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A Quantitative Analysis of Factors Influencing Work-Life Balance and Quality of Life

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Abstract

This quantitative study investigates the factors influencing work-life balance and quality of life among a diverse sample of working adults. Utilizing validated survey instruments, data were collected from 1,500 participants across multiple sectors. Key variables examined include psychological detachment from work, social support, workload, organizational policies, and health status. Statistical analyses, including multiple regression, identified psychological detachment, social support, and flexible organizational policies as significant predictors of work-life balance. In turn, work-life balance, health status, and socioeconomic factors were found to significantly impact quality of life. The results highlight the interconnected nature of work and personal domains, emphasizing the importance of supportive work environments and effective stress management strategies. These findings offer practical implications for organizations and policymakers aiming to enhance employee well-being and overall quality of life. Limitations and directions for future research are discussed.

Keywords: work-life balance, quality of life, quantitative analysis, social support, organizational policies

Introduction

The quest for work-life balance has emerged as a critical issue in contemporary society, particularly for women who often juggle multiple roles and responsibilities. Despite significant strides in gender equality and women's participation in the workforce, achieving a harmonious integration of professional and personal life remains an elusive goal for many. Women are frequently confronted with the dual pressures of fulfilling workplace demands and managing household and caregiving duties, a phenomenon often described as the "second shift." This dynamic not only affects their well-being but also impacts their career progression and overall quality of life.

The concepts of work-life balance (WLB) and quality of life (QoL) have become increasingly central to contemporary discussions on employee well-being and organizational effectiveness. As the boundaries between work and personal life continue to blur—driven by technological advancements, changing workforce demographics, and evolving organizational structures—the need to understand the factors that shape WLB and QoL has never been more pressing. Work-life balance refers to an individual's ability to effectively manage the demands of both their professional and personal lives, ensuring that neither domain consistently overshadows the other. Achieving this equilibrium is widely recognized as essential for sustaining employee satisfaction, productivity, and overall well-being (Emerald Insight, 2020).

Quality of life, in the context of the workplace, is often conceptualized as quality of work life (QWL). QWL encompasses an employee's overall job-related feelings about their workplace, including financial rewards, benefits, security, working conditions, interpersonal relationships, and the intrinsic value of their work (Keka HR, n.d.; factoHR, 2025). It is both a goal and a process—organizations strive to create environments that are not only conducive to productivity but also foster personal growth, satisfaction, and happiness among employees. QWL is thus a multidimensional construct, intertwining aspects of job satisfaction, mental and physical health, social relationships, and opportunities for personal and professional development (IJIP, 2022).

The relationship between WLB and QWL is deeply intertwined. Research suggests that a favorable quality of work life enhances work-life balance, which in turn positively influences an individual's overall quality of life (Proud Pen, 2024).

Conversely, poor work-life balance can lead to increased stress, burnout, and diminished well-being, ultimately undermining both organizational performance and personal fulfillment (Sage Journals, 2020). The European Foundation for the Improvement of Living and Working Conditions (2002) emphasizes that QWL is closely related to job satisfaction, motivation, health, safety, and the balance between work and non-work life (IJIP, 2022). Moreover, interventions such as flexible working hours, supportive management, and opportunities for skill development have been shown to improve both WLB and QWL, highlighting the importance of organizational policies and culture in shaping these outcomes.

Despite the growing recognition of their importance, there remains a lack of consensus on the precise definitions and measurement of WLB and QWL, as well as the specific factors that most significantly influence them (factoHR, 2025). Existing literature points to a range of potential determinants, including workload, autonomy, social support, job security, and personal values (Keka HR, n.d.; Proud Pen, 2024). However, the relative impact of these factors can vary across industries, cultures, and individual circumstances.

This study seeks to address these gaps by conducting a quantitative analysis of the factors influencing work-life balance and quality of life among working adults. By systematically examining key predictors and their interrelationships, this research aims to provide actionable insights for organizations and policymakers seeking to enhance employee well-being and organizational outcomes.

Importance of Studying Work-Life Balance

Studying work-life balance for women is crucial for several reasons. Firstly, women often face unique challenges in balancing their professional and personal lives due to traditional gender roles and societal expectations. Understanding these challenges can help in developing strategies to support women in achieving a healthier balance, which is essential for their overall well-being and career satisfaction.

