress for workers in the banking industry. To successfully achieve a healthy balance between work and personal life, companies need to devise policies that will reduce the amount of work required of employees while maintaining the efficiency of the organisation. As everyone goes through the tasks that have been delegated to them, they are all subjected to a certain level of strain and worry. The workforce needs to be qualified, experienced, intellectually, and physically sound, should be able to take initiative, and should have a team

spirit, among other requirements. However, the most significant factors are a positive mentality and an enthusiastic disposition.

(Althammer et al. 2021) studied “A mindfulness intervention promoting work–life balance: How segmentation preference affects changes in detachment, well-being, and work–life balance” The purpose of this research is to examine the efficacy of a cognitive–emotional segmentation approach that is taught as part of a three-week online self-training intervention. The daily effects of psychological detachment, affective well-being, psychological and strain-based work–family conflict, and satisfaction with work–life balance was evaluated, with a particular emphasis placed on determining whether segmentation preferences moderate the training responsiveness. The administration of daily questionnaires to the 190 participants was carried out using a strategy based on a randomised wait-list control group. Daily, indices of psychological detachment, affective well-being, and the work–life interface were evaluated. As was to be expected, growth curve analyses uncovered favourable impacts on psychological detachment, psychological work–family conflict, and the satisfaction associated with maintaining a healthy work–life balance. There were no impacts discovered for stress related to work–family conflict. In addition, preferences for segmentation acted as a moderator of the effect of the intervention on psychological detachment. Participants who reported low levels of segmentation preference reported higher levels of the intervention's positive effects. Unexpectedly, both groups experienced improvements in their affective well-being.

(Vinberg and Danielsson 2021) studied “Managers of micro-sized enterprises and Covid-19: impact on business operations, work-life balance and well-being” The purpose of this research is to determine how managers of micro-sized businesses feel the influence of the Covid-19 epidemic on their company's operations, their ability to maintain a healthy work-life balance, and their overall wellbeing. In addition, the research intends to examine the similarities and differences between managers of micro-sized enterprises and managers of small-sized businesses. This mixed-method study is based on qualitative interviews with ten managers of micro-sized enterprises and a questionnaire that was filled out by 95 managers of micro-sized and small-sized enterprises in regions in the north of Sweden. Both groups of managers were asked about their experiences managing businesses. When compared with managers of small-sized organisations, those in charge of micro-sized businesses reported much lower levels of

mental well-being, job happiness, and overall life satisfaction. The qualitative research revealed three themes: a changed leadership role, an impact on private life, and an impact on well-being. During the interviews, the managers of micro-sized businesses said that the pandemic had increased the amount of work they needed to do and compelled them to mobilise survival plans for their companies. According to the findings of this study, managers of micro-sized businesses had altered their leadership role and increased both their workload and the number of work tasks they were responsible for. These tasks included providing assistance to employees, developing strategies for the survival of the business, and applying for support from the government. However, the managers displayed creative problem-solving skills in order to discover new options for their companies.

(Sharma and Anon 2021) studied “WORK- LIFE BALANCE: A LITERATURE REVIEW” The purpose of this literature review on work-life balance is to provide an overview of the topic in light of its growing popularity. The primary objective of this review is to contribute to the prosperity of society as well as the realisation of fulfilling lives for its employees. This will be accomplished by providing support for the growth of each individual employee as well as the continued expansion of businesses. In the context of work-life balance and its practises and policies, the literature recognises its effect on a variety of quality-of-life variables, such as job satisfaction, work stress, career growth, turnover, absenteeism, appreciation, and competitive environment. By doing a review of the previous research on the topic, the purpose of this article is to offer a comprehensive summary of the many facets of the concept of maintaining a healthy work-life balance. The different journals, books, doctorate theses, working papers, reports, periodicals, internet sites, newspapers, and other publications that were consulted can be found listed as references at the conclusion of this article.

(Belloni, Carrino, and Meschi 2022) studied “The impact of working conditions on mental health: Novel evidence from the UK In this study, we investigate the relationship between working conditions and mental health in the United Kingdom by combining new longitudinal data on working conditions from the European Working Conditions Survey with microdata from the United Kingdom Household Longitudinal Survey. Specifically, we look at how working conditions may have a causal impact on mental health (Understanding Society). Included in our empirical technique is the use of individual fixed effects, which allows us to

take into account the endogenous grouping of individuals into jobs. We address the potential endogeneity of occupational change over time by concentrating solely on people who remain in the same occupation (ISCO 3-digit) and by taking advantage of the variation in working conditions that occur naturally within each occupation as time passes. From an individual's point of view, this variance, which is mostly determined by general conditions in the macroeconomic environment, is likely to be considered exogenous. According to the findings of our study, improvements in working conditions, such as skills and discretion, the quality of working time, and the intensity of work, have a positive effect on the mental health outcomes of female workers. These outcomes include a decreased risk of clinical depression, anxiety, social dysfunction, and loss of confidence. These effects are clinically significant and considerable for younger as well as older female workers, and they are more pronounced for workers in occupations that naturally involve a higher level of job strain. In this section, we discuss how various aspects of employment quality influence a variety of different mental health outcomes for a variety of age groups". Our findings have substantial repercussions for public policies and private businesses that have as their primary objective the enhancement of employee well-being and productivity through the implementation of workplace treatments centred on mental health.

(Rizwan and Sivasubramanian 2022) studied "Remote work and employee well-being: The blurred work-life boundaries in recent years, people's approaches to their jobs and their perceptions of the world around them have been profoundly impacted by the rise of remote work. In the wake of the epidemic, a strategy that was earlier having a difficult time gaining traction has been greatly expedited. Considering the blurring lines between professional and personal spaces, the purpose of this research is to evaluate the relationship between remote work and its implications on the well-being of employees. This will be done through an analysis of the literature that connects distance working and mental health. The purpose of this article is to conduct an exploratory qualitative review of remote working and its implications on the psychological well-being of employees within the context of the blurring boundary that exists between one's home life and professional life. To explain the aspects of e-working that interact with the mental health of employees, the research investigates the link between remote work and well-being literature and work-family conflict, work-life balance, and work-family boundary theories. This fills a gap in the literature that relates to emerging workplace

dynamics. As a result of the arrangement, work and life are brought much closer together, which has led to the discussion of remote work in the context of a more porous work-life barrier. The findings indicate that working from home can, on the plus side, be fulfilling and contribute to greater well-being due to increased autonomy, job control, and lower conflict. This is a positive aspect of working from home. On the other hand, it makes work impossible to separate from life, which leads to shorter periods of rest, greater social isolation, higher stress, and tiredness, all of which contribute to a decline in well-being. The levels of stress and weariness should be managed by the establishment of appropriate managerial support and communication, as well as well-designed work hours.

(Basic 2022) studied Investigating nurses' quality of life and work-life balance statuses in Singapore Aims The purpose of this study is to evaluate the primary factors that determine nurses' quality of life and their ability to maintain a healthy work-life balance at a tertiary hospital in Singapore. Background The safety of patients and the quality of care they receive can be directly and indirectly impacted by the nurses' quality of life. Therefore, it is absolutely necessary for the system of providing healthcare to identify the primary factors that have an effect on the quality of life of nurses. Methods To conduct the research, we opted for a descriptive quantitative study design and made use of validated questionnaires. The collection of data took place at a tertiary hospital in Singapore with 600 beds over the course of three months (March to May 2014). In total, 1,040 registered nurses took part in the research project. Results It was discovered that social support and a sense of coherence are key indicators of a great quality of life in all aspects of one's life. Most of the nurses who participated in this research spent more time on their jobs than on their personal lives. However, there was not a significant difference in job satisfaction between the four groups of nurses' proportions of percentages of real time spent on work and private life. This was the case despite the fact that actual time spent on work and private life varied significantly. Conclusions It is possible to improve one's ability to deal with stress and one's nursing practise by cultivating social support from one's family, friends, and coworkers, as well as from one's supervisors.

(Tijani, Osei-Kyei, and Feng 2022) studied A review of work-life balance in the construction industry Bashir Due to the simultaneous effects on the mental health of construction employees, turnover rate, and project performance, the concept of work-life balance (WLB)

has attracted an increasing amount of attention in the construction industry over the course of the past decade. In the field of construction, numerous empirical research covering a wide variety of topics pertaining to WLB have been carried out. Despite this, there has been very little done to do a comprehensive assessment of the previous research, which is an essential step for future ventures. This research conducts a comprehensive analysis of forty previously published works on WLB in the building and construction industry spanning the years 1999 to 2019. (years inclusive). The literature identifies the primary study method, reasons of poor WLB, WLB interventions, and WLB initiatives of both developed and developing countries. The findings of the study contribute to a comprehensive understanding of the causes of poor WLB, WLB interventions and initiatives in the construction industry, and have sparked future research study based on the identified significant knowledge gaps. In addition, the findings of the study have sparked future research study based on the identified significant knowledge gaps. The identified reasons of poor WLB will be of assistance to practitioners in determining construction project management practises that contribute to work-life imbalance as well as strategic interventions that can be implemented to minimise the causes of poor WLB. If practitioners could manage organisational, team, and individual elements that shape the acceptance of WLB initiatives with the support of drivers of WLB initiatives that were recovered from earlier studies, this would be beneficial.

2.5 Suggest ways for companies and policymakers to improve work-life balance and mental health support.

(Begum, Shafaghi, and Adeel 2022) studied Impact of Job Insecurity on Work–Life Balance during COVID-19 in India the continuous health crisis has had an effect on businesses all over the world, causing a significant reduction in production, consumption, and distribution of goods and services, which has contributed to a slowdown in the global economy. The growing number of unemployed people has contributed to an increase in the anxiety felt by workers about the stability of their jobs. The lack of job security that an employee faces has a direct bearing on both their health and their ability to maintain a healthy work–life balance. This article focuses on the relationship between job insecurity and its impact on work–life balance, specifically to understand the impact that perceived job instability has on working hours, employee health, and reduced time spent with family. To evaluate five hypotheses, data were collected from 413 people working in various industries in India using a self-completed

questionnaire. These industries included construction, banking, hospitals, hotels, schools, fast-moving consumer goods (FMCG), and telecommunications, among others. According to the findings of the study, there is a correlation between employment instability and both health problems and problems balancing work and family life. In addition, there was a negative correlation between job instability and performance on the job. An examination of the association between job insecurity and health problems, job performance, and work–life conflict utilised regression analysis, which revealed that work demand, work time, family time, and family demand all had a moderating influence on the relationship. The article does, however, go on to examine a variety of viable solutions to the problem of job insecurity as well as strategies for mitigating the damage that it causes to both organisations and individuals in a variety of contexts.

(Anon 2022) studied WORK-LIFE BALANCE AND WELL- BEING AT WORK” The purpose of this study is to investigate how production employees at an industrial company in Sweden experience their work-life balance and to investigate work-related factors that may affect their employees' work-life balance while they are at work. Additionally, this thesis will investigate work-related factors that may affect employees' work-life balance outside of the workplace. To learn how those working in production feel about their ability to maintain a healthy work-life balance, a qualitative research approach involving semi-structured interviews was employed. Interviews were conducted with a total of 13 individuals, and a manifest content analysis was utilised in order to do the data analysis. In conclusion, when production rates grow, employees in production have a more difficult time maintaining a healthy work-life balance since they frequently need to work extra on the weekends and receive information about their overtime obligations very late. The findings suggest that participants have a more difficult time striking a healthy balance between their professional and personal lives when they lack the resources necessary to complete their tasks, are consequently forced to slow down their production, and are unsure as to whether they will be required to put in extra hours. When new inventory arrives, employees have the impression that they need to work harder to make up for what has been delayed in production. As a result, they experience an increase in stress, which has a negative impact on their overall well-being in the workplace.

(Mrs. Abhitha S and Dr. C.K Hebbar 2022) studied “Impact of Work Life Balance On Job Satisfaction: A Study Of Chhattisgarh” A person is said to have achieved "work-life balance" when they have achieved a level of proper coordination in the management of their personal and professional lives. When a person has reached this point, they are able to manage the responsibilities of their profession and their family with relative ease. In order to keep one's job and one's life going smoothly, it is essential to strike a healthy balance between one's personal time, paid work, and unpaid work. WLB is the power that may be employed in terms of productivity and efficiency in a variety of areas of work and life for the purpose of making sound choices. The purpose of the current study is to evaluate the connection between various aspects of job satisfaction and the ability to maintain a healthy work-life balance. According to the findings of the study, a healthy or productive balance between work and personal life will always result in increased employee productivity and will also enable the business to circumvent problems related to employee retention.

(Ayar, Karaman, and Karaman 2022) studied “Work-Life Balance and Mental Health Needs of Health Professionals During COVID-19 Pandemic in Turkey” One of the populations that is at an increased risk of contracting COVID-19 is the medical profession. It has been discovered that they struggle with a variety of problems, one of which is that they put themselves and others at danger of infection because of their involvement with patients who are at a high risk of developing the condition. The current study analyses the ways in which demographical and individual characteristics, as well as work addiction, affected the work-life balance and mental health needs of health professionals. The information used in the current investigation was gathered during the initial phase of the pandemic. Based on the fit indices, the postulated structural equation model was shown to be incorrect. The second analysis of the modified model found that it was significant and showed that the living situation of health professionals, such as whether they live alone or with others like family members, had direct effects on work addiction as well as indirect effects on work-life balance and the requirements for mental health. In addition, the gender of the worker and the number of hours worked each week had direct influence on the work-life balance. Work addiction was the factor that had the most impact on a healthy work-life balance. In addition, there was a moderate impact that job addiction had on the requirements of mental health. Because of this, the current study

demonstrated that the work-life balance, the need for mental health, and the need for work addiction were all affected during the COVID-19 epidemic.

(Eisapareh et al. 2022) studied “The relationship between job stress and health literacy with the quality of work life among Iranian industrial workers: The moderating role of social support” Stress at work, including the factors that influence the health of employees, is detrimental to employee productivity and health. People's quality of life, as well as the social support they receive, their stress levels, and the quality of their work lives are all negatively impacted when they have insufficient health literacy (QWL). This study was conducted in a steel company in Dezful in 2018 with the purpose of examining the relationship between job stress, health literacy, and social support with the QWL. In a study using a cross-sectional analytical approach, 418 workers at a steel company were chosen through a random selection process. Data were collected through the use of demographic characteristics, Walton's Quality of Work Life Questionnaire, Multidimensional Scale of Perceived Social Support, Health and Safety Executive Institute Job Stress Questionnaire, and Health Literacy Questionnaire. These questionnaires were then analysed by spss using descriptive and inferential statistics. However, the association between health literacy and the QWL was not significant ($p = 0.756$), whereas the relationship between job stress and the QWL was significant ($p 0.001$). It was found that there was a substantial association between social support and QWL ($p 0.001$), that job stress had a negative relationship with the QWL, and that social support can lower job stress while simultaneously raising a person's QWL.

(Kedia 2023) studied “BALANCING ACT: A COMPREHENSIVE STUDY OF WORK-LIFE BALANCE AND ITS IMPACT ON EMPLOYEE PERFORMANCE AND JOB SATISFACTION” The purpose of this literature study is to analyse the connection between work-life balance and efficiency and contentment on the job. The need of striking a balance between work and personal life is emphasised as the study delves into the connection between the two and the results it has on employees. The study uses an all-encompassing theoretical framework that draws on the fields of organisational behaviour, psychology, and sociology. Theoretical frameworks including role theory, resource conservation, and boundary theory are dissected in detail. This research uses a systematic literature review approach to examine studies that have investigated the relationship between work-life balance, productivity in the

workplace, and contentment in one's career. To do this, we critically evaluate and synthesise a large body of literature on the subject, including academic articles, research papers, and pertinent studies. The results of this review show that a healthy work-life balance can boost productivity and morale on the job. Workers who feel they have achieved a good work-life balance are more likely to be satisfied in their jobs and to do a good job overall. Additionally, the study highlights a number of elements, such as flexible work arrangements, organisational support, and individual coping methods, that contribute to work-life balance. The findings of this study have important ramifications for a wide range of interested parties. From a scientific point of view, it adds to the current body of knowledge by bringing together and integrating data from several separate studies. The results stress the significance of encouraging measures to enhance work-life balance inside firms, which can boost job satisfaction and productivity. Promoting a good work-life balance has positive effects on society, such as improving the health and happiness of workers, decreasing stress in the workplace, and raising people's standard of living. This review study investigates the connection between work-life balance and productivity and contentment in the workplace. Scholars, practitioners, and policymakers interested in understanding and encouraging work-life balance in the workplace may find this resource useful since it integrates diverse theoretical views and synthesises existing knowledge.

(Zen and Rony 2023) studied “Implementation Employee Wellbeing: Analysis of Work-Life Balance, Resilience, Assessment, and Coaching” This research article's purpose is to provide an overview of the many scientific articles that are currently available, as seen through the eyes of researchers. This method employs a graphic writing style, and analysts collect the necessary data from different sources before evaluating and improving it in the appropriate manner. For the purpose of research, additional data collection methods are utilised, and supplementary information is gleaned from a variety of sources, including but not limited to books, journals, research papers, lecture notes, and the Internet. During the process of conducting the literature review, a number of the scientific publications that are relevant to the topic at hand are chosen, analysed, and revised. This scientific article's purpose is to describe by providing perspective, and the variables that are explained with the results and discussion meet the answerability in accordance with that purpose. This variable is followed by other variables that can be used as differentiators, as well as the object of research and the model of the results of the study.

(Vroege 2023) studied “post-pandemic self-reported mental health of mental healthcare professionals in the Netherlands compared to during the pandemic – an online longitudinal follow-up study During and after the epidemic, there was a lot of stress placed on the mental health of professionals. At first, much of the attention was directed toward the personnel working in hospitals, but as time went on, the emphasis switched to other areas, particularly those dealing with mental health care. A decrease in the available care capacity may occur as a result of a combination of factors, including an increase in the workload of healthcare professionals providing mental health treatment and a decline in the mental health of those healthcare professionals. An earlier poll of mental health professionals was conducted online, and it included responses from 1,300 experts working in a variety of mental healthcare institutions. About half of those who participated in this survey, which was carried out in September 2021, reported experiencing higher levels of stress. A growing number of people also reported experiencing increased levels of worry, anger, and despair as a direct result of the COVID-19 epidemic. In addition to that, 4.2% of respondents mentioned that they were contemplating leaving their current positions. During the duration of the epidemic as well as after it has ended, one of the suggestions that came out of the earlier research was to perform repeated monitoring of the experts so that an accurate assessment could be made of the amount of stress and strain brought on by their employment. Due to the importance of this advice, the online survey was carried out again. Re-examining the mental health of healthcare workers was the purpose of the recently completed online follow-up study that was part of a longitudinal research project. This follow-up survey included 510 participants from the healthcare workforce. The number of people who reported having issues with their mental health was noticeably higher during the pandemic than it was after it”. Respondents reported having a harder time maintaining a healthy work-life balance during the pandemic and even shifting more of their focus to their jobs. Nevertheless, most respondents mentioned that they had managed to regain this equilibrium after the pandemic. In addition, it was observed that there were more frequent absences and more sick days taken after the pandemic than there were during the pandemic itself. Because of this, it is essential to place a greater emphasis on resilience than on training and career.

(Borowiec and Drygas 2023) studied “Work–Life Balance and Mental and Physical Health among Warsaw Specialists, Managers and Entrepreneurs” A lack of work–life balance (WLB)

has been demonstrated in several studies to be detrimental to one's health. In comparison to other European nations, Poland has one of the lowest indicators on the WLB scale; nonetheless, there are not much research that investigate the relationship between WLB and health. Poland is a country that has one of the lowest values on the WLB scale. The purpose of this study was to answer the issues of whether a lower work–life balance (WLB) among Warsaw's middle class correlates with poorer mental and physical health, and what life orientations and values typical of the middle class are related to work–life balance. Two surveys, one in the year 2003 and the other in the year 2013, were carried out on quota samples of a total of five hundred members of the Warsaw middle class, including specialists, managers, and business owners. According to the findings of the most recent study, there is a correlation between a lower level of WLB and both poorer mental and physical health. Some life orientations that are associated with middle class are linked to having a high WLB. In 2013, the link between WLB and health was significantly greater than it had been in 2003. Alterations in thinking and lifestyle, as well as generational turnover, are all potential causes of this phenomenon.

Literature Gap: Despite the extensive research on work-life balance and mental health, several gaps remain in the literature. For instance, while Greenhaus and Beutell (1985) identified early on the conflict between work and family roles, recent studies have not fully explored how digitalization and remote work influence this dynamic. Additionally, Kalliath and Brough (2008) emphasized the importance of organizational support in mitigating work-life conflict, but there is limited understanding of how specific organizational policies and cultural factors impact mental health in different industries. Moreover, Allen, Herst, Bruck, and Sutton (2000) discussed the direct effects of work-family conflict on health outcomes, yet there is a need for more nuanced insights into how individual coping mechanisms and resilience factors interact with these effects. Furthermore, Haar, Russo, Suñe, and Ollier-Malaterre (2014) found that positive work-life balance contributes to overall well-being and job satisfaction, but there is a lack of longitudinal studies that examine the long-term mental health outcomes of work-life balance initiatives. Finally, Kossek, Baltes, and Matthews (2011) highlighted the variability in work-life balance experiences across different demographic groups, yet there remains a gap in understanding how factors such as age, gender, and socioeconomic status intersect to influence mental health outcomes related to work-life

balance. Addressing these gaps can provide a more comprehensive understanding of the complex relationship between work-life balance and mental health.

This chapter has explored the intricate relationship between work-life balance and mental health, highlighting the critical importance of achieving a harmonious balance between professional and personal life for employee well-being. The introduction underscored the rising concern of work-life balance in modern workplaces, setting the stage for understanding its impact on mental health. The review of literature demonstrated a well-established connection between poor work-life balance and negative mental health outcomes, such as stress, anxiety, and burnout. Key factors influencing this relationship include organizational culture, job demands, and individual coping mechanisms. Despite these insights, significant gaps remain, as identified in the literature gap section. These gaps, highlighted by various researchers, point to the need for further investigation into the effects of digitalization, specific organizational policies, long-term outcomes of work-life balance initiatives, and the diverse experiences of different demographic groups. Addressing these gaps will provide a more nuanced and comprehensive understanding of how work-life balance impacts mental health, ultimately guiding the development of effective strategies and policies to foster healthier work environments.

CHAPTER III

METHODOLOGY

3.1 Overview of the Research Problem

The increasing demands of the modern workplace have made achieving a balance between professional responsibilities and personal life increasingly challenging, leading to significant mental health issues among employees. In high-pressure industries, long hours, intense workloads, and inadequate support systems exacerbate stress, anxiety, and burnout. While there is a growing recognition of the importance of work-life balance, there is still a critical need to understand how various factors, such as organizational culture, job demands, and personal coping mechanisms, influence employees' mental health. The complexity of this issue is compounded by the evolving nature of work, including the rise of digitalization and remote work, which further blurs the boundaries between work and personal life. This research seeks to address these challenges by investigating the multifaceted relationship between work-life balance and mental health, aiming to identify key determinants and provide actionable insights for creating supportive and sustainable work environments.

3.2 Operationalization of Theoretical Constructs

In examining the impact of work-life balance on mental health, it is essential to operationalize key theoretical constructs to ensure they are measurable and empirically testable. Work-life balance is defined as the degree to which an individual can simultaneously meet the demands of their work and personal life. This can be measured through self-reported surveys assessing perceived balance, objective indicators such as the number of hours worked and the availability of flexible work arrangements, and qualitative interviews that provide insights into personal experiences. Mental health, defined as a state of well-being in which an individual realizes their abilities, copes with normal stresses, works productively, and contributes to their community, can be measured using self-reported surveys like the General Health Questionnaire (GHQ), clinical assessments, and indirect indicators such as absenteeism and presenteeism.

Organizational culture, which encompasses the shared values, beliefs, and practices within an organization, influences how work is performed and how employees interact. This can be

measured through employee surveys like the Organizational Culture Assessment Instrument (OCAI) and qualitative interviews. Job demands, referring to the physical, psychological, social, or organizational aspects of a job that require sustained effort, can be assessed using workload surveys and objective data such as the number of tasks and hours worked. Personal coping mechanisms, which are strategies individuals use to manage stress and balance work and personal life, can be measured using coping style inventories like the Brief COPE and through qualitative interviews exploring specific coping strategies.

Variables in the Study: Operational Definitions

1. Work-Life Balance:

Definition: The degree to which an individual can meet both work and personal life demands without significant conflict or stress.

Operational Definition:

Self-Reported Surveys: Scores from standardized work-life balance scales, such as the Work-Life Balance Scale, indicating the extent of balance or conflict experienced.

Objective Indicators: Quantitative data on hours worked per week, availability and use of flexible work arrangements, and frequency of taking leave for personal reasons.

2. Mental Health:

Definition: The state of an individual's emotional, psychological, and social well-being.

Operational Definition:

Self-Reported Surveys: Scores from standardized mental health assessment tools, such as the General Health Questionnaire (GHQ), Depression Anxiety Stress Scales (DASS), or the Perceived Stress Scale (PSS).

Clinical Assessments: Diagnoses of mental health conditions (e.g., depression, anxiety) provided by healthcare professionals.

Absenteeism and Presenteeism Data: Records indicating the number of sick days taken (absenteeism) and instances of attending work despite illness (presenteeism).

3. Organizational Culture:

Definition: The shared values, beliefs, and norms within an organization that shape employees' attitudes and behaviours.

Operational Definition:

Employee Surveys: Scores from instruments like the Organizational Culture Assessment Instrument (OCAI) that measure perceptions of support, communication, and work environment.

Qualitative Data: Themes and patterns identified from employee interviews regarding their experiences and perceptions of the organizational culture.

4. Job Demands:

Definition: The physical, psychological, social, or organizational aspects of a job that require sustained effort and can lead to stress.

Operational Definition:

Workload Surveys: Scores from instruments such as the Job Content Questionnaire or Job Demands-Resources model, measuring perceived job demands.

Objective Data: Quantitative measures of workload, such as the number of tasks, deadlines, and hours worked per week.

5. Personal Coping Mechanisms:

Definition: Strategies and behaviours that individuals use to manage stress and balance work and personal life.

Operational Definition:

Coping Style Inventories: Scores from tools like the Brief COPE or the Coping Strategies Inventory, assessing the frequency and effectiveness of various coping strategies.

Qualitative Data: Insights from interviews regarding specific coping techniques used by individuals, such as time management, seeking social support, and relaxation practices.

3.3 Research Purpose and Questions

The purpose of this research is to explore and elucidate the relationship between work-life balance and mental health among employees in various industries. By examining how different aspects of work-life balance—such as work hours, job demands, organizational support, and personal coping strategies—affect mental health outcomes, this study aims to provide a comprehensive understanding of the underlying mechanisms. The research seeks to identify specific factors that contribute to stress, anxiety, and burnout, as well as those that promote mental well-being and resilience. Ultimately, the goal is to generate evidence-based recommendations for employers, human resource professionals, and policymakers to develop and implement effective interventions and policies that foster a healthier work environment, enhance employee satisfaction, and improve overall organizational performance.

1. How does work-life balance influence the mental health of employees in high-pressure industries?
2. What role does organizational culture play in shaping employees' work-life balance and mental well-being?
3. How do job demands and work hours affect stress and burnout levels among employees?
4. What personal coping strategies are most effective in maintaining a healthy work-life balance?
5. How do supportive workplace policies impact employees' mental health and overall job satisfaction?

3.4 Research Design

This study employs a mixed-methods research design to comprehensively investigate the impact of work-life balance on mental health. The quantitative component involves the use of standardized surveys to measure work-life balance, mental health outcomes, job demands,

organizational culture, and personal coping mechanisms among employees across various industries. These surveys will provide numerical data that can be analyzed statistically to identify correlations and potential causal relationships between the variables. The qualitative component consists of in-depth interviews with a subset of survey participants, aiming to gather detailed insights into their personal experiences and perceptions. This approach will help to contextualize the quantitative findings and uncover nuanced factors influencing work-life balance and mental health. By combining quantitative and qualitative methods, the research design ensures a robust and holistic understanding of the complex dynamics at play. The mixed-methods approach allows for triangulation, enhancing the validity and reliability of the study's conclusions and providing a rich, multifaceted perspective on the interplay between work-life balance and mental health.

3.5 Hypotheses of research:

To attain the above-stated objectives and validate the results of the study, the following research hypotheses will be formulated and tested:

H0: There is no significant relationship between work-life balance and mental health outcomes.

H1: Better work-life balance reduces stress, anxiety, and depression.

H0: Work-life balance does not influence the prevalence of mental health disorders among employed individuals.

H2: The prevalence of mental health disorders in employed people is strongly influenced by work-life balance.

H0: Gender does not moderate the relationship between work-life balance and mental health outcomes.

H3: Work-life balance affects mental health differently for men and women.

H0: Organizational support does not mediate the relationship between work-life balance and mental health outcomes.

H4: Higher organisational support mitigates the detrimental effects of poor work-life balance on mental health.

3.6 Population and Sample

In the present study, a sample of 500 respondents will be taken, of Karnataka state. Multi-stage sampling technique will be used for area selection. A judgmental sampling technique will be used for selecting the sample respondents. Primary data will be collected through a pre-structured questionnaire. Secondary data will be taken collected through journals, newspapers, books, reports, conference papers, websites, and Reserve Bank of India etc.

3.7 Instrumentation

The primary instrument for data collection in this study will be a structured questionnaire, complemented by semi-structured interviews and secondary data analysis. The questionnaire will be designed to capture quantitative data, while the interviews will provide qualitative insights. Additionally, existing financial reports, industry publications, and regulatory documents will be analyzed to gather secondary data.

3.8 Methods of data collection

Data collection is a process in which data is systematically gathered and evaluated. These data are gathered and analysed for specified criteria. It will analyse the findings and clarify the linked questions based on this examination. While techniques differ by field, the focus remains on ensuring that the collection is accurate and honest. The fundamental purpose underlying the accumulation of information is the collection of evidence whose standard is excellent. After that it changed for analytical purposes. It gives answers to the queries imposed.

- **Primary information**

This kind of information is collected with the assistance of the survey. This survey has a chain of issues. These issues are well organised. This survey is done to gather information on *“Impact of work life balance in mental health”*.

- **Secondary information**

The examination of this material has saved a lot of time. If not, this time is used for the accumulation of data. It can provide records whose quality is excellent in support of quantitative information. Individual researchers cannot gather these data alone.

The sources from which this kind of information is collected are:

1. World Wide Web, daily papers, presses, transmission channels, research papers, etc.
2. Book store, education, and other sources.

In addition, corporate and commercial specialists believe secondary data to be important since it is not feasible to conduct an inquiry that adequately identifies previous changes or growth. Secondary information may be collected through research papers and publications.

3.9 Analysis of data

The analysis of the data is a data inspection, purification, transformation, and modelling process designed to detect valuable data, to draw conclusions and to assist decision-making. Data analysis includes many aspects & methodologies in different commercial, research and social sciences areas, including diverse approaches under several titles.

Analysis is a procedure in which the whole item is split into its many components in support of a certain evaluation. A procedure that is done to get natural knowledge is an analysis of the data. It was modified as a useful tool in support of users' decision-making. The aim of the gathering and assessment of data is to test hypotheses.

