



Research Article

A Study on Work-Life Balance and Its Impact on Employees Productivity in Abhilashi University, Chail Chowk, District Mandi, Himachal Pradesh

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Abstract

This research explores the idea of work-life balance (WLB) and how it affects employee productivity at Abhilashi University Chail Chowk, located in District Mandi, Himachal Pradesh. In today's work environment, achieving a balance between job obligations and personal life has become more difficult, especially in academic settings where staff are involved in teaching, research, and administrative roles. The main aim of this study is to assess the current state of work-life balance among employees and to examine its effect on their productivity. The study also identifies key factors affecting WLB, such as workload, working hours, organizational support, and personal commitments. A descriptive research design is adopted, and data is collected through structured questionnaires distributed among faculty and staff members. The findings of the study indicate a strong positive relationship between work-life balance and employee productivity. Employees who achieve a healthy equilibrium between their professional responsibilities and personal lives generally demonstrate higher levels of job satisfaction, better performance, and increased efficiency. In contrast, an unhealthy work-life balance can result in stress, burnout, and lower productivity. The research concludes that the implementation of effective work-life balance strategies, such as flexible work schedules, reasonable workloads, and supportive organizational practices, can greatly improve employee productivity and overall well-being. These results emphasize the significance of cultivating a balanced work atmosphere in educational institutions for sustainable organizational development.

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KEYWORDS: Work-Life Balance, Employee Productivity, Job Satisfaction, Organisational Support, Work Stress.

1. INTRODUCTION

Work-life balance (WLB) has emerged as a significant issue in contemporary organisations as employees find it more challenging to juggle their professional duties with personal and family obligations. In the current fast-paced and competitive workplace, overwhelming workloads, extended hours, and increasing performance demands frequently result in stress, burnout, and lower job satisfaction. Consequently, organizations are beginning to understand that fostering a healthy equilibrium between work and personal life is crucial not only for employee wellness but also as a vital factor in enhancing productivity and overall organizational effectiveness. Recent studies highlight that effective work-life balance practices contribute significantly to improving employee efficiency, motivation, and engagement. For instance, Marecki (2023) [1] emphasizes that employees who experience a balanced work-life environment tend to exhibit higher levels of well-being and productivity. Similarly, Rahajeng and Handayani (2022) [2] found that work-life balance, combined with job satisfaction, positively influences employee performance. In contrast, poor work-life balance can lead to negative outcomes such as stress, burnout, and decreased efficiency, as noted by Setyanti *et al.* (2022) [4] and Madhavi and Rao (2023) [7].

Furthermore, factors such as workload, organizational support, compensation, and emotional intelligence play a significant role in shaping work-life balance and, consequently, employee productivity. Research by Bello *et al.* (2024) [3] and Md Shah *et al.* (2024) [8] indicates that organizations that actively promote supportive work environments and flexible policies can reduce burnout and enhance employee performance. Additionally, work stress and work-family conflict have been identified as critical challenges that disrupt balance and lower productivity levels (Paramita & Supartha, 2022; Vernia & Senen, 2022) [5, 6]. In this context, understanding the relationship between work-life balance and employee productivity has become essential for both researchers and practitioners. This study aims to explore how work-life balance influences employee productivity, identify the key factors affecting it, and provide insights that can help organizations implement effective strategies to foster a healthier and more productive workforce.

2. OBJECTIVE OF THE STUDY

1. To examine the impact of work-life balance on employee productivity in the academic environment.
2. To identify the key factors influencing work-life balance, such as workload, working hours, organizational support, and personal responsibilities.
3. To evaluate the relationship between personal responsibilities and work performance.

3. RESEARCH METHODOLOGY

The study adopts a quantitative approach using a descriptive research design to examine the impact of work-life balance on employee productivity in the academic sector. Primary data was collected through a structured questionnaire comprising demographic and Likert-scale questions covering work-life balance, influencing factors, and personal responsibilities. A sample of 50 respondents, including teaching staff and research scholars, was selected using convenience sampling. The collected data was analysed using simple statistical tools such

as frequency and percentage to present findings in a clear and systematic manner.

RESEARCH DESIGN

The study is based on a descriptive research design, as it aims to describe and analyze the existing level of work-life balance and its impact on employee productivity in the academic sector. This design is appropriate because it helps in understanding the current conditions, attitudes, and perceptions of employees regarding work-life balance without manipulating any variables. The research follows a cross-sectional approach, where data is collected from respondents at a single point in time. It focuses on identifying relationships between variables such as workload, working hours, organizational support, personal responsibilities, and their effect on productivity. A quantitative method is used to ensure objectivity and accuracy, with data collected through a structured questionnaire using Likert scale responses. The design allows for systematic analysis using statistical tools like percentages and frequency distributions. Overall, the descriptive research design provides a clear and realistic picture of how work-life balance influences employee productivity and helps in drawing meaningful conclusions based on the collected data.