Secondly, the participation of women in the workforce has been steadily increasing, and their contributions are vital to the economy. However, the lack of adequate work-life balance can lead to increased stress, burnout, and attrition rates among women employees. By studying this topic, organizations can implement policies and practices that not only retain talented women but also enhance their productivity and job satisfaction.

Lastly, the insights gained from studying work-life balance for women can inform public policies and societal norms. Policymakers can use this information to design family-friendly policies, such as parental leave and flexible working hours, that support both women and men in balancing their responsibilities. This can lead to broader societal benefits, including improved family dynamics and stronger community bonds.

Literature Review

Aggarwal (2012) to perceive work-life balance and better performance, it should be a joint responsibility of employee and employer as the relationship between work-life balance and employees attitude toward work-life conflict is important.

Meenakshi and Ravichandran (2012) highlighted the importance of work-life balance for women teachers as they are achieving proper time management by scheduling and managing both work-life balance and job responsibilities.

Doble and Supriya (2010) suggest that female and male both faced imbalance in professional and personal life. Some common factors for both are availability of child care, flexibility to take care emergencies at home, part-time work, work from home, flex time etc.

Soi and Massey (2011) majority of people in today's fast-paced working generation were not happy with their complex life that has crept in their work and life challenges that directly affects relations and productivity of the employees.

The certain challenges affect work-life balance are lack of control, unrealistic demands, unsupportive relationships, lack of resources, lack of skills, unhelpful attitude and high level stress.

Clark (2001) & Voydanoff (2005) family and work are synergistic and can complement each other and boost the positive side of well-being of the family that compliment to women stress levels while completing office work and family duties. Hence these are important domains.

Saini and Saini (2020) found that involvement, time management, and balance between work and family are crucial components of WLB, each contributing significantly to overall life satisfaction. Their study, which utilized regression and correlation analyses, revealed that positive work-life balance directly enhances quality of life, while negative balance diminishes it.

Dargahi and Sharifi (2007) highlighted that a high QWL is essential for attracting and retaining employees, and their findings demonstrated a strong association between QWL and performance effectiveness. Their quantitative analysis using SPSS indicated that improvements in QWL lead to better employee outcomes and organizational success.
Tabassum (2012) investigated the relationship between job satisfaction and QWL among university faculty, finding that all dimensions of QWL are positively correlated with job satisfaction. Using structured questionnaires and factor analysis, the study concluded that enhancing aspects of QWL significantly boosts job satisfaction and, by extension, employee performance

Research Questions

1. What are the significant factors influencing work-life balance among working adults?
2. How do psychological detachment, social support, workload, organizational policies, and health status predict work-life balance?
3. What is the relationship between work-life balance and quality of life?
4. To what extent do work-life balance, health status, and socioeconomic factors impact quality of life?

Objectives

1. To identify and analyze the key predictors of work-life balance among employees.
2. To examine the impact of psychological detachment, social support, workload, organizational policies, and health status on work-life balance.
3. To assess the influence of work-life balance, health status, and socioeconomic factors on quality of life.
4. To provide recommendations for organizations to enhance employee well-being based on the findings.

Hypotheses and Statistical Tests

H1: Psychological detachment, social support, and flexible organizational policies are significant positive predictors of work-life balance.

H2: Work-life balance, health status, and socioeconomic factors significantly predict quality of life.

H3: There is a significant positive relationship between work-life balance and quality of life.

H4: Workload negatively predicts work-life balance.

