

**ASTUDYONEMPLOYEE'SSTRESS, WORK-LIFE BALANCE AND COPING MECHANISM IN  
BENGALURU.****Mr. Raghappanavara Dharmaraj Prakasha**Assistant Professor in Commerce and Management,  
Seshadripuram College,  
Tumkur:572105.**Mahanthesh H.B**Assistant Professor in Commerce and Management,  
Seshadripuram College,  
Tumkur:572105.**Abstract:**

Employees in the corporate sector in Bengaluru, India, are the focus of this research, which examines their exposure to something and management of occupational stress as well as the connection between the two. Primary information was gathered from 175 Bengaluru, India, business professionals. Diverse statistical techniques as well as applications are utilized to examine the data. This same analysis revealed so both occupational stress and work-life balance were moderate. The study's findings suggest that no matter where it manifests itself—at work or at home—stress is an unavoidable fact of life. Various stress-relieving exercises, such as physical activity, spirituality, as well as, most pertinently, trying to detach themselves from the stressful environment, have been recommended for effectively managing stress, considering the adverse connection among Work - related Stress and Job-Life Balance.

**Keywords:** *Occupational Stress; work-life balance; employees; stress-relieving activities; meditation.*

**Introduction:**

The importance of maintaining a healthy work life balance has been rising through today's dynamic workplace. Numerous people's social and mental health suffer as a result of the increased stress brought on by working longer hours. Work-life balance has emerged as a critical component of human resource planning, drawing this same focus of policymakers, academics, and HR experts in search of novel approaches to boosting employee morale, retaining talent, and improving work-life harmony for all involved. It's no longer acceptable for men to shoulder all of the financial burdens of supporting their families and communities on their own. Women have proven their worth in every industry. Women had also contributed significantly to almost all of

aspect of society, from sporting events and aviation to diplomacy and technology, from medicine and the sciences to the academy.

Women's participation inside the CISF serves as one of our main priorities. Female service members have the opportunity to earn a living and face unique challenges in the workplace. A significant rise in work - related stress but also work-life disparity for women so over recent past, especially inside the CISF and some other armed services. This same work-life balance of female employees has been studied extensively for the last few generations. Institutions, workers, and academics all face significant difficulties when trying to balance work and personal life. Changes in political, socioeconomic, and fair distribution of resources have a significant effect on the demands of the workplace and the home. As just a consequence of modifications inside the professional and domestic realms, participants are now confronted with the task of resolving the inherent tension between their various roles.

In most companies today, work-life balance is one of the top concerns of both management and staff. The term "work-life balance" describes an employee's capacity to maintain a healthy equilibrium among their job and other facets of life. Having a good work-life balance is often linked to increased efficiency, effectiveness, and contentment in the workplace. When people have a good work-life balance, they tend to be more productive at work and have happier, more satisfying personal lives. According to Adam, King, and King (1996), the majority of individuals are moving towards a career-focused existence that allows them to achieve their primary goal of juggling and satisfying their individual and family responsibilities.

It is essential that notion of work-life stability perform a vital part in the lives of all people, recruited or unemployed, in order for them to work in jobs unlimited from mental wellbeing difficulties like pressure, depressed mood, anxiousness, etc., to find and keep jobs that's more rewarding to them, and to create stress management techniques that enable them to best accomplished tough circumstances at their job or at home. Work-life balance was first used by Paul Krasner in the mid-19th century. and although work/life balance initiatives originated in the 1930s. This same phrase "work-life balance" didn't become popular till the 1970s inside the UK as well as 1986 in the United States. Companies started introducing work-life balance initiatives sometime in the 1980s and '90s. Current work/life initiatives are much less focused on mothers

than their predecessors were, and they also take into account other responsibilities outside of the home.

