

AN INTEGRATIVE REVIEW OF WORK-LIFE BALANCE

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ABSTRACT

Researchers propose an integrated model of work-life balance including two important dimensions: involvement in work and nonwork life, and minimum conflict between social roles in work and nonwork life, based on a comprehensive assessment of the literature. Humans examine most of the data on the effects of work-life equilibrium in terms of work-related, nonwork-related, as well as stress-related outcomes based on this paradigm. The next step is to define a collection of personal and organizational antecedents to work-life balance and explain how they affect it. Then we go through a series of theoretical processes that connect work-life balance to overall happiness. Finally, future research areas and policy consequences are discussed.

KEYWORDS: *Life satisfaction, Work-life balance, Work-family conflict, Work-life integration, Work family interface.*

1. INTRODUCTION

Work-life balance has been linked to higher performance of the organization, greater job satisfaction, as well as stronger organizational commitment, according to many studies. Work-life balance has also been shown to have a significant impact in individual well-being, such as health satisfaction, marital satisfaction, overall general life happiness, according to research. In organizational culture, management of human resources, and quality-of-life studies, this is an important field of study. What is the definition of work-life balance? Work-life balance seems to be defined in a variety of ways. These concepts (and conceptualizations) may be divided into two categories: (1) multiple role involvement in work and nonwork life, and (2) minimum conflict between work as well as nonwork roles. We found at least four distinct definitions (conceptualizations) of work-life balance within in the overall dimension of participation in various roles in work and nonwork life. The first definition entails multi-role attentive involvement(1)(2)(3).

The second component of work-life balance, as previously mentioned, is a minimum conflict between work and nonwork responsibilities. At least three definitions of minimum conflict between work as well as nonwork responsibilities have been established. The first definition entails reducing role conflict between work and home responsibilities. The following is a summary of this definition: Work-life balance is defined as happiness and effective performance in both work and family responsibilities with minimal role conflict. The second concept includes role enrichment without conflict between roles. Work-life balance is defined as a high level of

role enrichment combined with a low level of role conflict in both work and nonwork life domains. The third term refers to resource management in order to reduce role conflict(4)(5)(6).

Our initial aim is to try to bring the study literature together by providing an integrative definition of work-life balance, which we describe as a high degree of involvement in both work and nonwork life with little conflict between work and nonwork social responsibilities(7). The second aim of this article is to demonstrate that the concept of work-life balance may serve as a unifying framework for better accounting for a variety of outcomes. The second aim is to look at the results of work-life balance, such as work, non-work, including stress-related outcomes. The final aim of this article is to try to better integrate the research on work-life balance by demonstrating how previous empirical research on personal and organizational variables may be used to predict our work-life balance construct(8)(9). To put it another way, we'll define a collection of personal and organizational predictors and explain their impacts on work-life balance in terms of our two main characteristics of work-life balance: role involvement in work and nonwork life and minimum friction between work and nonwork roles. The third aim focuses on the factors that influence work-life balance. The fourth aim is to present theoretical concepts that may be used to explain the link between work-life balance and overall happiness(10)(11)(12)(13).

1.1 Work-Life Balance as a Construct:

We think that an integrated definition of work-life balance includes two important aspects, namely role involvement in both work and nonwork life and minimum conflict between work and nonwork roles, as previously mentioned. Individuals must actively participate in social roles in both work and nonwork life to attain work-life balance. Engagement in many roles, as illustrated in (figure 1), enables excellent role performance, resulting in pleasure that spreads across life domains.