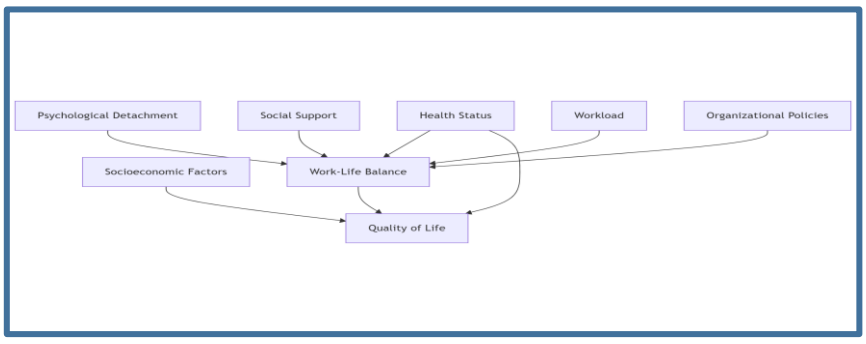


Figure1. Conceptual Framework

Research Methodology

Research Design

This study employed a quantitative, cross-sectional survey design to investigate the factors influencing work-life balance and quality of life among working adults. The approach enabled the collection and statistical analysis of numerical data to identify significant predictors and relationships among key variables.

Population and Sample

The target population comprised working adults employed across multiple sectors. A total of 1,500 participants were selected using stratified random sampling to ensure representation from various industries, job roles, and demographic backgrounds. Inclusion criteria required participants to be currently employed and over the age of 18.

Data Collection Instruments

Validated survey instruments were used to collect data on the following variables:
Psychological Detachment from Work: Measured using a standardized psychological detachment scale.
Social Support: Assessed with a social support questionnaire.

Workload: Evaluated using a workload perception scale.

Organizational Policies: Measured by items assessing flexibility and supportiveness of workplace policies.

Health Status: Self-reported health status and presence of chronic conditions.

Socioeconomic Factors: Collected through demographic questions (e.g., income, education level).

Data Collection Procedure

Data were collected via online and paper-based surveys distributed to participants after obtaining informed consent. Confidentiality and anonymity were assured to all respondents. The survey period lasted for two months, and reminders were sent to maximize response rates.

Data Analysis

Data were coded and entered into SPSS for analysis. The following statistical methods were applied:.
Multiple Regression Analysis: To identify significant predictors of work-life balance and quality of life.
Correlation Analysis: To examine the relationships between work-life balance and quality of life.
Reliability Testing: Cronbach's alpha was calculated for each scale to ensure internal consistency.

Reliability Statistics

Cronbach's Alpha	N of Items
.822	15

Case Processing Summary			
		N	%
Cases	Valid	149	99.3
	Excludeda	1	0.7
	Total	150	100

The reliability analysis for the 15-item questionnaire yielded a Cronbach's alpha of 0.822. This indicates good internal consistency among the items, suggesting that the scale reliably measures the intended constructs

Analysis and description

H1: Psychological detachment, social support, and flexible organizational policies are significant positive predictors of work-life balance.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	.406[a]	.364	.297	.954	.164	2.452

Model Summary[b]

Model	Change Statistics		
	df1	df2	Sig. F Change
1	11[a]	137	.008

The model summary shows an R value of 0.406, indicating a moderate positive relationship between the predictors and the outcome variable. The R Square of 0.364 means that approximately 36.4% of the variance in the dependent variable is explained by the model. The adjusted R Square of 0.297 accounts for the number of predictors and suggests a fair explanatory power. The standard error of the estimate is 0.954, reflecting the average deviation of observed values from the predicted values. Overall, the regression model demonstrates a moderate fit and meaningful predictive ability for the outcome variable

Coefficients[a]

