

Work Life Balance in Corporate Sector of India

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Abstract:

This study looks at the most important aspect of the life of the modern corporate employee in India – the work-life balance (WLB). An increasing number of employees suffer from work-related stress and burnout as work and life boundaries become fainter in the face of new technologies and the rise of telecommuting. The investigation attempts to examine the potential impact of such factors on WLB as age, gender, and income and considers how both WLB and normal people perform in solving this problem. Research carried out through a questionnaire of 63 corporate men and women in India reveals drastically different respondents' views on who should be responsible for 'work-life balance'. It also reveals the generational and gender differences in pursuit of the balance. Original innovations include the inseparable balance of a flexible working format and organizational participation in the fair distribution of non-work duties. The report ends with suggestions that suggest changes in organizational policy, to enable the organization to boost productivity by increasing job satisfaction and improving employee health.

Keywords: Work-Life balance, labour productivity, generational differences, gender differentials, flexible work conditions

1. Introduction:

The fast-paced, rapidly changing world in corporate today has blurred the lines between work and personal life. With the advancement of technology, work from home, and constant pressures to be competitive, the work life and personal life were increasingly becoming blurred in the mind of the employee. With smartphones, emails, and instant messaging, connectivity is available 24/7. Work is no longer confined to the office; evenings, weekends, and even vacations are not sacrosanct. Convenient and flexible as this may be, it has contributed to a culture of constant availability, overwork, heightened stress levels, and, ultimately, burnout.

The concept of work-life balance has therefore emerged as a critical concern in modern corporate life, since it impacts employee well-being, job satisfaction, productivity, and general organizational success. Work-life balance refers to the ability to manage the demands of both professional responsibilities and personal activities in a way that prevents one from overwhelming the other. It ensures that the employee effectively carries out work duties as well as finding time and energy to engage in personal pursuits, attend to health, relationships, and well-being.

Work-life balance cannot be the employee's job alone; rather, it is a shared goal for employees and organizations. Corporate culture and policies play a paramount role in providing an atmosphere that fosters work-life integration, and they can either build or hinder a person's capacity for work-life balance. This paper will cover the critical role of work-life balance, its repercussions on workers' satisfaction and organizational output, and how companies, as a result, are innovating ways to make these workplaces more sustainable and caring.

An important argument to this paper would be that work-life balance is not an amenity or a comfort, but it is an essential element for a healthy corporate culture. When the employees are increasingly forced to meet certain deadlines, work for even longer hours, and have their work available at one's fingertips, the stakes of an unbalanced act at work can be costly. Chronic overwork with resultant chronic stress affects their mental health and physical and has an impact upon disengagement, productivity erosion, and turnover, resulting in erosion of the profit bottom line of the organization.

This study addresses several of the core issues resulting in disequilibrium in relation to work and personal life. These challenges include increasing pressure for longer hours, elevated expectations for constant availability, and growing "always-on" thinking within the sector itself. These issues often lead to a cycle of stress on the employees, with little time or opportunity to disconnect and recharge. This paper will discuss how these pressures are creating a toxic work culture where burnout and mental health issues now run rampant, and why it is critical that both the employee and the organization take steps to take control in addressing these concerns.

Additionally, the study will attempt to establish whether organizational practices and policies promote employees' work-life balance. Companies that are proactive about employee wellness and integrate flexibility in working arrangements, mental health support, and have clear expectations of having a boundary between work and personal life have more satisfactory workers who engage more in their job and retain their workforce. This paper identifies some of the innovative activities progressive companies are doing in terms of promoting work-life balance, such as working remotely, flexible hours, wellness programs, and paid time off. These things would help create an environment where employees can take care of themselves and lead to a more loyal, productive, and innovative workforce.

Finally, the paper will present the idea that work-life balance is not one size fits all. The employees vary in their needs and priorities for work-life balance. The needs are dependent on job roles, career stages, family responsibilities, and personal values to attain the perceived work-life balance. This is why creating a flexible, supportive, and inclusive work environment that allows for individualized approaches to work-life balance is important in ensuring that all employees can thrive both at work and in their personal lives.

The main objective of this research paper is to provide a comprehensive understanding of how work-life balance contributes to both individual success and organizational sustainability. This paper focuses on the significance of the mutual collaboration between employees and employers to develop a balanced and productive corporate culture by focusing on the effects of work-life balance on employee health, performance, and general effectiveness of the organization. Discuss

how the changing workplace policies help emerge towards best practices from them as actionable insights, useful to organizations for effective working out for successful work-life balance.

