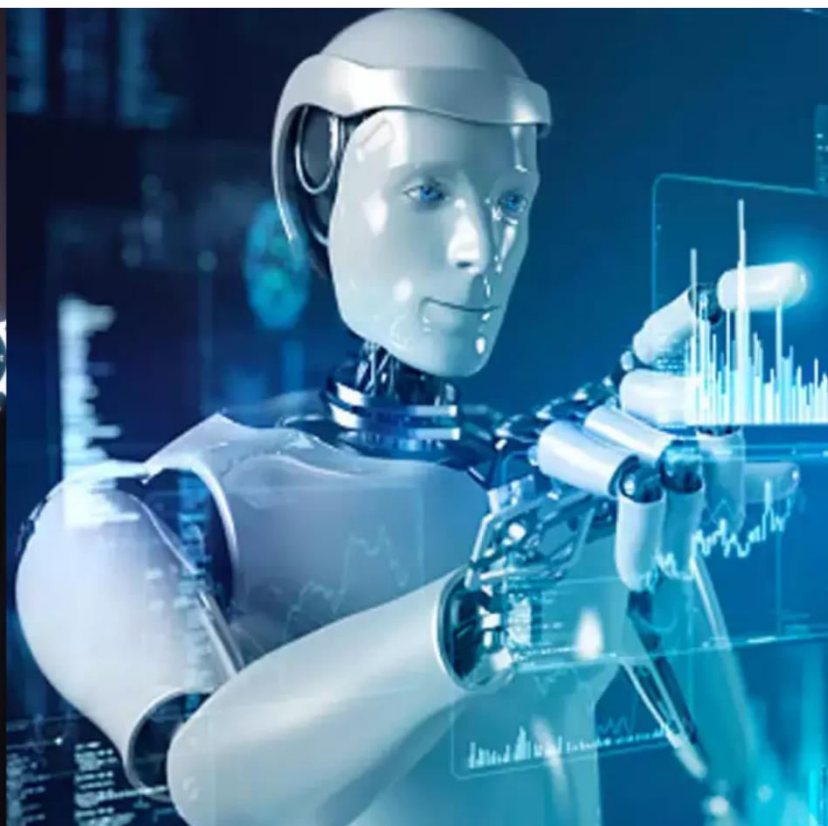




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# A Study on Examining the Employee Engagement and Work Life Balance among Working Professionals

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**ABSTRACT:** The relationship between work-life balance and employee engagement is examined in this study across a wide range of industry sectors. Maintaining a balance between one's personal and professional lives is essential for inspiration and productivity in today's fast-paced environment. The study assesses variables like workload, flexibility, stress, and organizational assistance using surveys and interviews. According to the study, a better work-life balance increases job satisfaction and involvement while lowering turnover. Burnout and lower productivity are consequences of weak balance. Different demographics have different levels of employee engagement. According to the study, HR plays a key role in fostering flexible policies and supportive workplaces. A better balance can increase workplace happiness and productivity.

**KEYWORDS:** Demographics, Employee Engagement, Flexibility, Job satisfaction, Work life harmony and support, Organizational burnout productivity.

## I. INTRODUCTION

For today's professionals, a healthy work-life balance and engaged workforce are essential. Engagement reflects the emotional bond employees have with their work. It boosts output, motivation, and general performance. People may manage their professional and personal responsibilities without pressure when they have a good work-life balance. The growing workplace pressures make it harder to strike this balance. However, it is more crucial than ever for happiness and career fulfillment. The relationship between engagement and balance is examined in this study. It concentrates on their effects on retention, output, and contentment. Some of the main things looked at were adaptable schedules and mental health assistance. Time management and organizational culture are also important factors. The research compares trends across various sectors. Its goal is to propose measures that improve employee well-being and business performance.

## II. REVIEW OF LITERATURE

**Joshi & Narayanan (2022):** This study focused on high-stress industries like IT and healthcare, pointing out that these sectors require tailored work-life balance strategies to sustain employee engagement due to long hours and emotional burnout.