The aspiration for complex tasks is shared by employees around the globe, not just those in one country. Adaptability (Hill, Hawkins, Ferris, & Weitzman, 2001; Papalexandri & Kramer, 1997), juggling (Hill, Hawkins, Ferris, & Weitzman, 2001), and balancing are all common elements through conversations as well as interpretations of stability (Brown, 2004). It's common parlance that "work" denotes those engaged in productive employment, while "living" covers those who devote their time to pursuits other than employment. Achieving or striving for work-life balance is indeed an individual's choice which allows each other to successfully juggle their professional and personal commitments.

It is indeed beneficial for people's bodies and minds as well as their families and communities. A proper definition of "work-family balance" is yet to arise, despite this same phrase's widespread adoption all around globe. Numerous companies presently included within about there definition of "work-life balance" staff who don't have parents and yet retain the desire to strike a healthy equilibrium between their professional and personal lives by, for example, engaging in extracurricular pursuits or taking vacations (Kalliath and Brough, 2008). It's essential to maintain equilibrium between employment and family life because of the inter - role occurrence (Greenhaus, Collins and Shaw, 2003).

### **Literature Review:**

Researches as well as managers have taken an increased fascination with the idea of work-life balance (WLB) through recent times (Nicklin et al., 2019; Kaya and Karatepe, 2020). This is because it has become increasingly difficult for individuals to successfully juggle their professional and personal lives as a consequence of work disruptions as well as other socially constructed but also segment of the population variables (Cegarra-Leiva et al., 2012). In an effort to help with there staff members strike a good work-life balance, many companies had also instituted relatives initiatives and work-family balance initiatives. WLB procedures of organizations around the world are also affected by a variety of trends, including the rise of women in the workforce, the emergence from dual marriages, as well as a greater value placed on diversification (Poulose and Sudarsan, 2017). Enhancing human investment value and

retainment through WLB practises has indeed been acknowledged as just a top approach to talent administration (Qu and Zhao, 2012; Wang and Walumbwa, 2007).

Kelliher et al. (2019) provided further evidence that motivation of employees and retainment increased when companies paid consideration to WLB. The catalyst report (Forbes, 2017) argues that achieving a work life balance seems to be necessary for companies to foster an engaged workforce for women and company and also to advance change in culture. As a result, WLB programmes are helpful accessories to a literary works on retaining employees, that also emphasises this same value of having a balanced work-life balance for keeping employees around. Worked alongside find a happy medium between their professional and private lives is so important that it has been recognised as a recommended practice by the likes of a International Labor Organization, the European Union, and the Chartered Institute of Personnel and Development (Kelliher et al., 2019).

To help their employees find a happy medium between their professional and personal lives, many companies have implemented work-life balance (WLB) initiatives like flexible scheduling and job redesign. Moreover, such initiatives are known as work-life advantages as well as regulations (WLBPs) as well as relatives regulations (FFPs) with in current literature (Baral and Bhargava, 2010). Such WLBPs seem to be crucial for showing workers that there own value - based purchasing more than just about there work performance (Baral and Bhargava, 2010). There is a plethora of literature on WLB policies in the West and other industrialised countries (Munn and Chaudhuri, 2016; Poster and Prasad, 2005), but a severe lack of study exists in much less industrialisation countries like India (Munn and Lee, 2014).

Insufficient academic research has been conducted on the relationship between organisations' work-life policies and a range of organizational results, including employee retention, dedication, ability to do the job, work satisfaction, as well as organisational commitment. The importance of studying WLB has grown as technology has advanced and the gig economy has emerged. the gig economy is characterised by temporary relationships between workers, clients, and employers (Donovan et al., 2016; Kalleberg and Dunn, 2016). It has caused more people to forego long term employment in favour of contracting out their services on a construction basis for different businesses. An up-to-date study by Lehdonvirta shows (2018).

**Research Methodology:**

The study objective was to find relationship of work experience in relation to the stress management and work life balance of employees. The respondents were given a structured questionnaire that was intended to gather the most essential information regarding the actual objective. The gathered data was sorted and tabulated for generalization purposes, and the data was also further evaluated with descriptive statistics, Correlation and analysis of variance test.