2. Review of literature:

Greenhaus (2006) review examines the definitions and conceptualizations of work-life balance, highlighting the psychological and social factors that influence individuals' ability to manage work and personal responsibilities. The authors discuss the antecedents of work-life balance, such as organizational culture and individual traits, and emphasize the importance of supportive workplace policies. Devi (2017) synthesizes research findings on the relationship between work-life balance and job satisfaction among women professionals in Tamil Nadu. It identifies various factors that contribute to both positive and negative experiences, including flexible work arrangements and managerial support. The review also considers cultural differences in perceptions of work-life balance. Allen (2013) comprehensive review explores contemporary issues in work-life balance, such as technology's role in blurring boundaries between work and home life. The authors assess the effectiveness of different strategies and policies organizations have implemented to promote work-life balance, emphasizing the need for tailored approaches based on employee demographics and organizational context. Grzywacz (2007) systematic review provides an in-depth analysis of empirical studies on work-life balance, identifying key themes and methodological approaches. The authors highlight the interplay between work-life balance and health outcomes, stress levels, and employee engagement, and discuss future research directions in this evolving field. He conducted a study on work-life balance among school teachers in Hyderabad. They aimed to understand the impact of work-life balance on employee well-being and job performance. The study used a descriptive research design with a sample of 60 teachers. Data was collected through a structured questionnaire, and statistical techniques like multiple regression analysis and ANOVA were applied for analysis. The research explored teachers' perceptions of work-life balance, its effect on personal and professional life, and the role of organizational policies. The study also examined factors like flexible working hours, supervisor support, and organizational initiatives to promote work-life balance. Namita (2014) examines the concept of work-life balance, highlighting its significance in enhancing employee engagement and organizational effectiveness across various sectors. It provides a theoretical framework for understanding work-life balance, identifies the benefits of implementing supportive policies and practices, and discusses the challenges employees face, such as work-family conflict and health issues. The study emphasizes the need for organizations to develop comprehensive work-life balance strategies, including flexible work arrangements and supportive workplace cultures, to improve employee well-being, retention, and overall productivity. Through this exploration, the paper aims to provide insights for designing effective work-life balance programs that align with the diverse needs of employees.

Rao (2019) explores the concept of work-life balance (WLB), emphasizing its importance and the challenges faced by employees and employers in achieving it. It examines the push and pull between professional responsibilities and personal life, highlighting the negative impacts of poor WLB on employee well-being and productivity. Through a review of secondary data, the paper outlines the necessity of WLB, discusses its varying definitions for individuals, and offers practical strategies for organizations to implement effective WLB policies. Ultimately, the study aims to foster a healthier work environment that promotes employee satisfaction and loyalty. Gautam

(2018) analysed that there is not any significant impact of gender, age, educational qualification, marital status, income of employees on work life balance along with the impact of work life balance on family life of employees. Jain (2016) provides insights into the differences between performance management practices in public and private sector manufacturing organizations. The study highlights that private sector organizations tend to have more flexible and efficient systems, while public sector organizations often face constraints, such as limited ability to dismiss poor performers or attract talent through competitive compensation. Using a questionnaire-based survey with 100 respondents, the authors found significant differences in the implementation, feedback, rewards, and performance improvement between the sectors. Kumari (2012) provides insight on job satisfaction among employees. Using a survey of 350 respondents, the research emphasizes that WLB is a strong predictor of job satisfaction, with significant gender differences observed. The study found that WLB factors like managerial support, working hours, and non-work responsibilities impact job satisfaction positively. It highlights the need for flexible work arrangements to enhance employee commitment and productivity in public sector banks. Indra (2014) explores how work-life balance (WLB) affects job satisfaction. It emphasizes that effective WLB policies are crucial for improving employee satisfaction, especially for women balancing familial and professional responsibilities. Gender differences in perception were noted, with women generally reporting greater job satisfaction despite the additional responsibilities. The research underscores that supportive work environments and flexible arrangements are key to fostering job satisfaction and maintaining employee commitment. Mani (2013) highlights key stressors such as role conflict, gender discrimination, and the burden of childcare. The review draws on diverse sources like journals and reports to emphasize the evolving dynamics of women in the workforce, underscoring the need for effective support systems to maintain both career progression and family well-being. Riyaz (2022) provides a valuable overview of work-life balance policies in India, especially in the IT and Finance sectors. It highlights key barriers to implementation and offers useful case studies from prominent companies. However, the study is limited by its sectoral bias, lack of focus on the informal workforce, and absence of quantitative data. Future research should aim to provide a more inclusive and data-driven analysis that addresses these gaps, particularly by expanding the focus to less organized sectors and considering recent trends such as the impact of the COVID-19 pandemic.

