



## AN EMPIRICAL STUDY ON THE WORK-LIFE BALANCE AMONG HYDERABAD'S IT EMPLOYEES

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### Abstract:

In the current scenario, when everything is changing at a breakneck pace, it is essential for most corporate professionals to strike a balance between their job and family duties. Improving efficiency, effectiveness, and productivity is now a must for any company that wants to stay in business. Married couples with children have the additional challenge of juggling their personal and professional lives, which no small feat is given the importance of both their jobs and their families. Employment sharing, flexible work hours, on-site care, and even family vacation packages are just a few ways that companies may assist their workers in balancing work and personal lives. The employee's ability to maintain a healthy work-life balance is the primary research question for this study on IT workers in Hyderabad, India. This research aims to fill a gap in our understanding of the relationship between work-life balance and demographic and work-related factors. The data was collected from IT people at various levels and from various organisations in Hyderabad using a quantitative survey for the research. For percentage analysis, data analysis and inference were used, with a sample size of 100. Findings from the research include suggestions for IT firms in Hyderabad to improve their work-life balance, a list of elements that make it tougher to achieve, and an analysis of the significant influence of work on these issues.

**Keywords:** Work Responsibilities, Family Responsibilities, Work-Life Balance, IT Sector.

### Introduction:

Work-life balance is an organizational concept that refers to workers' ability to juggle their personal and professional obligations while making time for relaxation and recreation. It's critical to workers' happiness and may help a company succeed.

A work-life balance is striking a healthy balance between one's professional and personal responsibilities, as well as time spent with loved ones and spiritual growth. It helps us deal with all of the parts of our lives that, despite coming from separate realms, should live together harmoniously.

### Concept of Work-Life Balance:

A work-life balance refers to an individual's capacity to effectively manage their professional and personal responsibilities

without allowing either to lead to excessive stress or conflict.

Maintaining a healthy balance between work and personal life is essential.



## Work-Life Balance in IT:

1. **Demanding Work Hours:** There is a well-deserved reputation for long hours, strict deadlines, and unexpected workloads in the information technology industry. Lack of effective management of this might result in burnout.

2. **Remote Work Flexibility:** One positive aspect is the increased flexibility that comes with remote employment in the IT industry. An improved work-life balance may result from employee's ability to choose their own schedules and work from anywhere, provided that this flexibility is properly handled.

3. **On-Call Expectations:** Being available at all times or responding quickly to emergencies outside of normal business hours is a common need for IT jobs, particularly those requiring system supports or maintenance. This can potentially impact one's personal time and rest.

## Review of Literature:

**Allen, T.D.(2001).** The capacity of workers to combine work and personal life is greatly affected by flexible work arrangements, such as tele communicating and flexible hours. It is gaining insight into the relationship between work-life balance and job satisfaction may help organizations create strategies to boost employee well-being and job satisfaction.

**Bakker, A.B., & Demerouti, E. (2007).** This model lays the groundwork for comprehending the factors that impact work-life balance, such as job demands and available resources. The employees mental and physical health are impacted by their workload, emotional demands and the resources available to them on the job.

4. **Career Growth vs. Personal Time:** Given the rate of technological change, it is often necessary to constantly learn new things and improve existing ones. In today's fast-paced world, it may be difficult to find a happy medium between work and personal and family life.

5. **Company Culture:** A culture of support is often fostered by organisations that value work-life balance. A healthy work environment is characterised by policies that promote well-being, such as flexible working hours, mental health services, and vacation time.

6. **Stress Management:** The high-pressure environment in IT can cause significant stress. To reach a state of equilibrium, one must have knowledge of how to cope with stress and connections to others who can help.

**Clark's (2000).** To find a healthy balance, people should establish and maintain boundaries between their professional and family lives, according to the work-family border hypothesis. This hypothesis suggests a higher quality of life (QOL) because of enhanced WLB brought about by well- managed boundaries. Because of this integration, people may find greater satisfaction in their work lives, which helps them better juggle their responsibilities.