Statistical Treatment of Data

The data will be analysed with the help of descriptive statistics. Statistical techniques i.e. Percentage will be used to check to what extent the opinion/ suggestions /views matter for the successful implementation of inclusive practices.

The Survey System contains the survey statistics most frequently used. It includes the following methods:

1. Percent
2. Medians
3. Means

4. Standard divergences

5. Chi-squares

6. t-tests”

3.10 Limitation of the Study

- Reliance on self-reported data may introduce response biases.
- The cross-sectional design limits the ability to establish causality.
- The sample may not be fully representative of all industries or demographic groups.
- Qualitative interviews are subject to interpretation biases.
- Variations in organizational cultures and job demands across regions may affect generalizability.

CHAPTER IV

DATA ANALYSIS

Data analysis is the process of inspecting, cleaning, transforming, and modelling data to discover useful information, draw conclusions, and support decision-making. It involves a wide range of techniques and methods to explore and analyse data, including statistical analysis, data visualization, and machine learning. The main goals of data analysis are to identify patterns and trends, make predictions, and generate insights that can inform decisions and drive action. It involves using data to answer specific questions, uncovering relationships and dependencies, and testing hypotheses. Effective data analysis requires a combination of technical skills, domain expertise, and critical thinking. It involves working with large and complex datasets, choosing the right tools and techniques for the job, and communicating findings clearly and effectively.

Table 1

What is your age?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 to 34	187	37.4	37.4	37.4
	35 to 54	207	41.4	41.4	78.8
	55 to 64	106	21.2	21.2	100.0
	Total	500	100.0	100.0	

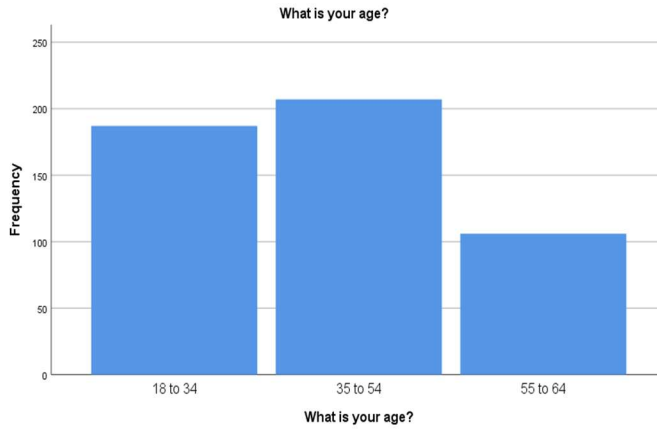


Figure 1

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked "What is your age?" 187(37.4%) respondents responded as 18 to 34, and 207(41.4%) respondents responded as 35 to 54, whereas 106(21.2%) respondents responded as 55 to 64

Table 2

What is your gender identity?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	334	66.8	66.8	66.8
	Female	166	33.2	33.2	100.0
	Total	500	100.0	100.0	

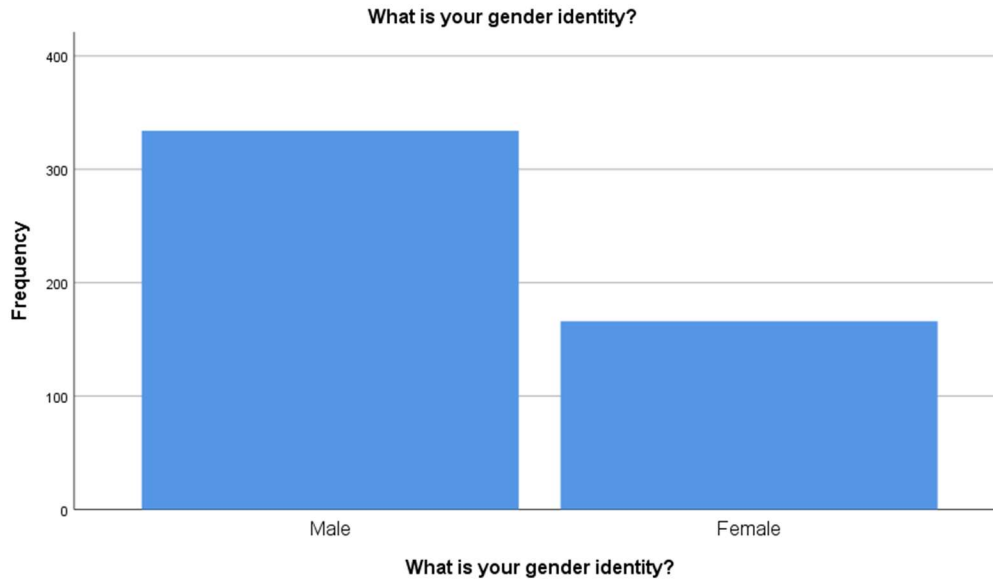


Figure 2

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "What is your gender identity?" and 334(66.8%) respondents responded as Male, whereas 166(33.2%) respondents responded as Female

Table 3

What is your marital status?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	152	30.4	30.4	13.4
	Married or in a domestic partnership	275	55	55	52.2
	Divorced	61	12.2	12.2	64.4
	Widowed	4	0.008	0.008	92.4
	Prefer not to say	8	0.016	0.016	100.0
	Total	500	100.0	100.0	

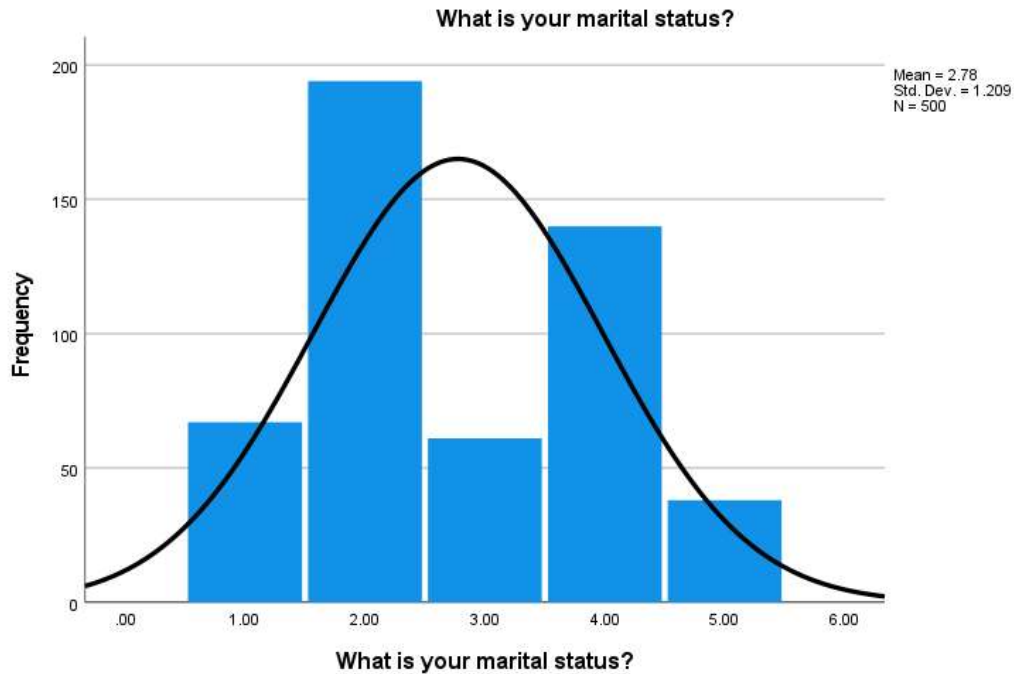


Figure 3

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "What is your marital status?" 157 respondents responded Single, 275 (55%) respondents responded Married or in a domestic partnership, 61 (12.2%) respondents responded Divorced and 4 (0.008%) respondents responded Widowed and 8 (0.016%) respondents responded Prefer not to say.

Table 4

What is your highest level of education?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High school diploma or equivalent	105	21.0	21.0	21.0
	Some college or vocational training	119	23.8	23.8	44.8
	Bachelor's degree	92	18.4	18.4	63.2
	Master's degree	130	26.0	26.0	89.2

	Doctoral degree	54	10.8	10.8	100.0
	Total	500	100.0	100.0	

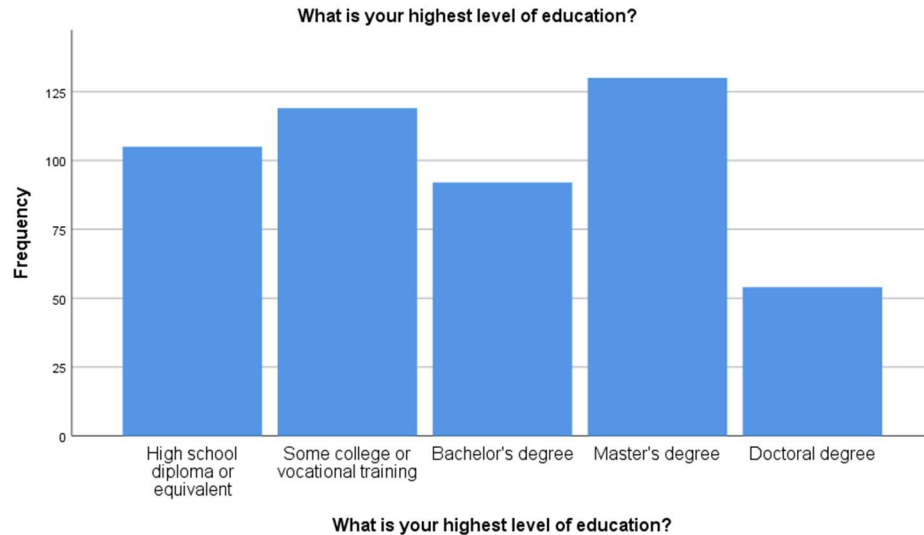


Figure 4

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "What is your highest level of education?" 105 respondents responded High school diploma or equivalent, 119(23.8%) respondents responded Some college or vocational training, 92(18.4%) respondents responded bachelor's degree and 130(26%) respondents responded Master's degree and 54(10.8%) respondents responded Doctoral degree.

Table 5

What is your current employment status?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed full-time	52	10.4	10.4	10.4
	Employed part-time	78	15.6	15.6	26.0
	Self-employed	156	31.2	31.2	57.2
	Unemployed	126	25.2	25.2	82.4
	Student	55	11.0	11.0	93.4

	Retired	33	6.6	6.6	100.0
	Total	500	100.0	100.0	

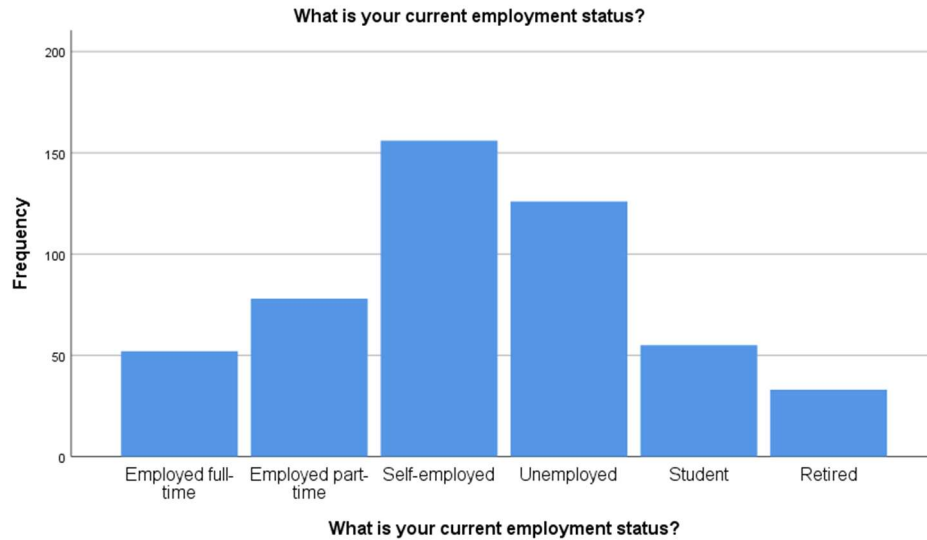


Figure 5

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "What is your current employment status?" 52(10.4%) respondents responded Employed full-time, 78(15.6%) respondents responded Employed part-time, 156(31.2%) respondents responded Self-employed, and 126(25.2%) respondents responded Unemployed and 55(11%) respondents responded Student.

Table 6

What is your annual household income?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Under 25,000	129	25.8	25.8	25.8
	25,000 - 49,999	79	15.8	15.8	41.6
	50,000 - 74,999	89	17.8	17.8	59.4
	75,000 - 99,999	115	23.0	23.0	82.4

	150,000 or more	88	17.6	17.6	100.0
	Total	500	100.0	100.0	

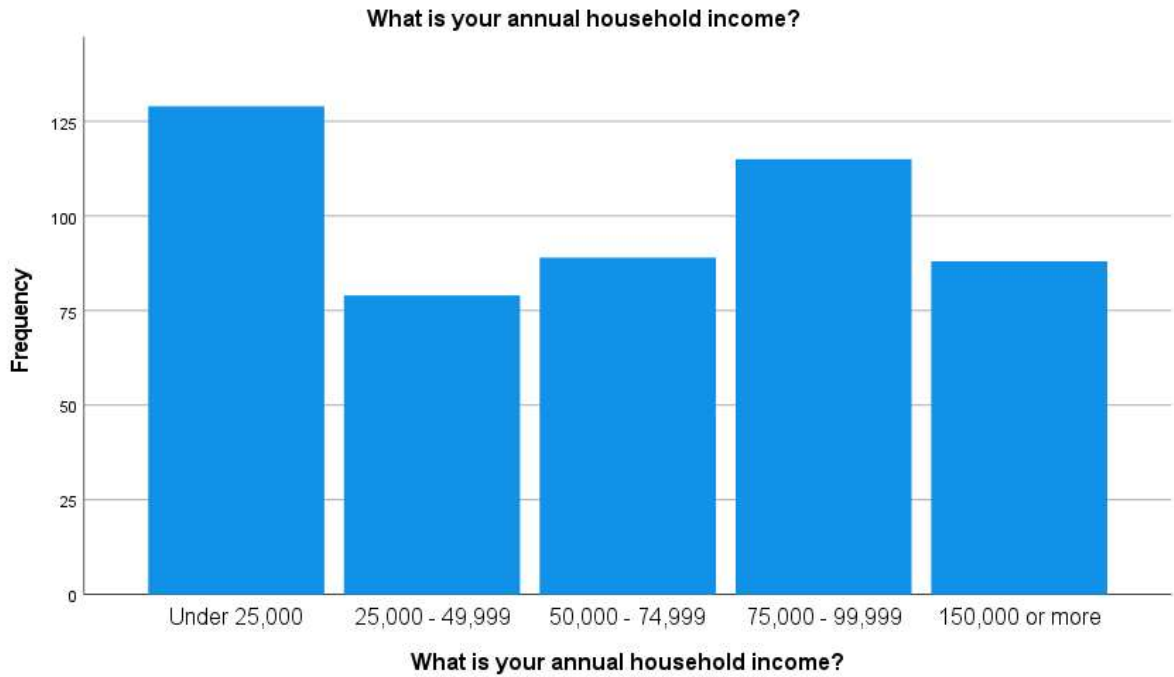


Figure 6

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "What is your annual household income?" 129 respondents responded Under 25,000, 79(15.8%) respondents responded 25,000 - 49,999, 89(17.8%) respondents responded 50,000 - 74,999 and 115(23%) respondents responded 75,000 - 99,999 and 88(17.6%) respondents responded 150,000 or more.

Table 7

Do you have children or dependents?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	237	47.4	47.4	47.4
	No	263	52.6	52.6	100.0
	Total	500	100.0	100.0	

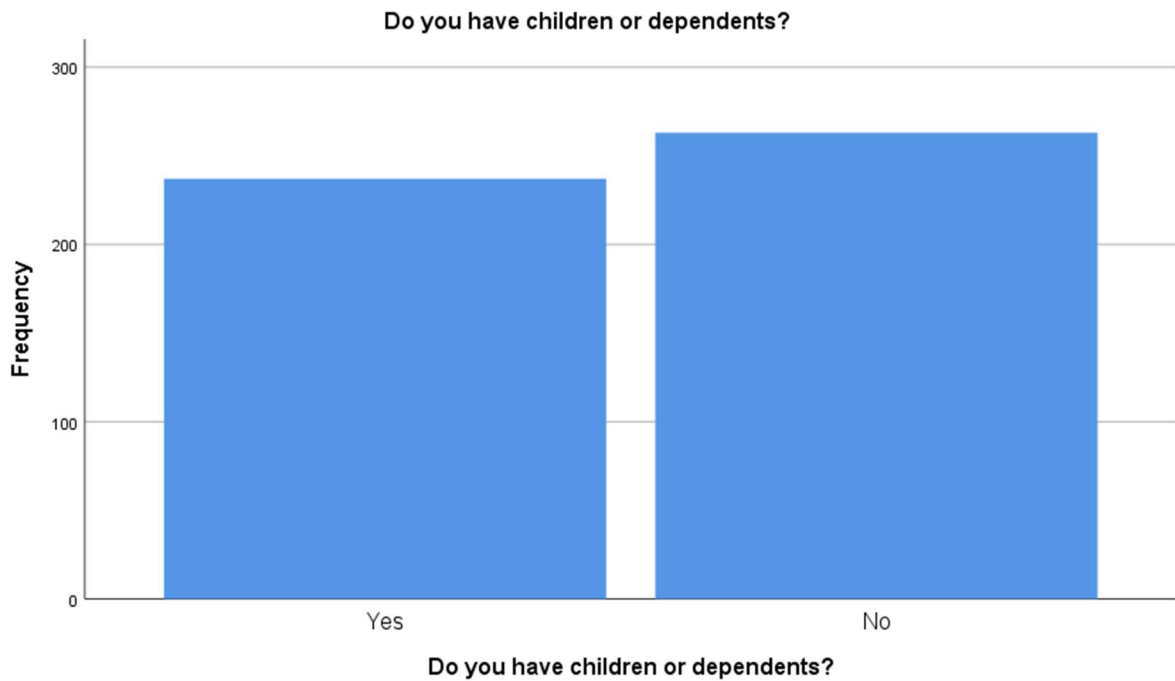


Figure 7

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Do you have children or dependents?" and 237(47.4%) respondents responded as Yes, whereas 263(52.6%) respondents responded as No

Table 8

How often do you feel overwhelmed by your work responsibilities?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rarely or never	180	36.0	36.0	36.0
	Occasionally	145	29.0	29.0	65.0
	Often	88	17.6	17.6	82.6
	Almost always	87	17.4	17.4	100.0
	Total	500	100.0	100.0	

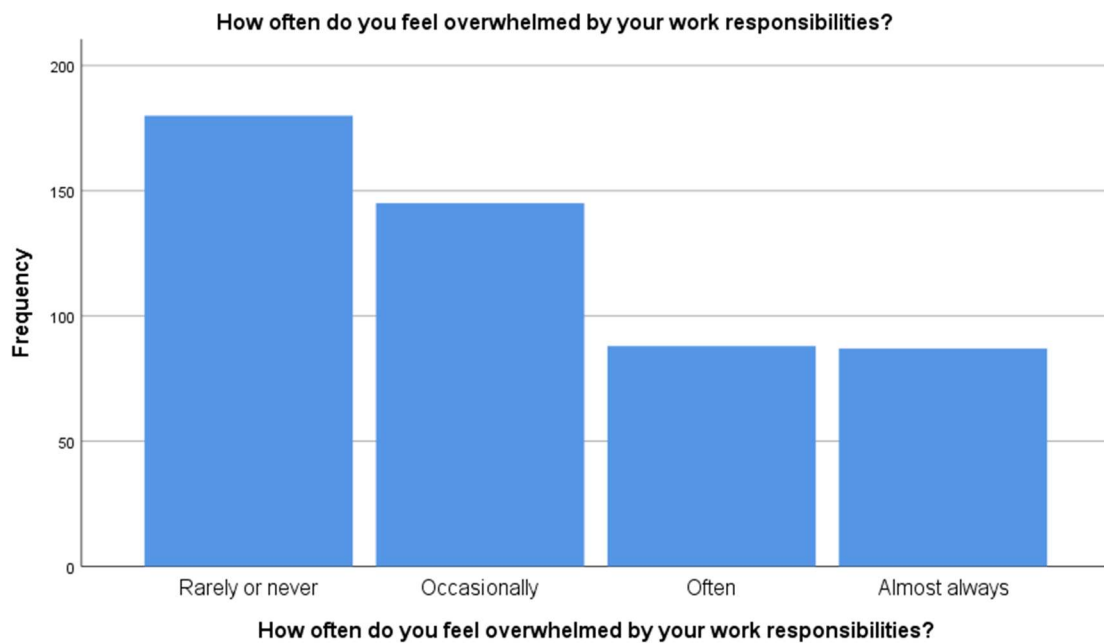


Figure 8

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "How often do you feel overwhelmed by your work responsibilities?" 180(36%) respondents responded Rarely or never, 145(29%) respondents

responded Occasionally, and 88(17.6%) respondents responded Often whereas 87(17.4%) respondents responded Almost always.

Table 9

Do you feel that your work hours interfere with your personal life?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	156	31.2	31.2	31.2
	Slightly	230	46.0	46.0	77.2
	Moderately	60	12.0	12.0	89.2
	5.00	54	10.8	10.8	100.0
	Total	500	100.0	100.0	

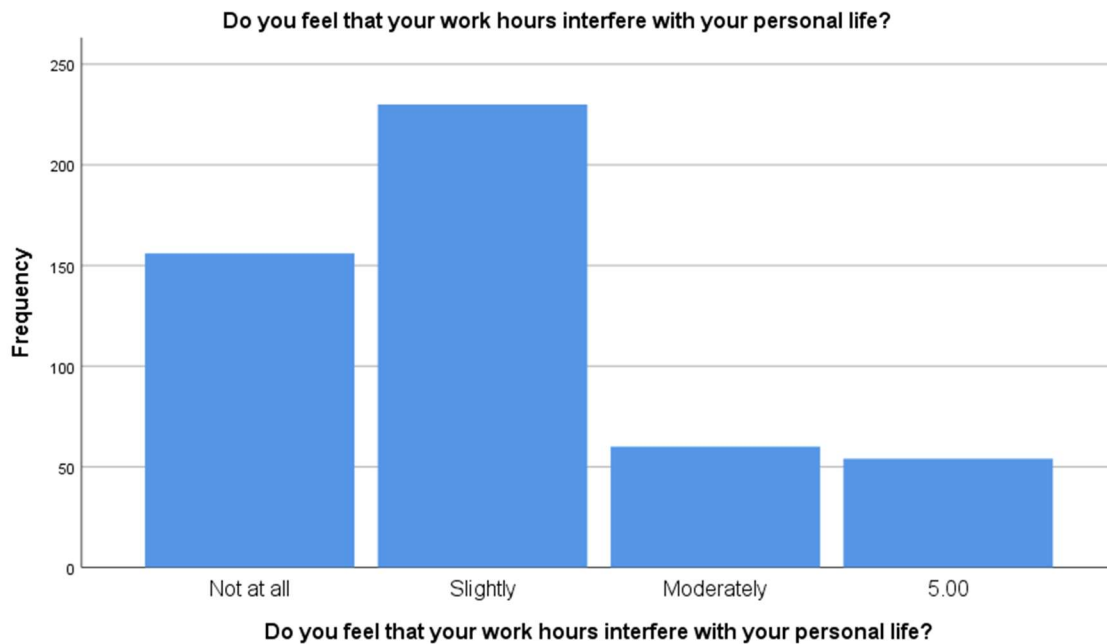


Figure 9

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "Do you feel that your work hours interfere with your personal life?" 156(31.2%) respondents responded Not at all, 230(46%) respondents responded

Slightly, and 60(12%) respondents responded Moderately whereas 54(10.8%) respondents responded 5.

Table 10

Have you experienced increased stress levels due to work-related demands in the past year?		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	134	26.8	26.8	26.8
	Yes, but rarely	149	29.8	29.8	56.6
	Yes, frequently	127	25.4	25.4	82.0
	Yes, almost constantly	90	18.0	18.0	100.0
	Total	500	100.0	100.0	

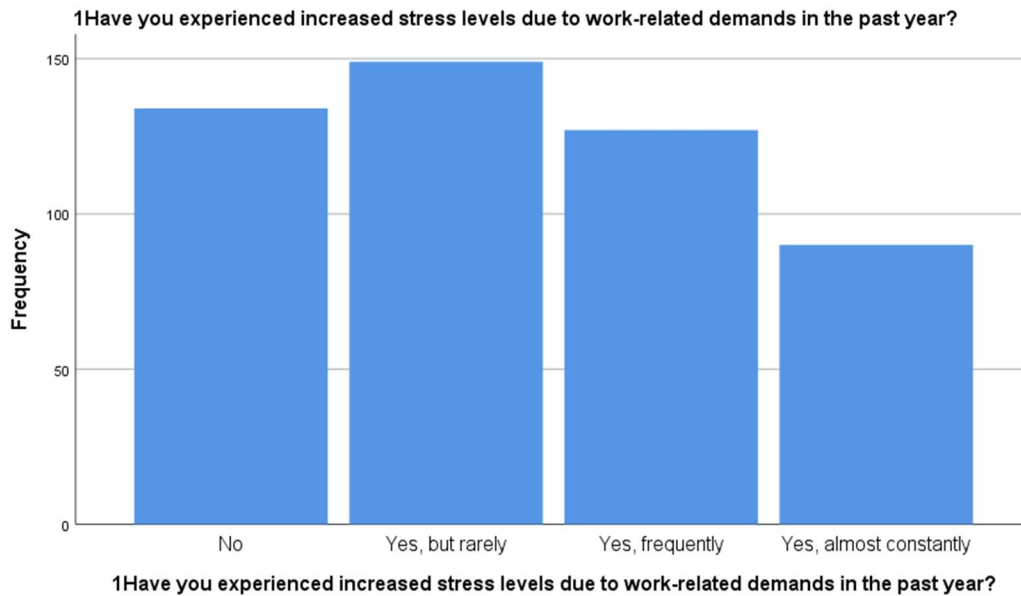


Figure 10

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "Have you experienced increased stress levels due to work-related demands in the past year?" 134(26.8%) respondents responded No, 149(29.8%)

respondents responded Yes, but rarely and 127(25.4%) respondents responded Yes, frequently whereas 90(18%) respondents responded Yes, almost constantly.

Table 11

How often do you have time to engage in leisure activities or hobbies outside of work?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Daily	158	31.6	31.6	31.6
	A few times a week	171	34.2	34.2	65.8
	Once a week	122	24.4	24.4	90.2
	Rarely or never	49	9.8	9.8	100.0
	Total	500	100.0	100.0	

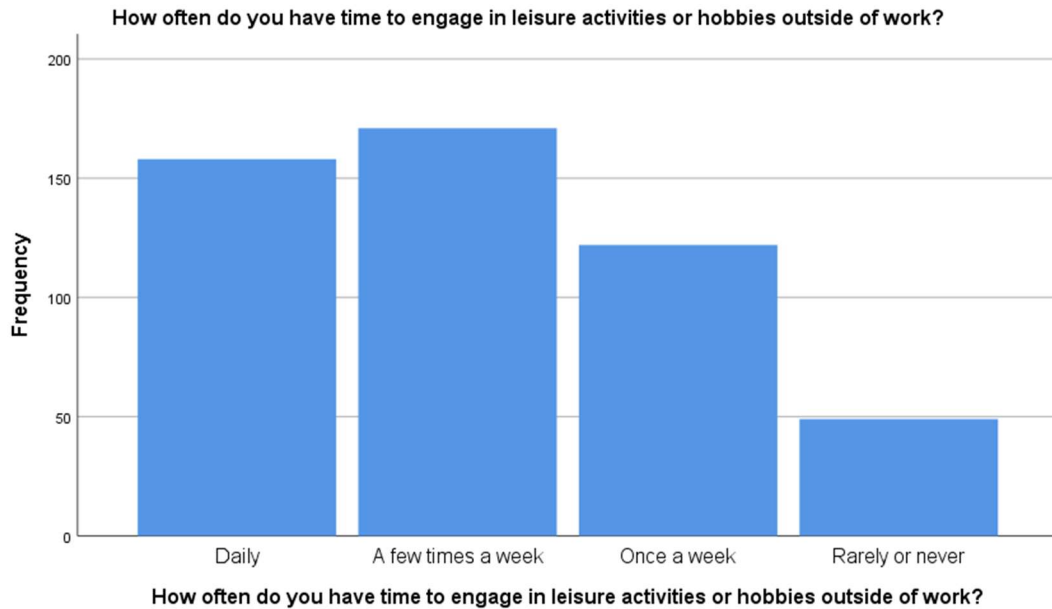


Figure 11

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "How often do you have time to engage in leisure activities or hobbies outside of work?" 158(31.6%) respondents responded Daily, 171(34.2%)

respondents responded A few times a week and 122(24.4%) respondents responded Once a week whereas 49(9.8%) respondents responded Rarely or never.

Table 12

Have you noticed any physical health problems (e.g., sleep disturbances, headaches) that you attribute to work-related stress?				Valid	Cumulative
		Frequency	Percent	Percent	Percent
Valid	No	72	14.4	14.4	14.4
	Yes, occasionally	207	41.4	41.4	55.8
	Yes, frequently	180	36.0	36.0	91.8
	Yes, consistently	41	8.2	8.2	100.0
	Total	500	100.0	100.0	

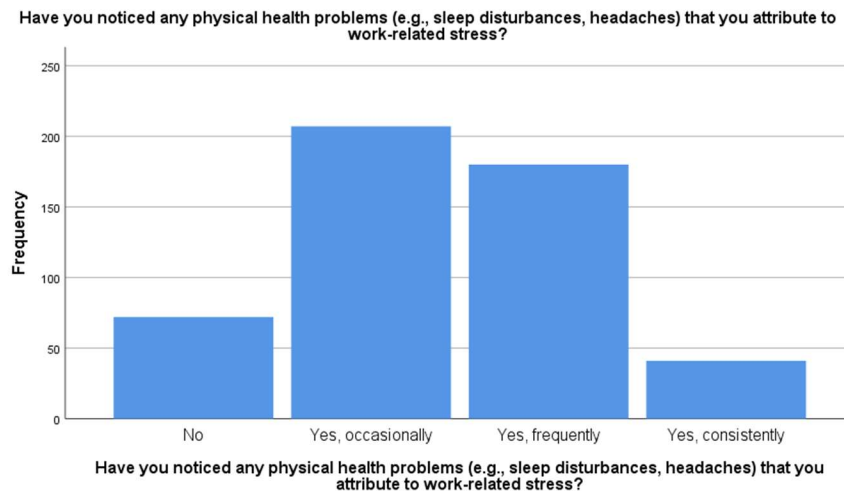


Figure 12

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "Have you noticed any physical health problems (e.g., sleep disturbances, headaches) that you attribute to work-related stress?" 72(14.4%) respondents responded No, 207(41.4%) respondents responded Yes, occasionally and

180(36%) respondents responded Yes, frequently whereas 41(8.2%) respondents responded Yes, consistently.