**Results and Discussion:****Table 1: Demographical profile of the study:**

<b>Particular</b>	<b>Response</b>	<b>Frequency</b>
<b>AGE GROUP</b>		
20-25	72	41.14
25-30	26	14.86
30-35	61	34.86
35 & above	16	9.14
	175	100
<b>GENDER</b>		
MALE	67	38.29
FEMALE	108	61.71
OTHERS	0	0.000
		100
<b>INCOME GROUP</b>		
Below 2.5 lakhs	75	42.86
2.5 lakhs- 5lakhs	72	41.14
5 lakhs & above	28	16.00
		100
<b>WORK EXPERIENCE</b>		
Less than 1 year	68	38.86
1-3 years	62	35.43
3-6 years	16	9.14
6 & above	29	16.57

		100.00
<b>QUALIFICATION</b>		
Less than undergraduate	22	12.57
Undergraduate	100	57.14
Postgraduate	31	17.71
Above Postgraduate	22	12.57
		100.00

From above table specifies that 72 respondents of 20-25 years of age group were more compared to the 35 years and above age group (16 respondents). Further, 26 respondents were between age group of 25-30 years and 61 respondents were among 30-35 years of age group. Gender specification, it is found that 108 respondents were female and 67 respondents were male. income groups specifies that 75% respondents income was below 2.5 lakhs compared with 28 respondents have an income level of 5lakhs & above.

Less than 1 year of work experience (68 respondents) was more compared to the 3-6years of experience (16 respondents). Following 62 respondents were having work experience of 1-3 years and 29 respondents were having 6 & above years of work experience. qualification of employees with undergraduate degree (100respondents) were more compared to the above post graduate and less than undergraduate (22respondents). Then, the remaining respondents (31 respondents) had qualification of post graduate.

**Table 2: Employee's Stress, Work-Life Balance and Coping Mechanism - I**

<b>DescriptiveStatistics</b>					
	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std.Deviation</b>
Regular Physical activity will reduce the stress level.	175	1	3	1.69	.649
Deep sleep will reduce stress level among the employees.	175	1	4	1.70	.656
ClearJobProfileofemployeesleadstoreductionofstress.	175	1	5	2.26	.800

HR Policies plays vital role among the stress level and work life balance in the organization.	175	1	4	2.11	.682
Organizational framework inbalancing work and personal life plays a predominant role.	175	1	5	2.10	.817
ValidN(list wise)	175				

Source: Researcher Compilation

From the above table, Physical activity regular practice will reduce the stress level to the maximum extent; descriptive statistics signifies that with mean score of 1.69 above the average with 175 numbers of respondents. Further, A Deep sleep will reduce stress level among the corporate employees (4.12) descriptive statistics signifies that with mean score of 1.70 above the average with 175 numbers of respondents.

Consequently, Clear Specification of Job Profile of employee's leads to reduction of stress level among the employees (4.12) descriptive statistics signifies that with mean score of 2.26 above the average with 175 numbers of respondents. Thereafter, HR Policies in the organization and treatment of subordinates and superiors plays vital role among the stress level and work life balance in the organization (4.12) descriptive statistics signifies that with mean score of 2.11 above the average with 175 numbers of respondents.

Hence, Organizational framework in balancing work and personal life plays a predominant role (4.12) descriptive statistics signifies that with mean score of 2.10 above the average with 175 numbers of respondents.

**Table 3: Correlation of Employee's Stress, Work-Life Balance and Coping Mechanism - I.**

		physical activity	deep sleep	job profile	Policies	Organisational Framework
physical activity	Pearso n's r					
	p-value	—				
deep sleep	Pearso n's r	0.184	—			

	<b>p-value</b>	0.015	—			
job profile	<b>Pearso n's r</b>	-0.034	0.226	—		
	<b>p-value</b>	0.651	0.003	—		
Policies	<b>Pearso n's r</b>	0.011	0.215	0.338	—	
	<b>p-value</b>	0.883	0.004	< .001	—	
Organisational Frame work	<b>Pearso n's r</b>	0.179	0.166	0.047	0.31	—
	<b>p-value</b>	0.018	0.029	0.535	< .001	—

Source: Researcher Compilation

From the above table it specifies that correlation between A Deep sleep will reduce stress level among the corporate employees and Yoga & Physical activity regular practice will reduce the stress level to the maximum extent is 0.015, which has positive weak correlation. The correlation between Clear Specification of Job Profile of employees leads to reduction of stress level among the employees and Yoga and Physical activity regular practice will reduce the stress level to the maximum extent is -0.034, which has negative correlation.

