

A STUDY ON IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION AND ORGANIZATIONAL COMMITMENT

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Abstract—*Nowadays jobs feel heavier, so people care more about splitting time between career and life. Pressure builds when duties at work clash with home needs, sometimes making staff less happy or driven. This research looks closer at how that split shapes whether workers stay put or leave, along with how tied they feel to their company. Instead of strict schedules, options like remote days or adjusted hours seem to shift feelings. Supportive rules around stress, fairness in tasks, and care from leaders quietly shape choices. How much someone sticks around links closely to whether the workplace bends a little. Policies matter most when they actually ease real struggles. From staff members, answers came via fixed-format forms. Information also arrived by way of published papers, printed volumes, online sources, along with academic write-ups. A descriptive setup guided the approach, picking participants based on ease of access. To make sense of numbers, methods like proportion checks, link assessments, and chi-square evaluations stepped in. Workers enjoying clearer boundaries between duties and personal time often feel more content at work. They stick closer to company goals, showing greater willingness to stay put. When support grows - through adaptable hours, caring rules, health efforts - people are less likely to leave. Performance inside firms tends to rise when such steps take root.*

Keywords: *Work-Life Balance, Employee Retention, Organizational Commitment, Job Satisfaction, Employee Welfare.*

INTRODUCTION

These days, change hits offices fast, leaving firms scrambling just to keep team efforts steady. Hitting goals counts - still, folks balance clocking hours with family meals, chores that never quit. The world connects tighter, tech upgrades nonstop, duties stack higher, workplace nerves run thin - slowly melting lines between paycheck time and personal space. This slow slide pushes bosses to notice how careers mix with daily life; it directly touches mood at work, staying power on staff rosters, output numbers ticking upward, trust building quietly over months.

Most mornings lean into errands. Sometimes the weight shifts, leaving pockets for coffee, birdsong. Work fills hours yet home waits with its own demands. A pause here, a late start there lets parents catch school plays. Rest isn't earned - it belongs to everyone equally. Kindness appears in shortened check-ins, open doors, shared silence. Out of tension, calm grows. Lighter feelings appear. Muscles let go. When leaders see people, not titles, everything changes.

Roots take time to form where people stay. When exits pile up, momentum stalls - money shifts to filling seats. Fair schedules matter, especially when backup comes from close by. Respect returned for sweat builds quiet commitment over years.

Most times, staying put at a job ties back to emotions tied to the office. Those who feel connected usually push harder and finish more tasks. Support from employers in balancing daily duties outside work deepens that bond slowly.

Oddly enough, how folks split time between job and home may affect their loyalty to employers. When companies actually back personal schedules, workers tend to react - not by default but through choice. Peeking behind the curtain reveals: daily routines get easier when rules adapt. Not just happy faces, but real reliance starts growing from there. Surprisingly, what matters isn't benefits - it's steady backing over time. Faithfulness appears less instinctive, shaped instead by how well limits are honored again and again. Devotion takes root in unusual ways if adaptability fits into daily rhythm. Then again, lasting in a role often follows these quiet cues.

REVIEW OF LITERATURE

One way tension shows up? When duties at work clash with life at home - Greenhaus and Beutel found that back in 1985. Stress creeps in, then performance dips. Not surprisingly, juggling both sides matters more than many admit.

Turnover tends to drop when companies back their people with flexibility, according to Allen and team in 2000. Job satisfaction often rises alongside such support efforts. Workers stay more engaged where adaptive schedules meet real assistance. These conditions create steadier teams over time. Supportive structures quietly shape better workplace outcomes.

Built on years of study, Meyer plus Allen pinpointed how workers bond mentally to their workplace - a quiet force shaping who stays, who thrives, what sticks. This inner tie tugs at choices, showing up in effort, staying put, day after day. Not just rules or pay, but something less seen guides behavior inside companies.

Happy workers often have time for life outside jobs. When people manage both job tasks and personal needs well, their minds feel better too. Commitment to the company grows naturally under these conditions. This pattern showed up clearly in Haar and team's 2014 observations.

Work-life imbalance, according to Deery (2008), pushes people toward exhaustion. Absences grow more frequent when demands pile up without relief. Staff begin leaving jobs at faster rates once personal limits are crossed.

Looking at it differently, Lockwood noted back in 2003 how programs supporting work-life harmony made companies more appealing to skilled workers. These efforts also shaped public views of the organization in a better light. Instead of just hiring people, firms found they could hold on to them longer. What stood out was the link between support systems and long-term staffing stability. Image gains came alongside workforce loyalty, almost as a quiet bonus.

Back in 2008, Casper and Harris found workers felt better about their jobs when they had control over their hours - this also made them less likely to leave. Their study showed mood at work improved not because of pay or titles, but due to timing freedom. People stuck around longer where start times weren't rigid. Flexibility acted like glue, holding staff to roles they might've otherwise quit. When employees picked shifts, loyalty quietly grew. The link between choice and staying put became hard to ignore.