Table 13

Do you have a support system (e.g., friends, family, colleagues) you can turn to when work-related stress affects your mental health?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong support network	272	54.4	54.4	54.4
	Some support	88	17.6	17.6	72.0
	Limited support	57	11.4	11.4	83.4
	No support	83	16.6	16.6	100.0
	Total	500	100.0	100.0	

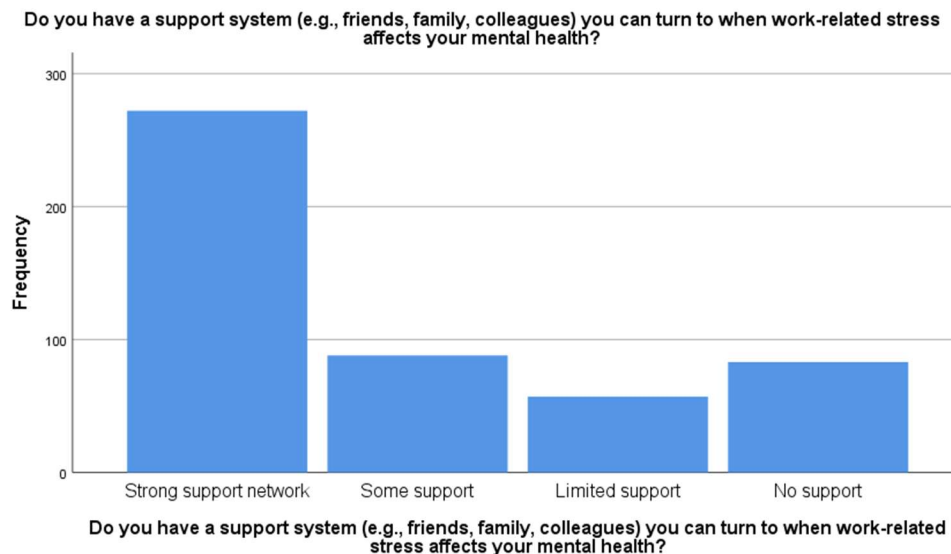


Figure 13

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "Do you have a support system (e.g., friends, family, colleagues) you can turn to when work-related stress affects your mental health?" 272(54.4%)

respondents responded Strong support network, 88(17.6%) respondents responded Some support and 57(11.4%) respondents responded Limited support whereas 83(16.6%) respondents responded No support.

Table 14

How often do you take vacations or time off from work to recharge and relax?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Regularly	194	38.8	38.8	38.8
	Occasionally	111	22.2	22.2	61.0
	Rarely	85	17.0	17.0	78.0
	Never	110	22.0	22.0	100.0
	Total	500	100.0	100.0	

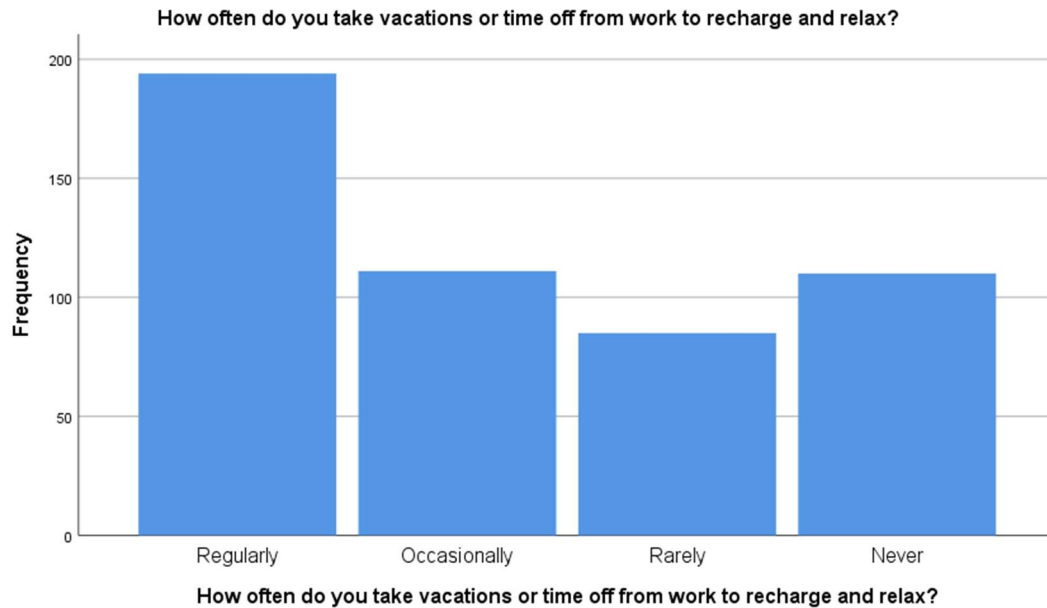


Figure 14

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500

respondents. It was observed about "How often do you take vacations or time off from work to recharge and relax?" 194(38.8%) respondents responded Regularly, 111(22.2%) respondents responded Occasionally, and 85(17%) respondents responded Rarely whereas 110(22%) respondents responded Never.

Table 15

Are you satisfied with the work-life balance your current job provides?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely satisfied	67	13.4	13.4	13.4
	Satisfied	194	38.8	38.8	52.2
	Neutral	61	12.2	12.2	64.4
	Dissatisfied	140	28.0	28.0	92.4
	Extremely dissatisfied	38	7.6	7.6	100.0
	Total	500	100.0	100.0	

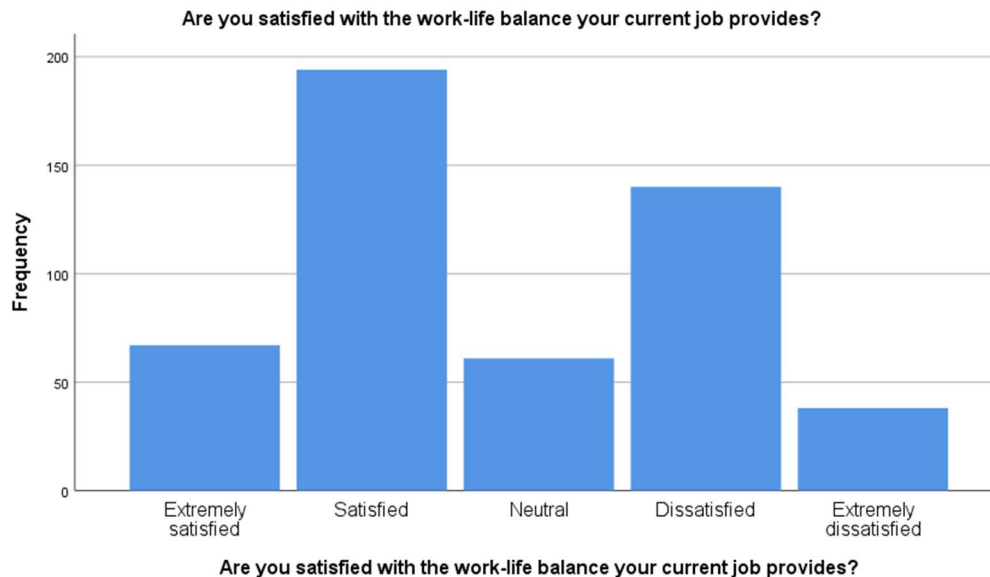


Figure 15

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Are you satisfied with the work-life balance your current job provides?" 67 respondents responded Extremely satisfied,

194(38.8%) respondents responded Satisfied, 61(12.2%) respondents responded Neutral and 140(28%) respondents responded Dissatisfied and 38(7.6%) respondents responded Extremely dissatisfied.

Table 16

Have you ever sought professional help (e.g., therapy, counselling) for mental health concerns related to work-life balance?		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	24	4.8	4.8	4.8
	Yes, in the past	111	22.2	22.2	27.0
	Yes, currently	285	57.0	57.0	84.0
	Not applicable	80	16.0	16.0	100.0
	Total	500	100.0	100.0	

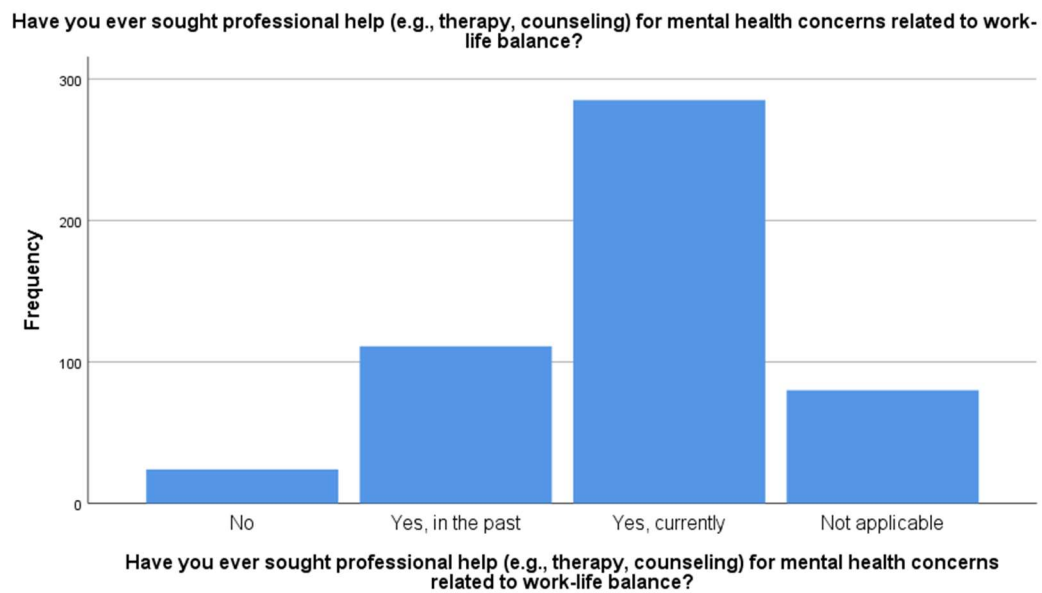


Figure 16

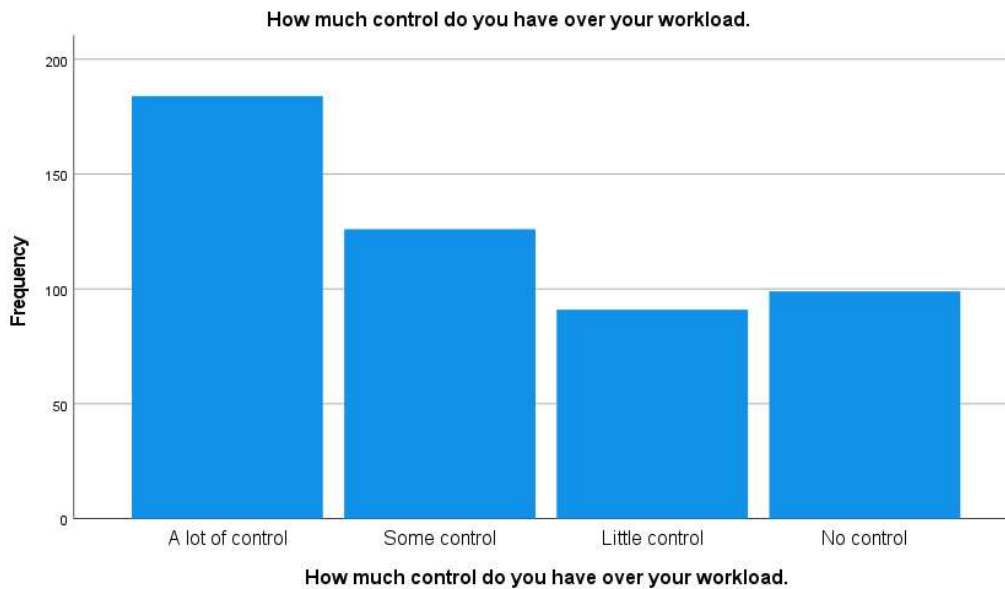
From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "Have you ever sought professional help (e.g., therapy, counselling) for mental health concerns related to work-life balance?" 24(4.8%) respondents

responded No, 111(22.2%) respondents responded Yes, in the past and 285(57%) respondents responded Yes, currently whereas 80(16%) respondents responded Not applicable.

Table 17

How much control do you have over your workload.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	A lot of control	184	36.8	36.8	36.8
	Some control	126	25.2	25.2	62.0
	Little control	91	18.2	18.2	80.2
	No control	99	19.8	19.8	100.0
	Total	500	100.0	100.0	

Figure 17



The survey on workload control among participants reveals varied levels of autonomy. Out of 500 respondents, 36.8% reported having "a lot of control" over their workload, indicating a significant portion of individuals feel empowered in managing their tasks. Another 25.2% stated they have "some control," bringing the cumulative percentage to 62.0%, showing that more than half of the respondents experience a degree of control. Meanwhile, 18.2% of

participants feel they have "little control," and 19.8% claim to have "no control" at all, highlighting that approximately 38% of the respondents face challenges in exerting influence over their workload.

Table 18

How often do you engage in physical exercise to manage stress					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	181	36.2	36.2	36.2
	Rarely	123	24.6	24.6	60.8
	Sometimes	103	20.6	20.6	81.4
	Often	30	6.0	6.0	87.4
	Always	63	12.6	12.6	100.0
	Total	500	100.0	100.0	

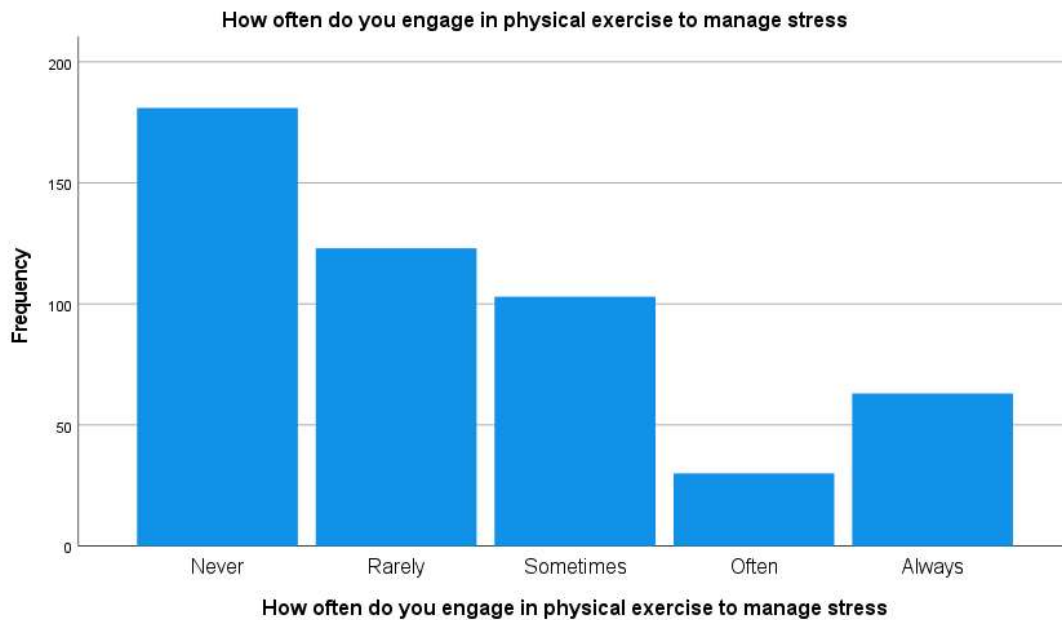


Figure 18

The survey on the frequency of engaging in physical exercise to manage stress indicates varied habits among the respondents. Out of 500 participants, 36.2% reported they "never" use

physical exercise to manage stress, suggesting a significant portion does not rely on this method. Another 24.6% "rarely" engage in physical exercise for stress management, bringing the cumulative percentage to 60.8%. Meanwhile, 20.6% "sometimes" use physical exercise, showing occasional reliance. A smaller group, 6.0%, stated they "often" exercise to manage stress, and 12.6% "always" incorporate physical exercise into their stress management routine.

Table 19

How often do you practice relaxation techniques (e.g., meditation, yoga)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	67	13.4	13.4	13.4
	Rarely	194	38.8	38.8	52.2
	Sometimes	61	12.2	12.2	64.4
	Often	140	28.0	28.0	92.4
	Always	38	7.6	7.6	100.0
	Total	500	100.0	100.0	

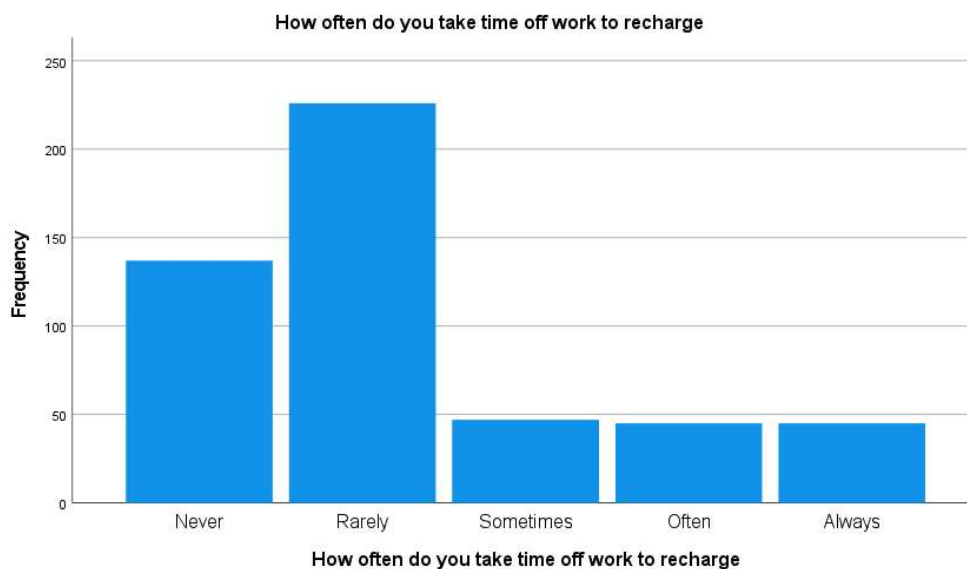


Figure 19

The survey on the frequency of practicing relaxation techniques, such as meditation and yoga, reveals diverse engagement levels among the respondents. Out of 500 participants, 13.4% reported they "never" practice relaxation techniques, indicating a minority that does not engage in these activities. A larger segment, 38.8%, stated they "rarely" practice relaxation techniques, making this the most common response and bringing the cumulative percentage to 52.2%. Additionally, 12.2% "sometimes" engage in these practices, while 28.0% do so "often," showing a significant portion who regularly incorporate relaxation techniques into their routine. Lastly, 7.6% of respondents "always" practice relaxation techniques, consistently utilizing them for stress management.

Table 20

How often do you take time off work to recharge					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	137	27.4	27.4	27.4
	Rarely	226	45.2	45.2	72.6
	Sometimes	47	9.4	9.4	82.0
	Often	45	9.0	9.0	91.0
	Always	45	9.0	9.0	100.0
	Total	500	100.0	100.0	

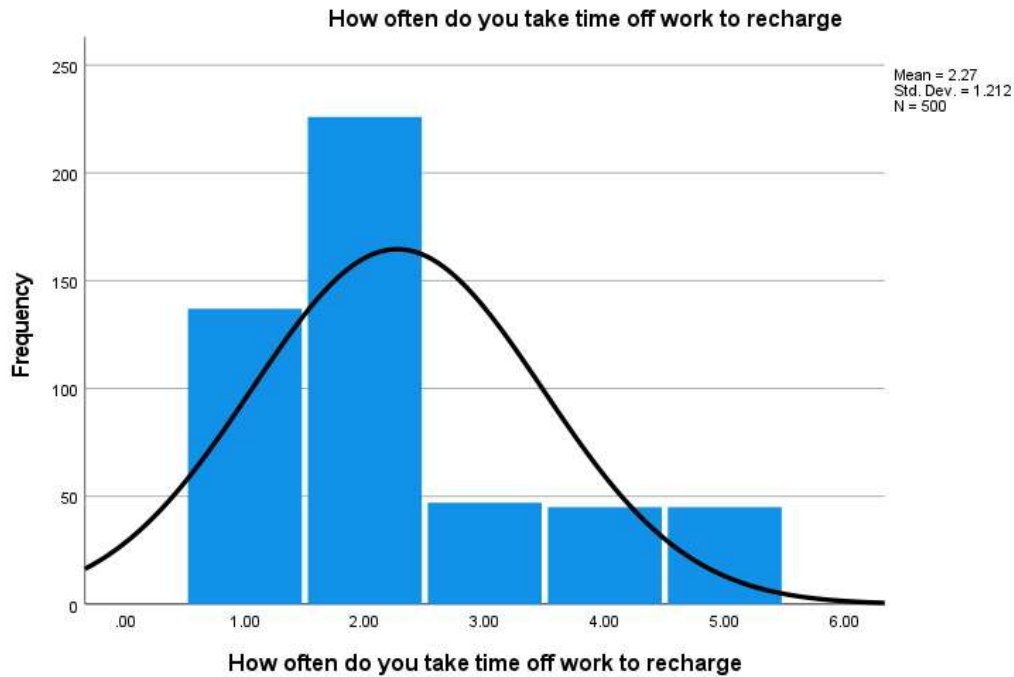


Figure 20

The survey on the frequency of taking time off work to recharge shows varied responses among the participants. Out of 500 respondents, 27.4% reported they "never" take time off to recharge, indicating a significant portion that does not prioritize breaks. A larger segment, 45.2%, stated they "rarely" take time off, making this the most common response and bringing the cumulative percentage to 72.6%. Additionally, 9.4% "sometimes" take time off, while both 9.0% reported they "often" and "always" take time off to recharge, showing a smaller but consistent group that regularly prioritizes breaks for recharging.

Table 21

How would you rate your overall mental health currently?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Excellent	122	24.4	24.4	24.4
	Good	67	13.4	13.4	37.8
	Fair	285	57.0	57.0	94.8
	Poor	26	5.2	5.2	100.0
	Total	500	100.0	100.0	

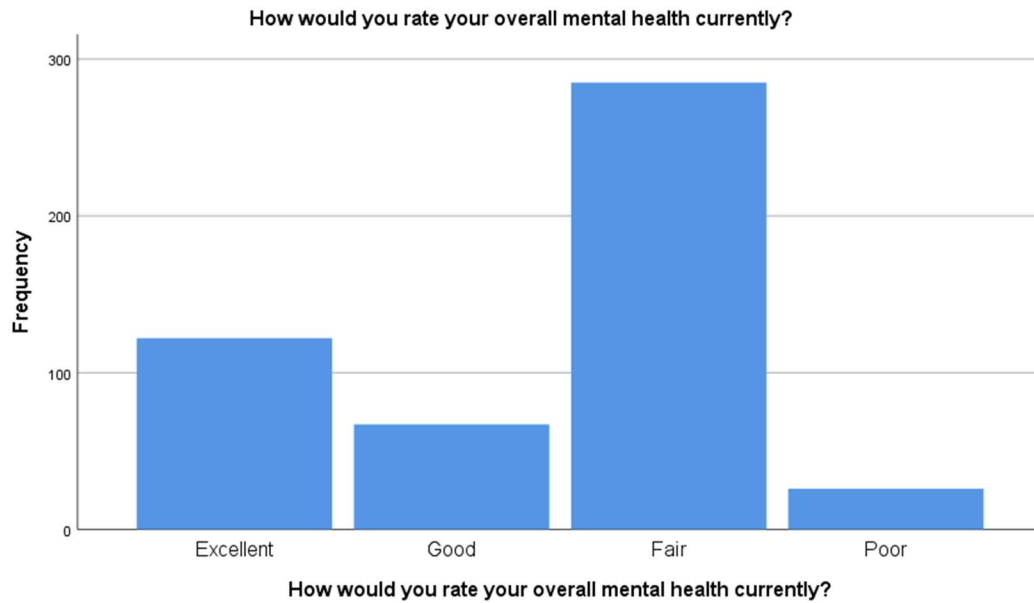


Figure 21

From the analysis as discussed randomly with people as respondents, we observed their opinion and the details mentioned in the above graph and table is concerned about 500 respondents. It was observed about "How would you rate your overall mental health currently?" 122(24.4%) respondents responded Excellent, 67(13.4%) respondents responded Good, and 285(57%) respondents responded Fair whereas 26(5.2%) respondents responded Poor.

Table 22

Is the constraint related to resource availability?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	365	73.0	73.0	73.0
	No	135	27.0	27.0	100.0
	Total	500	100.0	100.0	

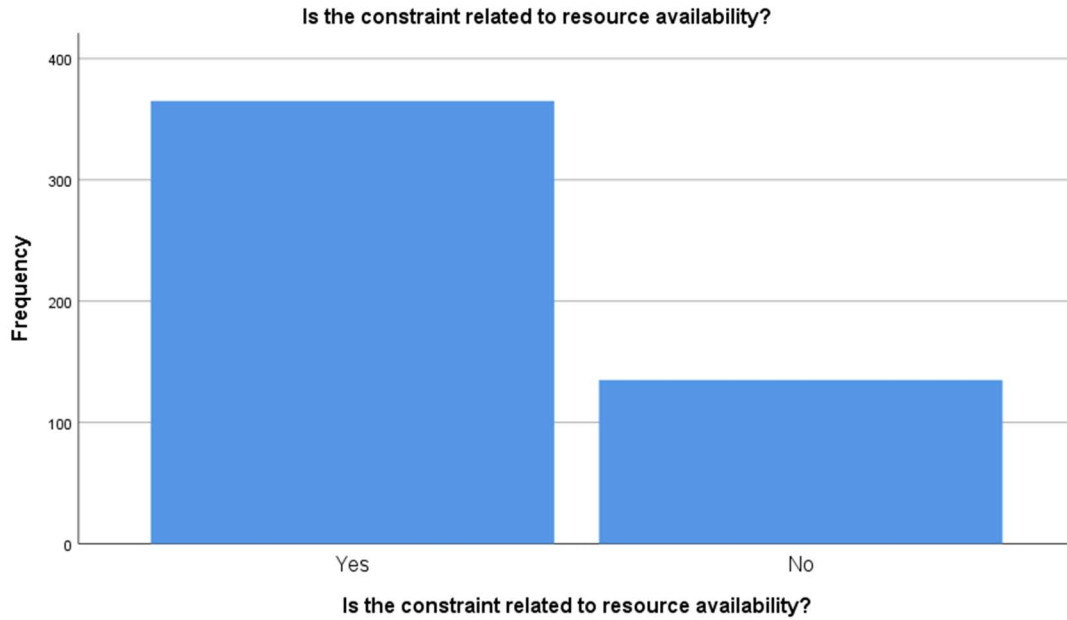


Figure 22

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is the constraint related to resource availability?" and 365(73%) respondents responded as Yes, whereas 135(27%) respondents responded as No

Table 23

Does the constraint involve time limitations?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	252	50.4	50.4	50.4
	No	248	49.6	49.6	100.0
	Total	500	100.0	100.0	

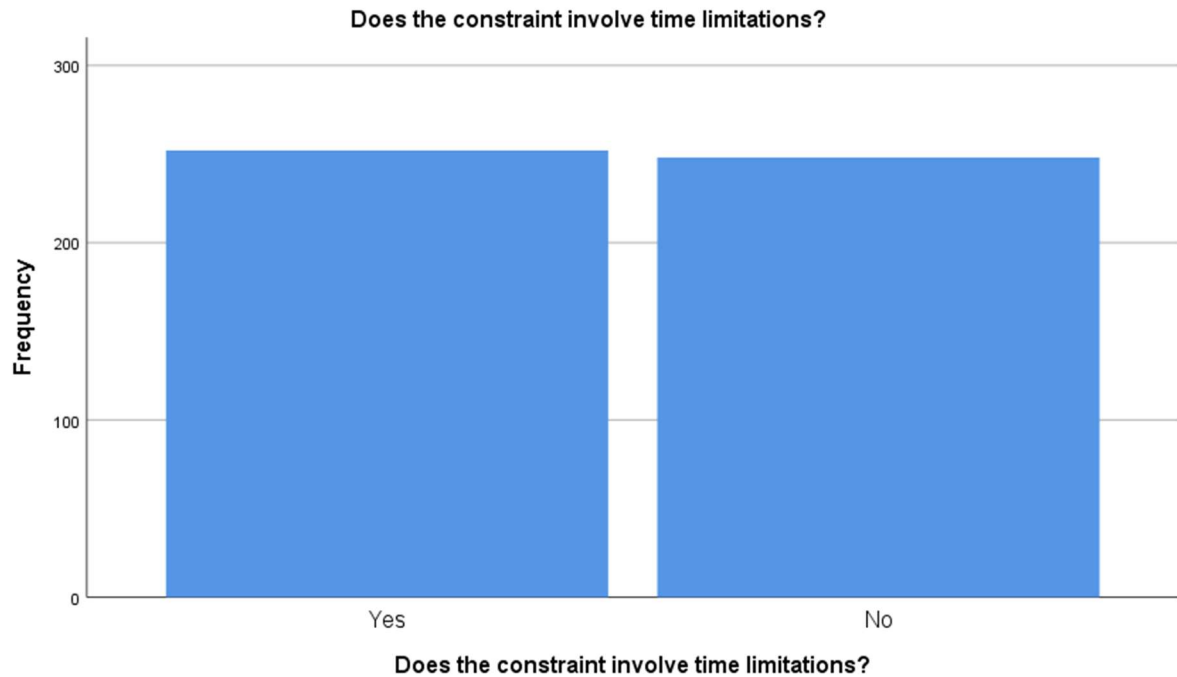


Figure 23

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint involve time limitations?" and 252(50.4%) respondents responded as Yes, whereas 248(49.6%) respondents responded as No

Table 24

Is the constraint influenced by external factors?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	393	78.6	78.6	78.6
	No	107	21.4	21.4	100.0
	Total	500	100.0	100.0	

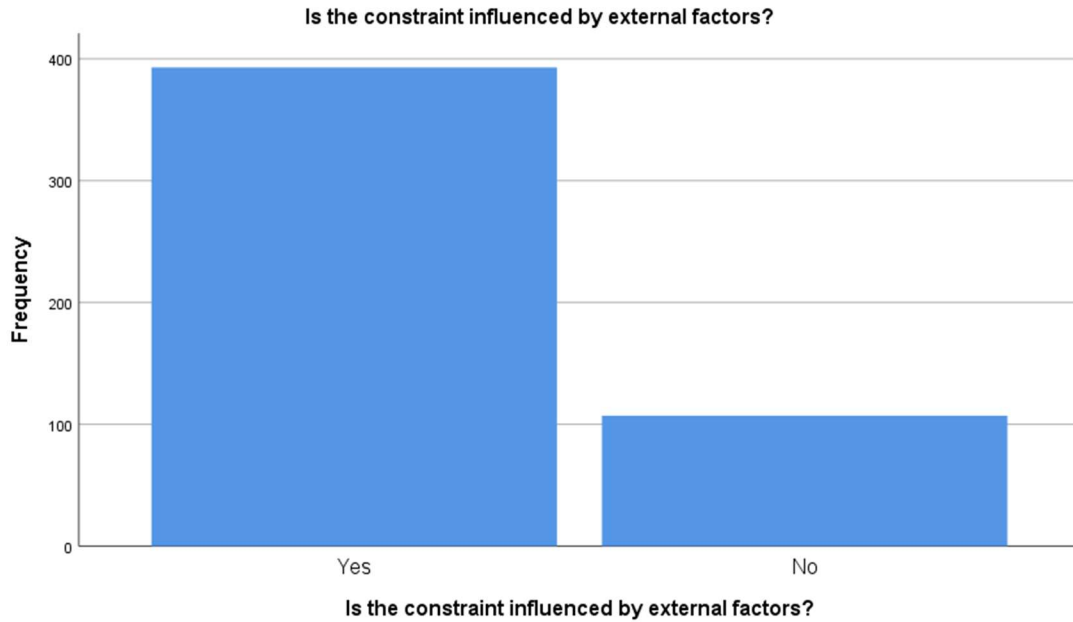


Figure 24

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is the constraint influenced by external factors?" and 393(78.6%) respondents responded as Yes, whereas 107(21.4%) respondents responded as No