Kim (2024) uses Korean panel data to examine the impact of work-life balance (WLB) on turnover intention and labor market exclusion for workers with disabilities. The research categorized WLB into four groups based on job and life satisfaction. Key findings indicate that WLB significantly impacts turnover intention, particularly for women with disabilities, who are more prone to leave the workforce entirely due to WLB issues. Job dissatisfaction emerged as a primary driver of turnover, and factors like workplace acceptance, communication, and fair wages were identified as influential in job satisfaction for this population. The study emphasizes the need for policies that support not only employment but also ongoing WLB for disabled workers to prevent their exclusion from the labor market. Dhas (2015) highlights the changing attitudes towards work-life balance (WLB) in India, noting a decline in the acceptance of a "work-first" mentality. Surveys reveal that a vast majority of young adults prioritize family time. Crucially, the study emphasizes the importance of support from both partners and employers in mitigating work-family conflict. One source of support can compensate for deficiencies in the other, and combined support

significantly reduces conflict. The author argues that WLB programs can boost morale, reduce absenteeism, and improve knowledge retention. Finally, the piece underscores the importance of "cognitive space," not just physical time, for effective WLB, highlighting the mental and emotional aspects of balancing work and personal life.

3. Situatoin of work life balance in india:

- **Labor Bureau of India** - Disseminates information on sectoral employment distribution, working conditions, and labor force participation, which is helpful in comprehending the demands placed on workers in various industries.
- **IIMs**- Business schools in India, like the Indian Institutes of Management (IIMs), conduct research on Indian corporate culture, including case studies on work-life balance policies and practices across different industries.
- **Deloitte's research**- Numerous issues are brought to light by Deloitte's study on work-life balance in India, particularly for Gen Z and millennial workers. Despite prioritizing work-life balance, young Indian professionals continue to experience significant levels of stress and burnout, according to their 2022 and 2024 polls. Both generations are greatly impacted by factors including societal difficulties and unstable finances, and despite advances in mental health awareness, many workers believe that organizational assistance is still lacking because they continue to experience high levels of job pressure and little flexibility. (Delloite, 2023)
- **NASSCOMs research**- With an emphasis on how technology might improve work-life balance and influence the nature of work in the future, NASSCOM has conducted a great deal of study on changing work patterns in India. Nearly 70% of businesses in India's tech sector are adopting hybrid work arrangements, according to their study, which included surveys and conversations with business executives. The requirement for adaptability and resilience during the pandemic, which saw a quick shift to remote work made possible by cutting-edge digital solutions, contributed to this shift. Important conclusions show that businesses are investing in hybrid cloud and virtual recruitment technology in addition to using hybrid models. For example, 73% of companies are renovating office premises to accommodate a hybrid work environment, and more than 80% of hiring after the pandemic is done electronically. Because workers may now more easily combine their personal and professional priorities, the change has aided businesses in striking a balance between production and employee well-being. According to NASSCOM's observations, hybrid work promotes organizational objectives and work-life balance, particularly given the continuous flexibility and customization of work schedules that appeal to today's workforce. A tendency toward decentralizing office spaces while promoting hybrid work practices is also seen in the expansion of certain businesses to non-metropolitan cities in order to address occupancy costs and employee convenience. (Colliers India, 2022) (Ray, 2021)

4. Objectives of the study:

- To investigate the factors influencing work-life balance perceptions and experiences among corporate employees, considering the interplay of gender, age, and income level.

- To examine the relationship between work-related factors (e.g., work hours) and non-work factors (e.g., family responsibilities) in achieving work-life balance across different demographic groups.
- To develop recommendations for organizations and individuals to improve work-life balance.
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5. Data sources:

The survey was conducted by a google forms circulated to working professionals and students who are either working in corporate or is has experience working in it. The researchers have personally approached a wide variety of working professionals to get a broader view and reduce the bias in the research paper. The researchers have delivered the questionnaire to about 200 professionals but out of that only 64 responded. In total 137 survey questionnaires were unattended, and 63 responds were returned. This yielded a response rate of 31.5%. After filtering for invalid responses, we were left with only 55 responses.