**Deci. E.L., & Ryan, R.M. (2000).** This theory elucidates the relationship between job happiness, work-life balance and relatedness and autonomy in the workplace. Deci and Ryan's self-determination theory highlights the significance of relatedness, competence and

autonomy in promoting motivation and fulfilment. When employees can efficiently manage their time between work and personal lives and set their own timetables, they report higher levels of job satisfaction.

**Fisher, C.D., & Alford, B. (2021).** Researcher may learn more about people's experiences and strategies for work-life balance via in-depth interviews and case studies. According to this theory, employees may feel less fulfilled in their work lives because of disputes and stress caused by competing expectations from different roles.

**Folger, R., & Cropanzano. R. (1998).** The job satisfaction and work-life balance are influenced by how fairness is seen in organizational contexts, according to this book. The fairness theory focuses on perceptions of fairness in workplaces, including compensation, acknowledgement, and task allocation are the primary emphasis of fairness theory. The job satisfaction and the ability to strike a work-life balance are both impacted by how people see justice in these domains.

**Frone, M.R. et.al ., (1992).** Time management abilities and social support networks are two personal qualities that greatly impact one's capacity to strike a work-life balance. When workers can manage their time well and make work and personal life complementary job satisfaction rises.

**Greenhous, J.H., & Beutell, N.J. (1985).** This effects of work-family conflict on work-life balance. This approach helps us better understand the competing priorities at work and at home. Pressures from one area might have a detrimental

effect on the other, leading to work-family conflict. The notion emphasizes how difficult it is for people to juggle their career and family responsibilities.

**Hill. Et.al., (1996).** This research examines the effects of work-family integration on people's work-life balance over time. According to this view, people may improve their quality of life by combining their professional and personal lives more fluidly rather than keeping them strictly separate. This school of thought stress the requirement of being adaptable and able to balance one's professional responsibilities.

**Hobfoll, S.E.(1989).** The impact of resource management on work-life balance may be better understood with the use of this idea. According to Stevan Hobfoll's COR theory, people work hard to preserve and safeguard the resources they have (such as time and energy). Threats to or depletion of these resources cause stress. Individuals strive for work-life balance when they manage their professional responsibilities with their personal resources in a way that promotes overall well-being.

**Judge, T.A., & Watanabe, S. (1993).** The job satisfaction, mental health and stress levels are all positively correlated with an appropriate work-life balance. There is a close relationship between the ideas of work-life balance and job satisfaction in the fields of organizational behavior and human resource management.

**Kahn, et.al., (1964).** This groundbreaking book lays the groundwork for understanding work-life balance by discussing the effects of job conflict and ambiguity on employees. How people manage their many responsibilities, both at home and at work, is the subject for role

theory. This implies that conflicts between job duties cause issues. Having a high-quality work-life balance means you can juggle all these responsibilities without feeling overwhelmed.

**Kossek, E. E., & Ozeki., C. (1998).** There is less employee turnover, more productivity and fewer absenteeism at companies that support work-life balance. The term “quality of work-life balance”

### Research Methodology:

The research was conducted among IT experts based in Hyderabad.

Research Design	: The current investigation is empirical in nature
Sample Size	: A data set was gathered from a sample of 100 individuals employed in the IT sector.
Locale of the Study	: Employees in the IT industry
Scope	: The study is restricted to Hyderabad
Sampling Technique	: A random sampling methodology was adopted
Research Instrument	: A questionnaire was created to carry out the investigation.
Data Sources	: Primary & Secondary Sources
Sample Size	: 100 Samples
Statistical Tools	: Evaluations using percentage analysis

### Objectives of the Study

1. To analyze the factors that make work-life balance harder for IT employees
2. This study is to explore the impact of work-life balance on IT employees.

### Data Analysis Technique:

To analyse the data acquired, statistical methods, including chi-square tests and

(QWLB) describes an individual’s capacity to maintain a healthy equilibrium between their professional and personal lives.

**Nipper Eng. C. (1996).** A person’s ability to draw a line between their personal and professional lives is the subject of this book’s deep investigation. According to boundary theory, one’s ability to set and stick to personal limits has a significant impact on their health, happiness and workload.

percentage analysis, were used using SPSS version 24.0.