Table 25

Does the constraint affect the project's scope?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	200	40.0	40.0	40.0
	No	300	60.0	60.0	100.0
	Total	500	100.0	100.0	

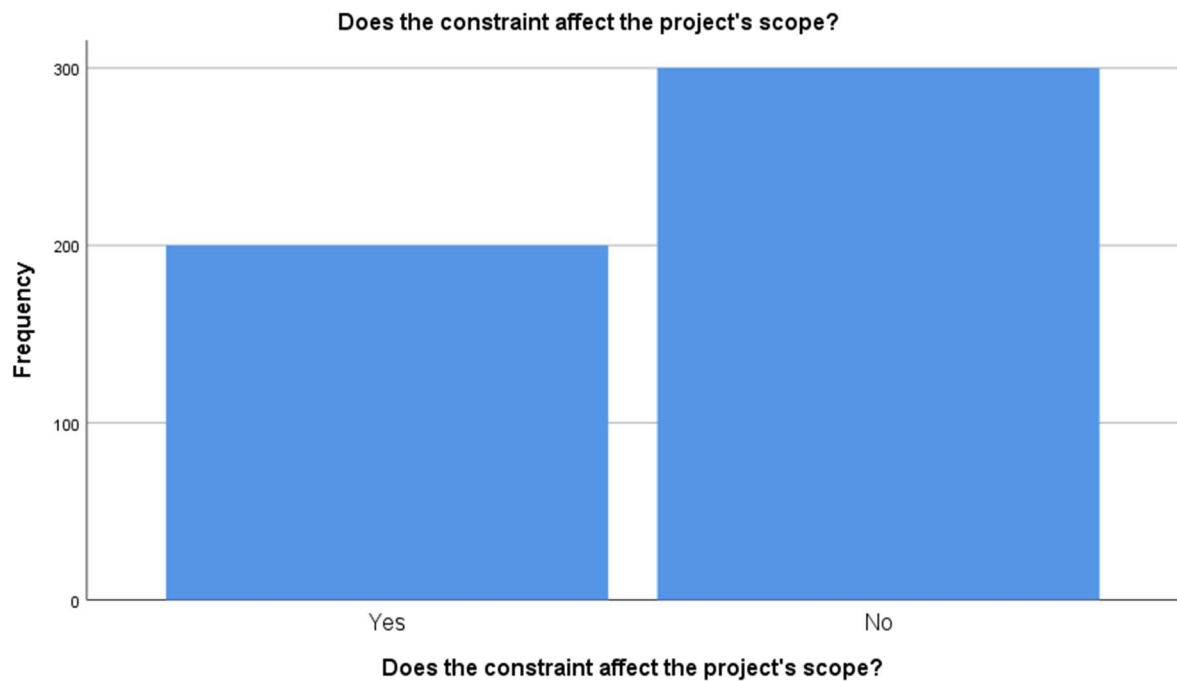


Figure 25

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint affect the project's scope?" and 200(40%) respondents responded as Yes, whereas 300(60%) respondents responded as No

Table 26

Does the constraint impact the project budget?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	310	62.0	62.0	62.0
	No	190	38.0	38.0	100.0
	Total	500	100.0	100.0	

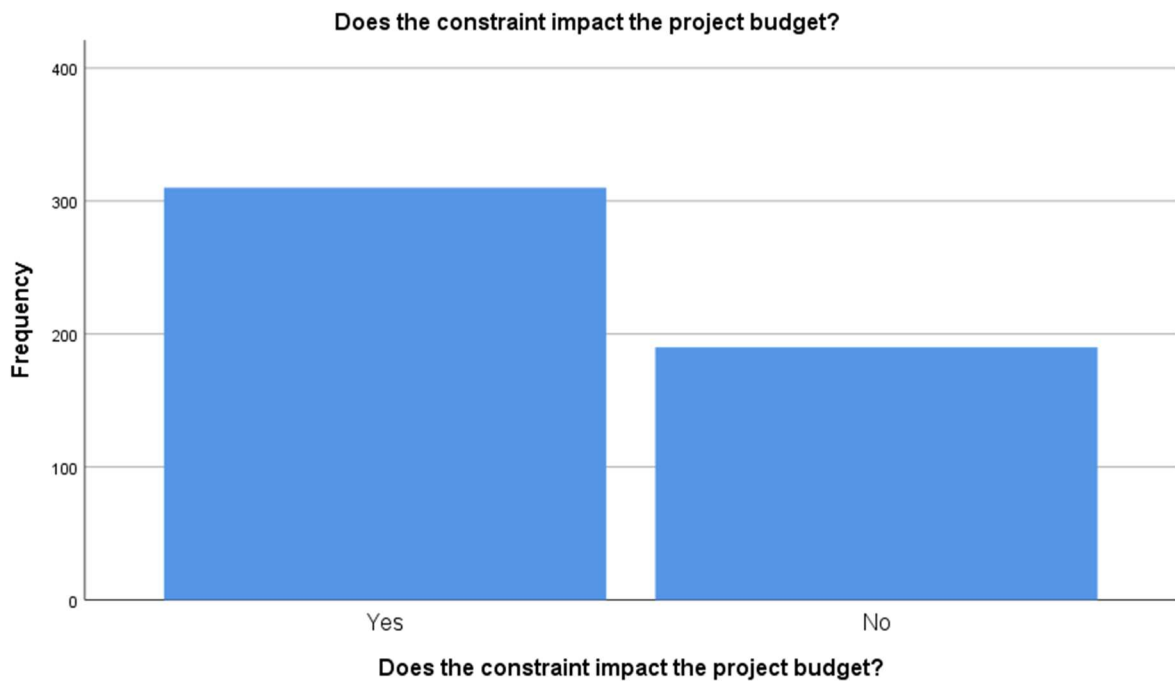


Figure 26

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint impact the project budget?" and 310(62%) respondents responded as Yes, whereas 190(38%) respondents responded as No

Table 27

Is the constraint related to technological limitations?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	450	90.0	90.0	90.0
	No	50	10.0	10.0	100.0
	Total	500	100.0	100.0	

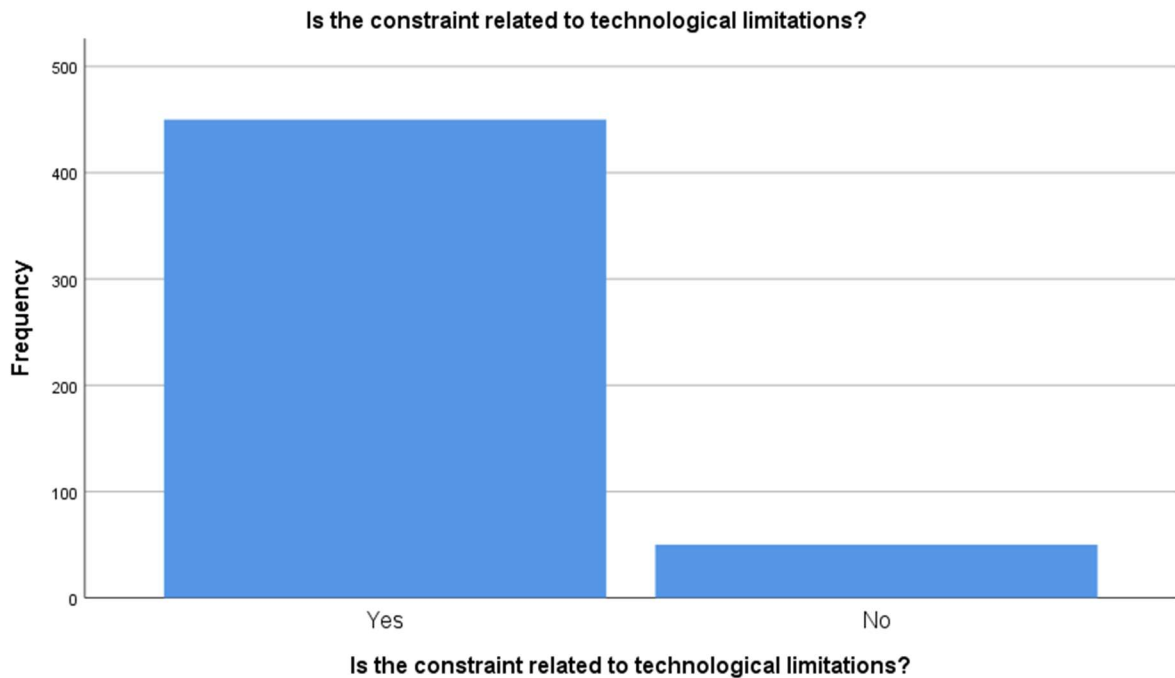


Figure 27

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is the constraint related to technological limitations?" and 450(90%) respondents responded as Yes, whereas 50(10%) respondents responded as No

Table 28

Does the constraint involve regulatory compliance?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	350	70.0	70.0	70.0
	No	150	30.0	30.0	100.0
	Total	500	100.0	100.0	

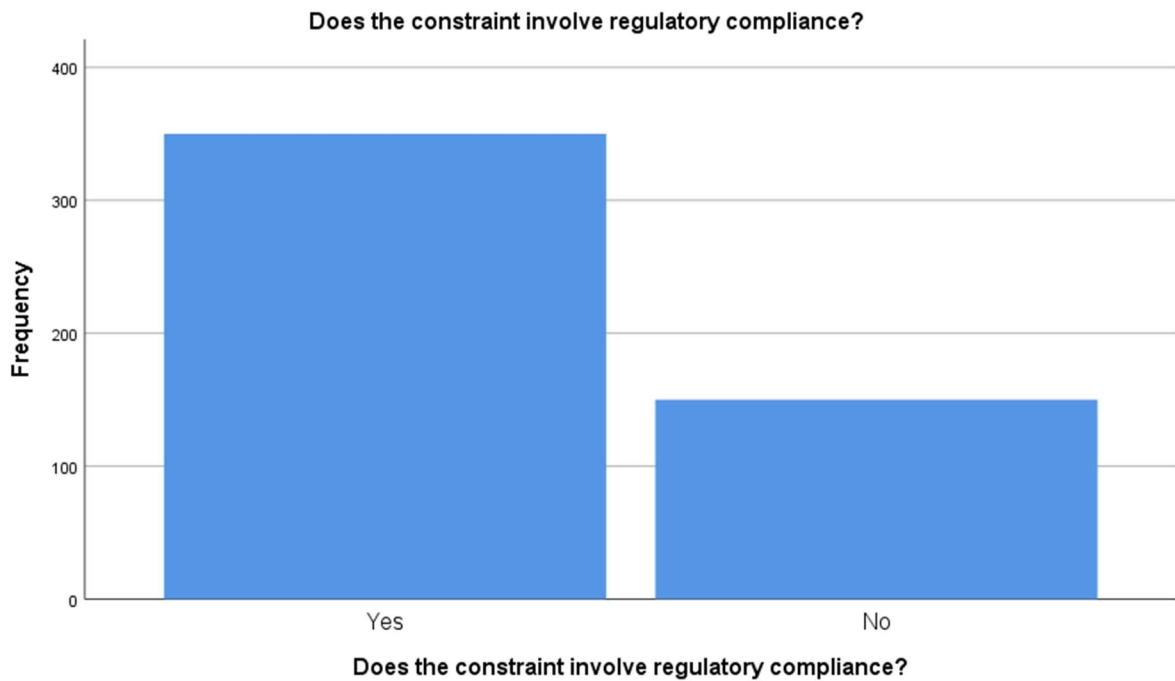


Figure 28

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint involve regulatory compliance?" and 350(70%) respondents responded as Yes, whereas 150(30%) respondents responded as No

Table 29

Does the constraint have a potential workaround?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	378	75.6	75.6	75.6
	No	122	24.4	24.4	100.0
	Total	500	100.0	100.0	

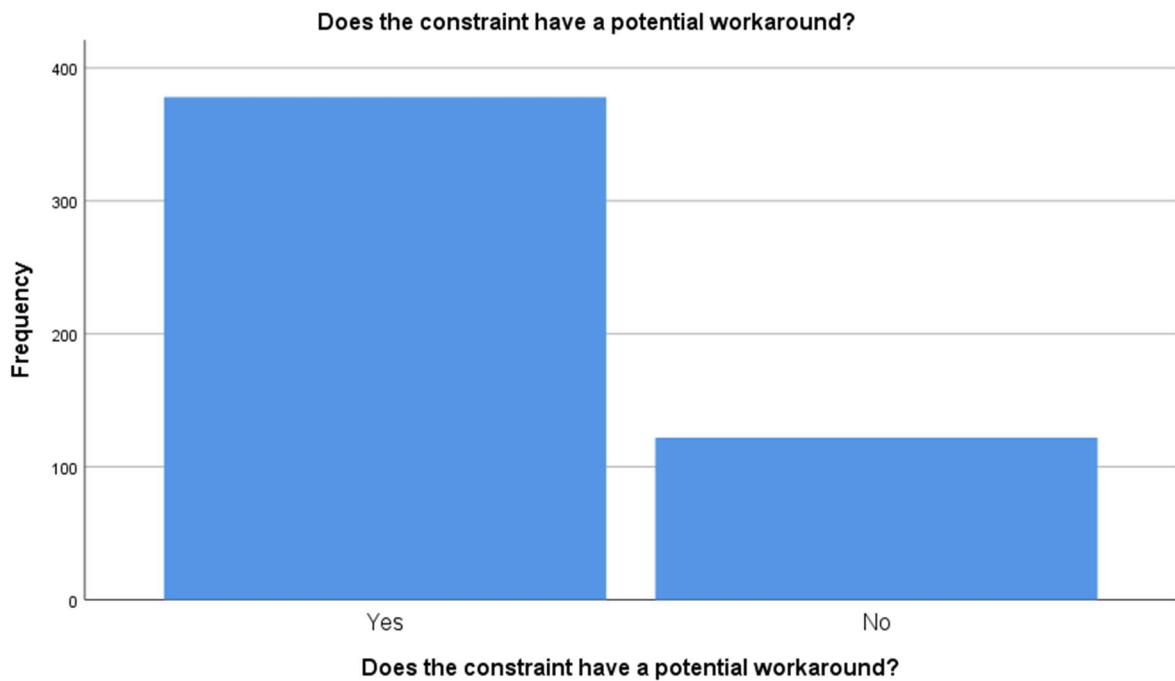


Figure 29

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint have a potential workaround?" and 378(75.6%) respondents responded as Yes, whereas 122(24.4%) respondents responded as No

Table 30

Is the constraint well-defined and understood?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	290	58.0	58.0	58.0
	No	210	42.0	42.0	100.0
	Total	500	100.0	100.0	

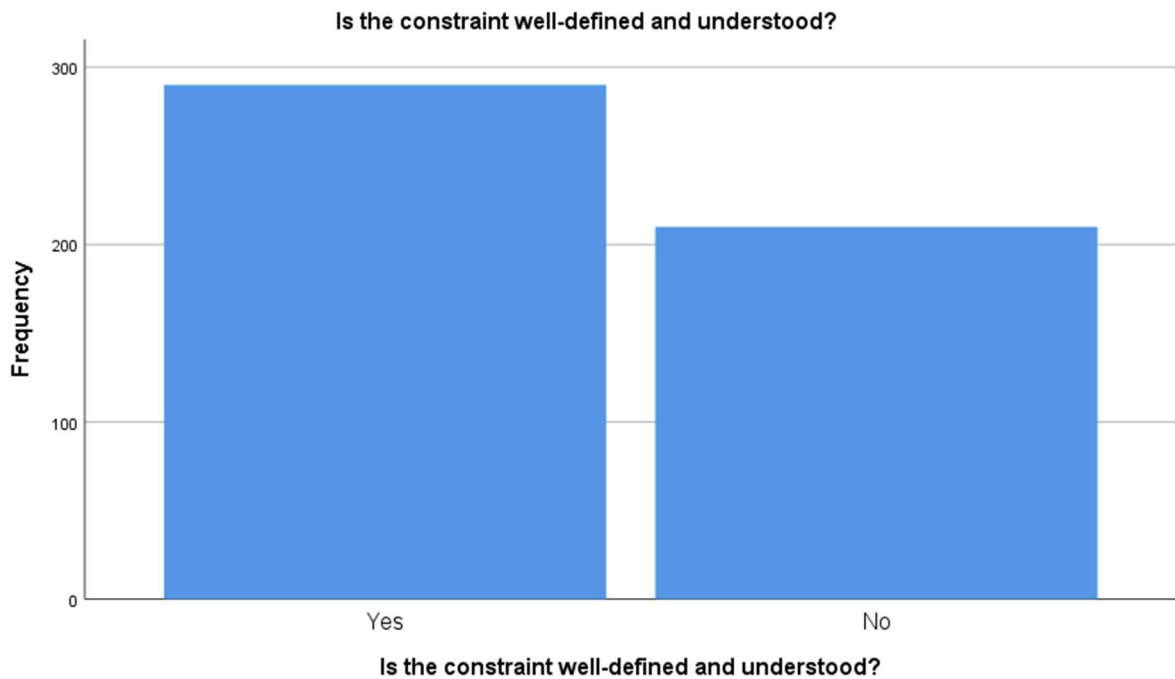


Figure 30

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is the constraint well-defined and understood?" and 290(58%) respondents responded as Yes, whereas 210(42%) respondents responded as No

Table 31

Does the constraint involve geographical or location-based limitations?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	224	44.8	44.8	44.8
	No	276	55.2	55.2	100.0
	Total	500	100.0	100.0	

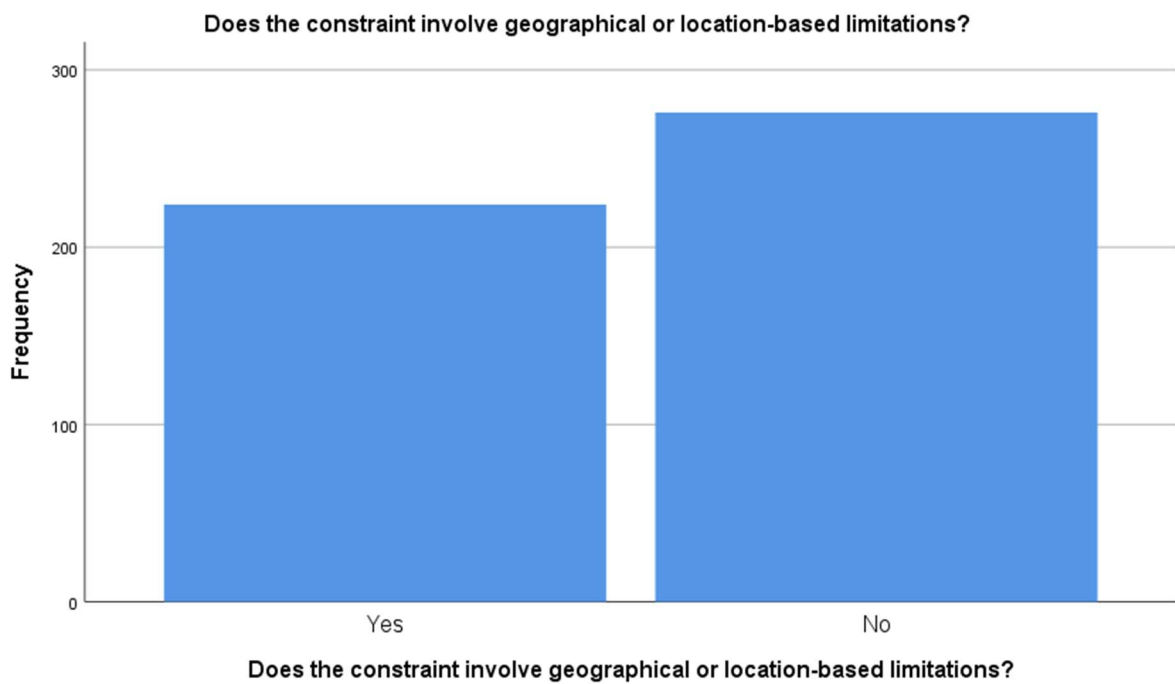


Figure 31

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint involve geographical or location-based limitations?" and 224(44.8%) respondents responded as Yes, whereas 276(55.2%) respondents responded as No

Table 32

Is the constraint influenced by market conditions or demand fluctuations?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	322	64.4	64.4	64.4
	No	178	35.6	35.6	100.0
	Total	500	100.0	100.0	

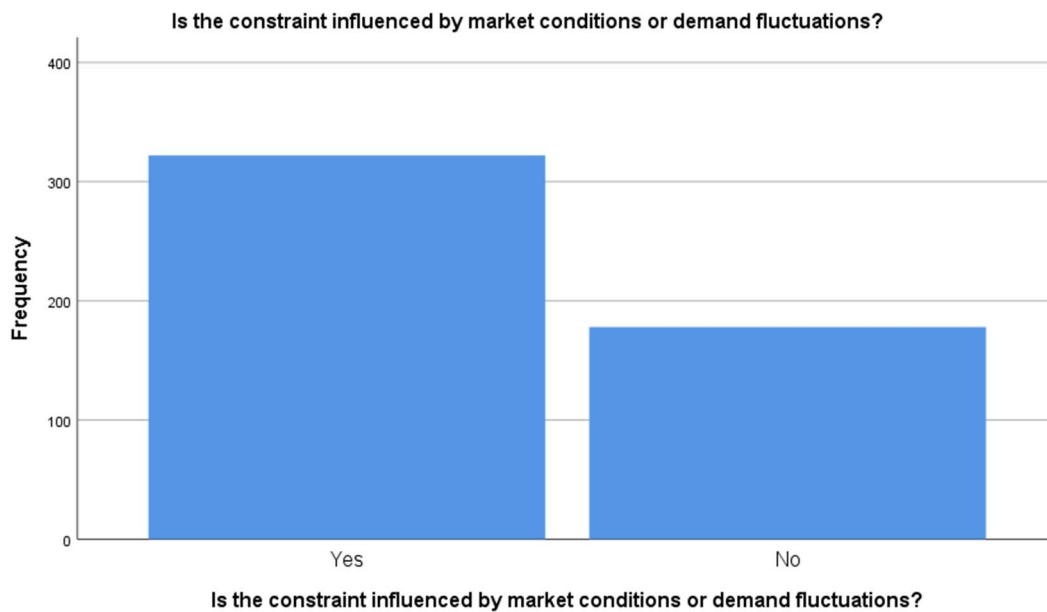


Figure 32

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is the constraint influenced by market conditions or demand fluctuations?" and 322(64.4%) respondents responded as Yes, whereas 178(35.6%) respondents responded as No

Table 33

Is the constraint influenced by market conditions or demand fluctuations?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	322	64.4	64.4	64.4
	No	178	35.6	35.6	100.0
	Total	500	100.0	100.0	

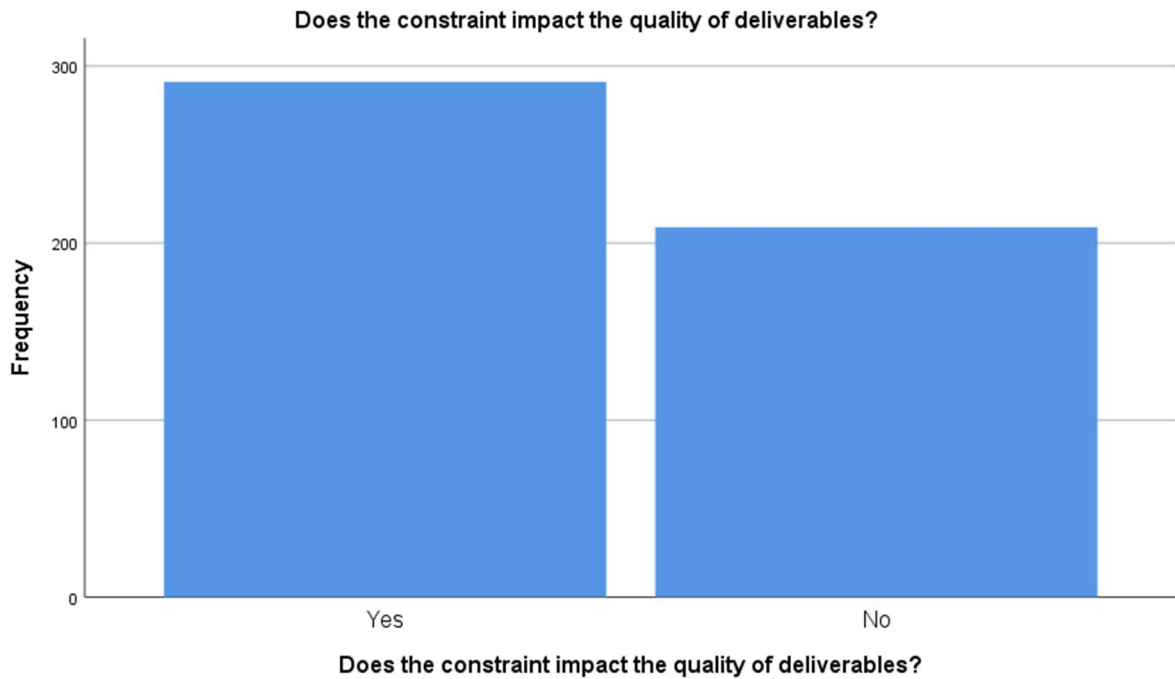


Figure 33

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is the constraint influenced by market conditions or demand fluctuations?" and 322(64.4%) respondents responded as Yes, whereas 178(35.6%) respondents responded as No

Table 34

Does the constraint involve stakeholder preferences or conflicts?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	373	74.6	74.6	74.6
	No	127	25.4	25.4	100.0
	Total	500	100.0	100.0	

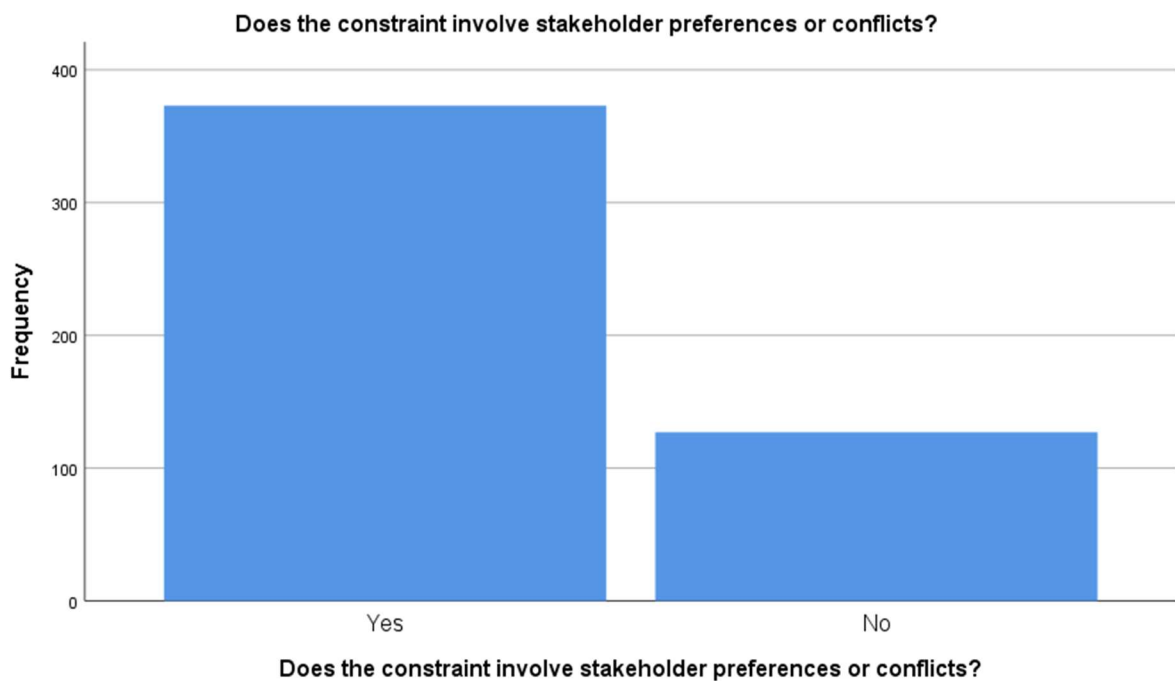


Figure 34

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Does the constraint involve stakeholder preferences or conflicts?" and 373(74.6%) respondents responded as Yes, whereas 127(25.4%) respondents responded as No

Table 35

Can the constraint be quantified or measured?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	478	95.6	95.6	95.6
	No	22	4.4	4.4	100.0
	Total	500	100.0	100.0	

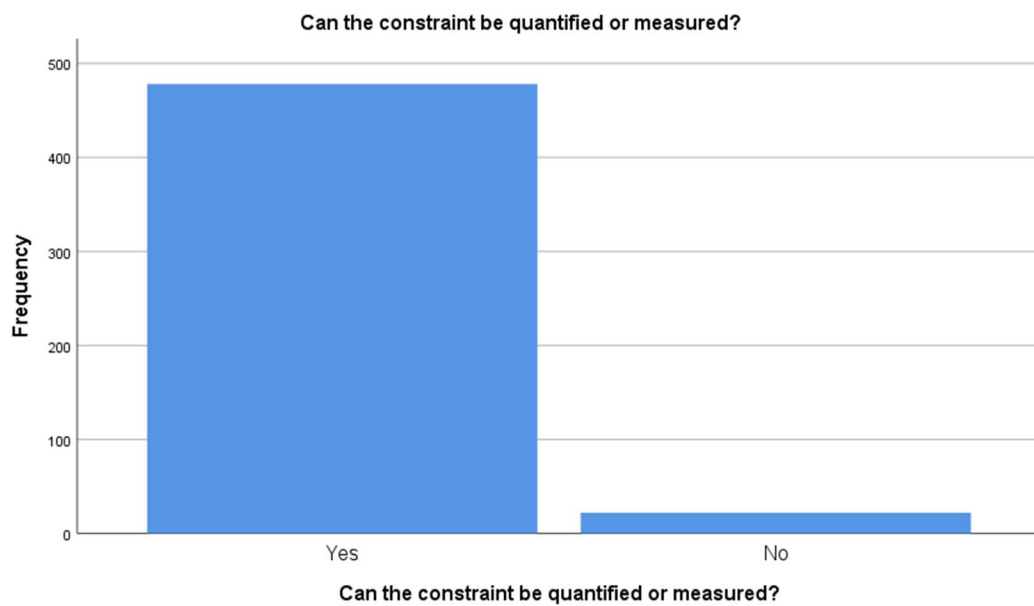


Figure 35

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Can the constraint be quantified or measured?" and 478(95.6%) respondents responded as Yes, whereas 22(4.4%) respondents responded as No

Table 36

Is there a clear understanding of the consequences of not addressing the constraint?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	200	40.0	40.0	40.0
	No	300	60.0	60.0	100.0
	Total	500	100.0	100.0	

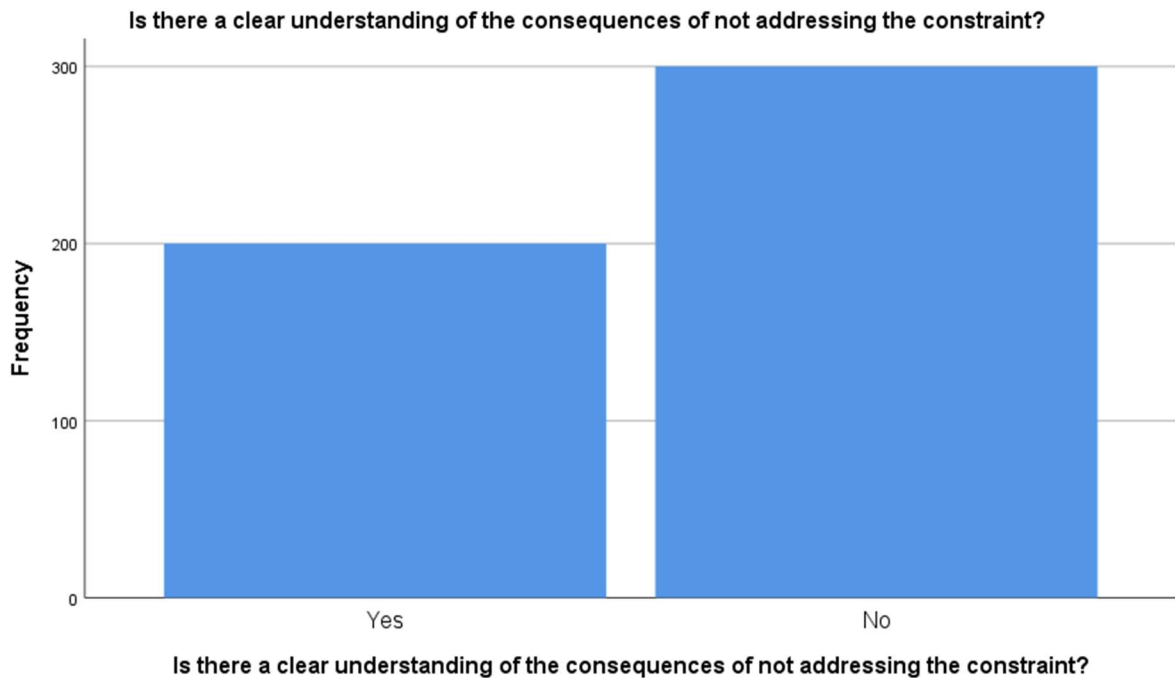


Figure 36

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Is there a clear understanding of the consequences of not addressing the constraint?" and 200(40%) respondents responded as Yes, whereas 300(60%) respondents responded as No

Table 37

Do you believe that organizations should actively promote and support work-life balance initiatives to improve employee performance?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	140	28.0	28.0	28.0
	No	360	72.0	72.0	100.0
	Total	500	100.0	100.0	

Do you believe that organizations should actively promote and support work-life balance initiatives to improve employee performance?