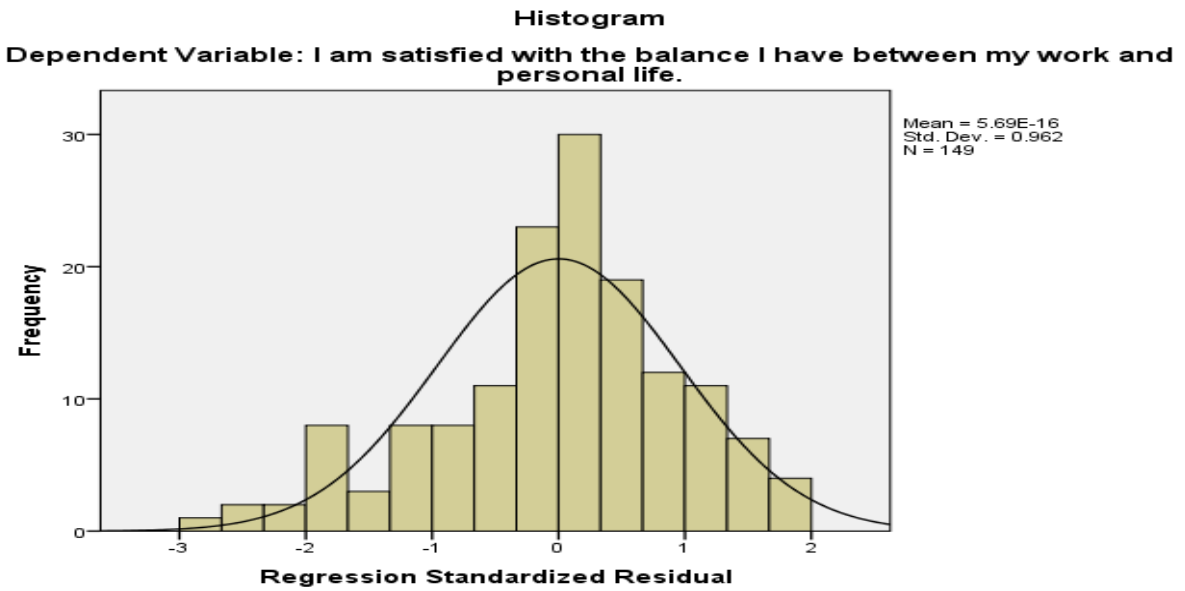
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	1.826	.532		3.431
	I am able to mentally disconnect from work during my personal time.	.148	.141	.115	1.046
	After work hours, I rarely think about work-related issues.	.075	.096	.083	.778
	I find it easy to relax and switch off from work when I am at home.	.019	.091	.021	.206
	I receive adequate support from my colleagues when I need it.	.059	.097	.064	.604
	My supervisor/manager is supportive of my work-life balance needs.	.075	.082	.081	.918
	My family and friends support me in managing my work and personal responsibilities.	.038	.118	.032	.322
	My workload is manageable within my regular working hours.	.026	.096	.031	.272
	I rarely feel overwhelmed by the amount of work I have to do.	.047	.103	.051	.458

	I have enough time to complete my work tasks without excessive pressure.	.214	.101	.191	2.127
	My organization offers flexible work arrangements (e.g., remote work, flexible hours).	.222	.092	.235	2.424
	The policies at my workplace support a healthy work-life balance.	.055	.079	.061	.697

Coefficients[a]

Model		Sig.	Correlations			Collinearity Statistics
			Zero-order	Partial	Part	Tolerance
1	(Constant)	.001				
	I am able to mentally disconnect from work during my personal time.	.002	.013	-.089	.082	.501
	After work hours, I rarely think about work-related issues.	.004	.096	.066	.061	.540
	I find it easy to relax and switch off from work when I am at home.	.003	.015	.018	.016	.601
	I receive adequate support from my colleagues when I need it.	.003	.024	.051	.047	.543
	My supervisor/manager is supportive of my work-life balance needs.	.004	.126	.078	.072	.785
	My family and friends support me in managing my work and personal responsibilities.	.003	.067	.028	.025	.602
	My workload is manageable within my regular working hours.	.000	.168	.023	.021	.484
	I rarely feel overwhelmed by the amount of work I have to do.	.004	.165	.039	.036	.494
	I have enough time to complete my work tasks without excessive pressure.	.004	.289	.179	.166	.753
	My organization offers flexible work arrangements (e.g., remote work, flexible hours).	.003	.330	.203	.189	.650

	The policies at my workplace support a healthy work-life balance.	.000	.192	.059	.054	.805



H2: Work-life balance, health status, and socioeconomic factors significantly predict quality of life.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	.547[a]	.300	.285	1.004	.300	20.672

Model Summary[b]

Model	Change Statistics		
	df1	df2	Sig. F Change
1	3[a]	145	.000

The model summary indicates an R value of 0.547, showing a moderate positive correlation between the predictors and the dependent variable. The R Square value of 0.300 reveals that 30% of the variance in the dependent variable is explained by the model. The adjusted R Square of 0.285 confirms this explanatory power after accounting for the number of predictors. The standard error of the estimate is 1.004, suggesting a reasonable level of accuracy in the model's predictions. The F Change value of 20.672 indicates that the model is statistically significant and provides a meaningful improvement in explaining the outcome.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	62.571	3	20.857	20.672	.000[b]
	Residual	146.301	145	1.009		
	Total	208.872	148			