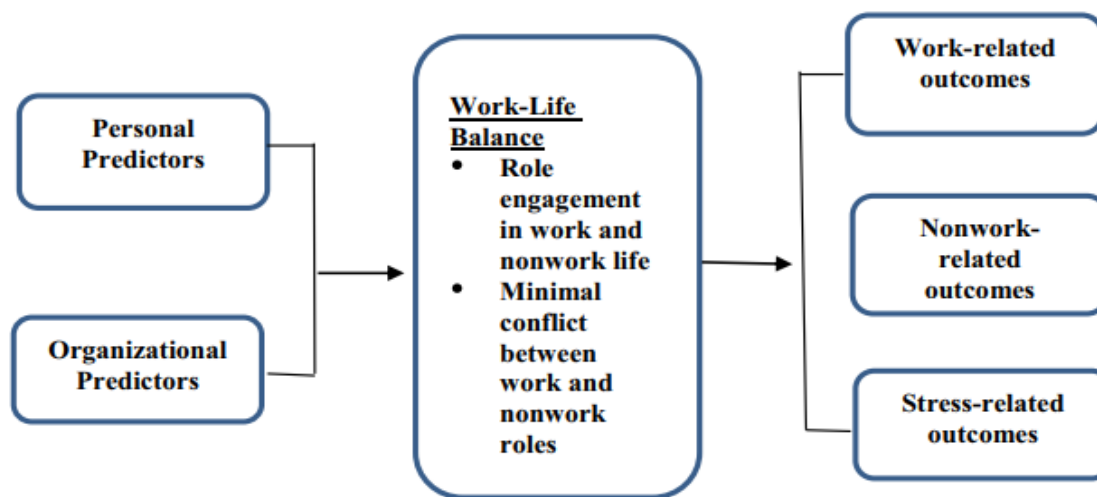


Figure 1: illustrate the Integrative Framework of Work-Life Balance Research.

That is, work-life balance entails a combination of high levels of role involvement in both the work and non work domains, as well as little conflict between work-related and non work-related social roles. Much of the research in this area is captured by this concept of work-life balance. We go through these two aspects in detail below.

1.2 Workplace and non-workplace role engagement:

A high degree of involvement in work-related tasks is a key need for work-life balance. If the individual's job-related objectives are significant to them and they are successful in achieving them, a high degree of involvement in work life is likely to generate good affect. Work-life balance is improved not just by achieving work-life goals, but also by beneficial spillover effects in other important life areas. Employees are highly engaged in both work and nonwork life, for example, can accomplish work-life balance when (1) positive impact from one life domain is transferred to those other life domains, (2) skills and perceptions in one life domain improve role performance in other life domains, and (3) two or more life domains are integrated to facilitate the transfer of positive experiences and affect(14)(15)(16).

That is, achieving a level of work balance necessitates first and foremost a high level of commitment in work-related roles that generate a lot of positive affect through the successful transfer of positive skills, values, privileges, status, as well as affect from work-related roles to nonwork-related roles. Role enrichment—the degree to which involvement in one life domain improves performance and quality of life in other life domains—contributes to good personal outcomes (e.g., life happiness) that arise from high levels of engagement in work life

1.3 Workplace and non-workplace social roles have little conflict:

The minimum conflict between societal norms in work and nonwork life domains is the second key need for work-life balance. Work-life balance is said to be accomplished when there is little to no role conflict across social roles, according to a lot of studies. The degree toward which role duties in one life domain and then another life domain were incompatible is referred to as role conflict. As a result, the responsibilities of one job make it more difficult to execute the other. Because the demands of the roles of work and family life are fundamentally contradictory, people suffer role conflict between the two spheres. Much research, driven by the conservation of resources paradigm, backs up this idea of role conflict(17)(18)(19).

1.4 Work-Related Results:

Employees' work-life balance improves job performance, job happiness, commitment to the organization, career growth, and success, according to research. Work-life balance has also been shown to decrease workplace dysfunction, burnout and alienation, absenteeism, and the desire to change jobs. In terms of work-related results, most of the research has shown a similar pattern: as work-life balance improves, so does productivity.

- Job efficiency improves.
- Employee satisfaction rises.
- The organization's devotion grows.
- There is a reduction in the number of people who want to quit the company.

1.5 Non-Work-Related Results:

Employees' life satisfaction, marriage contentment, family performance, family satisfaction, paternal satisfaction, including leisure satisfaction all improve when they have a work-life balance, according to research. Employees with a work-life balance have been shown to have

better health, have less cognitive difficulties, and have fewer disputes with their family members, according to research. Much study has demonstrated that when work-life balance improves, so does productivity(20).

- Your level of happiness rises.
- There is an increase in marital adjustment and marital happiness.
- The performance of the family improves.
- Family happiness improves.

1.6 Stress-Related Consequences:

Work-life conflict is linked to increased psychological distress (emotional exhaustion, feelings ill-being, anxiety, irritability as well as hostility, hypertension, depression) as well as family-related stress (affective parental and marital stress), as well as the manifestation of illness symptoms, according to research. There are also strong connections between work-life conflict and stress, according to research. Particularly when the work-life balance deteriorates.

Furthermore, many of the impacts of work-life balance on individual and organizational results are indirect rather than direct. Many variables seem to mitigate these effects. Work-life balance has been linked to higher quality of life. Job-life balance, in particular, adds to an individual's quality of life when they are highly engaged in both their work and family responsibilities, as well as fulfilled in both(21).