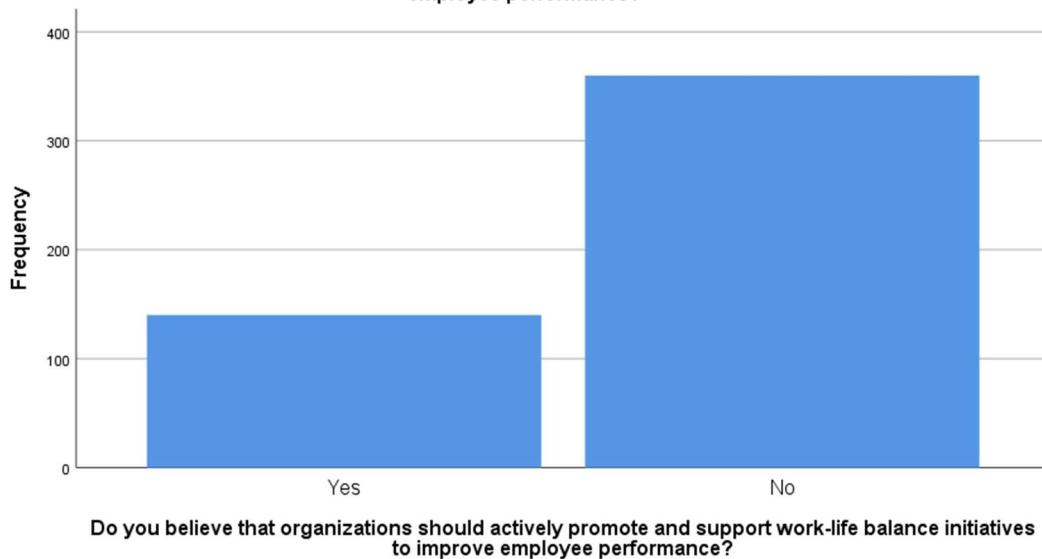


Figure 37

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Do you believe that organizations should actively promote and support work-life balance initiatives to improve employee performance?" and 140(28%) respondents responded as Yes, whereas 360(72%) respondents responded as No

Table 38

Have you noticed that employees who struggle with work-life balance tend to experience higher stress levels?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	395	79.0	79.0	79.0
	No	105	21.0	21.0	100.0
	Total	500	100.0	100.0	

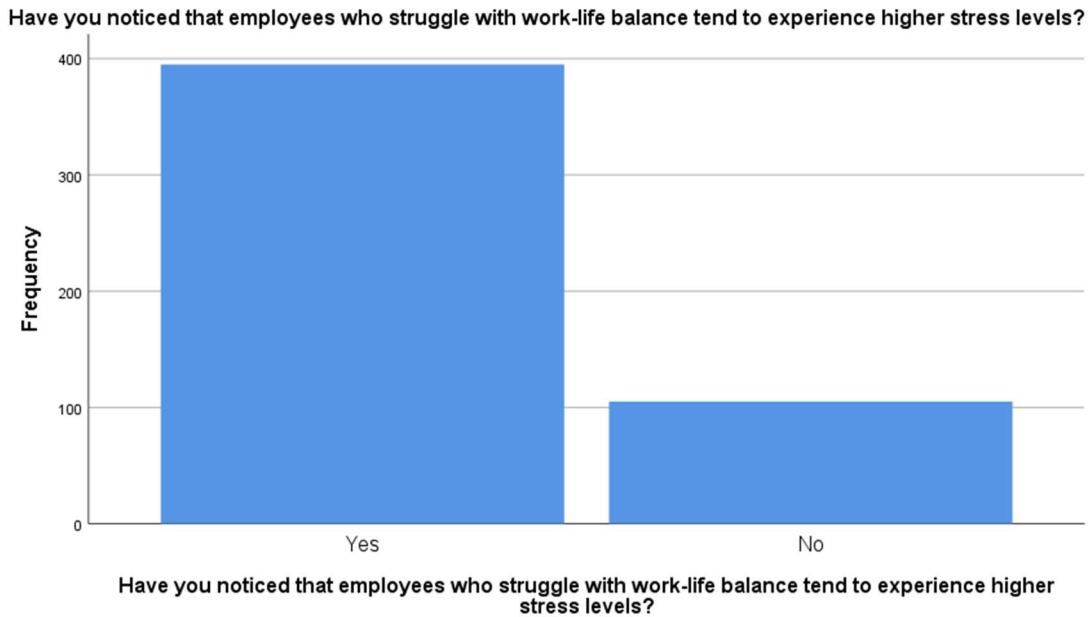


Figure 38

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Have you noticed that employees who struggle with work-life balance tend to experience higher stress levels?" and 395(79%) respondents responded as Yes, whereas 105(21%) respondents responded as No

Table 39

Have you seen cases where a poor work-life balance led to increased absenteeism or presenteeism (being physically present but not productive) among employees?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	315	63.0	63.0	63.0
	No	185	37.0	37.0	100.0
	Total	500	100.0	100.0	

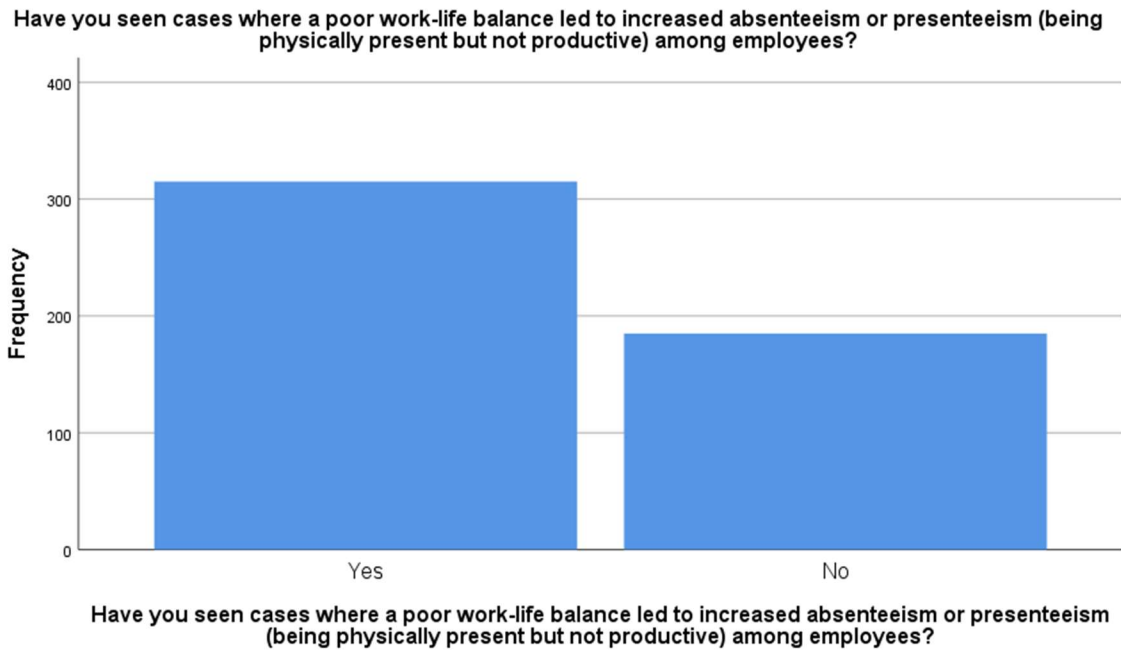


Figure 39

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Have you seen cases where a poor work-life balance led to increased absenteeism or presenteeism (being physically present but not productive) among employees?" and 315(63%) respondents responded as Yes, whereas 185(37%) respondents responded as No

Table 40

Do you think that a focus on work-life balance can enhance overall job satisfaction among employees?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	365	73.0	73.0	73.0
	No	135	27.0	27.0	100.0
	Total	500	100.0	100.0	

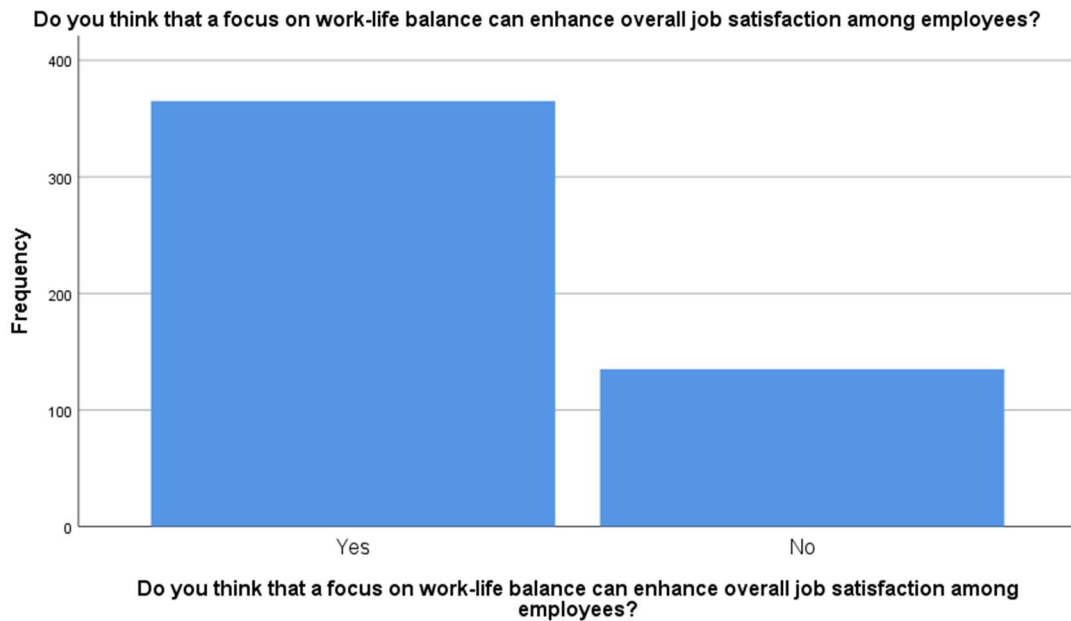


Figure 40

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Do you think that a focus on work-life balance can enhance overall job satisfaction among employees?" and 365(73%) respondents responded as Yes, whereas 135(27%) respondents responded as No

Table 41

Have you noticed that employees who maintain a good work-life balance are less likely to experience burnout?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	252	50.4	50.4	50.4
	No	248	49.6	49.6	100.0
	Total	500	100.0	100.0	

Have you noticed that employees who maintain a good work-life balance are less likely to experience burnout?

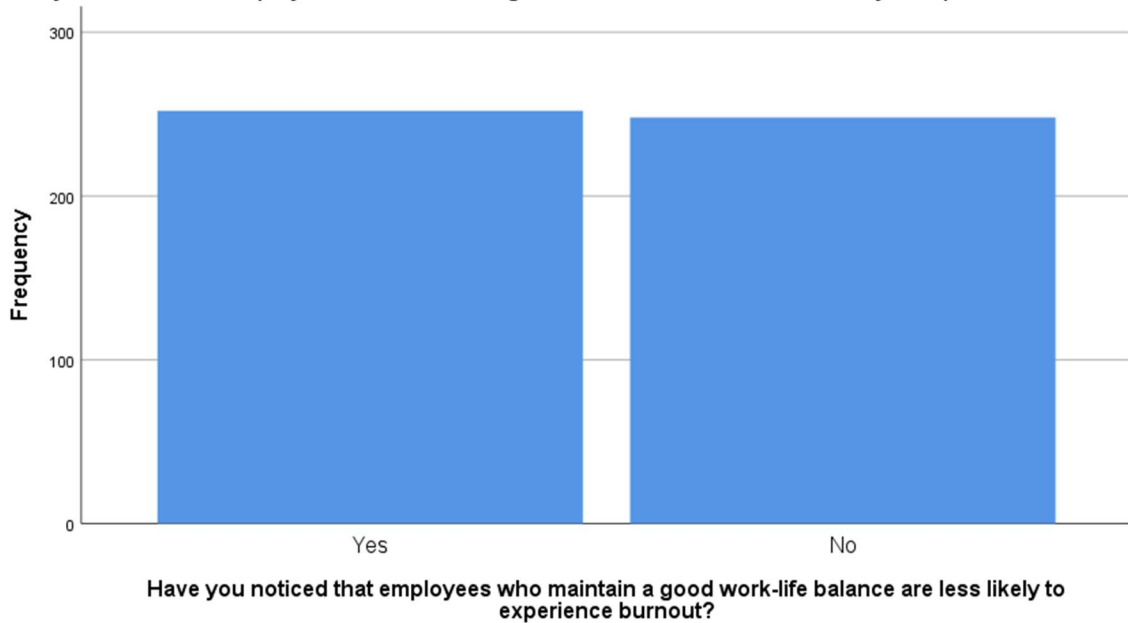


Figure 41

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Have you noticed that employees who maintain a good work-life balance are less likely to experience burnout?" and 252(50.4%) respondents responded as Yes, whereas 248(49.6%) respondents responded as No

Table 42

Do you think employees with a healthy work-life balance are more motivated at work?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	393	78.6	78.6	78.6
	No	107	21.4	21.4	100.0
	Total	500	100.0	100.0	

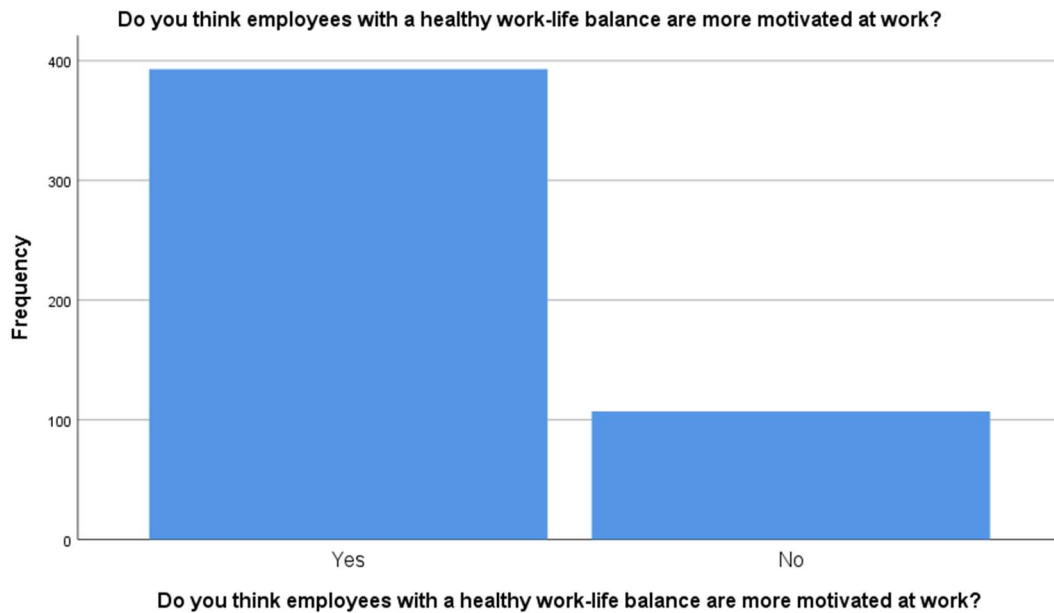


Figure 42

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Do you think employees with a healthy work-life balance are more motivated at work?" and 393(78.6%) respondents responded as Yes, whereas 107(21.4%) respondents responded as No

Table 43

Have you observed instances where employees with better work-life balance perform their job tasks more efficiently?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	200	40.0	40.0	40.0
	No	300	60.0	60.0	100.0
	Total	500	100.0	100.0	

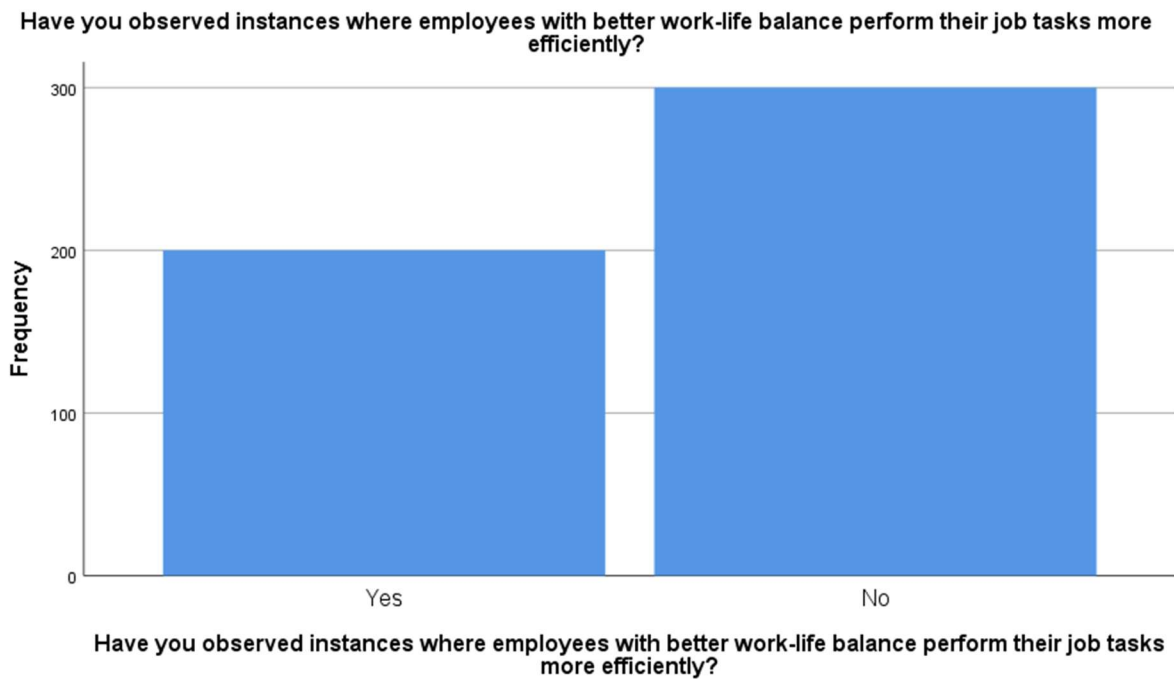


Figure 43

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Have you observed instances where employees with better work-life balance perform their job tasks more efficiently?" and 200(40%) respondents responded as Yes, whereas 300(60%) respondents responded as No

Table 44

Do you believe that employees who have time for personal life outside of work are more creative and innovative in their roles?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	350	70.0	70.0	70.0
	No	150	30.0	30.0	100.0
	Total	500	100.0	100.0	

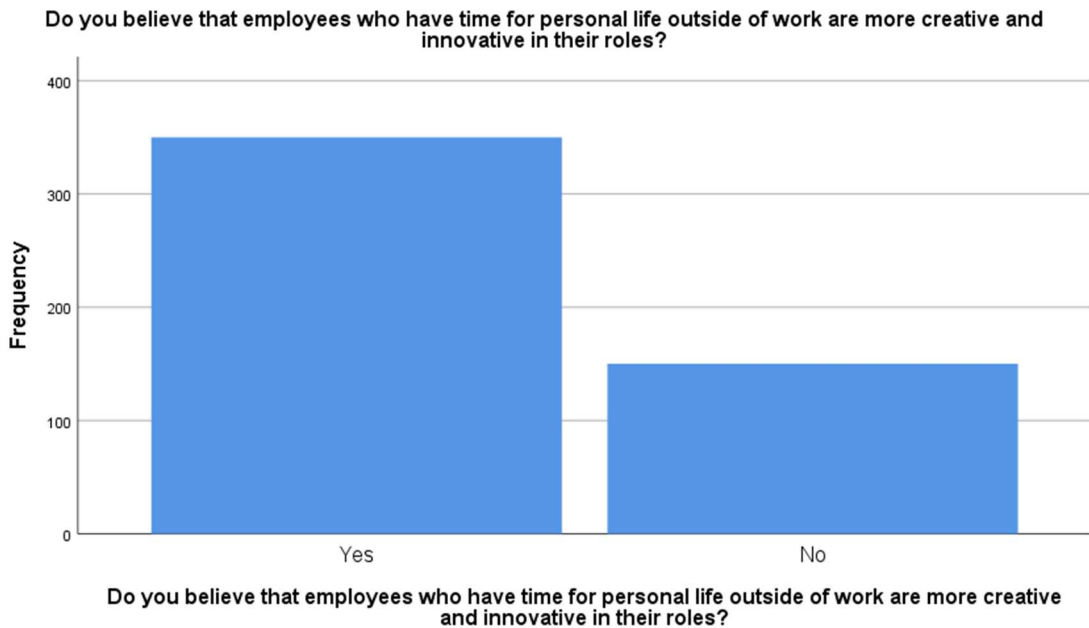


Figure 44

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. It was asked about "Do you believe that employees who have time for personal life outside of work are more creative and innovative in their roles?" and 350(70%) respondents responded as Yes, whereas 150(30%) respondents responded as No

Table 45

Current industry practices effectively address constraint modelling challenges.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	134	26.8	26.8	26.8
	Agree	108	21.6	21.6	48.4
	Neutral	145	29.0	29.0	77.4
	Disagree	96	19.2	19.2	96.6
	Strongly Disagree	17	3.4	3.4	100.0
	Total	500	100.0	100.0	

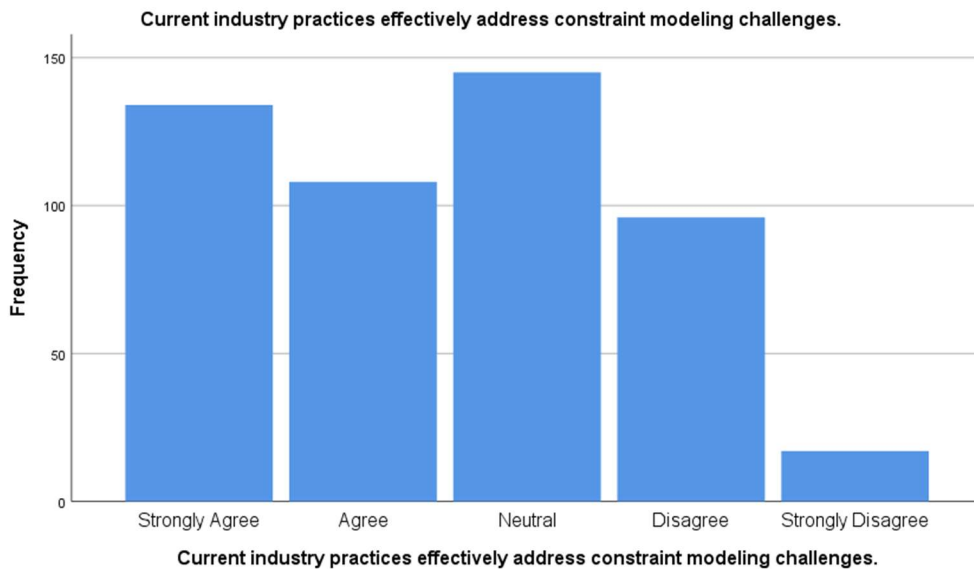


Figure 45

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Current industry practices effectively address constraint modelling challenges." 134respondents responded Strongly Agree, 108(21.6%) respondents responded Agree, 145(29%) respondents responded Neutral and 96(19.2%) respondents responded Disagree and 17(3.4%) respondents responded Strongly Disagree.

Table 46

Existing research on constraint modelling provides valuable insights and solutions.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	131	26.2	26.2	26.2
	Agree	224	44.8	44.8	71.0
	Neutral	109	21.8	21.8	92.8
	Disagree	20	4.0	4.0	96.8
	Strongly Disagree	16	3.2	3.2	100.0
	Total	500	100.0	100.0	

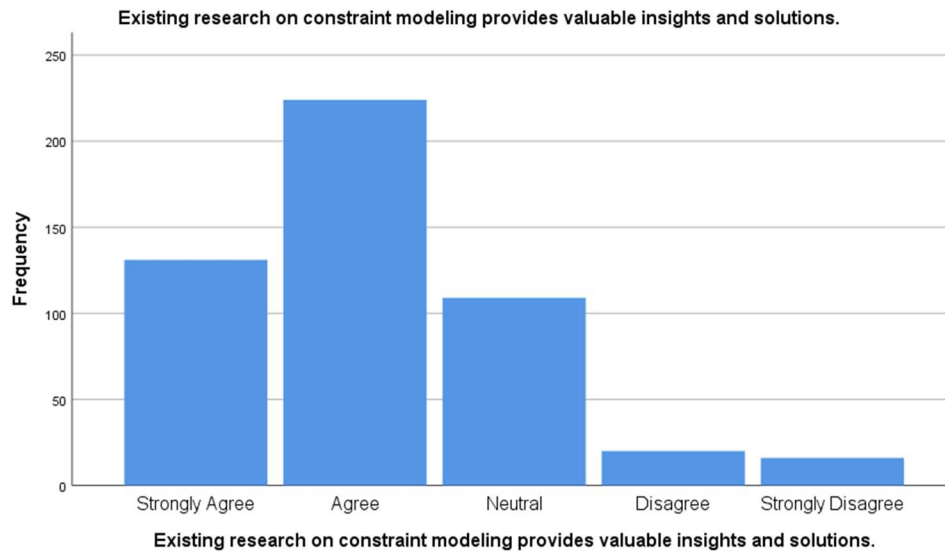


Figure 46

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Existing research on constraint modelling provides valuable insights and solutions." 131 respondents responded Strongly Agree, 224(44.8%) respondents responded Agree, 109(21.8%) respondents responded Neutral and 20(4%) respondents responded Disagree and 16(3.2%) respondents responded Strongly Disagree.

Table 47

The integration of constraint modelling in project management is seamless in the industry.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	78	15.6	15.6	15.6
	Agree	140	28.0	28.0	43.6
	Neutral	183	36.6	36.6	80.2
	Disagree	56	11.2	11.2	91.4
	Strongly Disagree	43	8.6	8.6	100.0
	Total	500	100.0	100.0	

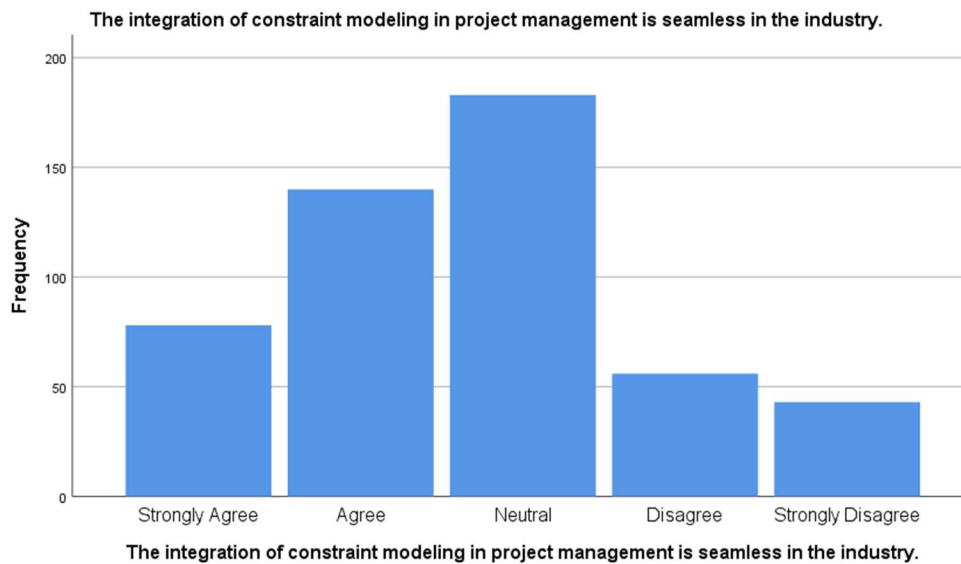


Figure 47

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "The integration of constraint modelling in project management is seamless in the industry." 78 respondents responded Strongly Agree, 140(28%) respondents responded Agree, 183(36.6%) respondents responded Neutral and 56(11.2%) respondents responded Disagree and 43(8.6%) respondents responded Strongly Disagree.