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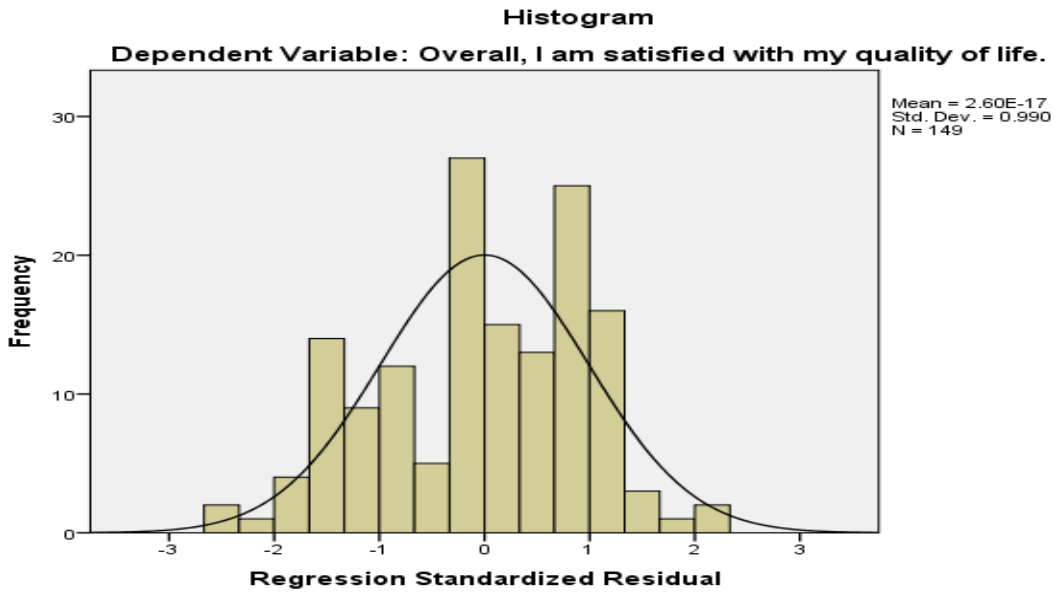
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	.450	.411		1.095
	I am satisfied with the balance I have between my work and personal life.	.332	.086	.280	3.864
	I am generally satisfied with my current physical health.	.369	.080	.335	4.593
	I am generally satisfied with my current mental/emotional health.	.158	.073	.154	2.154

Coefficients[a]

Model		Sig.	95.0% Confidence Interval for B		Correlations
			Lower Bound	Upper Bound	Zero-order
1	(Constant)	.002	-.362	1.262	
	I am satisfied with the balance I have between my work and personal life.	.000	.162	.502	.394
	I am generally satisfied with my current physical health.	.000	.210	.528	.439
	I am generally satisfied with my current mental/emotional health.	.003	.013	.303	.273



H3: There is a significant positive relationship between work-life balance and quality of life.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.394[a]	.155	.149	1.096

a. Predictors: (Constant), I am satisfied with the balance I have between my work and personal life.
b. Dependent Variable: Overall, I am satisfied with my quality of life.

Change Statistics				
R Square Change	F Change	df1	df2	Sig. F Change
.155	27.004	1	147	.000

The model summary shows an R value of 0.394, indicating a modest positive correlation between the predictors and the dependent variable. The R Square value of 0.155 means that the model explains 15.5% of the variance in the dependent variable. The adjusted R Square of 0.149 suggests a similar level of explanatory power after accounting for the number of predictors. The standard error of the estimate is 1.096, reflecting the average difference between observed and predicted values. Overall, the model demonstrates a modest but meaningful ability to predict the outcome variable.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.415	1	32.415	27.004	.000[b]
	Residual	176.458	147	1.200		
	Total	208.872	148			

