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A study impact of work life balance on employee productivity well being

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Abstract

Work-life balance has become one of the most important factors influencing employee productivity, job satisfaction, and overall well-being in modern organizations. This study titled “Impact of Work-Life Balance on Employee Productivity and Well-Being” aims to understand the extent to which work-life balance practices affect employees’ mental health, motivation, performance levels, and general quality of life.

Primary data was collected through a structured questionnaire using a 5-point Likert scale. The survey measured factors such as workload, shift schedules, flexibility, organizational support, stress levels, burnout, and personal life satisfaction. Responses were obtained from over 100 employees across different departments. Statistical tools such as percentage analysis were used to interpret the findings.

The results revealed that employees with better work-life balance demonstrated higher productivity, lower stress levels, greater job satisfaction, and improved well-being. Conversely, long working hours, excessive workload, and lack of flexibility significantly contributed to stress, fatigue, and reduced performance. The study also found differences in perception based on age, experience, and job roles. Employees expressed the need for flexible working hours, reduced workload, mental health support, and supportive leadership.

The study concludes that maintaining a healthy work-life balance is crucial not only for employee well-being but also for improving productivity and organizational efficiency. The research recommends implementing flexible work policies, regular stress-management programs, balanced workload distribution, and a supportive work culture to ensure holistic employee development.

Keywords: Work-life balance, employee productivity, stress, well-being, job satisfaction, workplace flexibility

Introduction

In today’s rapidly evolving work environment, employees face increasing pressure due to long working hours, heavy workloads, and the constant need to meet organizational expectations. Balancing professional responsibilities with personal life has become a major challenge for many individuals. As a result, work-life balance has emerged as a critical component of employee satisfaction and organizational success.

Work-life balance refers to an employee's ability to manage work responsibilities alongside personal commitments such as family, health, leisure, and social life. An imbalance can lead to stress, burnout, and reduced productivity, while a balanced lifestyle results in improved motivation, higher efficiency, and enhanced well-being.

Organizations that prioritize work-life balance witness greater employee engagement, reduced absenteeism, and lower turnover rates. Modern companies increasingly recognize the importance of flexible work arrangements, mental health support, and employee-friendly policies to create a healthy and sustainable workplace.

This study titled “Impact of Work-Life Balance on Employee Productivity and Well-Being” focuses on understanding how work-life balance influences employee performance, satisfaction, and overall quality of life. It also examines the challenges employees face and suggests measures to improve balance in the workplace.

Objectives of the study

1. To study the influence of work-life balance on employee productivity.

2. To examine the impact of work-life balance on employee well-being.
3. To identify major factors affecting work-life balance among employees.
4. To analyze employee perceptions regarding workload, flexibility, and organizational support.
5. To provide suggestions for improving work-life balance within the organization.

Review of literature

1. **Singh & Arora (2020)** ^[5]: Their study on “Work-Life Balance and Employee Well-Being” highlighted that employees with flexible schedules show lower stress and higher job satisfaction. The authors emphasized that work-life balance strongly influences mental health and productivity.
2. **Das & Mitra (2021)** ^[6]: The researchers found that long working hours and heavy workloads negatively impact employee performance. They argued that organizations offering remote work options and wellness programs experience better employee retention.
3. **Verma (2020)** ^[7]: This study revealed that work-life conflict leads to burnout and poor job performance. Employees with supportive supervisors and reasonable workloads reported significantly higher productivity and motivation.
4. **Kumar & Reddy (2022)** ^[4]: Their research on corporate employees concluded that work-life balance is directly linked to emotional well-being. Stress reduction and flexible policies were found to enhance both productivity and organizational commitment.

Research Methodology

The study uses a quantitative research method, collecting numerical data through a structured questionnaire designed on a 5-point Likert scale. The questionnaire included items related to workload, stress, flexibility, employee well-being, and productivity levels.

A sample of 100+ employees from various departments participated in the study. Quantitative analysis allowed the researcher to examine patterns and correlations between work-life balance and employee performance.

Table 1: Data Analysis & Interpretation (Sample Data)

Age Group	Count
Below 25 years	25
25-35 years	36
36-45 years	24

Interpretation

The majority of respondents belonged to the 25-35 years age group, indicating that young and mid-career employees formed the largest portion of the workforce.

Findings

1. Most employees (around 45%-50%) believe that their workload affects their personal life and mental well-being.
2. More than 40% of employees reported high stress due to long working hours.
3. Employees with flexible work arrangements showed higher productivity and satisfaction.
4. A significant portion felt that their work-life balance

directly influenced their motivation and efficiency.

5. Many employees expressed the need for better support from management and balanced workloads.
6. Employees agreed that work-life balance programs improve morale and reduce burnout.

Conclusion

The study concludes that work-life balance plays a crucial role in shaping employees' productivity, mental health, and overall well-being. Employees who experience balanced work demands are more motivated, efficient, and satisfied with their jobs. On the other hand, poor work-life balance leads to stress, fatigue, burnout, and reduced performance. Organizations must adopt flexible work policies, provide mental health support, ensure fair workload distribution, and create a supportive environment to enhance employee well-being. Implementing these measures can significantly improve overall productivity and organizational growth.

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