Table 48

Industry professionals are adequately trained and knowledgeable about constraint modelling.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	87	17.4	17.4	17.4
	Agree	158	31.6	31.6	49.0
	Neutral	61	12.2	12.2	61.2
	Disagree	56	11.2	11.2	72.4
	Strongly Disagree	138	27.6	27.6	100.0
	Total	500	100.0	100.0	

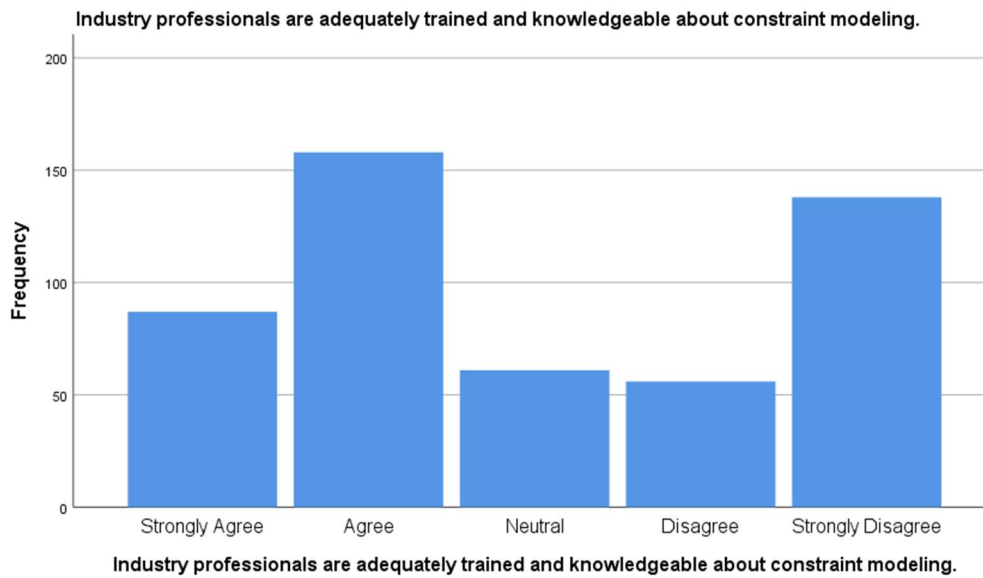


Figure 48

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Industry professionals are adequately trained and knowledgeable about constraint modelling." 87 respondents responded Strongly Agree, 158(31.6%) respondents responded Agree, 61(12.2%) respondents responded Neutral and 56(11.2%) respondents responded Disagree and 138(27.6%) respondents responded Strongly Disagree.

Table 49

Organizations prioritize constraint modelling as a critical aspect of project planning and execution.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	179	35.8	35.8	35.8
	Agree	160	32.0	32.0	67.8
	Neutral	69	13.8	13.8	81.6
	Disagree	52	10.4	10.4	92.0
	Strongly Disagree	40	8.0	8.0	100.0
	Total	500	100.0	100.0	

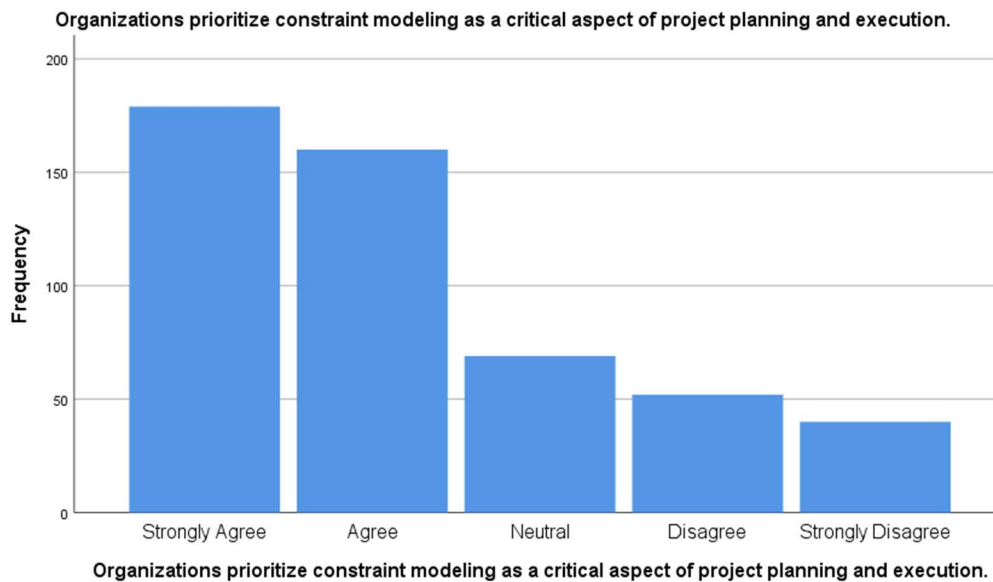


Figure 49

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Organizations prioritize constraint modelling as a critical aspect of project planning and execution." 179 respondents responded Strongly Agree, 160(32%) respondents responded Agree, 69(13.8%) respondents responded Neutral and 52(10.4%) respondents responded Disagree and 40(8%) respondents responded Strongly Disagree.

Table 50

Constraints are effectively communicated and documented in project management processes.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	114	22.8	22.8	22.8
	Agree	86	17.2	17.2	40.0
	Neutral	39	7.8	7.8	47.8
	Disagree	192	38.4	38.4	86.2
	Strongly Disagree	69	13.8	13.8	100.0
	Total	500	100.0	100.0	

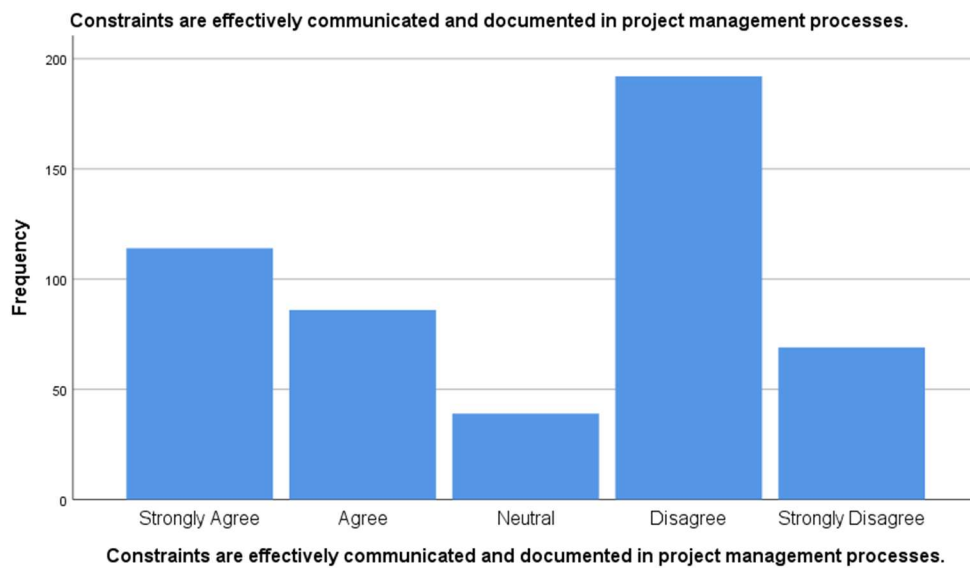


Figure 50

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Constraints are effectively communicated and documented in project management processes." 114 respondents responded Strongly Agree, 86(17.2%) respondents responded Agree, 39(7.8%) respondents responded Neutral and 192(38.4%) respondents responded Disagree and 69(13.8%) respondents responded Strongly Disagree.

Table 51

Industry practices in constraint modelling consider both internal and external constraints.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	212	42.4	42.4	42.4
	Agree	87	17.4	17.4	59.8
	Neutral	79	15.8	15.8	75.6
	Disagree	58	11.6	11.6	87.2
	Strongly Disagree	64	12.8	12.8	100.0
	Total	500	100.0	100.0	

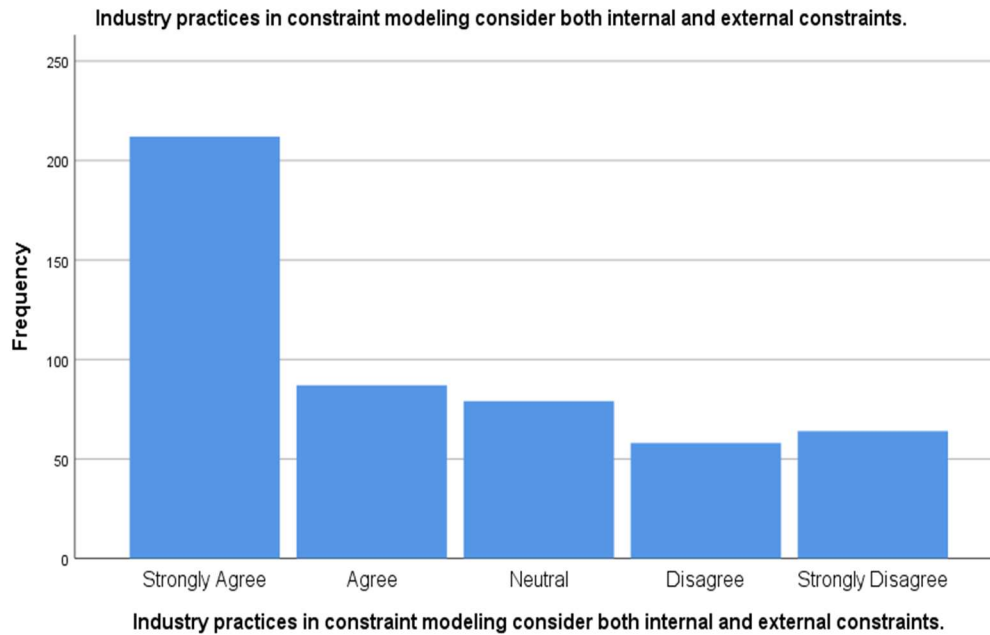


Figure 51

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Industry practices in constraint modelling consider both internal and external constraints." 212 respondents responded Strongly Agree, 87(17.4%) respondents responded Agree, 79(15.8%) respondents responded Neutral and 58(11.6%) respondents responded Disagree and 64(12.8%) respondents responded Strongly Disagree.

Table 52

There is a well-established framework for measuring the impact of constraints on project outcomes.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	108	21.6	21.6	21.6
	Agree	169	33.8	33.8	55.4
	Neutral	116	23.2	23.2	78.6
	Disagree	52	10.4	10.4	89.0
	Strongly Disagree	55	11.0	11.0	100.0
	Total	500	100.0	100.0	

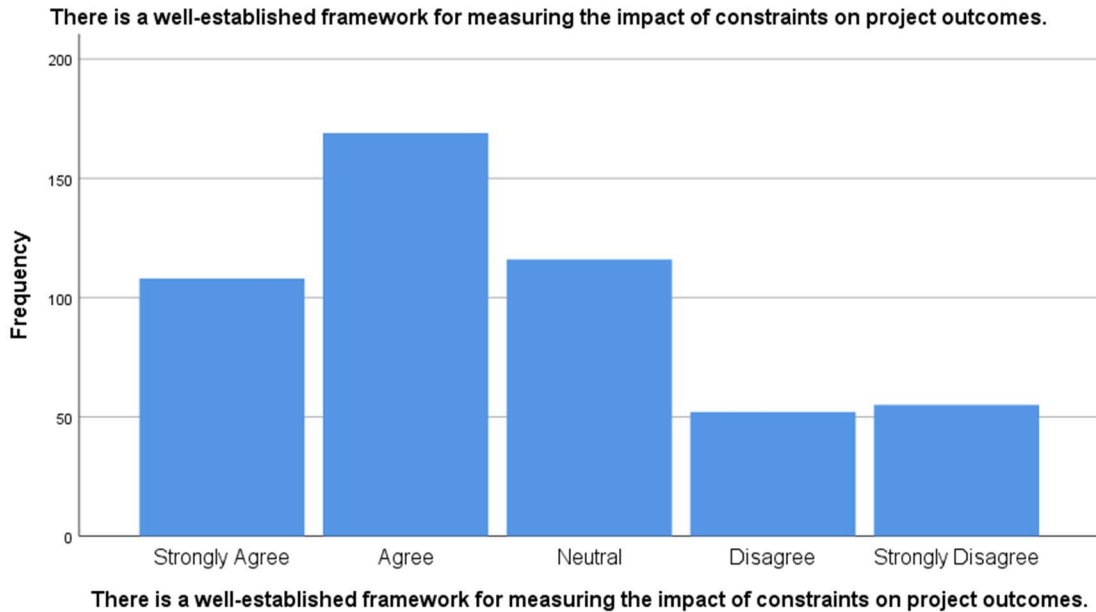


Figure 52

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "There is a well-established framework for measuring the impact of constraints on project outcomes." 108 respondents responded Strongly Agree, 169(33.8%) respondents responded Agree, 116(23.2%) respondents responded Neutral and 52(10.4%) respondents responded Disagree and 55(11%) respondents responded Strongly Disagree.

Table 53

Research in constraint modelling aligns with the evolving needs of the industry.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	155	31.0	31.0	31.0
	Agree	117	23.4	23.4	54.4
	Neutral	37	7.4	7.4	61.8
	Disagree	154	30.8	30.8	92.6
	Strongly Disagree	37	7.4	7.4	100.0
	Total	500	100.0	100.0	

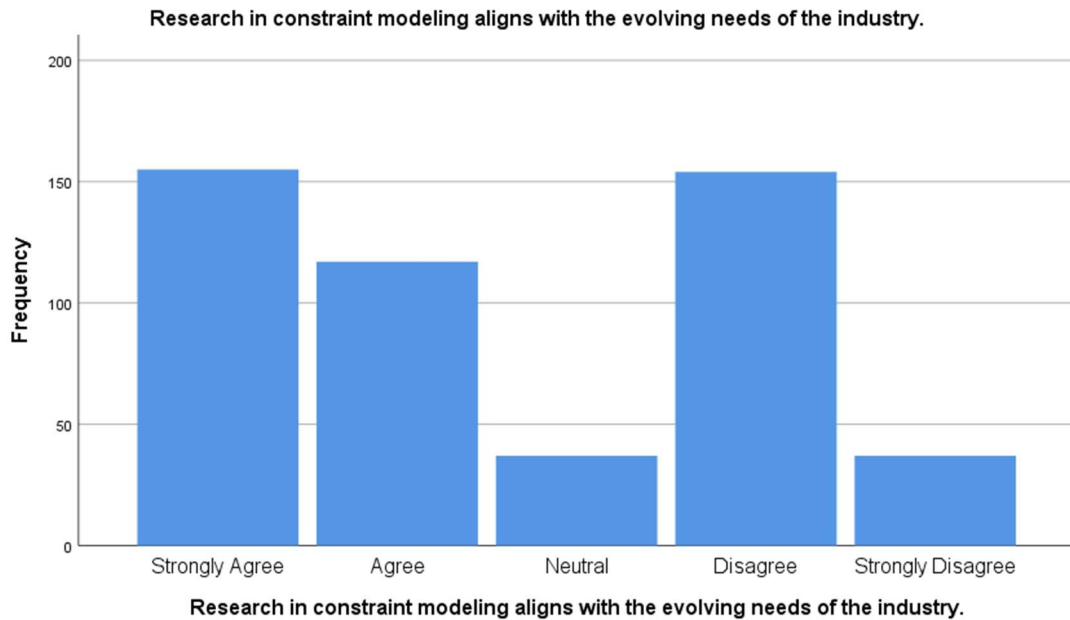


Figure 53

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Research in constraint modelling aligns with the evolving needs of the industry." 155 respondents responded Strongly Agree, 117(23.4%) respondents responded Agree, 37(7.4%) respondents responded Neutral and 154(30.8%) respondents responded Disagree and 37(7.4%) respondents responded Strongly Disagree.

Table 54

Industry professionals actively seek out and adopt best practices in constraint modelling.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	181	36.2	36.2	36.2
	Agree	123	24.6	24.6	60.8
	Neutral	103	20.6	20.6	81.4
	Disagree	30	6.0	6.0	87.4
	Strongly Disagree	63	12.6	12.6	100.0
	Total	500	100.0	100.0	

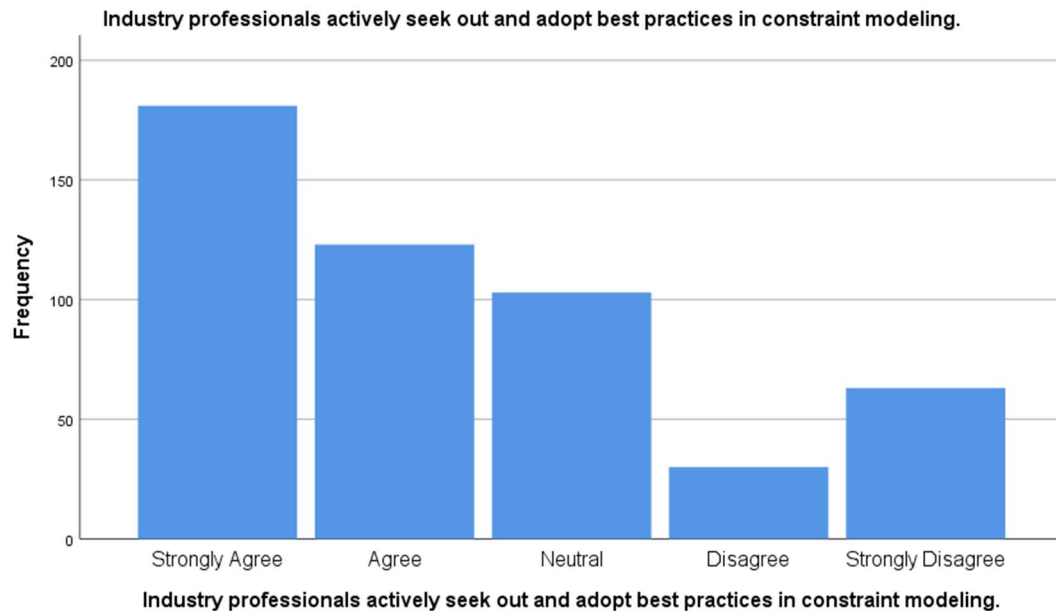


Figure 54

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Industry professionals actively seek out and adopt best practices in constraint modelling." 181 respondents responded Strongly Agree, 123(24.6%) respondents responded Agree, 103(20.6%) respondents responded Neutral and 30(6%) respondents responded Disagree and 63(12.6%) respondents responded Strongly Disagree.

Table 55

The industry has access to up-to-date tools and software for effective constraint Modelling.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	67	13.4	13.4	13.4
	Agree	194	38.8	38.8	52.2
	Neutral	61	12.2	12.2	64.4
	Disagree	140	28.0	28.0	92.4
	Strongly Disagree	38	7.6	7.6	100.0
	Total	500	100.0	100.0	

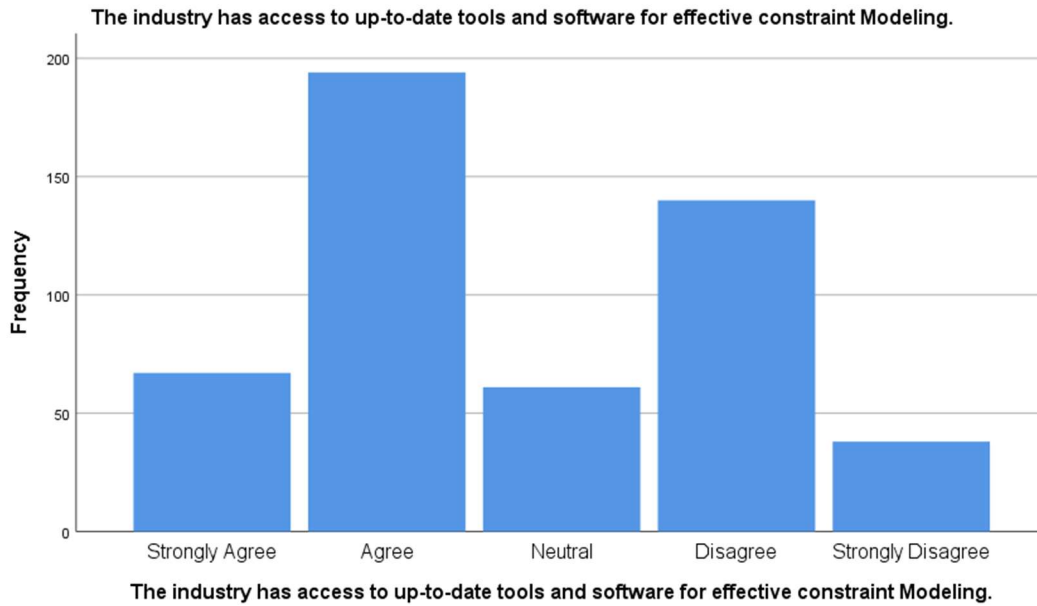


Figure 55

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "The industry has access to up-to-date tools and software for effective constraint Modelling." 67respondents responded Strongly Agree, 194(38.8%) respondents responded Agree, 61(12.2%) respondents responded Neutral and 140(28%) respondents responded Disagree and 38(7.6%) respondents responded Strongly Disagree.

Table 56

There is a clear framework for identifying and prioritizing constraints in industry projects.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	137	27.4	27.4	27.4
	Agree	226	45.2	45.2	72.6
	Neutral	47	9.4	9.4	82.0
	Disagree	45	9.0	9.0	91.0
	Strongly Disagree	45	9.0	9.0	100.0
	Total	500	100.0	100.0	

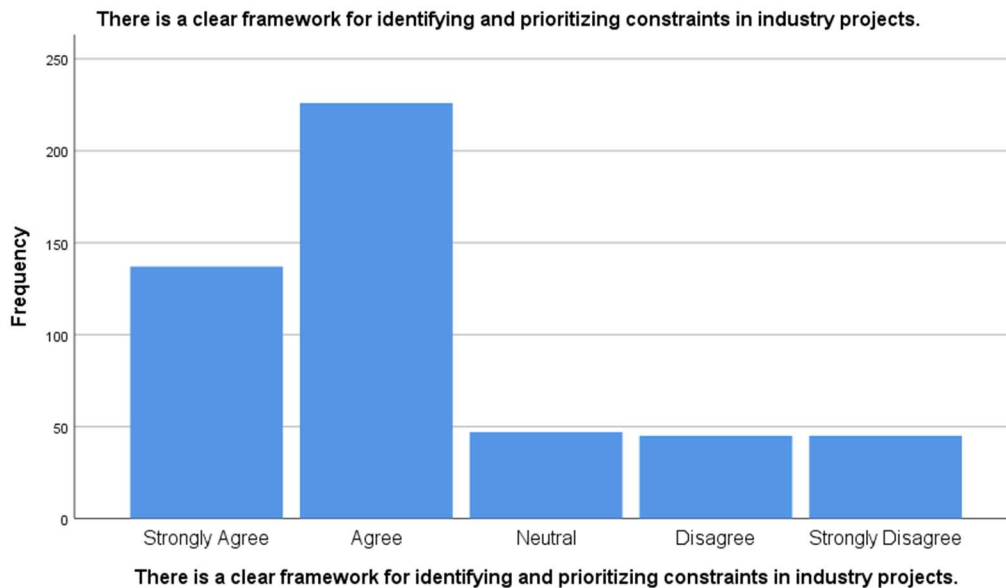


Figure 56

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "There is a clear framework for identifying and prioritizing constraints in industry projects." 137 respondents responded Strongly Agree, 226(45.2%) respondents responded Agree, 47(9.4%) respondents responded Neutral and 45(9%) respondents responded Disagree and 45(9%) respondents responded Strongly Disagree.

Table 57

Current industry practices in constraint modelling are adaptable to various project types and industries.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	187	37.4	37.4	37.4
	Agree	127	25.4	25.4	62.8
	Neutral	160	32.0	32.0	94.8
	Disagree	13	2.6	2.6	97.4
	Strongly Disagree	13	2.6	2.6	100.0
	Total	500	100.0	100.0	

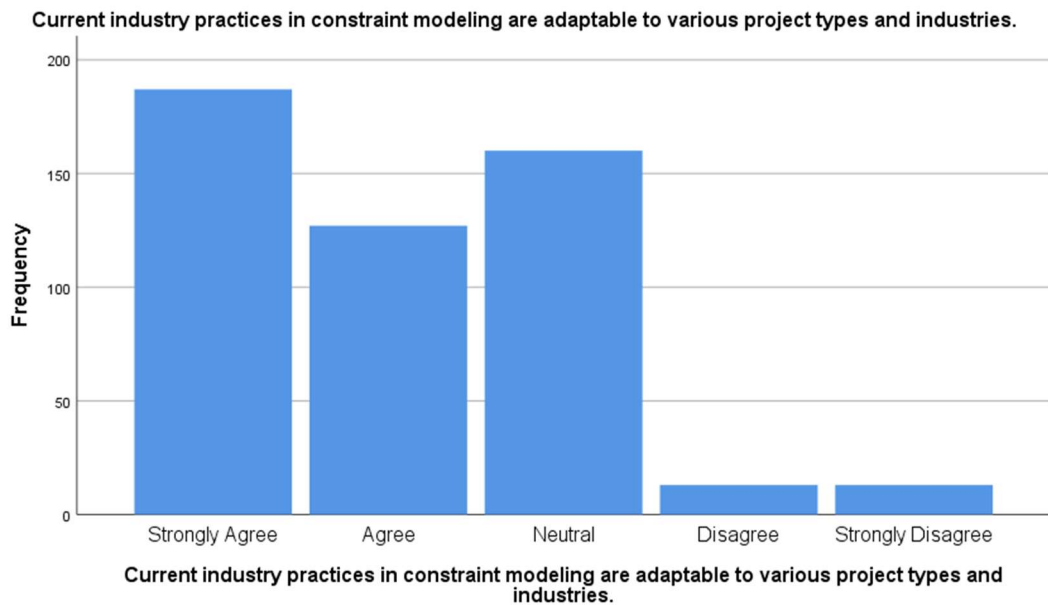


Figure 57

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Current industry practices in constraint modelling are adaptable to various project types and industries." 187respondents responded Strongly Agree, 127(25.4%) respondents responded Agree, 160(32%) respondents responded Neutral and 13(2.6%) respondents responded Disagree and 13(2.6%) respondents responded Strongly Disagree.

Table 58

The industry recognizes the importance of continuous improvement in constraint modelling approaches.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	121	24.2	24.2	24.2
	Agree	87	17.4	17.4	41.6
	Neutral	122	24.4	24.4	66.0
	Disagree	136	27.2	27.2	93.2
	Strongly Disagree	34	6.8	6.8	100.0
	Total	500	100.0	100.0	

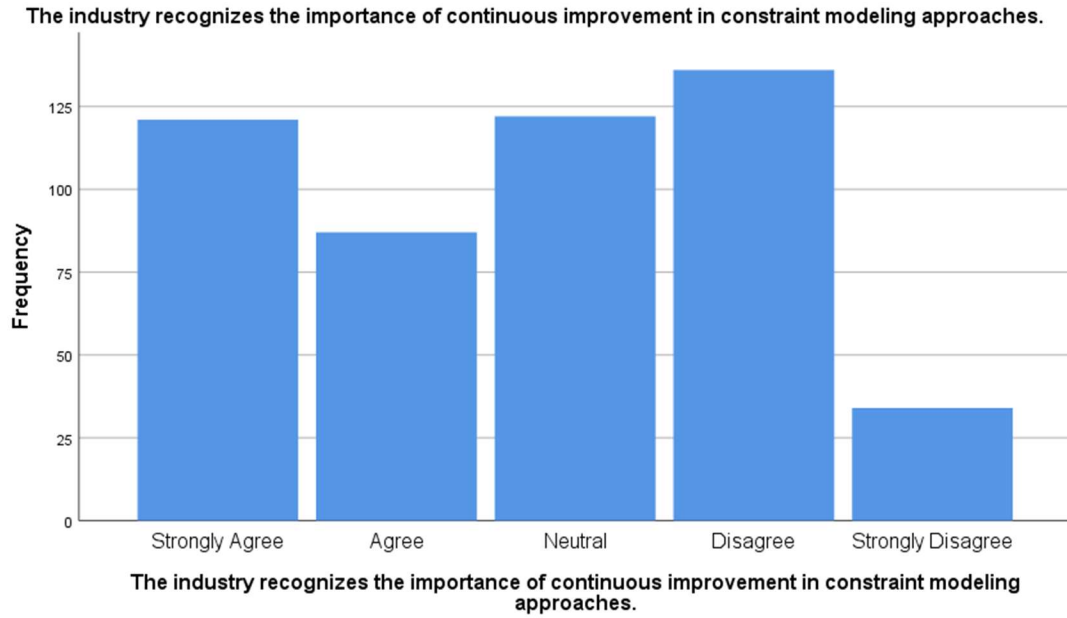


Figure 58

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "The industry recognizes the importance of continuous improvement in constraint modelling approaches." 121 respondents responded Strongly Agree, 87(17.4%) respondents responded Agree, 122(24.4%) respondents responded Neutral and 136(27.2%) respondents responded Disagree and 34(6.8%) respondents responded Strongly Disagree.

Table 59

Researchers actively seek feedback and input from industry practitioners in their studies.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	107	21.4	21.4	21.4
	Agree	203	40.6	40.6	62.0
	Neutral	89	17.8	17.8	79.8
	Disagree	66	13.2	13.2	93.0
	Strongly Disagree	35	7.0	7.0	100.0
	Total	500	100.0	100.0	

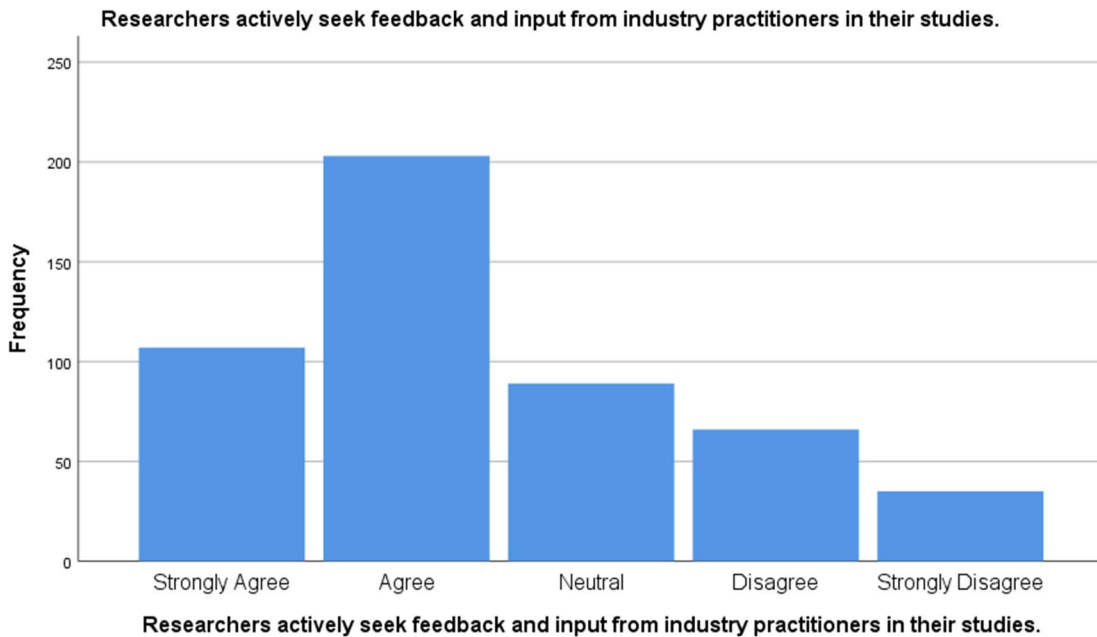


Figure 59

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Researchers actively seek feedback and input from industry practitioners in their studies." 107 respondents responded Strongly Agree, 203(40.6%) respondents responded Agree, 89(17.8%) respondents responded Neutral and 66(13.2%) respondents responded Disagree and 35(7%) respondents responded Strongly Disagree.