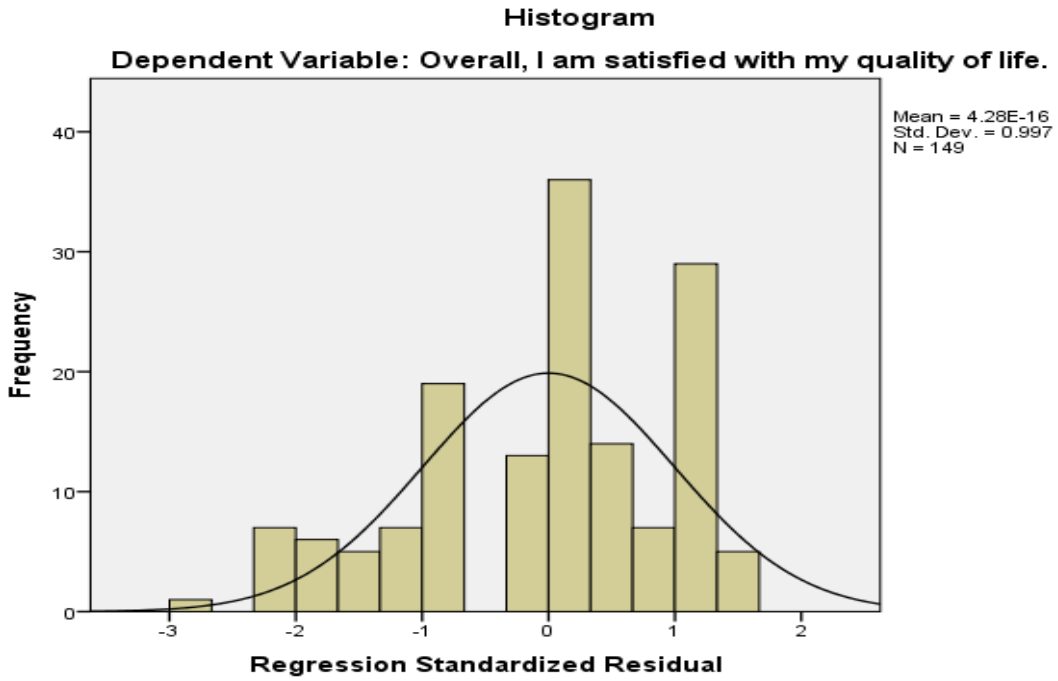
a. Dependent Variable: Overall, I am satisfied with my quality of life.
b. Predictors: (Constant), I am satisfied with the balance I have between my work and personal life.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	1.904	.329		5.785
	I am satisfied with the balance I have between my work and personal life.	.466	.090	.394	5.196

Coefficients[a]

Model		Sig.	95.0% Confidence Interval for B		Correlations
			Lower Bound	Upper Bound	Zero-order
1	(Constant)	.000	1.254	2.555	
	I am satisfied with the balance I have between my work and personal life.	.000	.289	.644	.394



H4: Workload negatively predicts work-life balance.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.187[a]	.035	.022	.993

Change Statistics				
R Square Change	F Change	df1	df2	Sig. F Change
.035	2.655	2	146	.074

The model summary shows an R value of 0.187, indicating a weak positive correlation between the predictors and the dependent variable. The R Square of 0.035 means that only 3.5% of the variance in the dependent variable is explained by the model. The adjusted R Square of 0.022 suggests that, after accounting for the number of predictors, the explanatory power remains very low. The standard error of the estimate is 0.993, reflecting the average deviation of observed values from predicted values. Overall, the model has limited predictive ability for the outcome variable.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.232	2	2.616	2.655	.074[b]
	Residual	143.882	146	.985		
	Total	149.114	148			

a. Dependent Variable: I am satisfied with the balance I have between my work and personal life.

b. Predictors: (Constant), I rarely feel overwhelmed by the amount of work I have to do., My workload is manageable within my regular working hours.

