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BEYOND THE CLOCK: A STUDY OF EMPLOYEE WELL-BEING

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ABSTRACT

Work-life balance has become a critical concern in today's evolving work environment, where technological advancements and changing job demands have blurred the boundaries between professional and personal life. This study aims to examine employees' perceptions of work-life balance and evaluate the effectiveness of organizational practices in promoting employee well-being. The research focuses on key factors such as flexible working hours, remote work opportunities, workload management, wellness programs, and organizational support for personal commitments. The study is based on both primary and secondary data. Primary data were collected from 120 respondents using a structured questionnaire, and the data were analyzed using the One-Sample t-test with a test value of 3. The findings reveal that remote work opportunities, wellness programs, and manageable workload significantly contribute to employee well-being, indicating strong organizational performance in these areas. However, factors such as flexible working hours, paid leave availability, support for personal commitments, encouragement for work-life balance, and clear boundaries between work and personal life show no significant difference, reflecting a neutral perception among employees. The study concludes that while organizations have made progress in adopting modern work practices and supporting employee well-being, there are still gaps in traditional work-life balance policies. Strengthening these areas can help organizations create a more balanced and supportive work environment, ultimately enhancing employee satisfaction, productivity, and overall organizational effectiveness.

KEYWORDS: Work-Life Balance, Employee Well-Being, Remote Work, Flexible Working Hours, Organizational Support, Mental Health, Workload Management, Employee Satisfaction, Workplace Flexibility



INTRODUCTION

In the contemporary work environment, the concept of work-life balance has gained significant importance as organizations and employees strive to manage the increasing demands of professional and personal life. Work-life balance refers to the ability of individuals to effectively allocate time and energy between their job responsibilities and personal activities such as family, health, leisure, and social commitments. With rapid technological advancements and the rise of a highly competitive business landscape, the boundaries between work and personal life have become increasingly blurred, making it more challenging for employees to maintain a healthy balance. Traditionally, work was confined to fixed hours and physical workplaces. However, the modern work culture, characterized by remote work, flexible schedules, and digital connectivity, has transformed how employees engage with their jobs. While these changes have provided greater flexibility, they have also led to increased expectations, longer working hours, and difficulty in disconnecting from work. As a result, employees often experience stress, burnout, and reduced job satisfaction, which can negatively impact both individual well-being and organizational performance. Organizations have started recognizing that employee well-being is directly linked to productivity, efficiency, and retention. A workforce that maintains a proper balance between work and personal life tends to be more motivated, committed, and satisfied with their roles. Therefore, many organizations are implementing various initiatives such as flexible working hours, work-from-home options, paid leave policies, and wellness programs to support employees in achieving work-life balance. These initiatives not only improve employee morale but also foster a positive organizational culture. Moreover, work-life balance is not solely the responsibility of organizations; it also depends on employees' ability to manage their time, set boundaries, and prioritize their responsibilities effectively. A lack of balance can lead to physical and mental health issues, strained relationships, and decreased overall quality of life. On the other hand, a well-balanced lifestyle enhances personal happiness, professional growth, and overall life satisfaction. In recent years, the importance of work-life balance has become even more prominent, especially in the context of changing work patterns and evolving employee expectations. Employees today seek more than just financial rewards; they value flexibility, autonomy, and a supportive work environment. This shift has encouraged organizations to rethink their policies and adopt a more employee-centric approach.

Therefore, understanding work-life balance and its influencing factors has become essential for both employees and organizations. This study aims to explore the various dimensions of work-life balance and analyze how organizational practices contribute to maintaining a healthy and sustainable balance between work and personal life.



SCOPE OF THE STUDY

The study focuses on examining how employees view different facets of well-being, such as workload management, flexible work schedules, remote work options, mental health support, and organizational support for personal obligations. It uses statistical tools to analyze the opinions of a limited number of respondents. The study highlights areas that need improvement and offer insights into how businesses are doing in terms of promoting employee well-being. The results, however, are limited to the sample size and might not apply to all organizations.

OBJECTIVES OF THE STUDY

1. To examine employees' perceptions of work-life balance and well-being practices in the organization.
2. To analyze the effectiveness of organizational policies such as flexibility, remote work, and wellness programs in enhancing employee well-being.