**Table-1: Demographic Information**

Basis	Category	No of Respondents (N)	Percentage (%)
Age	Under 25 Years	08	8.0
	25-34 Years	05	5.0

	35-44 Years	39	39.0
	45-54 Years	32	32.0
	55 & above	16	16.0
Gender	Male	63	63.0
	Female	37	37.0
Educational Background	Bachelor's Degree	53	53.0
	Master's degree	35	35.0
	Doctoral Degree	12	12.0
Position Level	Entry Level	14	14.0
	Mid-Level	21	21.0
	Senior Level	29	29.0
	Managerial	26	26.0
	Executive	10	10.0
Type of Company	Multinational Corporation (MNC)	47	47.0
	Mid-Sized IT Company	33	33.0
	Start Up Company	20	20.0
Years of Experience in IT	Less than 2 Years	31	31.0
	2-5 Years	43	43.0
	6-10 Years	22	22.0
	More than 10 Years	04	4.0

Source: Field Survey

### Inference:

From the above table-2 reveals that demographic information like: Age, gender, educational background, position level, type of company, years of experience in IT.

### Age:

It is noticed that age group of the participants, (39%) of the participants age group was 35-44 years, followed by (32%) of the participants age group was 45-54 years, (16%) of the participants age group was 55 & above, (8%) of the participants age group was under 25 years and (5%) of the participants age group was 25-34 years.

It is noticed that mainstream of the participants age group was 35-55 years.

### Gender:

It shows that gender of the participants, (63%) of the participants are male categories and (37%) of the participants are female categories. It represents most of the participants are male categories.

### Educational Background:

It depicts that educational background of the participants, (53%) of the participants educational background was bachelor's degree, followed by (35%) of the participants educational background was master's degree and (12%) of the



participants educational background was doctoral degree. It is noticed that maximum

number of the participants educational background was bachelor's degree.

### Position Level:

It reveals that position of the level of the participants, (29%) of the participants position level was senior level, followed by (26%) of the participants position level was managerial level, (21%) of the participants

position level was mid-level, (14%) of the participants position level was entry level and (10%) of the participants position level was executive level. It is noticed that majority of the participants position level was senior level.

### Type of Company:

It indicates that type of company of the participants, (47%) of the participants are working in multinational corporation (MNC), followed by (33%) of the

participants are working in mid-sized IT company and (20%) of the participants are working in start-up company. It is noticed that maximum number of the participants are working in multinational corporation (MNC).

**Table-2: Work-Life Balance Harder for IT Employees**

S.No	Variables	Lot Harder	A Little Harder	No Difference	Doesn't apply to my job
1	Time constraints and agendas	52 (52.0)	33 (33.0)	6 (6.0)	9 (9.0)
2	The nature of your vocation	57 (57.0)	28 (28.0)	9 (9.0)	6 (6.0)
3	Hours required to complete the task	64 (64.0)	18 (18.0)	10 (10.0)	08 (8.0)
4	Expectations/ attitudes of supervisor or mgr.	67 (67.0)	19 (19.0)	8 (8.0)	6 (6.0)
5	Workplace men's expectations and attitudes	64 (64.0)	22 (22.0)	9 (9.0)	5 (5.0)
6	The ease or difficulty of taking time off	58 (58.0)	36 (36.0)	4 (4.0)	2 (2.0)
7	How much advance warning you are given on the needed hours of work and any overtime	53 (53.0)	35 (35.0)	9 (9.0)	3 (3.0)
8	Needing to bring extra work home	63 (63.0)	27 (27.0)	6 (6.0)	4 (4.0)
9	How far one must go	65	23	8	4

		(65.0)	(23.0)	(8.0)	(4.0)
10	The times for meetings and training are s et.	44 (44.0)	39 (39.0)	8 (8.0)	9 (9.0)
11	Commencement and conclusion times	56 (56.0)	33 (33.0)	9 (9.0)	2 (2.0)
12	Time slots that are flexible	51 (51.0)	39 (39.0)	4 (4.0)	6 (6.0)

**Source: Field Survey**

### Inference:

From the above table -2 depicts that work-life balance harder for IT employees. Regarding the statement of time constraints and agendas, (52%) of the participants opined that lot harder, followed by (33%) of the participants are opined that a little harder, (9%) of the participants are opined that doesn't apply to my job and (6%) of the participants are opined that no difference. It is noticed that majority of the participants are opined that lot harder among the time constraints and agendas.