Table 60

The industry encourages innovation in constraint modelling techniques.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	134	26.8	26.8	26.8
	Agree	108	21.6	21.6	48.4
	Neutral	145	29.0	29.0	77.4
	Disagree	96	19.2	19.2	96.6
	Strongly Disagree	17	3.4	3.4	100.0
	Total	500	100.0	100.0	

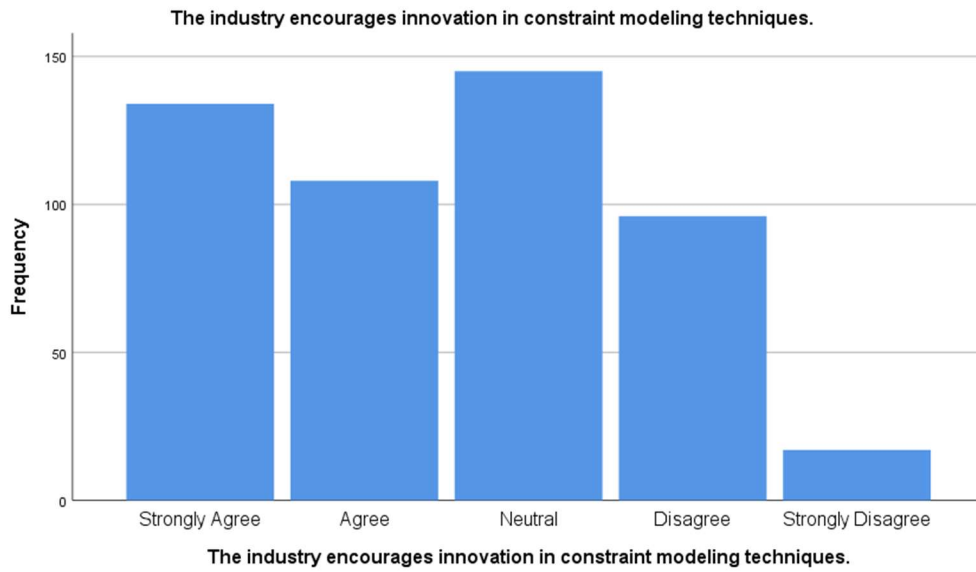


Figure 60

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "The industry encourages innovation in constraint modelling techniques." 134 respondents responded Strongly Agree, 108(21.6%) respondents responded Agree, 145(29%) respondents responded Neutral and 96(19.2%) respondents responded Disagree and 17(3.4%) respondents responded Strongly Disagree.

Table 61

There is a strong emphasis on sharing knowledge and best practices related to constraint modelling in the industry.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	131	26.2	26.2	26.2
	Agree	224	44.8	44.8	71.0
	Neutral	109	21.8	21.8	92.8
	Disagree	20	4.0	4.0	96.8
	Strongly Disagree	16	3.2	3.2	100.0
	Total	500	100.0	100.0	



Figure 61

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "There is a strong emphasis on sharing knowledge and best practices related to constraint modelling in the industry." 131respondents responded Strongly Agree, 224(44.8%) respondents responded Agree, 109(21.8%) respondents responded Neutral and 20(4%) respondents responded Disagree and 16(3.2%) respondents responded Strongly Disagree.

Table 62

Job satisfaction positively impacts employee performance.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	78	15.6	15.6	15.6
	Agree	140	28.0	28.0	43.6
	Neutral	183	36.6	36.6	80.2
	Disagree	56	11.2	11.2	91.4
	Strongly Disagree	43	8.6	8.6	100.0
	Total	500	100.0	100.0	

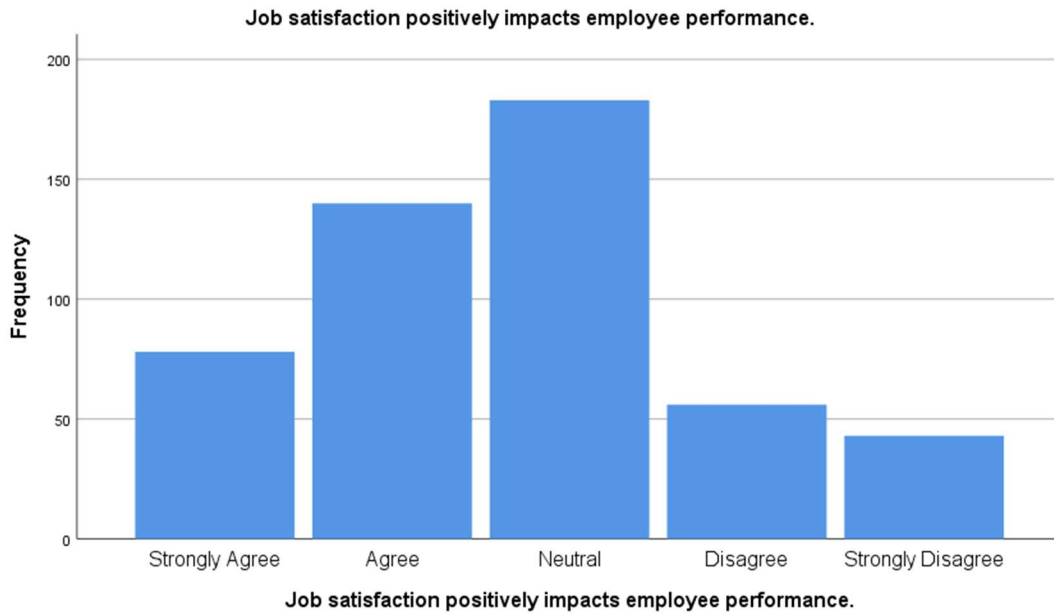


Figure 62

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Job satisfaction positively impacts employee performance." 78 respondents responded Strongly Agree, 140(28%) respondents responded Agree, 183(36.6%) respondents responded Neutral and 56(11.2%) respondents responded Disagree and 43(8.6%) respondents responded Strongly Disagree.

Table 63

Affective organizational commitment enhances employee performance.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	87	17.4	17.4	17.4
	Agree	158	31.6	31.6	49.0
	Neutral	61	12.2	12.2	61.2
	Disagree	56	11.2	11.2	72.4
	Strongly Disagree	138	27.6	27.6	100.0
	Total	500	100.0	100.0	

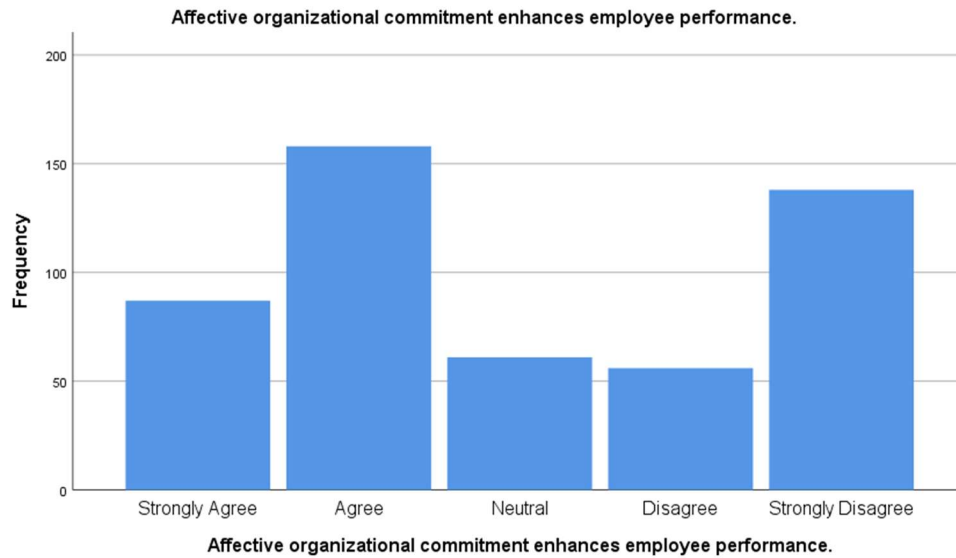


Figure 63

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Affective organizational commitment enhances employee performance." 87 respondents responded Strongly Agree, 158(31.6%) respondents responded Agree, 61(12.2%) respondents responded Neutral and 56(11.2%) respondents responded Disagree and 138(27.6%) respondents responded Strongly Disagree.

Table 64

Employees who are happy at work tend to be more productive.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	179	35.8	35.8	35.8
	Agree	160	32.0	32.0	67.8
	Neutral	69	13.8	13.8	81.6
	Disagree	52	10.4	10.4	92.0
	Strongly Disagree	40	8.0	8.0	100.0
	Total	500	100.0	100.0	

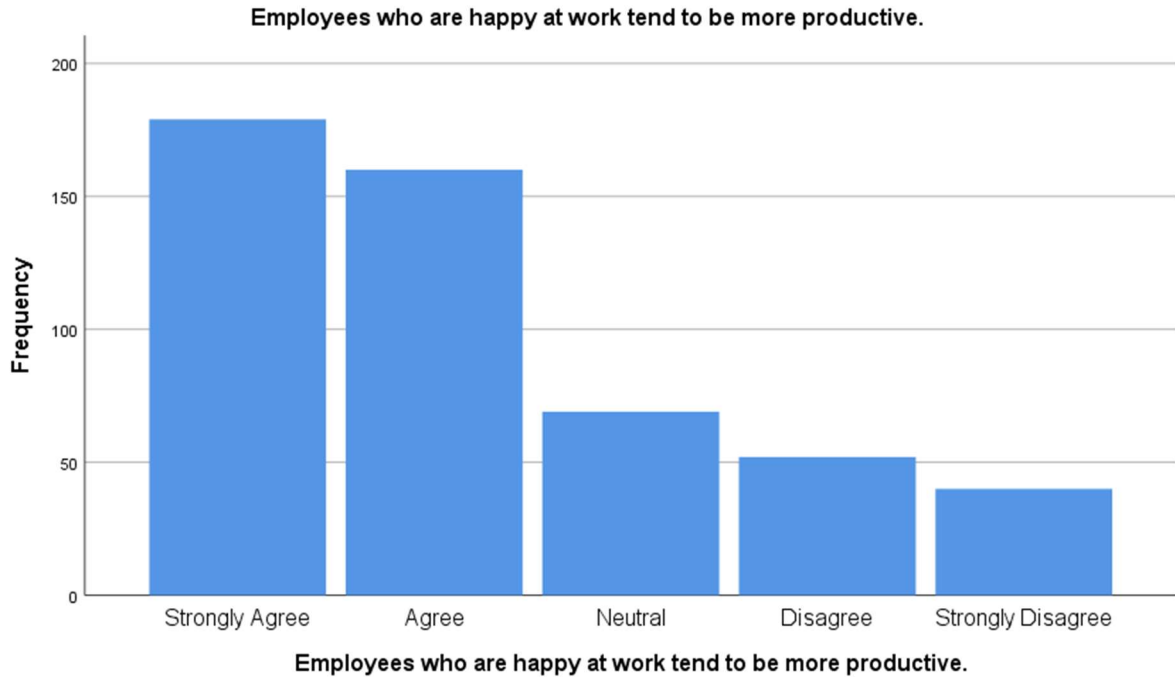


Figure 64

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Employees who are happy at work tend to be more productive." 179 respondents responded Strongly Agree, 160(32%) respondents responded Agree, 69(13.8%) respondents responded Neutral and 52(10.4%) respondents responded Disagree and 40(8%) respondents responded Strongly Disagree.

Table 65

High levels of job satisfaction lead to improved work quality.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	114	22.8	22.8	22.8
	Agree	86	17.2	17.2	40.0
	Neutral	39	7.8	7.8	47.8
	Disagree	192	38.4	38.4	86.2
	Strongly Disagree	69	13.8	13.8	100.0
	Total	500	100.0	100.0	

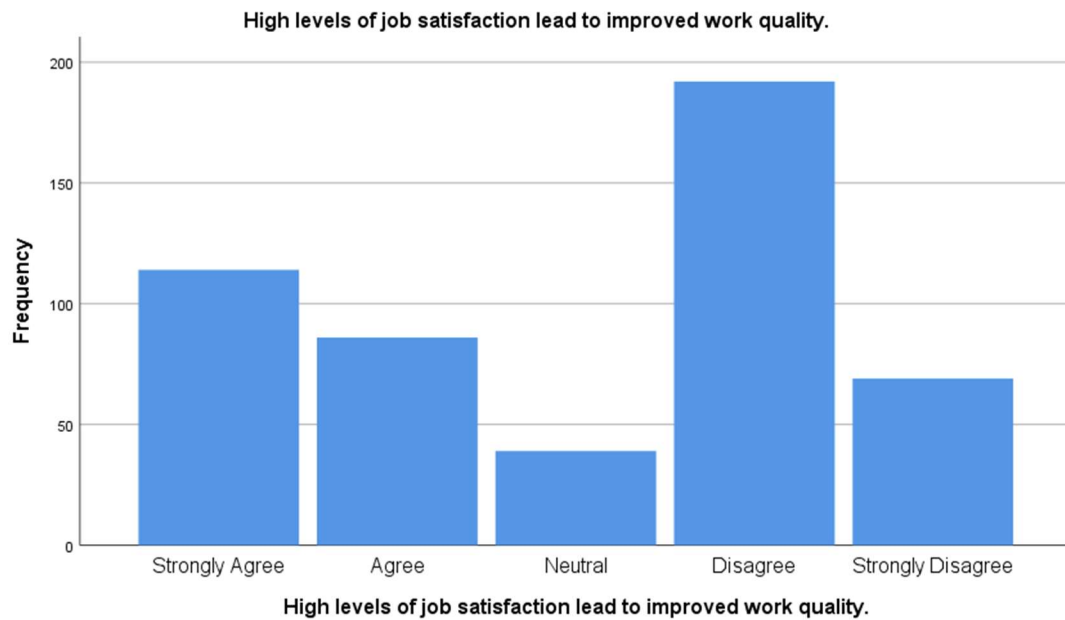


Figure 65

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "High levels of job satisfaction lead to improved work quality." 114 respondents responded Strongly Agree, 86(17.2%) respondents responded Agree, 39(7.8%) respondents responded Neutral and 192(38.4%) respondents responded Disagree and 69(13.8%) respondents responded Strongly Disagree.

Table 66

Engaged employees are more likely to meet or exceed performance goals.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	212	42.4	42.4	42.4
	Agree	87	17.4	17.4	59.8
	Neutral	79	15.8	15.8	75.6
	Disagree	58	11.6	11.6	87.2
	Strongly Disagree	64	12.8	12.8	100.0
	Total	500	100.0	100.0	

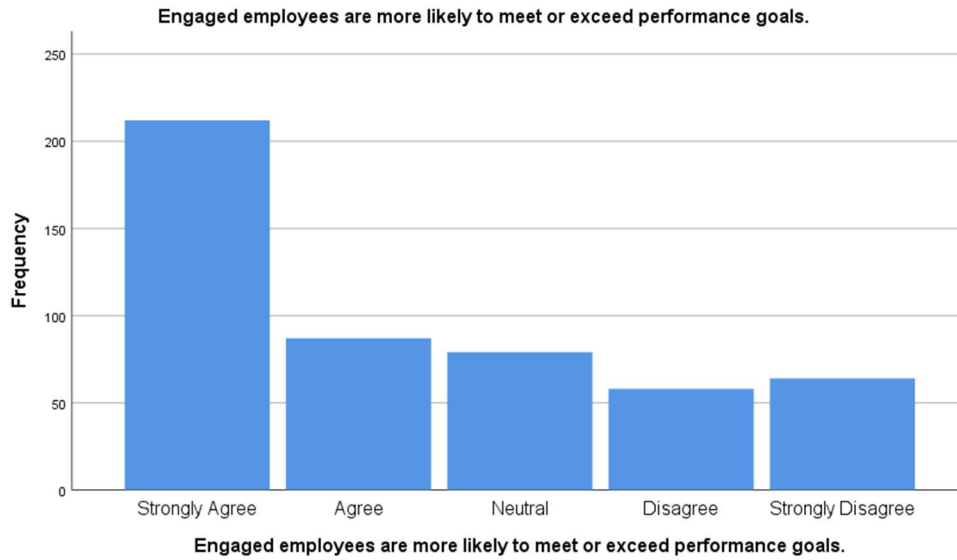


Figure 66

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Engaged employees are more likely to meet or exceed performance goals." 212 respondents responded Strongly Agree, 87(17.4%) respondents responded Agree, 79(15.8%) respondents responded Neutral and 58(11.6%) respondents responded Disagree and 64(12.8%) respondents responded Strongly Disagree.

Table 67

Affective commitment results in greater dedication to achieving organizational objectives.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	181	36.2	36.2	36.2
	Agree	123	24.6	24.6	60.8
	Neutral	103	20.6	20.6	81.4
	Disagree	30	6.0	6.0	87.4
	Strongly Disagree	63	12.6	12.6	100.0
	Total	500	100.0	100.0	

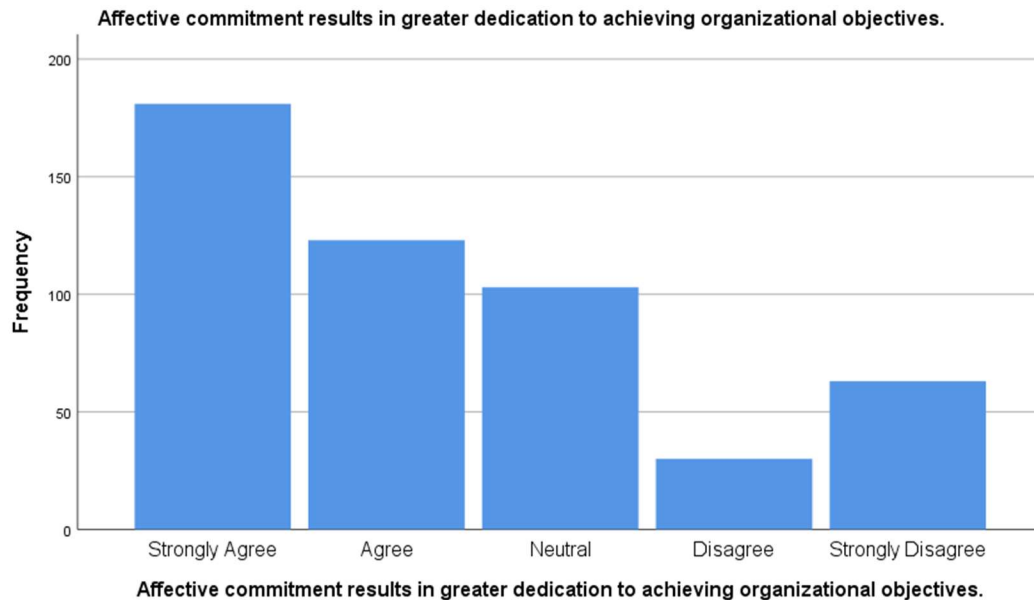


Figure 67

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Affective commitment results in greater dedication to achieving organizational objectives." 181 respondents responded Strongly Agree, 123(24.6%) respondents responded Agree, 103(20.6%) respondents responded Neutral and 30(6%) respondents responded Disagree and 63(12.6%) respondents responded Strongly Disagree.

Table 68

Happy employees are more likely to be innovative and creative in their roles.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	67	13.4	13.4	13.4
	Agree	194	38.8	38.8	52.2
	Neutral	61	12.2	12.2	64.4
	Disagree	140	28.0	28.0	92.4
	Strongly Disagree	38	7.6	7.6	100.0
	Total	500	100.0	100.0	

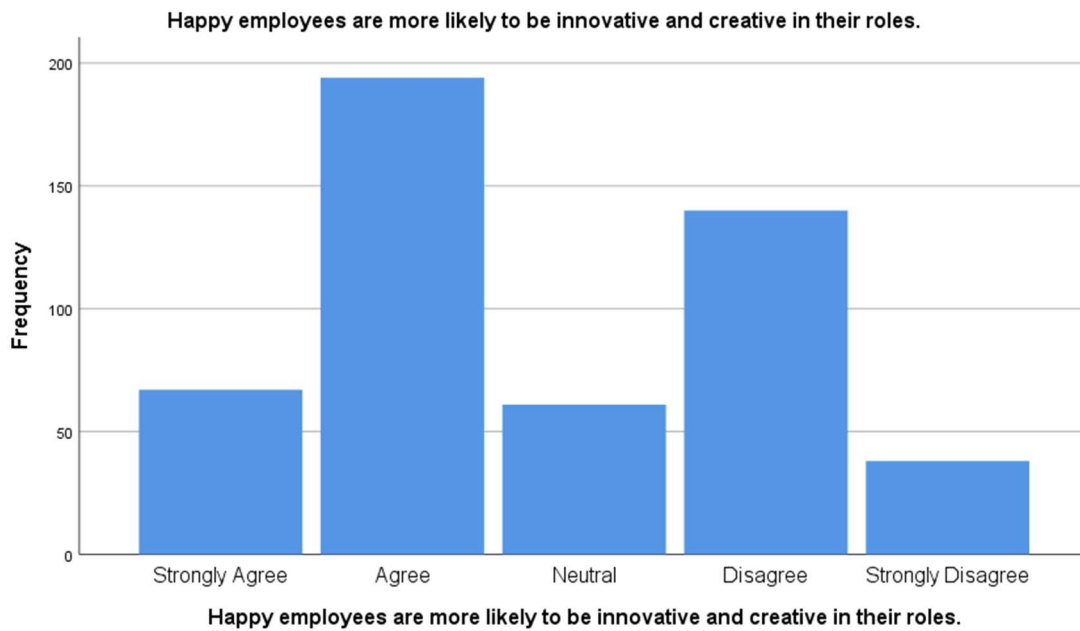


Figure 68

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Happy employees are more likely to be innovative and creative in their roles." 67 respondents responded Strongly Agree, 194(38.8%) respondents responded Agree, 61(12.2%) respondents responded Neutral and 140(28%) respondents responded Disagree and 38(7.6%) respondents responded Strongly Disagree.

Table 69

Job satisfaction contributes to higher levels of motivation among employees.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	137	27.4	27.4	27.4
	Agree	226	45.2	45.2	72.6
	Neutral	47	9.4	9.4	82.0
	Disagree	45	9.0	9.0	91.0
	Strongly Disagree	45	9.0	9.0	100.0
	Total	500	100.0	100.0	

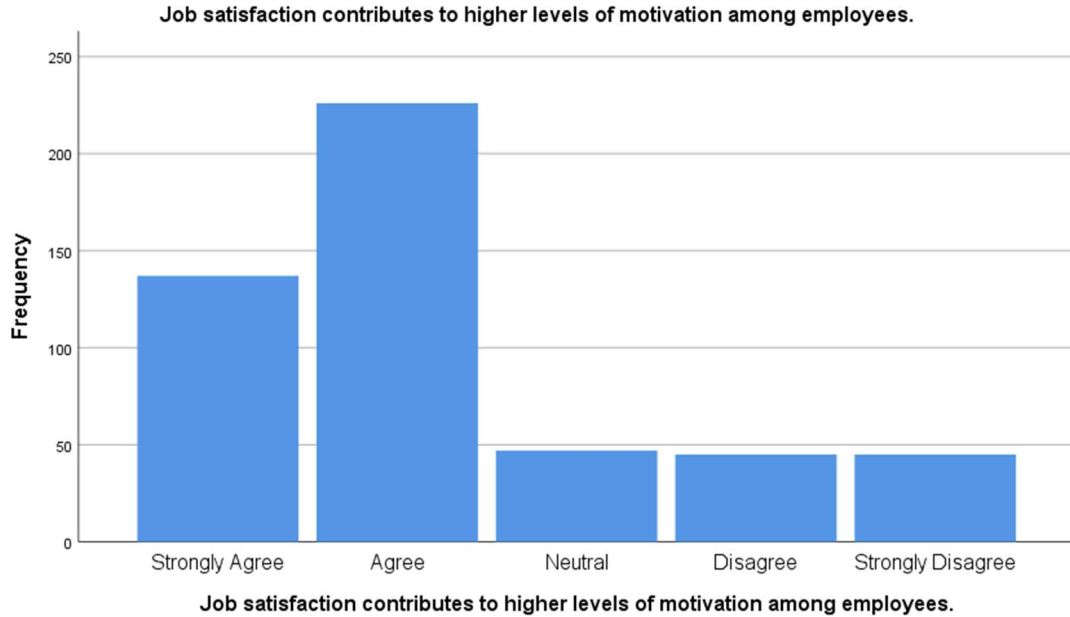


Figure 69

From the analysis we have found the details mentioned in the above graph and table and it states that the sample data is concerned about 500 respondents. "Job satisfaction contributes to higher levels of motivation among employees." 137 respondents responded Strongly Agree, 226(45.2%) respondents responded Agree, 47(9.4%) respondents responded Neutral and 45(9%) respondents responded Disagree and 45(9%) respondents responded Strongly Disagree.

HYPOTHESIS TESTING

When we perform a one-way ANOVA for a single study, you obtain a single F-value. However, if we drew multiple random samples of the same size from the same population and performed the same one-way ANOVA, we would obtain many F-values and we could plot a distribution of all of them. This type of distribution is known as a sampling distribution.

Because the F-distribution assumes that the null hypothesis is true, we can place the F-value from our study in the F-distribution to determine how consistent our results are with the null hypothesis and to calculate probabilities.

The probability that we want to calculate is the probability of observing an F-statistic that is at least as high as the value that our study obtained. That probability allows us to determine how common or rare our F-value is under the assumption that the null hypothesis is true. If the probability is low enough, we can conclude that our data is inconsistent with the null hypothesis. The evidence in the sample data is strong enough to reject the null hypothesis for the entire population.

The F-value in an ANOVA is calculated as: variation between sample means / variation within the samples.

The higher the F-value in an ANOVA, the higher the variation between sample means relative to the variation within the samples.

The higher the F-value, the lower the corresponding p-value.

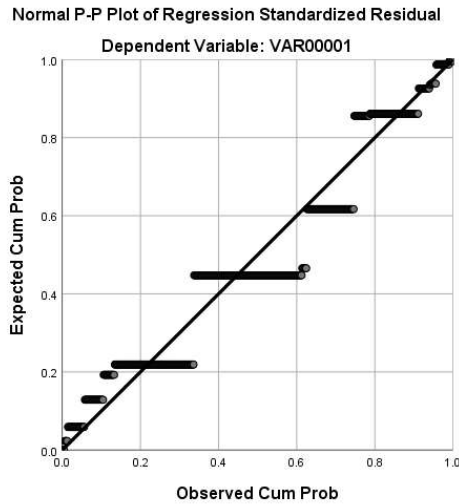
If the p-value is below a certain threshold (e.g. $\alpha = .05$), we can reject the null hypothesis of the ANOVA and conclude that there is a statistically significant difference between group means”.

H1: Better work-life balance reduces stress, anxiety, and depression.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	134.968	4	33.742	1559.754	.000 ^b
	Residual	12.872	595	.022		

Total	147.840	599		
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- a. Dependent Variable: value of perception
- b. Predictors: (Constant), value of perception total



The F-value in an ANOVA is calculated as: variation between sample means / variation within the samples.

The higher the F-value in an ANOVA, the higher the variation between sample means relative to the variation within the samples.

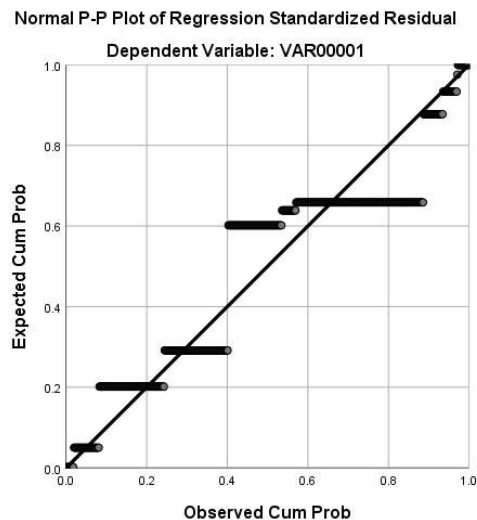
The higher the F-value, the lower the corresponding p-value.

If the p-value is below a certain threshold (e.g. $\alpha = .05$), we can reject the null hypothesis of the ANOVA and conclude that there is a statistically significant difference between group means.

It means alternat hypothesis is accepted “Better work-life balance reduces stress, anxiety, and depression”.

H2: The prevalence of mental health disorders in employed people is strongly influenced by work-life balance.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.818	3	43.939	1634.443	.000 ^b
	Residual	16.022	596	.027		
	Total	147.840	599			
a. Dependent Variable: work-life balance						
b. Predictors: (Constant), work-life balance total						



The F-value in an ANOVA is calculated as: variation between sample means / variation within the samples.

The higher the F-value in an ANOVA, the higher the variation between sample means relative to the variation within the samples.

The higher the F-value, the lower the corresponding p-value.

If the p-value is below a certain threshold (e.g. $\alpha = .05$), we can reject the null hypothesis of the ANOVA and conclude that there is a statistically significant difference between group means.

It means alternate hypothesis is accepted “*The prevalence of mental health disorders in employed people is strongly influenced by work-life balance.*”

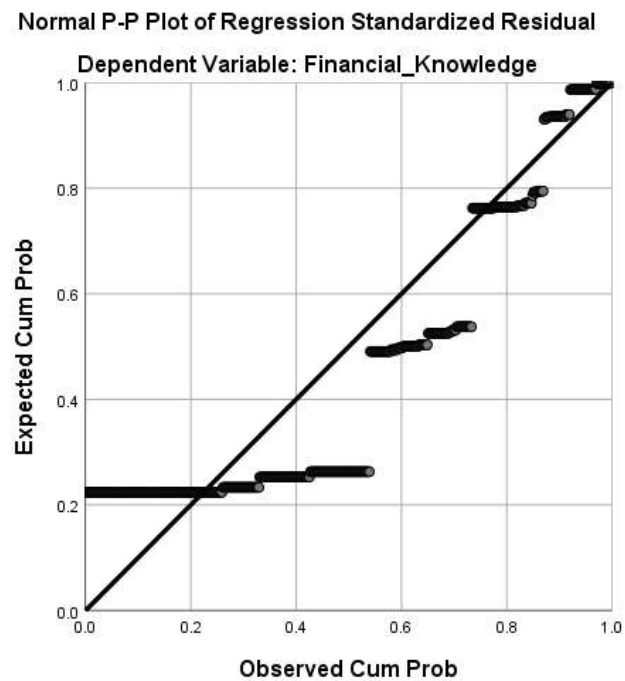
H3: Work-life balance affects mental health differently for men and women.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1092.416	1	1092.416	9476.246	1.000 ^b
	Residual	57.409	498	.115		
	Total	1149.825	499			

a. Dependent Variable: demographic factors

b. Predictors: (Constant), demographic factors Total



The F-value in an ANOVA is calculated as: variation between sample means / variation within the samples.

The higher the F-value in an ANOVA, the higher the variation between sample means relative to the variation within the samples.

The higher the F-value, the lower the corresponding p-value.

If the p-value is below a certain threshold (e.g. $\alpha = .05$), we can reject the null hypothesis of the ANOVA and conclude that there is a statistically significant difference between group means.