RESEARCH METHODOLOGY

The study is based on both primary and secondary data. Primary data were collected from 120 respondents using a structured questionnaire to gather their opinions on employee well-being practices. Secondary data were collected from journals, articles, and relevant online sources to support the study. A convenience sampling method was used to select respondents. The collected data were analyzed using statistical tools such as the One-Sample t-test to evaluate whether employee perceptions significantly differ from the average level. The findings were interpreted to draw meaningful conclusions regarding employee well-being in the organization.

RESEARCH RESULTS

Table 1 Significant Factors Influencing Employee Well-Being (One-Sample t-test)

Variables	t-value	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
I am allowed to work remotely or from home when needed	5.732	119	.000	.750	.49	1.01
There are wellness programs or mental health support provided	11.294	119	.000	1.200	.99	1.41
My workload is manageable within official working hours	3.396	119	.001	.442	.18	.70

Source: Primary data

The results in Table 1 reveal that certain aspects of employee well-being show statistically significant differences from the test value of 3 ($p < 0.05$). Specifically, employees report a strong positive perception of remote working opportunities, availability of wellness programs or mental health support, and the manageability of workload within official working hours. The high mean differences further indicate that these factors are not only present but are effectively contributing to employee satisfaction. This suggests that organizations are successfully adopting modern work practices and prioritizing employee well-being in these areas. These factors play a crucial role in enhancing productivity, reducing stress, and improving overall job satisfaction among employees.

Table 2: Insignificant Factors Influencing Employee Well-Being (One-Sample t-test)

Variables	t-value	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
My organization offers flexible working hours	1.368	119	.174	.200	-.09	.49
I can easily avail of paid leave or time off when required	.064	119	.949	.008	-.25	.27
My organization supports family or personal commitments	-.878	119	.382	-.108	-.35	.14
I feel encouraged to maintain a balance between work and personal life	-.360	119	.720	-.050	-.33	.23
There is a clear boundary between work and personal time	1.745	119	.084	.242	-.03	.52

Source: Primary data

Table 2 shows that several variables do not have a statistically significant difference from the test value of 3 ($p > 0.05$). These include flexible working hours, availability of paid leave, organizational support for personal commitments, encouragement to maintain work-life balance, and clear boundaries between work and personal life. The lack of significance indicates that employees have a neutral perception of these factors, meaning they are either inconsistently implemented or not strongly experienced across the organization. This highlights potential gaps in organizational policies and practices related to work-life balance. Therefore, there is a need for organizations to strengthen these areas to ensure a more balanced and supportive work environment for employees.



FINDINGS

1. Employees have a strong positive perception of remote working opportunities provided by the organization.
2. Wellness programs and mental health support are highly appreciated and significantly contribute to employee well-being.
3. The workload is perceived as manageable within official working hours, indicating a balanced work structure.
4. Flexible working hours do not show a significant impact, indicating a neutral perception among employees.
5. Employees find it neither easy nor difficult to avail paid leave, reflecting inconsistency in leave policies.
6. Organizational support for family and personal commitments is not strongly perceived, showing a gap in support systems.
7. Employees are not strongly encouraged to maintain work-life balance, indicating a lack of active organizational initiatives.
8. There is no clear boundary between work and personal life for many employees, suggesting possible work spillover.
9. Overall, organizations perform well in modern practices like remote work and wellness, but lag in traditional work-life balance policies.

SUGGESTIONS

Organizations should focus on strengthening flexible working hour policies to provide employees with greater control over their schedules. Clear and accessible leave policies must be ensured so that employees can avail time off without difficulty. Employers should actively promote a culture that encourages work-life balance by setting realistic expectations and reducing work pressure beyond official hours.

Additionally, organizations should establish clear boundaries between work and personal life, especially in remote working environments, to prevent employee burnout. Support for family and personal commitments should be enhanced through inclusive policies and supportive management practices. Regular feedback from employees can also help organizations identify gaps and improve well-being initiatives effectively.

CONCLUSION

In conclusion, the study highlights the growing importance of work-life balance in modern organizations. While significant progress has been made in areas such as remote work and employee wellness programs, other aspects like flexibility, leave benefits, and work-life balance encouragement require further attention. A balanced approach that integrates both organizational support and



employee needs is essential for achieving sustainable well-being.

Organizations that prioritize work-life balance not only enhance employee satisfaction but also improve productivity and long-term organizational success. Therefore, continuous efforts are required to create a supportive and balanced work environment that meets the evolving expectations of employees.

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