6. Research instruments:

The items included in the questionnaire were derived from an extensive review of work-life studies conducted by a range of organizations. A significant proportion of the scales employed in this study have been previously utilized in prior research and have undergone validation through investigations conducted in the past. The starting few questions are about the respondent's background to understand the sample population better. The questions are to understand the sample's age ground, gender, income bracket, the sector they work in, the hours they work per week, marital status, responsibilities other than job and how they spend their leisure time. Later on, in the second half after understanding the sample, a list of questions to get firsthand insights about the research paper. The research has made use of the agree disagree notion of analysis where the decision of the respondent to either choose to side with the given case or disagree which gives a clear idea of their opinions and perspectives.

7. Data analysis:

This section covers the analysis of the data that we collected.

7.1 Demographic Analysis:

A total of 63 professionals in the corporate sector participated in the survey. Majority 57.1% of the respondents were male professionals. 39.7% were in the younger age group 18–25-year-old. The majority of the respondents were in the income bracket of 30+ LPA followed by respondents in income bracket of 7.5-15LPA. Most of the working professionals were from the financial sector, contributing 20.6% of the respondents followed by the IT sector contributing 12.7%. The majority of the respondents believed they worked between 30-60 hours a week out of which most believed they worked 40-50 hours a week contributing to 36.5%. Majority of the respondents were married

which accounted for about $\frac{3}{4}$ of the sample. The most common responsibility other than work was household responsibilities followed by looking after a child followed by looking after an adult. The usual mode of leisure was either watching shows/movies or sports.

7.2 Measurement of Items:

In the present study, the data was initially coded and formatted into tables to analyze the impact of various socioeconomic variables on respondents' attitudes. This structured approach allowed for a clear comparison across demographic groups. The dataset was then segmented into percentage distributions to provide a more detailed understanding of each variable's influence. This dual method—tabular organization followed by percentage analysis—enabled a comprehensive and nuanced analysis of the population sample to provide a study with precision.

7.3 Section 1: Questionnaire Analysis

1) Age

Table 1 – Age of the respondent

Options	Respondents
<18	1
18 - 25	14
25 - 45	19
45 - 60	25
60+	4

The age distribution of respondents shows a diverse demographic, with the largest group being those aged 45 to 60 (25 respondents, 39.7%). This indicates a significant presence of experienced professionals who may have valuable insights into balanced work-life challenges. The 25 to 45 age group follows closely with 19 respondents (30.2%), representing individuals who are likely managing both career advancement and personal responsibilities. Meanwhile, the 18 to 25 age group consists of 14 respondents (22.2%), reflecting younger employees who may prioritize flexibility and growth opportunities. Lastly, the 60 and over category includes only 4 respondents (6.3%), suggesting a smaller representation of older workers. Overall, this diverse age range highlights the varying perspectives on work-life balance, underscoring the need for tailored workplace policies that address the unique challenges faced by each group.

2) Gender

Table 2 – Gender of the respondent

Options	Respondents
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Male	36
Female	25
Prefer not to say	2

The survey has an almost equal representation from the Male and Female sections of the society with 2 respondents also choosing the ‘prefer not to say’ option which shows the diversity of the audience that has responded to this primary data source. This proves the validity and the worth of the data collected. In a workspace of the corporate sector getting to know the views and preferences of both the genders is of high importance due to the varying mindsets and Ideologies.

3) Income Bracket

Table 3 – Income bracket of the respondent

Options	Respondents
0 - 7.5	12
7.5 - 15	13
15 - 22.5	10
22.5 - 30	7
30+	21

The income bracket has data that is spread across all the options available. The highest response is from people who fall under the income bracket of ‘30+ LPA’. People who earn ‘0 - 7.5 LPA’ also have a good number of responses which shows that there is data collected from both ends of the income category.

4) Marital Status

Table 4 – Marital Status of the respondent

Options	Respondents
Married	47
Single	16

The survey results show that most respondents are married, which is 47 individuals, while 16 are single, highlighting an important trend in the workforce. This majority suggests that married employees may face specific challenges with work-life balance, such as juggling family responsibilities along with their jobs, which can lead to more stress. In contrast, single respondents may have more flexibility and less pressure outside of work, which can affect how they manage their time and stress levels. To better support married employees, companies should consider policies that promote work-life balance, such as flexible hours and childcare assistance. Overall, understanding how marital status affects employees' experiences is key to creating effective workplace practices that help everyone achieve a better work-life balance 3/4th of the respondents that have been surveyed are married. But the rest are single, which shows some insights from their point of view as well.