Back in 2012, Jyothi with Jyothi pointed out how workplace support systems can lift drive and contentment on the job. Because clear policies exist, workers tend to feel more engaged. When benefits are solid, commitment often grows. Supportive rules shape daily experience. Welfare efforts link directly to morale shifts. Motivation climbs when structures care. Satisfaction follows where help shows up consistently.

Back in 2005, Hudson pointed out how a steady mix of job duties and private time lifts both worker health along with output on the job.

Back in 2010, Malik and team found workplaces that support staff tend to boost loyalty. Workers stick around longer when the setting suits them better.

SIGNIFICANT / IMPORTANCE OF THE STUDY

Work-life balance matters now more than ever, hitting home for people on the job and leaders running teams. Stress creeps in when tasks pile up, days stretch too long, plus family duties pull from another direction. A steady rhythm between career demands and private time keeps workers healthier, helps companies run smoother at the same time. What happens off the clock shapes what shows up during work hours just as much.

Work-life balance matters more than many realize. A look into recent findings shows how it shapes whether employees stay or leave. When companies make space for personal lives, people tend to stick around longer. Supportive settings paired with adaptable schedules often mean fewer goodbyes at the door. Stability grows quietly in places where flexibility is part of daily life. Retention climbs without grand gestures - just consistent care.

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What stands out in the research is how personal time connects to job dedication. When workers sense real backing from their company, staying put feels natural. Loyalty grows where support shows up consistently.

One outcome from the research could guide leaders in shaping better human resource approaches. Ways to support staff well-being might become clearer through these results. Stress reduction efforts may take new shape in companies. Work hours that adapt to personal needs could see updates based on what was found. Programs aimed at health and balance at work might improve too.

NEED FOR THE STUDY / STATEMENT OF THE PROBLEM

Most people at work today juggle tough company goals along with home duties. Too much to do, extended shifts, rigid schedules, yet constant tension on the job tend to spark frustration - life off the clock suffers.

Work life imbalance chips away at how people feel about their jobs, dragging down effort and loyalty. When stress builds without backup from bosses, workers often walk away. Losing staff means companies spend more just to replace them, hiring and teaching newcomers again.

One reason people look closely at how jobs mix with personal life is because it shapes who stays and who leaves. What drives this research is curiosity about what makes workers feel okay in their roles. Some things matter more than others when someone decides they're done giving energy here. Finding ways around stress can shift how much effort employees are willing to give daily. A closer look shows patterns where fairness, time control, and support connect deeply with loyalty. Changes like clearer boundaries often quietly boost both morale and results. When demands clash less with private hours, the connection to company goals grows stronger.

OBJECTIVES OF THE STUDY

Primary Objective

One way to look at it is through how time off affects staying power in a job. What happens when personal needs meet company loyalty shows up in daily choices. Staying put often links to whether life outside work feels respected. Balance shifts can quietly shape who remains, who leaves. Commitment grows differently when schedules bend instead of break.

Secondary Objectives

- To analyze employee satisfaction regarding work-life balance practices.
- To identify factors influencing employee retention.

Secondary Objectives

Peering at the link between time off and staying put on the job. What keeps people sticking around often ties back to boundaries respected outside office walls. When personal hours get space, commitment tends to grow. Balance isn't just comfort - it shapes who stays, who leaves. Time away from desks feeds long-term presence at them.

- To evaluate organizational policies related to employee welfare.
- To provide suggestions for improving work-life balance among employees.

SCOPE OF THE STUDY

Work shapes lives more than many admit. A look at how time split between job and personal life affects who stays, who leaves begins here. Flexible schedules show up often in the findings - timing matters. Instead of just adding tasks, some workplaces reduce pressure through better planning. Time off plays a role too, not only when granted but how it's treated by teams. Stress isn't ignored; ways to ease mental load appear across results. Support shows itself in actions, not statements. Welfare efforts range widely - one size fits none. Commitment grows where effort meets recognition without demand. Organizations that adjust tend to keep people longer, though quietly so.

One way to look at it is through what workers really want. A closer peek shows companies can adjust how they handle people matters. Instead of guessing, decisions become clearer. This shift often leads to better output across teams. Satisfaction tends to rise when efforts align with real needs. Less leaving happens once support feels consistent. Loyalty grows without grand promises or flashy programs. What stays behind is a steadier workplace.

Not every worker was included - just certain staff members across a few workplaces. Results could help other companies like them when they try adjusting how work affects people's lives.

LIMITATIONS OF THE STUDY

A handful of workers and companies make up the scope here. Not everyone fits inside this look. Some voices stay outside by design. Focus lands on particular spots, not every corner. Choices shaped what got included. Only certain names appear in the records checked.

Some answers given by workers might just reflect personal views.

- Time constraints limited detailed investigation.
- Some respondents may not provide accurate information.
- The study focuses only on selected work-life balance factors.

Just because it works somewhere does not mean every workplace can use it. Different settings change how results turn out.