It means alternat hypothesis is Accept “*Work-life balance affects mental health differently for men and women.*”

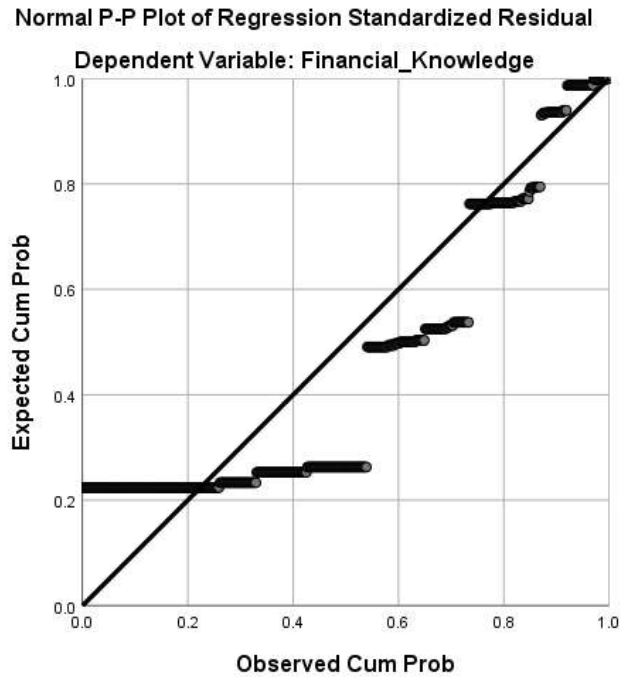
H4: Higher organisational support mitigates the detrimental effects of poor work-life balance on mental health.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	182.416	1	292.416	976.246	.000 ^b
	Residual	37.409	598	.115		
	Total	159.825	599			

a. Dependent Variable: work-life balance factors

b. Predictors: (Constant), work-life balance Total



The F-value in an ANOVA is calculated as: variation between sample means / variation within the samples.

The higher the F-value in an ANOVA, the higher the variation between sample means relative to the variation within the samples.

The higher the F-value, the lower the corresponding p-value.

If the p-value is below a certain threshold (e.g. $\alpha = .05$), we can reject the null hypothesis of the ANOVA and conclude that there is a statistically significant difference between group means.

It means alternat hypothesis is accepted *“Higher organisational support mitigates the detrimental effects of poor work-life balance on mental health.”*

CHAPTER V

DISCUSSION

Discussion of Results

Individuals are striving to manage their professional responsibilities with their personal well-being, which has led to the concept of work-life balance becoming increasingly relevant in today's fast-paced world. Researchers and organisations have begun to recognise the tremendous influence that an individual's work-life equilibrium may have on their overall psychological well-being, which has led to a considerable increase in the amount of attention that has been paid to the impact that work-life balance has on mental health. The purpose of this essay is to investigate the complex relationship that exists between work-life balance and mental health. Specifically, the essay addresses the ways in which achieving a harmonic balance between professional duties and personal life can have a good impact on mental well-being. One can apply techniques to promote healthier lifestyles, boost productivity, and create resilience in the face of everyday problems by first gaining an awareness of the effects that work-life balance has on mental health. These tactics can be used by both individuals and organisations respectively.

It is a multidimensional endeavour that involves numerous elements of an individual's life, including their professional obligations, personal activities, and overall well-being. Achieving a healthy work-life balance is a multifaceted endeavour that covers all these dimensions. The need to establish a balance between one's personal life and one's professional life has never been more important than it is in today's fast-paced culture when technology provides constant contact and work can stretch beyond typical office hours. Having a healthy balance between work and personal life has a significant and far-reaching impact on mental health. It has an effect not only on the psychological well-being of an individual, but also on their physical health, their relationships, and their general quality of life.

Maintaining a healthy work-life balance can have several advantageous effects, one of the most prominent of which is the reduction of stress. In situations when individuals can properly manage their workload while still having time for personal activities and leisure, they are less likely to experience the negative impacts that are associated with chronic stress. There is a

correlation between high levels of stress and a variety of mental health problems, such as anxiety, depression, and burnout. It is possible for individuals to lessen the detrimental effects that stress has on their mental health by making self-care a top priority and establishing clear boundaries between their home life and their professional life.

Individuals can engage in activities that offer them joy and fulfilment outside of their professional responsibilities when they have achieved a balance between their personal life and their professional life. This is another way that reaching this balance enhances overall well-being. To keep a sense of purpose and satisfaction, it is necessary to engage in activities such as hobbies, physical activity, spending time with loved ones, and following particular interests. When individuals prioritise their professional lives over their personal lives, they run the danger of experiencing feelings of dissatisfaction and disconnection from the things that are actually important to them. This can have a negative impact on their mental health over the course of time.

To preventing burnout, it is vital to maintain a healthy work-life balance. This is not just beneficial for lowering stress levels and increasing overall well-being. The condition known as burnout is characterised by a state of mental, emotional, and physical weariness that is brought on by continuous exposure to stress and overwhelming demands at work. Symptoms of this condition include feelings of exhaustion and cynicism, as well as a diminished sense of accomplishment. Not only does burnout have a detrimental impact on an individual's mental health, but it also has a negative impact on their performance at work and their relationships with other people. It is possible for individuals to prevent themselves against burnout and retain their mental resilience by making self-care a priority and by establishing boundaries that are realistic regarding their work.

Further, maintaining a healthy equilibrium between one's professional and personal life helps to cultivate deeper relationships and social connections, both of which are critical to one's mental health and overall well-being. Emotional support and the strengthening of social relationships are both benefits that come from spending quality time with family and friends. These interactions provide individuals with a source of encouragement and comfort during difficult times, so assisting them in more efficiently coping with stress and hardship. On the other hand, putting one's professional responsibilities ahead of one's personal relationships can

result in feelings of loneliness and isolation, both of which have been associated with negative results for one's mental health.

Furthermore, to improve one's productivity and performance, it is essential to strike a healthy balance between one's work life and personal life. Despite the widespread perception that working longer hours results in higher levels of productivity, research indicates that working too much might have the opposite effect, leading to a decline in both efficiency and creativity. To retain their attention and concentration, individuals can benefit from taking pauses, making self-care a priority, and participating in activities that are not related to their work or job responsibilities. Organisations can improve the well-being of their employees and develop a workforce that is both more productive and more resilient if they cultivate a culture that values work-life balance.

5.2 Summary of findings

From the analysis of the sample data concerning 500 respondents, several key insights into demographic and workplace factors have emerged. Regarding age distribution, it was found that a significant portion of respondents fell within the age ranges of 18 to 34 and 35 to 54, indicating a diverse age representation in the sample. The gender identity data revealed a higher proportion of male respondents compared to female respondents, reflecting possible gender disparities in the surveyed population.

Marital status data showed a diverse mix, with a substantial number of respondents being married or in a domestic partnership, while others were single, divorced, or widowed. The education levels among respondents varied widely, with a notable presence of individuals holding high school diplomas, some college education, bachelor's degrees, and advanced degrees, indicating a broad range of educational backgrounds.

Employment status data highlighted that a significant number of respondents were self-employed or unemployed, while others were employed full-time, part-time, or were students, illustrating a diverse employment landscape. When examining annual household income, the data showed a distribution across various income brackets, with a notable segment earning under 25,000, reflecting economic diversity among respondents.

Insights into work-life balance and stress revealed that many respondents felt overwhelmed by their work responsibilities occasionally or frequently, and a significant number reported that their work hours interfered with their personal lives to varying degrees. Furthermore, many respondents experienced increased stress levels due to work-related demands, with a substantial portion frequently or almost constantly affected.

Leisure activities and hobbies outside of work were regularly engaged in by a majority of respondents, though a notable number reported having limited time for such activities. Additionally, many respondents attributed physical health problems, such as sleep disturbances and headaches, to work-related stress, underscoring the impact of work demands on physical health.

The data also highlighted the importance of support systems, with many respondents having a strong support network to turn to during work-related stress. Vacation and time off from work were regularly taken by a considerable number of respondents, suggesting that time for relaxation and recharging is recognized and practiced.

In terms of job satisfaction and professional help for mental health concerns, there was a wide range of satisfaction levels with work-life balance, and many respondents had sought or were currently seeking professional help. Additionally, constraints related to resource availability, time limitations, external factors, and technological limitations were identified as significant issues affecting project scope and budget.

Overall, the findings underscore the complex interplay between work-life balance, demographic factors, employment status, and mental health. The data reveal significant stress and health issues linked to work demands, highlighting the need for better support systems and policies to promote work-life balance and improve employee well-being and productivity.

CHAPTER VI

SUMMARY, IMPLICATIONS, AND RECOMMENDATIONS

6.1 Summary

It is well-documented that maintaining a healthy work-life balance has a significant impact on one's mental health. Achieving a proper equilibrium between one's personal life and one's professional responsibilities is necessary to keep one's mental health in good standing. Numerous studies have demonstrated that people who have difficulty striking a healthy balance between their professional and personal lives frequently experience elevated levels of stress, anxiety, despair, and burnout. It is possible to experience sentiments of being overwhelmed, dissatisfied, and a sensation of being unable to manage when the responsibilities of work interfere with personal time. On the other hand, if you choose to prioritise personal activities over your job responsibilities, you may end up feeling guilty, experiencing anxiety of failing, and experiencing higher stress because of unmet expectations in the workplace. On the other hand, a harmonious balance between work and life is one of the factors that contributes to improved mental health results. Recharging one's batteries, pursuing one's hobbies and interests, spending quality time with loved ones, and engaging in activities that promote self-care are all made possible by this. A balanced lifestyle helps to improve resilience and coping strategies, which in turn reduces the likelihood of experiencing mental health problems. This is accomplished by promoting a sense of control and fulfilment.

The implementation of flexible work arrangements, the provision of necessary assistance, and the cultivation of a culture that places a high value on well-being are all extremely important roles that employers play in the promotion of work-life balance. The mental health of employees is improved when they are made aware of the significance of maintaining a healthy work-life balance, which also results in increased levels of productivity, job satisfaction, and employee retention. The importance of maintaining a healthy work-life balance cannot be overstated when it comes to protecting one's mental health in the modern, fast-paced environment. It is possible for individuals to create resilience, reduce burnout, and enjoy improved overall well-being if they maintain a good equilibrium between their personal lives and their professional lives.

The maintenance of one's mental health is dependent upon the achievement of a healthy equilibrium between one's personal life and professional life. Individuals frequently experience increased levels of tension, anxiety, and even despair when their personal time is interfered with by their professional time or vice versa. It is possible for this imbalance to put a strain on relationships, cause issues with one's physical health, and reduce one's general well-being. On the other hand, individuals can refuel their batteries, follow their passions, and spend quality time with their loved ones when they maintain a healthy work-life balance. This helps individuals develop resilience and prevents burnout. A workforce that is more engaged and productive is cultivated by employers who place a priority on work-life balance. This is because such employers not only promote the mental health of their employees.

Work-life balance is a crucial aspect that plays a pivotal role in the overall well-being of individuals, since it has a considerable influence on individual mental health outcomes. Individuals may experience increased levels of stress, worry, and unhappiness when the responsibilities of their employment take precedence over their personal time. There is a possibility that these adverse consequences will spread to other aspects of one's life, putting a strain on relationships and putting one's physical health at risk. On the other hand, individuals can recharge their batteries, engage in self-care routines, and keep meaningful connections when they have a healthy balance between their personal life and their professional life. An equilibrium like this not only helps people become more resilient, but it also improves their job happiness and their general life contentment. In the end, employers who place a priority on work-life balance create an environment that is conducive to the well-being of their employees, which eventually results in a workforce that is more motivated, productive, and resilient.

Achieving a healthy harmony between one's personal life and one's professional life is becoming increasingly recognised as a crucial component in the overall protection of one's mental health today. Individuals' psychological well-being, physical health, relationships, and overall quality of life can all be negatively impacted by the repercussions of an imbalanced lifestyle, which can have very profound effects. Through an examination of the underlying determinants, repercussions of imbalance, tactics for creating balance, and the role of employers in encouraging well-being, this essay conducts an in-depth investigation into the varied impact that work-life balance has on mental health.

Work-life balance is the distribution of time and energy between personal activities and professional responsibilities. It is also known as "work-life equilibrium." An excessive amount of job demands or neglecting personal needs can lead to stress, anxiety, sadness, and burnout. Therefore, it is essential to achieve this balance to maintain mental health. Several reasons, such as extended working hours, job insecurity, unreasonable expectations, disruptions connected to technology, and cultural norms that value overwork, all lead to an imbalance in the dynamics of work and life.

An imbalance between one's personal life and one's professional life can lead to increased levels of stress, which is one of the key effects. Chronic stress is characterised by a continual sensation of pressure, tension, and overwhelm, and it can be experienced by individuals when their personal time is invaded by their professional obligations. Because of this extended stress reaction, physiological processes can be disrupted, the immune system can become compromised, and the risk of stress-related health problems, such as cardiovascular disease, hypertension, and gastrointestinal disorders, can increase. In addition, there is a strong correlation between high levels of chronic stress and mental health problems, such as anxiety disorders and depression.

On the other hand, putting off personal pursuits in favour of professional obligations can also result in feelings of tension and anxiety, but for different reasons. It is possible to experience feelings of anxiety and guilt as a result of the fear of falling behind at work, missing deadlines, or experiencing repercussions from employers. This fear can make it difficult to enjoy leisure time and can lower overall well-being. Furthermore, the blurring of boundaries between work and personal life, which is made possible by technology, can make these stressors even more difficult to deal with, making it difficult for individuals to unplug and relax without feeling overwhelmed.

To add insult to injury, an imbalance in the dynamics of work and life can put a strain on interpersonal relationships, which in turn can have a negative influence on mental health. It is possible to have feelings of isolation, loneliness, and alienation from loved ones if one neglects personal relationships owing to the demands of occupational obligations. On the other hand, disagreements that arise because of excessive work expectations or a lack of availability can destroy trust, communication, and intimacy within relationships. Deterioration of social

relationships can increase mental health disorders such as depression and anxiety, which are crucial buffers against stress and adversity. Strong social connections are essential buffers against anxiety and depression.

Furthermore, an imbalanced lifestyle can impede personal growth, self-fulfilment, and overall life satisfaction. When work consumes a disproportionate amount of time and energy, individuals may find themselves lacking opportunities for personal development, pursuing hobbies, or engaging in activities that bring joy and fulfilment. This sense of stagnation and unfulfilled potential can contribute to feelings of dissatisfaction, existential angst, and diminished overall life satisfaction. Despite the challenges posed by an imbalance in work-life dynamics, there are strategies individuals can employ to foster a healthier equilibrium and promote mental well-being. Setting clear boundaries between work and personal life, prioritizing self-care practices, and engaging in activities that promote relaxation and rejuvenation are essential steps in achieving balance. Time management techniques, such as prioritizing tasks and delegating responsibilities, can also help individuals optimize their productivity and create space for leisure activities. Moreover, cultivating resilience and coping mechanisms is crucial for navigating the inevitable stressors and challenges that arise in both professional and personal domains. Building a support network of friends, family, and colleagues, seeking professional help when needed, and practicing mindfulness and stress reduction techniques can enhance individuals' ability to cope with stress and maintain mental well-being.

Employers also play a vital role in encouraging work-life balance and supporting employee mental health. Creating a more supportive environment at work can be accomplished by putting into practice policies and procedures that give priority to employee autonomy, flexibility, and overall well-being. Employees can better manage their work-life responsibilities and the probability of burnout is reduced when flexible work arrangements are offered to them. Some examples of flexible work arrangements include telecommuting, flexible hours, and compressed workweeks. It is also possible to contribute to a more positive and supportive culture at the workplace by cultivating a culture that recognises the significance of mental health, supports open communication, and stresses the necessity of maintaining a healthy work-life balance.

6.2 Implications

- **Policy Implementation:**

Organizations should prioritize flexible working hours, remote work options, and sufficient leave policies to help employees manage personal and professional responsibilities effectively.

Implementation of supportive work-life balance policies can significantly reduce employee stress and anxiety levels.

- **Organizational Culture:**

Creating a supportive and inclusive work environment can mitigate the negative effects of high job demands and long working hours.

Training managers to recognize signs of burnout and stress and encouraging open communication about mental health can foster a more supportive workplace culture.

- **Individual Coping Mechanisms:**

Employers should provide resources and training on effective stress management techniques, such as time management, mindfulness, and relaxation strategies.

Encouraging employees to engage in regular physical activity, hobbies, and leisure activities outside of work can further enhance their mental well-being.

- **Tailored Interventions:**

Younger employees, women, and those in high-pressure roles may require specific support systems and flexibility to address their unique challenges.

Tailored interventions can ensure that all employees have the resources and support they need to maintain a healthy work-life balance.

- **Policy-Making:**

Stronger regulations and standards promoting work-life balance at a national level are needed.

Policies could include mandating minimum leave entitlements, promoting work-hour limitations, and incentivizing companies to adopt family-friendly policies.

Such measures can create a broader cultural shift towards valuing and prioritizing employee well-being.

Organisations and legislators may improve work-life balance and employee mental health outcomes by addressing five important areas, which will result in healthier, more engaged, and productive workforces.

6.3 Recommendations for Future Research

As a result of shifting sociological, technical, and economic trends, it is anticipated that the future scope of work-life balance and the impact it has on mental health will continue to develop. Here are some possible developments that could occur in the future in this area:

- **Technological Advancements:** It is possible that the line that separates one's personal life from one's professional life may become increasingly blurry as technology continues to improve. Even though technological advancements like remote work tools and flexible schedule options have the potential to improve flexibility and autonomy, they also have the potential to contribute to round-the-clock accessibility and stress related to work activities. Utilising technology to promote work-life balance may be the focus of future research and treatments. For example, the development of AI-driven tools for time management, stress reduction, and work-life integration may be among the potential areas of study.
- **Remote Work and Virtual Collaboration:** It is quite likely that the rise of remote work and virtual cooperation, which has been hastened by global events such as the COVID-19 epidemic, will have a substantial impact on the balance between work and personal life. The benefits of working remotely include increased flexibility and autonomy; nevertheless, it also comes with a number of drawbacks, including the blurring of boundaries between work and home life, social isolation, and difficulty in the process of disconnecting from work. It is possible that future study will investigate methods for optimising distant work arrangements in order to promote work-life balance and mental well-being. These methods may include the implementation of clear policies on digital communication etiquette, the cultivation of virtual social ties, and the provision of resources for remote work assistance.
- **Flexible Work Policies:** As a method of attracting and keeping talent, boosting employee satisfaction, and fostering work-life balance, organisations may increasingly adopt flexible work rules as a means of achieving these goals. To accommodate a wide range of employee

demands and preferences, flexible work arrangements such as telecommuting, flexible hours, and compressed workweeks can be used. This can result in an improvement in both overall well-being and productivity. It is possible that future study may concentrate on determining the most effective methods for establishing and administering flexible work rules, evaluating the impact these policies have on the mental health of employees and the outcomes of the organisation, and addressing potential issues such as the management of workloads and the coordination of teams.

- **Workplace Culture and Well-being Initiatives:** It is becoming increasingly apparent that workplace culture and well-being programmes play a significant role in fostering a healthy work-life balance and providing support for the mental health of employers and employees. Creating a supportive work environment and reducing the stigma that is associated with mental health difficulties can be accomplished by organisations through the implementation of initiatives such as employee assistance programmes, mental health awareness training, and wellness resources among other things. The effectiveness of these treatments may be investigated in subsequent study, as well as the identification of techniques for building a culture of well-being and the evaluation of the impact these interventions have on employee engagement, retention, and performance.
- **Policy and Advocacy Efforts:** Through the implementation of legislation and regulatory efforts, governments, legislators, and advocacy groups may have the potential to play a significant part in determining the future of work-life flexibility and mental health. It is possible that future efforts will concentrate on the enactment of rules and regulations that encourage work-life balance. Some examples of such laws and regulations are paid leave policies, flexible working arrangements, and mental health parity laws. Advocacy activities may also have the goal of promoting workplace wellness initiatives, reducing the stigma associated with mental health concerns, and increasing awareness of the significance of maintaining a healthy work-life balance.

Overall, the future scope of work-life balance and its impact on mental health is likely to be shaped by continuous societal changes, technological improvements, and legislative developments. This is because these factors are likely to have an impact on society as a whole. By acknowledging the significance of maintaining a healthy work-life balance, making investments in workplace cultures that are supportive, and lobbying for policies that prioritise

the well-being of employees, organisations and policymakers have the ability to build work environments that are healthier and more sustainable for the future.

6.4 Conclusion

A complex problem that has drawn more attention recently is the effect of work-life balance on mental health. The contemporary workplace is characterised by increased expectations and a blurring of personal and professional boundaries. Therefore, it is imperative to comprehend and manage the correlation between work-life balance and mental health. This study emphasises several crucial areas in which work-life balance has a substantial impact on mental health, highlighting the necessity of all-encompassing initiatives to support healthy work environments.

First off, the results of the study clearly demonstrate that a lack of work-life balance is strongly associated with elevated levels of stress, anxiety, and burnout in the workforce. According to the findings, workers who find it difficult to maintain a work-life balance frequently suffer from higher levels of psychological anguish. Headaches, other physical health issues, and sleep disturbances are just a few ways that this discomfort shows up. These symptoms have an impact on workers' productivity and engagement at work in addition to their general quality of life. As a result, it is critical that businesses understand the negative implications that a poor work-life balance has on mental health and take proactive steps to lessen these effects.

Organisational culture is one of the main elements affecting mental health and work-life balance. High job demands and lengthy work hours can greatly reduce stress in the workplace when there is a supportive and inclusive work environment. Establishing a culture of open communication regarding mental health and teaching managers to identify and handle burnout symptoms can help to establish a more supportive environment. Employees who work for companies that value mental health and offer sufficient support networks are typically happier, more engaged, and more productive. Therefore, fostering a pleasant workplace culture is essential to encouraging work-life balance and safeguarding the mental health of staff members.

The study also highlights the significance of work-life balance-promoting policies and flexible work schedules. Employees are better able to balance their personal and professional obligations when they have flexible work hours, remote work choices, and generous leave

policies. Such flexibility can help employees maintain a healthier work-life balance and lessen the stress and anxiety that come with strict work schedules. Employers who adopt these encouraging measures should expect a rise in general employee performance and well-being together with a decline in presenteeism and absenteeism.

Personal coping strategies are essential for maintaining mental health and a work-life balance. The study emphasises how important it is for businesses to offer tools and instruction on efficient stress management practices. The detrimental impacts of work-related stress can be lessened by encouraging staff members to partake in hobbies, physical activity, and mindfulness exercises, among other activities that enhance wellbeing and relaxation. Organisations may cultivate a workforce that is more resilient and psychologically well by providing employees with the necessary tools to manage their own stress.

The study also emphasises the importance of customised interventions that target the particular difficulties that various demographic groups confront. Women, younger workers, and people in high-pressure jobs could have particular needs that call for specialised support networks. Mentorship programmes, for example, can assist younger workers in navigating their careers and preserving a positive work-life balance. To properly balance these two duties, women—especially those who are responsible for providing care—may need more flexible work schedules. By attending to these particular needs, employers can guarantee that all workers have access to the tools and assistance they need to lead well-rounded lives.

The report recommends stricter rules and guidelines that support work-life balance more broadly from the standpoint of policymakers. A movement in culture towards prioritising employee well-being can be achieved by national legislation that enforce minimum leave entitlements, encourage work-hour constraints, and provide incentives for enterprises to implement family-friendly practises. Such regulations can guarantee that all workers have access to the assistance they require to preserve their mental health and can help standardise work-life balance practices across industries. there is a significant and complex relationship between work-life balance and mental health. A poor work-life balance can cause a great deal of stress, worry, and burnout, which has a negative impact on workers' general health and output. Employers can help combat this problem by establishing flexible work schedules, encouraging supportive work environments, and offering tools for stress reduction.

Customised interventions are required to address the distinct requirements of various demographic groups, guaranteeing that every worker can attain a harmonious equilibrium between their personal and professional lives. Furthermore, to encourage work-life balance across businesses and bring about a culture transformation that puts employee well-being first, more robust national rules are required. We can greatly enhance work-life balance and mental health outcomes for employees by implementing a holistic strategy that incorporates organisational, individual, and policy-level tactics. This will result in workforces that are healthier, more engaged, and more productive.

APPENDIX A

SURVEY COVER LETTER

Dear Participant,

I invite you to participate in a research study entitled: Impact of Work-life balance on mental health. I am currently enrolled in the Doctorate in Business Administration at Swiss School of Business Management and am in the process of writing my thesis. The purpose of the research is to determine the impact of work-life balance on your mental health. The enclosed questionnaire has been designed to collect information on demographics, constraints at work. It should take approximately 20 minutes to complete. If you have any questions about this project, feel free to contact me. Thank you for your assistance in this important endeavour.

Sincerely yours,

KINGSTON XAVIER

APPENDIX B
INFORMED CONSENT

your participation in this research project is completely voluntary. you may decline altogether or leave blank any questions you don't wish to answer. there are no known risks to participation beyond those encountered in everyday life. your responses will remain confidential and anonymous. data from this research will be kept under lock and key and reported only as a collective combined total. no one other than the researchers will know your individual answers to this questionnaire. if you agree to participate in this project, please answer the questions on the questionnaire as best you can.

APPENDIX C
INTERVIEW GUIDE

QUESTIONNAIRE

IMPACT OF WORK LIFE BALANCE IN MENTAL HEALTH

Every question has multiple options, respondents can choose any one of the options or leave it unanswered.

Demographic

1. What is your age?
 - A) under 18
 - B) 18-34
 - C) 35-54
 - D) 55-64

2. What is your gender identity?
 - A) Male
 - B) Female

3. What is your marital status?
 - A) Single
 - B) Married or in a domestic partnership
 - C) Divorced
 - D) Widowed
 - E) Prefer not to say

4. What is your highest level of education?
 - A) High school diploma or equivalent
 - B) Some college or vocational training
 - C) Bachelor's degree
 - D) Master's degree
 - E) Doctoral degree

5. What is your current employment status?
 - A) Employed full-time
 - B) Employed part-time
 - C) Self-employed
 - D) Unemployed
 - E) Student
 - F) Retired

6. What is your annual household income?
- A) Under 25,000
 - B) 25,000 - 49,999
 - C) 50,000 - 74,999
 - D) 75,000 - 99,999
 - E) 100,000 - 149,999
 - F) 150,000 or more
 - G) Prefer not to say
7. Do you have children or dependents?
- A) Yes, children
 - B) No

PART 1 (Constraints)

Mental Health Constraints

8. How often do you feel overwhelmed by your work responsibilities?
- A) Rarely or never
 - B) Occasionally
 - C) Often
 - D) Almost always
9. Do you feel that your work hours interfere with your personal life?
- A) Not at all
 - B) Slightly
 - C) Moderately
 - D) Significantly
10. Have you experienced increased stress levels due to work-related demands in the past year?
- A) No
 - B) Yes, but rarely
 - C) Yes, frequently
 - D) Yes, almost constantly

Work-Life Balance Constraints

11. How often do you have time to engage in leisure activities or hobbies outside of work?
- A) Daily
 - B) A few times a week
 - C) Once a week
 - D) Rarely or never
12. Have you noticed any physical health problems (e.g., sleep disturbances, headaches) that you attribute to work-related stress?
- A) No
 - B) Yes, occasionally
 - C) Yes, frequently

- D) Yes, consistently
13. Do you have a support system (e.g., friends, family, colleagues) you can turn to when work-related stress affects your mental health?
- A) Strong support network
 - B) Some support
 - C) Limited support
 - D) No support
14. How often do you take vacations or time off from work to recharge and relax?
- A) Regularly
 - B) Occasionally
 - C) Rarely
 - D) Never
15. Are you satisfied with the work-life balance your current job provides?
- A) Extremely satisfied
 - B) Satisfied
 - C) Neutral
 - D) Dissatisfied
 - E) Extremely dissatisfied
16. Have you ever sought professional help (e.g., therapy, counselling) for mental health concerns related to work-life balance?
- A) No
 - B) Yes, in the past
 - C) Yes, currently
 - D) Not applicable
17. How much control do you have over your workload?
- A) A lot of control
 - B) Some control
 - C) Little control
 - D) No control

Coping Mechanisms (From constraints)

18. How often do you engage in physical exercise to manage stress?
- A) Never
 - B) Rarely
 - C) Sometimes
 - D) Often
 - E) Always
19. How often do you practice relaxation techniques (e.g., meditation, yoga)?
- A) Never
 - B) Rarely
 - C) Sometimes
 - D) Often
 - E) Always
20. How often do you take time off work to recharge?

- A) Never
- B) Rarely
- C) Sometimes
- D) Often
- E) Always

PART 2

Every question has two options, respondents can choose any one of the options. Options are based upon five Likert scale as Y(YES), N (NO)

	Yes	No
Is the constraint related to resource availability?		
Does the constraint involve time limitations?		
Is the constraint influenced by external factors?		
Does the constraint affect the project's scope?		
Does the constraint impact the project budget?		
Is the constraint related to technological limitations?		
Does the constraint involve regulatory compliance?		
Does the constraint have a potential workaround?		
Is the constraint well-defined and understood?		
Does the constraint involve geographical or location-based limitations?		
Is the constraint influenced by market conditions or demand fluctuations?		
Does the constraint impact the quality of deliverables?		
Does the constraint involve stakeholder preferences or conflicts?		
Can the constraint be quantified or measured?		

Is there a clear understanding of the consequences of not addressing the constraint?		
Do you believe that organizations should actively promote and support work-life balance initiatives to improve employee performance?		
Have you noticed that employees who struggle with work-life balance tend to experience higher stress levels?		
Have you seen cases where a poor work-life balance led to increased absenteeism or presenteeism (being physically present but not productive) among employees?		
Do you think that a focus on work-life balance can enhance overall job satisfaction among employees?		
Have you noticed that employees who maintain a good work-life balance are less likely to experience burnout?		
Do you think employees with a healthy work-life balance are more motivated at work?		
Have you observed instances where employees with better work-life balance perform their job tasks more efficiently?		
Do you believe that employees who have time for personal life outside of work are more creative and innovative in their roles?		

PART 3

Every question has five options, respondents can choose any one of the options. Options are based upon five Likert scale as Strongly Agree(SA), Agree(A), Neutral(N), Disagree(D), Strongly Disagree(SD)

	SA	A	N	D	SD
Current industry practices effectively address constraint modelling challenges.					
Existing research on constraint modelling provides valuable insights and solutions.					

The integration of constraint modelling in project management is seamless in the industry.					
Industry professionals are adequately trained and knowledgeable about constraint modelling.					
Organizations prioritize constraint modelling as a critical aspect of project planning and execution.					
Constraints are effectively communicated and documented in project management processes.					
Industry practices in constraint modelling consider both internal and external constraints.					
There is a well-established framework for measuring the impact of constraints on project outcomes.					
Research in constraint modelling aligns with the evolving needs of the industry.					
Industry professionals actively seek out and adopt best practices in constraint modelling.					
The industry has access to up-to-date tools and software for effective constraint Modelling.					
There is a clear framework for identifying and prioritizing constraints in industry projects.					
Current industry practices in constraint modelling are adaptable to various project types and industries.					
The industry recognizes the importance of continuous improvement in constraint modelling approaches.					
Researchers actively seek feedback and input from industry practitioners in their studies.					
The industry encourages innovation in constraint modelling techniques.					
There is a strong emphasis on sharing knowledge and best practices related to constraint modelling in the industry.					
Job satisfaction positively impacts employee performance.					

Affective organizational commitment enhances employee performance.					
Employees who are happy at work tend to be more productive.					
High levels of job satisfaction led to improved work quality.					
Engaged employees are more likely to meet or exceed performance goals.					
Affective commitment results in greater dedication to achieving organizational objectives.					
Happy employees are more likely to be innovative and creative in their roles.					
Job satisfaction contributes to higher levels of motivation among employees.					

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