5) How many hours do you work in a week?

Table 5 – How many hours does the respondent work in a week?

Options	Respondents
<30	7
30 - 40	12
40 - 50	23
50 - 60	13
60 - 70	5
70+	3

The hours of work in one week are considerably high in the corporate sector with 3 respondents even working '70+' hours as well, which is extremely hectic and tiring. The majority of the respondents with 23 works for '40 - 50' hours a week which is around 9 to 10 hours of work per day which is still high but usual in this line of work. This shows that most of the time in their day is devoted to continuous work. Even though this is stressful and a lot of work, most of them agree to do so because of the pay. The stipulated work time in a corporate sector is 8 hours per day, but almost 70% of the respondents work more than that. This shows the stretch of work hours due to extra workload and pressure from the companies. There are 12 respondents who work for '30 - 40' hours per week and 7 respondents who work for '<30' hours a week, which is a light workload and a calmer work life.

6) Which Sector do you work in?

Table 6 – Which sector does the respondent work in?

Options	Respondents
IT sector	8
Food and Beverage	2
Financial	16
Health	2
Energy	2
Real Estate	6
Entrepreneur	5
Telecom	4
Hospitality	2
Design	1
Artist	1
Insurance	1
Advertising	1
Education	1
HR	2
Consulting	1
Others	8

In this paper, we intend to delve into the different fields in the corporate world and therefore getting responses from various fields is important. The most responses are from the 'Financial Sector' with 16 responses followed by the 'IT sector' which got 8 responses. Other fields like 'Real Estate', 'Entrepreneur', 'Medical', 'Hospitality', 'Energy', etc. also got more than one response. This shows the reach of the survey and also helps to determine the work-life balance in different fields of the corporate sector.

7) What other responsibility do you have other than your job?

Table 7 – What other responsibility does the respondent have other than the job they have?

Options	Respondents
Housework	48
Looking after a child	16
Looking after an adult	15
Part of another organization	9
Preparing for CA	1
Hostel Chores	1
Freelance	1
Helping Parents	1
Parties	4
Shopping	2
NGO	1
Family	1

The survey results reveal a diverse range of responsibilities among respondents outside of their jobs, with 63 responses collected. The most common additional duty is housework, mentioned by 48 respondents (76.2%), highlighting the significant domestic role many individuals take on alongside their professional commitments. Looking after a child and caring for an adult were also notable responsibilities, reported by 16 respondents each (25.4%). Other activities included involvement in another organization (15 respondents, 23.8%) and managing family routines (15 respondents, 23.8%), indicating a strong sense of familial duty among participants. Additionally, several respondents mentioned activities like helping parents, participating in religious events, and engaging in freelance work, showcasing the variety of commitments people juggle. This variety of additional responsibilities suggests that many employees face a considerable burden beyond their professional roles, which can impact their work-life balance. Understanding these commitments can help employers create more supportive environments that recognize the full scope of employees' lives. By considering these factors, companies can implement policies that better accommodate the diverse needs of their workforce, ultimately promoting a healthier work-life balance.

8) How do you usually like to spend your free time?

Table 8 – How does the respondent usually like to spend their free time?

Options	Respondents
Watching shows / movies	46
Sports	21
Community work	10
Another course/training	11
Hobbies	20
Meeting friends	2
Outing	3
Playing games online	1
Music	1
News	1
Shopping	2
Worship	1
Social media	3

The survey collected 63 responses regarding how individuals like to spend their free time, revealing a variety of interests and activities. The most popular choice was watching shows and movies, with 46 respondents (73%) indicating this preference. This suggests that many people enjoy using their downtime to relax and unwind through entertainment. Following closely, 21 respondents (33.3%) reported engaging in community work, indicating a desire to contribute positively to society. Sports and taking additional courses or training were also mentioned by 21 respondents each (33.3%), reflecting interests in physical activity and personal development. Other notable activities included pursuing hobbies such as singing (10 respondents, 15.9%), exercising for health (10 respondents, 15.9%), and socializing with friends (20 respondents, 31.7%). Traveling and shopping were mentioned together by 20 respondents (31.7%), highlighting a common interest in exploration and leisure activities. Overall, these insights into how respondents prefer to spend their free time can inform employers about the importance of leisure and personal interests in maintaining a healthy work-life balance. Recognizing and supporting employees' diverse interests can contribute to a more engaged and satisfied workforce.