1.7 Work-Life Balance Antecedents or Predictors:

The final aim of this article, as mentioned before, is to try to better integrate the knowledge on work-life balance by demonstrating how prior empirical research on personal, situational, institutional, including cultural variables may be used to forecast our construct of work-life balance. Much of the discussion of antecedents in this section is organized around two main categories of antecedents, namely personal and organizational predictors of work-life balance.

1.8 Work-Life Balance as well as Overall Life Satisfaction Theoretical Principles:

The fourth aim of this literature review, as mentioned in the introduction, is to present theoretical ideas intended to explain the connection between work-life balance as well as overall life satisfaction. What are some of the theoretical work-life balance concepts that have gained traction in the literature? We'll go over some of the work-life balance theories (or psychological principles) that could explain the links between work-life balance but also overall life satisfaction, such as satisfaction limits, satisfaction of the full range of human specific interventions, role conflict, positive spillover, role economic gain, segmentation, or compensation(22).

1.9 The Role Conflict Principle:

When social responsibilities in the work as well as non-work life domains are compatible with no or little conflict, work-life balance may be established. Role conflict throughout life domains has a detrimental effect on life satisfaction, according to the principle of role conflict. Consider the tensions that exist between work and family duties. Work-family conflict is a kind of inter-role conflict in which work and family role demands become mutually incompatible. That is,

involvement in work-related duties is hampered by involvement in family-related activities, and vice versa. This inter-role conflict may go one of two ways. Work responsibilities may conflict with family duties, while work roles can conflict with family roles(23).

1.10 The Role Enrichment Principle:

Good experiences and results in one job may lead to positive experiences and outcomes in the other. Job enrichment is the idea that abilities and experiences gained in one role may be used to improve or increase performance and satisfaction in another. Work-to-family enrichment happens when job experiences lead to heightened work satisfaction, while family-to-work enhancement occurs when life experiences contribute to heightened work contentment. Learning that takes place in one life domain and is readily transferable to other life domains, resulting in increased role engagement and effectiveness across many domains. For example, a woman may believe that becoming a mother taught her patience, which she can use to her job as a manager.

1.11 The Compensation Principle:

Employees compensate for unsatisfactory living domains in order to preserve an appearance of work-life balance. Such a psychological approach helps to maintain a degree of overall life satisfaction that is adaptable. Employees who are dissatisfied at work are more inclined to compensate by participating in enjoyable nonwork activities. According to the concept of compensation, employing compensation to alleviate unhappiness in a certain life area leads to increased life satisfaction. Compensation works when a person who is dissatisfied in one area of his or her life raises his or her degree of involvement (or perceived significance) in another area to improve contentment in that area. Employees who are unhappy with their employment, their employer, or their work life, for example, may feel lower life satisfaction as a result of their discontent. Employees prefer to participate in activities in other life domains that may produce good affect to protect against reductions in life satisfaction owing to decreases in job satisfaction. Such a beneficial impact on other areas Makes up for the loss of positive impact at work(24,25).

2. DISCUSSION

Many studies have connected work-life balance to better organizational performance, work satisfaction, including stronger organizational commitment. According to studies, work-life balance has a substantial effect on individual well-being, including health satisfaction, family satisfaction, and overall life enjoyment. This is a significant area of research in organizational culture, management of human resources, as well as quality-of-life studies. Based on a thorough review of the literature, we offer an integrated model of work-life balance that includes two key dimensions: participation in work and nonwork life, and minimal conflict between social roles in work and nonwork life. Based on this paradigm, we analyze the majority of the evidence on the impacts of work-life balance in terms of work-related, nonwork-related, and stress-related outcomes. There is a lot of study on the impact of work-life balance on employment, nonwork, and stress-related outcomes. Following that, we looked at a lot of studies on the major influences on work-life balance.

3. CONCLUSION

Researchers examined the literature on work-life balance then proposed a more integrated work-life balance paradigm in this article. We began by reviewing different conceptualizations of

work-life balance before proposing an integrated definition. We did so by defining work-life balance as a high degree of role involvement in both work and nonwork life, with little conflict between work as well as nonwork social responsibilities. Then they looked at a lot of research on the effects of work-life balance on work, non-work, including stress-related outcomes. The data on key antecedents of work-life balance was then examined. We accomplished this by defining a set of individual and interpersonal determinants of work-life balance or explaining how they affect it. Finally, we provided a series of theoretical processes that connect work-life balance to happiness.

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