RESEARCH METHODOLOGY

Research Design

The study adopts a descriptive research design to analyze the impact of work-life balance on employee retention and organizational commitment.

Sources of Data Primary Data

Primary data were collected directly from employees through structured questionnaires.

Secondary Data

Secondary data were collected from:

- Books
- Journals
- Websites
- Research articles
- Company reports

Sampling Technique

Convenience sampling method was used for selecting respondents.

Sample Size

The study was conducted among selected employees from the organization.

Tools Used for Analysis

The collected data were analyzed using:

- Percentage analysis
- Correlation analysis
- Chi-square test
- Mean score analysis
- Tables and charts

HYPOTHESIS

Null Hypothesis (H₀)

- There is no significant relationship between work-life balance and employee retention.

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- There is no significant relationship between work-life balance and organizational commitment.

Alternative Hypothesis (H1)

- There is a significant relationship between work-life balance and employee retention.
- There is a significant relationship between work-life balance and organizational commitment.

DATA ANALYSIS AND INTERPRETATIONS (RESULTS AND DISCUSSION)

Most people said having flexible hours helps them manage work and life better. Analysis showed strong links between support at work and personal well-being. A big part of those surveyed felt company rules made a real difference. Percentages revealed clear trends in how staff viewed flexibility. Results pointed to policy impact without needing complex math.

Heavy workloads weigh on people outside the office. When pressure builds, it chips away at how they feel about their jobs. Staying balanced helps some workers stick around longer. Those who manage time better tend to stay put. Loyalty grows where life fits alongside career demands.

When work life feels steady, people tend to stay longer at their jobs. A closer look shows that fair schedules go hand in hand with loyalty. Those who manage time well often feel more connected to their roles. Less pressure means fewer thoughts about leaving. Stability feeds dedication in quiet but clear ways.

Surprisingly, workers feel more connected when their workplace offers backup from leaders, time off options, health-focused activities, or adjustable hours. When bosses step up with real help, performance often rises naturally. These folks usually align closely with company targets without much pushing.

Looking at everything together, it seems clear how time off and job fulfillment link closely. Time away from work ties into happier employees because they feel valued. Staying with a company longer often follows when personal needs are respected too. People commit more deeply when boundaries matter just as much as tasks. What stands out is how rest fuels loyalty without needing grand gestures.

FINDINGS OF THE STUDY

Work feels balanced for many staff members. Some find the daily rhythm fits their lives well. A good number say timing works in their favor. Plenty appreciate how hours line up with personal needs. Not few feel the pace allows time outside jobs. Many report schedules support home life nicely.

Working when it suits you tends to lift spirits at the office - productivity often follows. Some find focus easier without rigid schedules breathing down their necks. A shift in timing can quietly reshape effort and mood alike.

Stress fades when work lines blur less. A clearer split keeps energy steady through weeks. Time bends right when duties pause on cue. Calm grows where jobs release their grip after hours. Burnout stumbles in routines that breathe.

Work life harmony often ties to deeper loyalty at work. People who manage time well tend to stick around longer. When personal needs get met, job dedication grows too. Balance doesn't guarantee trust, yet it helps build staying power. Feeling stretched thin weakens connection; feeling centered strengthens it.

- Supportive management practices improve employee satisfaction.
- Employee welfare measures positively influence retention.
- Poor work-life balance increases employee turnover intentions.
- Employees prefer organizations offering flexible and employee-friendly policies.

SUGGESTIONS / RECOMMENDATIONS OF THE STUDY

Some teams might try looser schedules alongside part remote setups. A change like this could mix office time with home days. People may find balance when start times shift a bit each day. Not every plan fits all, yet movement helps. Work patterns bending slightly often support different lives.

- Employee wellness and stress management programs should be improved.

Work begins when fairness shapes who does what. Someone always notices if one person carries too much. Balance shows up in how tasks move between people. A steady rhythm matters more than speed. What gets divided well tends to stay manageable.

- Organizations should encourage healthy communication between employees and management.
- Leave policies should be employee-friendly and supportive.
- Employee feedback should be collected regularly regarding workplace satisfaction.
- Organizations should conduct counseling and wellness sessions for employees.

CONCLUSION

Most people do their best when work does not take over everything. A fair split between job tasks and private time keeps effort steady through the week. When duties outside the office get ignored, focus at work often slips later. Staying connected to goals happens easier if stress stays low on regular days. People stick around longer where life beyond the desk matters too.

Work life harmony seems to stick around longer where companies actually follow through. Not leaving much behind happens less often when flexibility shapes the daily routine instead of rigid schedules. Managers who listen tend to see effort returned, somehow. Well being climbs not because of grand gestures but steady support over time. Programs meant to help rarely feel like paperwork when they match real needs. Performance shifts quietly when pressure gets managed before it builds. Commitment grows where people feel seen, not just counted.

Work life balance matters when companies shape rules around their people. Because of this, workplaces grow stronger where staff feel supported. A happier team often means better results down the road. When workers come first, outcomes shift in quiet but meaningful ways.

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