9) How strongly do you agree with the following statements?

Table 9 – You feel that it's important to have a good work life balance

Options	Respondents
Strongly agree	51
Agree	9
Neutral	1
Slightly disagree	0
Strongly disagree	2

Table 10 – You are routinely distracted by work related thoughts

Options	Respondents
Strongly agree	18
Agree	31
Neutral	10
Slightly disagree	1
Strongly disagree	3

Table 11 – You get sufficient time to pursue your hobbies

Options	Respondents
Strongly agree	4
Agree	12
Neutral	25
Slightly disagree	12

Strongly disagree	10
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Table 12 – Work life balance depends on the individual

Options	Respondents
Strongly agree	20
Agree	23
Neutral	14
Slightly disagree	2
Strongly disagree	4

Table 13 – Work life balance is employer's responsibility

Options	Respondents
Strongly agree	11
Agree	21
Neutral	15
Slightly disagree	7
Strongly disagree	9

Table 14 – Work life balance is both employer and individual responsibility

Options	Respondents
Strongly agree	20
Agree	27
Neutral	8

Slightly disagree	3
Strongly disagree	5

Table 15 – Do you think flexible working hours affects positively to WLB

Options	Respondents
Strongly agree	26
Agree	24
Neutral	7
Slightly disagree	4
Strongly disagree	2

Table 16 – Do you need flexible working hours to maintain a good WLB

Options	Respondents
Strongly agree	22
Agree	22
Neutral	8
Slightly disagree	8
Strongly disagree	3

The survey results indicate a strong consensus among respondents regarding the importance of work-life balance, with 81% strongly agreeing that it is essential for overall well-being. However, many individuals face challenges in achieving this balance, as evidenced by the high number of respondents (78%) who are routinely distracted by work-related thoughts, suggesting that work stress often intrudes into their personal lives. When it comes to pursuing hobbies, only a small fraction (6%) feel they have sufficient time, with a significant 75% expressing disagreement or neutrality on this issue, highlighting a critical gap in personal time that could impact job satisfaction and mental health. The belief that work-life balance is dependent on the individual was moderately supported, yet there was also a notable recognition of employer responsibility, with 50% of respondents either agreeing or remaining neutral on the idea that employers should play a role in facilitating work-life balance. This aligns with the strong support for shared responsibility, as 75%

of respondents believe that both employers and individuals are accountable for achieving balance. Additionally, there is a clear preference for flexible working hours, with 79% believing that such arrangements positively impact work-life balance, and 70% indicating a need for flexibility to maintain their well-being. These insights collectively point to a workforce that values balance and flexibility but faces significant barriers in achieving them, suggesting that organizations should prioritize implementing supportive policies to enhance employee satisfaction and productivity.

7.4 Section 2: Other Analysis

7.4.1 Generational Differences in Attitudes Towards WLB Responsibility:

Table 17 – Responsibility for WLB and Age group

	WLB is joint responsibility of Employer and Individual	WLB is Employer's Responsibility	WLB is Individual's Responsibility
	% agreed	% agreed	% agreed
18-25	66.67%	58.34%	25%
25-45	73.69%	63.16%	68.42%
45-60	81.82%	40.91%	90.90%