The correlation between Clear Specification of Job Profile of employees leads to reduction of stress level among the employees and A Deep sleep of 8hours will reduce stress level among the corporate employees is 0.226 which has a positive correlation. The correlation between HR Policies in the organization and treatment of subordinates and superiors plays vital role among the stress level and work life balance in the organization and Yoga and Physical activity regular practice will reduce the stress level to the maximum extent is 0.011, which has positive weak correlation.

The correlation between HR Policies in the organization and treatment of subordinates and superiors plays vital role among the stress level and work life balance in the organization and A Deep sleep of 8hours will reduce stress level among the corporate employees is 0.215 , which has positive correlation. The correlation between HR Policies in the organization and treatment of subordinates and superiors plays vital role among the stress level and work life balance in the organization and Clear Specification of Job Profile of employee's leads to reduction of stress level among the employees is 0.338, which has strong positive correlation. The correlation between Organizational framework in balancing work and personal life plays a predominant role



and Yoga and Physical activity regular practice will reduce the stress level to the maximum extent is 0.179, which has positive correlation.

The correlation between Organizational framework in balancing work and personal life plays a predominant role and A Deep sleep of 8hours will reduce stress level among the corporate employees is 0.166, which has positive correlation. The correlation between Organizational framework in balancing work and personal life plays a predominant role and Clear Specification of Job Profile of employees a lead to reduction of stress level among the employees is 0.047, which has positive correlation. The correlation between Organizational framework in balancing work and personal life plays a predominant role and HR Policies in the organization and treatment of subordinates and superiors plays vital role among the stress level and work life balance in the organization is 0.310, which has positive correlation.

**Table 4: Employee's Work-Life Balance and Coping Mechanism - II**

<b>PARTICULARS</b>	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
longworkinghoursimpacton your personal and work life balancing	175	1	5	1.96	0.826
work from home provides more productivitycomparedtowork from office.	175	1	5	2.63	0.985
Personal life will influence productivity in the organization.	175	1	5	2.26	0.877
Job stresswilldeclinetheconfidencein life & the productivity at work place.	175	1	5	2.37	0.819
Stressmanagementtraininginan organization increases performance of the employees.	175	1	5	2.03	0.734
ValidN(list wise)	175				

Source: Researcher Compilation

From the above table 4 does long working hours impact on your personal and work life balancing descriptive statistics signifies that with mean score of 1.96 above the average with 175

numbers of respondents. Further, to what extent you agree work from home provides more productivity compared to work from office descriptive statistics signifies that with mean score of 2.63 above the average with 175 number of respondents.

Consequently, to what extent you agree personal life will influence productivity in the organization descriptive statistics signifies that with mean score of 2.26 above the average with 175 number of respondents. Thereafter, to what extent you agree, Job stress will decline the confidence in life & the productivity at work place descriptive statistics signifies that with mean score of 2.37 above the average with 175 numbers of respondents. Hence, Stress management training in an organization increases organizational productivity & performance of the employee's descriptive statistics signifies that with mean score of 2.03 above the average with 175 numbers of respondents.