**Singh (2023):** Post-pandemic, this study highlighted that mental health programs and emotional intelligence training significantly boost employee engagement. It emphasized the need for emotional well-being at all levels of the organization.

**Sharma & Mehta (2024):** Their research on hybrid work models showed that customized and flexible scheduling leads to better work-life balance. The study recommended that organizations avoid a one-size-fits-all approach in hybrid settings.

**Brown (2025):** This most recent study warned against rising digital burnout in the post-COVID, always-connected world. It advocated for structured mindfulness practices and policies that encourage employees to disconnect outside work hours to restore balance and engagement.

### NEED FOR THE STUDY

In today's competitive environment, employee engagement is key to productivity and retention. Work-life balance has gained importance due to digital connectivity and remote work. Long hours and blurred boundaries often cause stress and burnout. Millennials and Gen Z now seek flexibility, purpose, and mental well-being. The COVID-19 pandemic increased demand for supportive work setups. Traditional management styles no longer meet modern employee needs. Work-life balance boosts satisfaction, loyalty, and Performance. Engagement without balance risks long-term disengagement. There's limited research on this relationship, especially in India. This study helps HR professionals bridge gaps and improve employee well-being.

### OBJECTIVES OF THE STUDY

**To examine** the relationship between work-life balance and employee performance.

**To measure** the effects of stress management programs on employee well-being.

**To interpret** employee feedback on work-life balance initiatives and engagement policies.

### SCOPE OF THE STUDY

This study explores the link between employee engagement and work-life balance across sectors. It examines how leadership, flexibility, and personal expectations affect both elements. Professionals from IT, healthcare, education, manufacturing, and services are included. Factors like job satisfaction, motivation, and mental well-being are analyzed. Demographics such as age, gender, and experience are considered for deeper insights. The study is limited to urban and semi-urban regions. It aims to identify patterns and challenges in balancing work and life. Organizational practices and their effectiveness are critically assessed. Findings will support better HR strategies and policies. The goal is to enhance well-being, reduce burnout, and boost performance.

## III. RESEARCH METHODOLOGY

The systematic way that data is collected, analyzed, and interpreted in order to comprehend the link between employee engagement and work-life balance is known as research methodology. The study's methodology, data collection techniques, sampling, and statistical analysis are all covered.

### RESEARCH DESIGN

This study has used a descriptive research design. This layout is appropriate since its goal is to present a clear picture of the current situation and the connection between work-life balance and employee engagement among working professionals.

### DESCRIPTIVE RESEARCH DESIGN

Descriptive research involves the methodical collection and analysis of respondents' facts, ideas, and viewpoints. This research employs it to examine trends in employee engagement, stress levels, satisfaction, and the effects of work-life balance among different industries and demographic groups.

### SAMPLE DESIGN

A non-probability convenience sampling approach was used. The participants were chosen based on their accessibility and willingness to take part. Due to time and resource limitations, this approach was selected, but it still provides useful perspectives from experts in various sectors.

### SAMPLE SIZE

A total of 107 working professionals responded to the study. The data is adequately diverse for analysis across age groups, gender, experience, and marital status because the sample includes people from the IT, healthcare, education, manufacturing, and service industries.



#### LIMITATIONS OF THE STUDY

The findings may not be applicable to all IT organizations due to differences in size, work culture, and operational environments.

The cross-sectional nature of the study limits the ability to establish a causal relationship between employee engagement and work-life balance.

Self-reported data may be influenced by social desirability bias, leading participants to provide responses that appear more acceptable rather than accurate.

A limited sample size due to access constraints may reduce the statistical power and affect the representativeness of specific subgroups within the IT sector.

#### IV. DATA ANALYSIS AND INTERPRETATION

##### STATISTICAL ANALYSIS

##### 4.1 KRUSKAL-WALLIS H TEST

The Kruskal-Wallis H test is a non-parametric method used to determine if there are statistically significant differences between the medians of three or more independent groups. It is used here to assess whether perceptions of work environment and engagement differ across various age groups.