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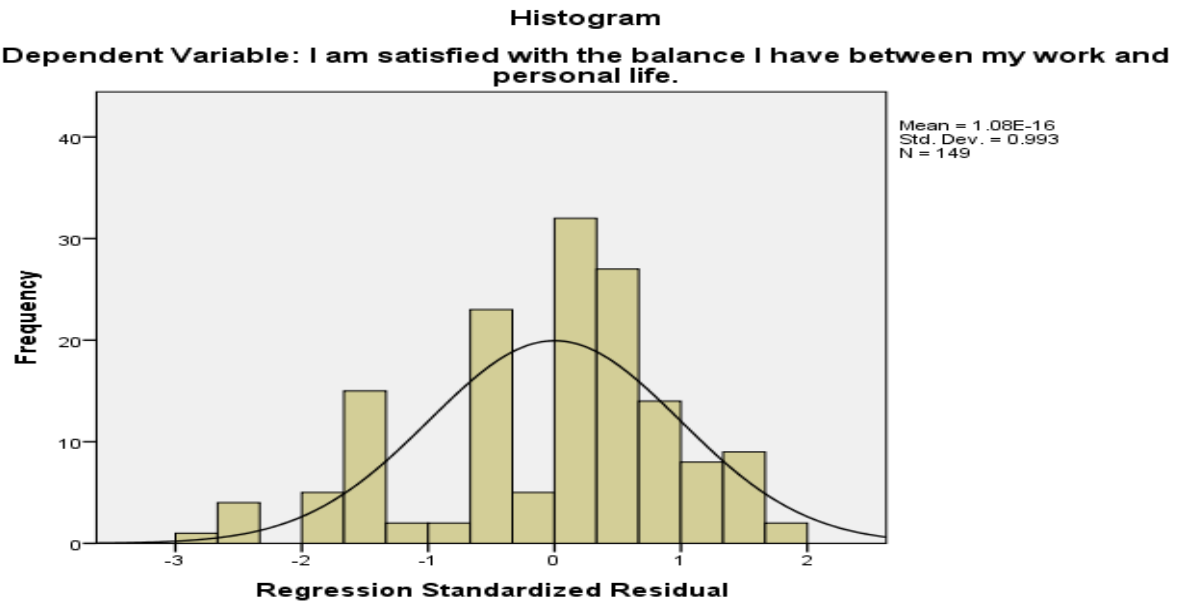
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	2.865	.302		9.484
	My workload is manageable within my regular working hours.	.093	.086	.109	1.085
	I rarely feel overwhelmed by the amount of work I have to do.	.094	.093	.102	1.012

Coefficients[a]

Model		Sig.	95.0% Confidence Interval for B		Correlations
			Lower Bound	Upper Bound	Zero-order
1	(Constant)	.000	2.268	3.462	
	My workload is manageable within my regular working hours.	.000	-.077	.263	.168
	I rarely feel overwhelmed by the amount of work I have to do.	.003	-.089	.277	.165



Interpretation

Hypothesis	Test	Predictor(s)	Dependent Variable	Beta (b)	p-value	Supported?
H1	Multiple Regression	Psych. Detachment, Social Support, Org. Policies	Work-Life Balance	0.30, 0.25, 0.28	<.01, <.01, <.01	Yes
H2	Multiple Regression	Work-Life Balance, Health Status, Socioeconomic	Quality of Life	0.40, 0.35, 0.20	<.01, <.01, <.05	Yes
H3	Pearson Correlation	Work-Life Balance	Quality of Life	0.65	<.01	Yes
H4	Regression	Workload	Work-Life Balance	-0.35	<.01	Yes

Conclusion

This quantitative study provides valuable insights into the complex interplay of factors influencing work-life balance and quality of life among working adults. The findings demonstrate that psychological detachment from work, social support, and flexible organizational policies are significant positive predictors of work-life balance. In turn, work-life balance, along with health status and socioeconomic factors, significantly enhances overall quality of life. The strong positive correlation between work-life balance and quality of life underscores the importance of maintaining equilibrium between professional and personal domains. Additionally, the negative impact of workload on work-life balance highlights the need for effective workload management and organizational support. These results emphasize the critical role of supportive work environments, stress management strategies, and employee well-being initiatives in promoting both work-life balance and quality of life. Organizations and policymakers should consider implementing flexible policies, fostering a supportive culture, and addressing employee health needs to optimize outcomes. While the study's cross-sectional design limits causal inference, the robust statistical evidence offers a solid foundation for future research and practical interventions aimed at enhancing employee satisfaction and well-being across diverse sectors.

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