Regarding, the statement of the nature of your vocation, (57%) of the participants are opined that lot harder, followed by (28%) of the participants are opined that a little harder, (9%) of the participants are opined that no difference and (6%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the nature of your vocation.

Regarding, the statement of hours required to complete the task, (64%) of the participants are opined that lot harder, followed by (18%) of the participants are opined that a little harder, (10%) of the participants are opined that no difference and (8%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that hours required to complete the task.

Regarding, the statement of expectations/ attitudes of supervision or manager, (67%) of the participants are lot harder, followed by (19%) of the participants are opined that a little harder, (8%) of the participants are opined that no difference and (6%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the expectations/ attitudes of supervision or manager.

Regarding, the statement of workplace men's expectations and attributes, (64%) of the participants are lot harder, followed by (22%) of the participants are opined that a little harder, (9%) of the participants are opined that no difference and (5%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the workplace men's expectations and attributes.

Regarding, the statement of the ease or difficulty of taking time off, (58%) of the participants are opined that lot harder, followed by (36%) of the participants are opined that a little harder, (4%) of the participants are opined that no difference and (2%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the ease or difficulty of taking time off.

Regarding, the statement of how much advance warning you are given on the needed hours of work and any overtime, (53%) of the participants are opined that lot harder, followed by (35%) of the participants are opined that a little harder, (9%) of the participants are opined that no difference and (3%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the how much advance warning you are given on the needed hours of work and any overtime.

Regarding, the statement of needing to bring extra work home, (63%) of the participants are opined that lot harder, followed by (27%) of the participants are opined that a little harder, (6%) of the participants are opined that no difference and (4%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the needing to bring extra work home.

Regarding, the statement of how far one must go, (65%) of the participants are opined that lot harder, followed by (23%) of the participants are opined that a little harder, (8%) of the participants are opined that no difference and (4%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the how far one must go.

Regarding, the statement of the times for meetings and training are set, (44%) of the

participants are opined that lot harder, followed by (39%) of the participants are opined that a little harder, (9%) of the participants are opined that doesn't apply to my job and (8%) of the participants are opined that no difference. It is noticed that majority of the participants are opined that lot harder among the times for meetings and training are set.

Regarding, the statement of commencement and conclusion times, (56%) of the participants are opined that lot harder, followed by (33%) of the participants are opined that a little harder, (9%) of the participants are opined that no difference and (2%) of the participants are opined that doesn't apply to my job. It is noticed that majority of the participants are opined that lot harder among the commencement and conclusion times.

Regarding, the statement of time slots that are flexible, (51%) of the participants are opined that lot harder, followed by (39%) of the participants are opined that a little harder, (6%) of the participants are opined that doesn't apply to my job and (4%) of the participants are opined that no difference. It is noticed that majority of the participants are opined that lot harder among the time slots that are flexible.

**Table-3: Impact of work-life balance on IT Employees**

S.No	Variables	Often	Rarely	Don't Know	Sometimes	Never
1	Enjoying the company of friends	13	18	19	36	14



		(13.0)	(18.0)	(19.0)	(36.0)	(14.0)
2	Return home punctually	15 (15.0)	23 (23.0)	0 (0.0)	43 (43.0)	19 (19.0)
3	Train or study as much as you like.	18 (18.0)	27 (27.0)	13 (13.0)	36 (36.0)	6 (6.0)
4	Take care of one's own affairs.	13 (13.0)	19 (19.0)	0 (0.0)	58 (58.0)	10 (10.0)
5	Stay active, sports and maintain a healthy lifestyle	26 (26.0)	32 (32.0)	8 (8.0)	29 (29.0)	5 (5.0)
6	Get involved in your neighborhood or attend your religious obligations	27 (27.0)	36 (36.0)	9 (9.0)	13 (13.0)	15 (15.0)
7	Take care of your loved ones and make time for them	23 (23.0)	39 (39.0)	18 (18.0)	12 (12.0)	8 (8.0)