##### HYPOTHESIS:

**Null Hypothesis ( $H_0$ ):** There is no significant difference in perceptions of work environment and engagement among the different age groups.

**Alternative Hypothesis ( $H_1$ ):** There is a significant difference in perceptions of work environment and engagement among the different age groups.

**TABLE 4.1 SHOWING THE KRUSKAL-WALLIS H-TEST BETWEEN AGE GROUPS AND PERCEPTION OF WORK ENVIRONMENT**

Test Statistics	Age Group
Kruskal-WallisH	2.964
Df (degrees of freedom)	4
Asymp.Sig.(2-tailed)	.564

##### INTERPRETATION:

Since the p-value is  $0.564 > 0.05$ , we fail to reject the null hypothesis ( $H_0$ ). This result suggests that age does not significantly influence how employees perceive their work environment or how engaged they feel. All age groups tend to perceive these aspects similarly.

##### MANN-WHITNEY U TEST

The Mann-Whitney U test is a non-parametric test used to determine whether there is a statistically significant difference in the distribution of a continuous or ordinal variable between two independent groups. In this case, it tests whether work-life balance satisfaction differs between male and female respondents.

##### HYPOTHESIS:

**Null Hypothesis ( $H_0$ ):** There is no significant difference in work-life balance satisfaction between male and female respondents.

**Alternative Hypothesis ( $H_1$ ):** There is a significant difference in work-life balance satisfaction between male and female respondents.

TABLE 4.2 SHOWING MANN-WHITNEY U TEST BETWEEN GENDER AND WORK-LIFE BALANCE OF RESPONDENTS

Test Statistics	Value
Mann-Whitney U	1344.500
Wilcoxon W	2829.500
Z	-.566
Asymp. Sig.(2-tailed)	.571

#### INTERPRETATION:

Since the p-value is  $0.571 > 0.05$ , we fail to reject the null hypothesis ( $H_0$ ). This implies that there is no statistically significant difference in the perceived work-life balance satisfaction between male and female respondents. Gender does not appear to be a differentiating factor in satisfaction levels for this variable.

### V. SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

#### 5.1 FINDINGS

- Most employees are between 25 and 34 years old, indicating a relatively young workforce.
- The majority of employees work day shifts, while rotational and night shifts are less common.
- Many employees have less than five years of experience, reinforcing the youthful profile of the workforce.
- Mental health support is available but may not be easily accessible or well-known to employees.
- The Mann-Whitney U test showed no significant difference in work-life balance satisfaction between male and female employees.
- Correlation analysis revealed a moderate and statistically significant positive relationship between employee engagement and work-life balance.

#### 5.2 SUGGESTIONS

- Clearly define career paths and communicate them effectively to help employees, especially entry-level staff, see growth opportunities and stay motivated.
- Enhance mental health and wellness programs by improving their visibility, accessibility, and relevance to employee needs.
- Regularly review workload distribution to prevent burnout and ensure a fair balance of responsibilities among employees.
- Increase flexible work options and clearly communicate policies related to time off and scheduling to improve work-life balance.
- Promote open communication by organizing regular feedback sessions and creating safe spaces for employees to share their thoughts and concerns.

#### 5.3 CONCLUSION

The study confirms a strong link between employee engagement and work-life balance. Balanced employees show higher motivation, productivity, and loyalty. Poor balance causes stress, burnout, and disengagement, especially among younger staff. Flexible work, mental health support, and open communication are increasingly vital. Supportive work environments lead to greater commitment and performance. The pandemic emphasized the need for adaptable, employee-focused policies. Leadership development, recognition, and feedback play key roles. A culture promoting engagement and balance drives sustainable growth. Aligning employee well-being with company goals builds resilient teams. Future success depends on personalized, employee-centric strategies.

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