Section A: Demographic Profile

| Profile | Variable | Number | Percentage (%) |
|---------------------------|----------------------------------|--------|----------------|
| Gender | Male | 23 | 46 |
| | Female | 27 | 54 |
| Age Group | 25-35 years | 28 | 57.1 |
| | 36-45 years | 13 | 26.5 |
| | 46-55 years | 6 | 12.2 |
| | 56 years or above | 2 | 4.1 |
| Marital Status | Single | 32 | 64 |
| | Married | 18 | 36 |
| Educational Qualification | Post- Doctoral | 5 | 10.4 |
| | Ph.D. | 19 | 39.6 |
| | M.Phil. | 5 | 10.4 |
| | Post-Graduation | 19 | 39.6 |
| Current Designation | Professor | 13 | 27.1 |
| | Associate Professor | 19 | 39.6 |
| | Assistant Professor | 11 | 22.9 |
| | Research Scholar (Ph.D./M.Phil.) | 5 | 10.4 |
| Years of Experience | Below 5 years | 18 | 37.5 |
| | 6-10 years | 20 | 41.7 |
| | 11-15 years | 9 | 18.8 |
| | 16 years Above | 1 | 2.1 |

Interpretation: The overall demographic profile shows that the respondents are predominantly young, well-qualified academicians, with a slight majority of females (54%). Most participants belong to the 25–35 years age group and are largely single (64%), indicating fewer family responsibilities for many. In terms of education, a significant proportion holds Ph.D. or postgraduate degrees, reflecting a strong academic background. The majority are working as Associate Professors or Assistant Professors, and most have less than 10 years of experience, suggesting that the sample mainly represents early to mid-career professionals. This composition may influence the study outcomes, particularly in relation to work-life balance and productivity.

Section B: Work-Life Balance and Productivity

| Profile | Variable | Number | Percentage |
|---|-------------------|--------|------------|
| How would you rate your current work-life balance? | Very Poor | 8 | 16 |
| | Poor | 10 | 20 |
| | Moderate | 17 | 34 |
| | Good | 14 | 28 |
| | Very Good | 1 | 2 |
| Work-life balance has a direct impact on my productivity | Strongly Agree | 11 | 22.9 |
| | Agree | 21 | 43.8 |
| | Neutral | 12 | 25 |
| | Disagree | 3 | 6.3 |
| | Strongly Disagree | 1 | 2.1 |
| I feel satisfied with my ability to balance work and personal life. | Strongly agree | 13 | 27.7 |
| | Agree | 17 | 36.2 |
| | Neutral | 14 | 29.8 |
| | Disagree | 1 | 2.1 |
| | Strongly Disagree | 2 | 4.3 |
| I feel stressed due to imbalance between work and personal life. | Never | 6 | 12.8 |
| | Rarely | 23 | 48.8 |
| | Sometimes | 9 | 19.1 |
| | Often | 8 | 17 |
| | Always | 1 | 2.1 |

Interpretation: The responses indicate that most participants perceive their work-life balance as moderate (34%) or good (28%), though a notable proportion still rates it as poor or very poor (36%), suggesting room for improvement. A strong majority agree that work-life balance directly impacts productivity, with over 66% expressing agreement, highlighting its importance in performance outcomes. Similarly, most respondents feel satisfied with their ability to manage work and personal life, although a considerable share remains neutral,

indicating mixed experiences. In terms of stress, nearly half report rarely feeling stressed (48.8%), while smaller groups experience stress sometimes or often, suggesting that although severe stress is limited, imbalance still affects a portion of employees. Overall, the findings reflect a generally acceptable but not optimal work-life balance, with clear implications for employee productivity and well-being.