**Source: Field Survey**

### Inference:

From the above table-3 shows that impact of work-life balance on IT Employees, Regarding the statement of enjoying the company of friends, (36%) of the participants are opined that sometimes, followed by (19%) of the participants are opined that don't know, (18%) of the participants are opined that rarely, (14%) of the participants are opined that never and (13%) of the participants are opined that often. It is noticed that majority of the participants are opined that sometimes among the enjoying the company of friends.

Regarding, the statement of return home punctuality, (43%) of the participants are opined that sometimes, followed by (23%) of the participants are opined that rarely, (19%) of the participants are opined that never and (15%) of the participants are opined that often. It is noticed that majority of the participants are opined that sometimes among the return home punctuality.

Regarding the statement of train or study as much as you like, (36%) of the participants

are opined that sometimes, followed by (27%) of the participants are opined that rarely, (18%) of the participants are opined that often, (13%) of the participants are opined that don't know and (6%) of the participants are opined that never. It is noticed that majority of the participants are opined that sometimes among the train or study as much as you like.

Regarding the statement of take care of one's own affairs, (58%) of the participants are opined that sometimes, followed by (19%) of the participants are opined that rarely, (13%) of the participants are opined that often and (10%) of the participants are opined that never. It is noticed that majority of the participants are opined that sometimes among the take care of one's own affairs.

Regarding the statement of stay active, sports and maintain a healthy lifestyle, (32%) of the participants are opined that rarely, followed by (29%) of the participants are opined that sometimes, (26%) of the participants are opined that often, (8%) of the participants are opined that don't know and (5%) of the participants are opined that never. It is noticed that

majority of the participants are opined that rarely among the stay active, sports and maintain a healthy lifestyle.

Regarding, the statement of get involved in your neighborhood or attend your religious obligations, (36%) of the participants are opined that rarely, followed by (27%) of the participants are opined that often, (15%) of the participants are opined that never, (13%) of the participants are opined that sometimes and (9%) of the participants are opined that don't know. It is noticed that majority of the participants are opined that rarely among the get involved in your

### Findings:

- ❖ It is noticed that age group of the participants. The mainstream of the participants age group was 35-55 years.
- ❖ It shows that gender of the participants. It represents most of the participants are male categories.
- ❖ It depicts that educational background of the participants. It is noticed that maximum number of the participants educational background was bachelor's degree.
- ❖ It reveals that position of the level of the participants. It is noticed that majority of the participants position level was senior level.
- ❖ It indicates that type of company of the participants. It is noticed that maximum number of the participants are working in multinational corporation (MNC).
- ❖ Regarding the statement of time constraints and agendas. It is noticed that majority of the participants are opined that lot harder among the time constraints and agendas.
- ❖ Regarding, the statement of the nature of your vocation. It is noticed that majority

neighborhood or attend your religious obligations.

Regarding the statement of take care of your loved ones and make time for them, (39%) of the participants are opined that rarely, followed by (23%) of the participants are opined that often, (18%) of the participants are opined that don't know, (12%) of the participants are opined that sometimes and (8%) of the participants are opined that never. It is noticed that majority of the participants are opined that rarely among the take care of your loved ones and make time for them.

of the participants are opined that lot harder among the nature of your vocation.

- ❖ Regarding, the statement of hours required to complete the task. It is noticed that majority of the participants are opined that hours required to complete the task.
- ❖ Regarding, the statement of expectations/ attitudes of supervision or manager. It is noticed that majority of the participants are opined that lot harder among the expectations/ attitudes of supervision or manager.
- ❖ Regarding, the statement of workplace men's expectations and attributes. It is noticed that majority of the participants are opined that lot harder among the workplace men's expectations and attributes.
- ❖ Regarding, the statement of the ease or difficulty of taking time off. It is noticed that majority of the participants are opined that lot harder among the ease or difficulty of taking time off.
- ❖ Regarding, the statement of how much advance warning you are given on the needed hours of work and any overtime. It is noticed that majority of the participants are opined that lot harder among the how much advance warning you are given on the needed hours of work and any overtime.