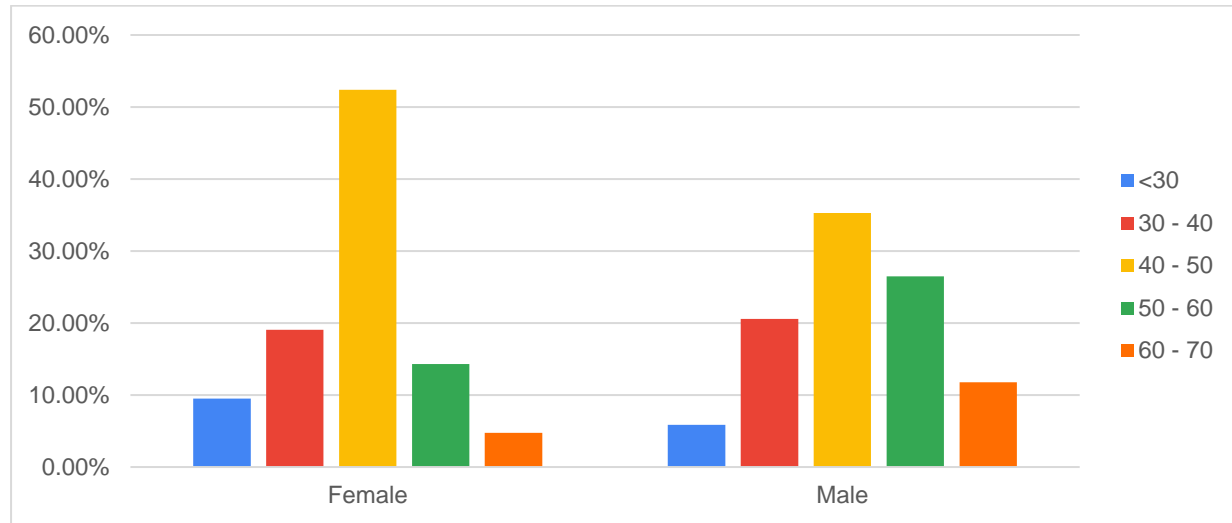
We can see that respondents across all age groups agree that WLB is a joint responsibility with the %age agreeing to increase with age group. But when asked if it is more of the employer's responsibility, we see a decrease in the age group of 45-60 where only 40.91% agree that it is the employer's responsibility. The opposite can be seen when asked if it is more of Individual's responsibility with 90.91% of respondents aged between 45-60 agreeing while only 25% of the respondents aged between 18-25 agreed.

This shows a difference in perspectives across generations while younger generations emphasize on employer's role the older generations believe it is more of an individual responsibility to balance their lifestyle.

7.4.2 Distribution of Work and Non-Work Responsibilities by Gender:

Table 18 – Hours Worked by Gender:

Count of How many hours do you work in a week?	<30	30 - 40	40 - 50	50 - 60	60 - 70	Grand Total
Female	9.52%	19.05%	52.38%	14.29%	4.76%	100.00%
Male	5.88%	20.59%	35.29%	26.47%	11.76%	100.00%
Grand Total	7.27%	20.00%	41.82%	21.82%	9.09%	100.00%



The table and graph show data of hours worked by the respondents by gender. Here we can clearly see majority of the respondents work 40-50 hours/week 52.38% in females and 35.29% in males. But overall males work longer hours with 26.47% working 50-60 hours against only 14.29% of females. When it comes to 60+ hours 11.67% of male respondents said they worked more than 60 hours/week against only 4.76% of females.

Table 19 and 20 – Responsibilities other than job by Gender (Overall and Married respectively)

	Male	Female
Childcare	12%	43%
Adult care	21%	24%
Housework	71%	86%
Others	21%	19%
None	6%	0%

	Male (Married)	Female (Married)
Childcare	12%	60%
Adult care	24%	33%
Housework	76%	93%
Others	20%	0%
None	4%	0%

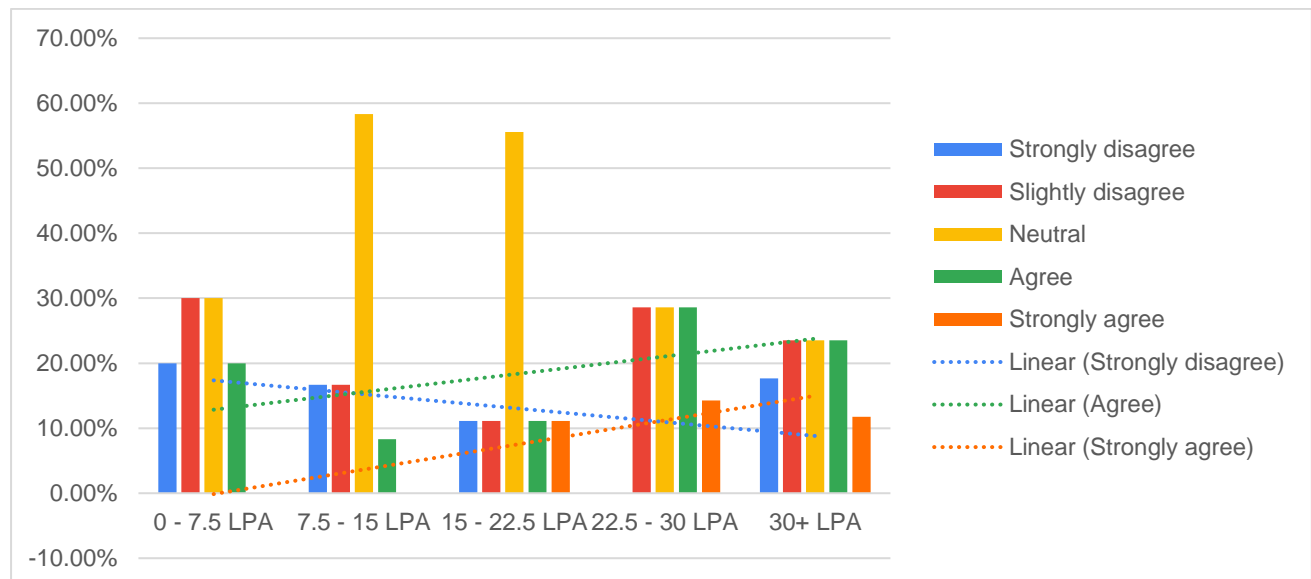
The above data reveals a gender disparity in distribution of non-work responsibilities. We can see that woman shoulder a higher burden of responsibilities compared to men for every non-work responsibility. This disparity is especially higher in childcare (Male-12% and Females-43%) and housework (Males-71% and Females-86%) and becomes even more pronounced when filtering the data for only married respondents with 60% of female respondents being involved in childcare while only 12% of men take up the same responsibility and 93% of females taking up housework while the figure is only 76% for men.