Section C: Factors Influencing Work-Life Balance

| | | | |
|--|-------------------|----|------|
| My workload is manageable. | Strongly agree | 15 | 31.9 |
| | Agree | 16 | 34 |
| | Neutral | 12 | 25.5 |
| | Disagree | 3 | 6.4 |
| | Strongly Disagree | 1 | 2.1 |
| My working hours are flexible. | Strongly agree | 17 | 36.2 |
| | Agree | 16 | 34 |
| | Neutral | 11 | 23.4 |
| | Disagree | 2 | 4.3 |
| | Strongly Disagree | 1 | 2.1 |
| My organization supports employees in maintaining work-life balance. | Strongly agree | 14 | 29.8 |
| | Agree | 20 | 42.6 |
| | Neutral | 7 | 14.9 |
| | Disagree | 6 | 12.8 |
| | Strongly Disagree | 0 | 0 |
| I receive adequate leave and break time. | Strongly agree | 14 | 29.2 |
| | Agree | 17 | 35.4 |
| | Neutral | 9 | 18.8 |
| | Disagree | 8 | 16.7 |
| | Strongly Disagree | 0 | 0 |

Interpretation: The overall interpretation of the data indicates a generally positive perception of work-life balance among employees. A majority of respondents agree that their workload is manageable and that they have flexible working hours, suggesting a supportive and adaptable work environment. Additionally, most employees feel that their organisation actively supports work-life balance, which reflects favourable

organisational policies and practices. However, a noticeable proportion of respondents remain neutral or express dissatisfaction, particularly regarding leave and break time, indicating areas that may require improvement. Overall, while the findings highlight a satisfactory level of work-life balance, there is still scope for organisations to enhance employee support systems to achieve better outcomes.

Section D: Personal Responsibilities and Work Performance

| | | | |
|--|-------------------|----|------|
| Technology (emails, online classes, etc.) increases my workload beyond office hours. | Strongly agree | 21 | 42.9 |
| | Agree | 14 | 28.6 |
| | Neutral | 10 | 20.4 |
| | Disagree | 4 | 8.2 |
| | Strongly Disagree | 0 | 0 |
| Personal responsibilities affect my work performance. | Not at all | 6 | 12.2 |
| | Slightly | 15 | 30.6 |
| | Moderately | 18 | 36.7 |
| | Significantly | 10 | 20.4 |
| | Extremely | 0 | 0 |
| I am able to manage both personal and professional responsibilities effectively. | Strongly agree | 13 | 27.1 |
| | Agree | 15 | 31.2 |
| | Neutral | 16 | 33.3 |
| | Disagree | 3 | 6.3 |
| | Strongly Disagree | 1 | 2.1 |
| Family commitments reduce my work efficiency. | Strongly agree | 11 | 22.4 |
| | Agree | 18 | 36.7 |
| | Neutral | 16 | 32.7 |
| | Disagree | 4 | 8.2 |
| | Strongly Disagree | 0 | 0 |
| I miss work deadlines due to personal responsibilities. | Never | 8 | 16.3 |
| | Rarely | 14 | 28.6 |
| | Sometimes | 22 | 44.9 |
| | Often | 4 | 8.2 |
| | Always | 1 | 2 |
| Improving work-life balance would enhance my productivity. | Strongly agree | 19 | 38.8 |
| | Agree | 19 | 38.8 |
| | Neutral | 8 | 16.3 |
| | Disagree | 3 | 6.1 |
| | Strongly Disagree | 0 | 0 |

Source: Analysis based on primary survey.

Interpretation: The data suggests that technology significantly extends work beyond official hours, with a majority of respondents agreeing that emails and online tasks increase their workload. Personal responsibilities moderately impact work performance, as most respondents report being affected at least to some extent, and many acknowledge that family commitments reduce their efficiency. While over half of the respondents feel they can manage both personal and professional responsibilities effectively, a considerable proportion remains neutral, indicating some level of difficulty. Additionally, missing deadlines due to personal responsibilities occurs occasionally for many employees. Importantly, a strong majority believe that improving work-life balance would enhance their productivity, highlighting the need for better organisational support and policies to help employees balance their roles more effectively.

4. CONCLUSION

The overall findings of the study clearly indicate that work-life balance plays a crucial role in determining employee productivity in the academic environment of Abhilashi University. While a majority of respondents reported a moderate to good level of work-life balance, there remains a significant proportion experiencing imbalance, stress, and challenges in managing personal and professional responsibilities. Key factors such as workload, flexible working hours, organizational support, and technological demands were found to strongly influence employees' ability to maintain balance. The study also highlights that personal responsibilities and extended work through digital platforms can negatively impact efficiency and performance. Importantly, a strong positive relationship between work-life balance and

productivity was observed, with most respondents agreeing that better balance leads to higher job satisfaction, improved performance, and reduced stress. Therefore, it can be concluded that enhancing work-life balance through supportive organisational policies, manageable workloads, and flexible work practices is essential for improving employee productivity and overall well-being in academic institutions.

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