❖ Regarding, the statement of needing to bring extra work home. It is noticed that majority of the participants are opined that lot harder among the needing to bring extra work home.

❖ Regarding, the statement of how far one must go. It is noticed that majority of the participants are opined that lot harder among the how far one must go.

❖ Regarding, the statement of the times for meetings and training are set. It is noticed that majority of the participants are opined that lot harder among the times for meetings and training are set.

❖ Regarding, the statement of commencement and conclusion times. It is noticed that majority of the participants are opined that lot harder among the commencement and conclusion times.

❖ Regarding, the statement of time slots that are flexible. It is noticed that majority of the participants are opined that lot harder among the time slots that are flexible.

❖ Regarding the statement of enjoying the company of friends. It is noticed that majority of the participants are opined that sometimes among the enjoying the company of friends.

❖ Regarding, the statement of return home punctuality. It is noticed that majority

of the participants are opined that sometimes among the return home punctuality.

❖ Regarding the statement of train or study as much as you like. It is noticed that majority of the participants are opined that sometimes among the train or study as much as you like.

❖ Regarding the statement of take care of one's own affairs. It is noticed that majority of the participants are opined that sometimes among the take care of one's own affairs.

❖ Regarding the statement of stay active, sports and maintain a healthy lifestyle. It is noticed that majority of the participants are opined that rarely among the stay active, sports and maintain a healthy lifestyle.

❖ Regarding, the statement of get involved in your neighborhood or attend your religious obligations. It is noticed that majority of the participants are opined that rarely among the get involved in your neighborhood or attend your religious obligations.

❖ Regarding the statement of take care of your loved ones and make time for them. It is noticed that majority of the participants are opined that rarely among the take care of your loved ones and make time for them.

### Suggestions:

❖ Implement Flexi-Timings: Allow employees to choose their working hours within a specified range to accommodate personal commitments and reduce stress.

❖ Remote Work Options: Continue offering options for remote work or hybrid models to help employees manage their personal and professional responsibilities more effectively.

❖ Encourage Breaks and Downtime: Implement policies that encourage regular

breaks and discourage after-hours emails and meetings.

❖ Recognize Achievements: Regularly acknowledge and reward employees' hard work and achievements to boost morale and job satisfaction.

❖ Skill Development: Provide opportunities for continuous learning and skill development to keep employees engaged and motivated.

❖ Career Counselling: Offer career counselling and mentoring to help

employees navigate their career paths effectively.

- ❖ **Team-Building Events:** Regularly organize team-building and recreational activities to help employees unwind and build relationships outside of work.
- ❖ **Family-Inclusive Events:** Host events that include family members to foster a sense of community and support among employees.

### Conclusion:

The family and professional life are critical for people in any field. When there is a misalignment between the two, it may lead to stress, tension, and many ailments. A rising worry for workers in every organization is finding a fair balance between family and work responsibilities. Many issues arise when there is a disconnect between work and personal life. Organizations are implementing several strategies to help employees strike a balance between their work and personal life. Working tirelessly to strike a balance between one's professional and personal

- ❖ **Lead by Example:** Encourage leaders and managers to model work-life balance behaviours and support their teams in achieving a balanced lifestyle.
- ❖ **Training for Managers:** Provide training or managers on how to support their team's work-life balance and handle burnout.

life, as well as meeting the demands of one's family and employer, may take a toll on anybody. Consequently, workers should not let their work, home and social lives get entirely entangled. The best way for businesses to help their workers strike a balance between work and personal life is to equip them with resources like stress reduction classes and workshops on reduction may help its workers unwind for the following day by allowing them to choose their own work schedules. Regular office parties are one way to discourage workers from being stressed out on the job. If they do this, they will be able to reach their objectives.

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