Another observation is that there have been a few male respondents who have no other responsibility outside of work while for females this figure is 0.

These findings can be interpreted in several ways. One is that traditional gender roles still affect the division of labor between home and workplace with women taking up larger burden of childcare in corporate and men focusing on providing for the family. This has various implications; women are not able to work longer hours possibly hindering their advancement in the organization while men are expected to work longer and climb the corporate ladder taking their attention away from household and family duties. Another interpretation can be that of personal choice.

Table 21 – Income bracket and Time to Pursue hobbies.

Count of How strongly do you agree with the following statements? [You get sufficient time to pursue your hobbies]	Strongly disagree	Slightly disagree	Neutral	Agree	Strongly agree	Grand Total
0 - 7.5 LPA	20.00%	30.00%	30.00%	20.00%	0.00%	100.00%
7.5 - 15 LPA	16.67%	16.67%	58.33%	8.33%	0.00%	100.00%
15 - 22.5 LPA	11.11%	11.11%	55.56%	11.11%	11.11%	100.00%
22.5 - 30 LPA	0.00%	28.57%	28.57%	28.57%	14.29%	100.00%
30+ LPA	17.65%	23.53%	23.53%	23.53%	11.76%	100.00%
Grand Total	14.55%	21.82%	38.18%	18.18%	7.27%	100.00%



If we take the responses of “You get sufficient time to pursue your hobbies” and categorize them by income bracket. We see that no. of respondents strongly agree that they get sufficient time to pursue their hobbies increases from 0% in 0-7.5 LPA to 14.5% in 22.5-30 LPA, but we see a slight

decrease in those in 30+ LPA with only 11.76% strongly agreeing. Similarly, those who “Strongly Disagree” reduce from 20% to 0% from 0-7.5 LPA to 22.5-30 LPA respectively but again increase to 17.65% in 30+ LPA income bracket. This can be explained. This shows that there is very little correlation between the income bracket and time to pursue hobbies. It might be due to differences in the types of roles and industries of respondents which might be a more accurate determinant.

8. Conclusion

This report is focused on the increasing significance of work-life balance in the corporate sector, particularly against the backdrop of India's shifting landscape of work. Findings reflect that employees increasingly demand harmony between work and personal life and flexible work arrangements are very crucial for this integration. However, it also points to the special needs of the various demographics. Young employees tend to point to employer support, while older generations point to personal responsibility. Furthermore, gender disparities are brought out by the report, pointing out that more women are carrying the share of the household responsibilities at home and thus affect the work-life balance and their career advancement.

Organizations need to identify and address these varied needs for creating a better, supportive workplace. They must have flexible work hours, encourage shared responsibility toward work-life balance, and ensure fair support for everyone. It is through a culture of well-being that companies are able to enhance job satisfaction while achieving higher productivity and retention rates. This overall takes the right approach to make work-life balance better for people, which will provide healthier and happier lives by being able to live both healthier and happier and more productively engaging within their worlds.

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