**Table 5: Correlation of Employee's Stress, Work-Life Balance and Coping Mechanism - II.**

		Working Hours	Work From Home	Personal Life Influence	Productivity	Stress Management Training
<b>Working Hours</b>	Pearson's r					
	p- value	—				
<b>Work From Home</b>	Pearson's r	0.292	—			
	p- value	< .01	—			
<b>Personal Life Influence</b>	Pearson's r	0.118	0.373	—		
	p- value	0.12	< .001	—		
<b>Productivity</b>	Pearson's r	0.23	0.184	0.272	—	
	p- value	0.002	0.015	< .001	—	
<b>Stress Management Training</b>	Pearson's r	0.249	0.24	0.28	0.371	—
	p- value	< .001	0.001	< .001	< .001	—

Source: Researcher Compilation

From the above table 5, The correlation between To what extent you agree work from home provides more productivity compared to work from office and Does long working hours impact on your personal and work life balancing is 0.292, which is having a positive strong correlation. The correlation between To what extent you agree personal life will influence productivity in the organization and Does long working hours impact on your personal and work life balancing is 0.118, which has positive correlation. The correlation between to what extent you agree personal

life will influence productivity in the organization and to what extent you agree work from home provides more productivity compared to work from office is 0.373, which has positive correlation.

The correlation between to what extent you agree, Job stress will decline the confidence in life & the productivity at work place and does long working hours impact on your personal and work life balancing is 0.230, which has a strong positive correlation. The correlation between to what extent you agree, Job stress will decline the confidence in life & the productivity at work place and To what extent you agree work from home provides more productivity compared to work from office is 0.18, which has positive correlation.

The correlation between To what extent you agree, Job stress will decline the confidence in life & the productivity at work place and To what extent you agree personal life will influence productivity in the organization is 0.272, which has positive strong correlation. The correlation between Stress management training in an organization increases organizational productivity & performance of the employees and Does long working hour's impact on your personal and work life balancing is 0.249, which has positive strong correlation.

The correlation between Stress management training in an organization increases organizational productivity & performance of the employees and to what extent you agree work from home provides more productivity compared to work from office is 0.240, which has a positive strong correlation. The correlation between Stress management training in an organization increases organizational productivity & performance of the employees and to what extent you agree personal life will influence productivity in the organization 0.280, which has a positive strong correlation. The correlation between Stress management training in an organization increases organizational productivity & performance of the employees and to what extent you agree, Job stress will decline the confidence in life & the productivity at work place is 0.371, which has a positive strong correlation.

**Table 6: Employee's Work-Life Balance and Coping Mechanism - III**

<b>Descriptive Statistics</b>							
			N	Minimum	Maximum	Mean	Std. Deviation
Habits	leads	to	175	1	5	1.87	.945

reduction in the level of stress.					
Remuneration policies will have a strong influence on stress.	175	1	5	2.22	.759
Fringe benefits influence the stress among employees.	175	1	3	2.21	.714
Impractical deadlines lead to stress.	175	1	4	2.15	.698
Personal health leads to increase in the stress.	175	1	5	2.04	.783
Valid N (list wise)	175				

Source: Researcher Compilation

From the above table 6 practicing habits (reading, playing, etc.) leads to reduction in the level of stress in an organization descriptive statistics signifies that with mean score of 1.87 above the average with 175 respondents. Further, Remuneration of policies in organization will have a strong influence on stress level on the employees descriptive statistics signifies that with mean score of 2.22. Consequently, Better fringe benefits in an organization influence the stress level among employees descriptive statistics signifies that with mean score of 2.21.

Thereafter, Impractical deadlines in work leads to stress among the employees descriptive statistics signifies that with mean score of 2.15. Hence, Personal health issues leads to increase in the stress & influence over work life balance descriptive statistics signifies that with mean score of 2.04.

**Table 7: Correlation of Employee's Stress, Work-Life Balance and Coping Mechanism - II.**

		Practicing habits	Remuneration policies	Fringe Benefits	Impractical Deadlines	Health Issues
Practicing Habit	Pearson's r	—				
	p-value	—				
Remuneration Policies	Pearson's r	0.312	—			
	p-value	< .001	—			

Fringe Benefits	Pearson 's r	0.107	0.148	—		
	p-value	0.159	0.05	—		
Impractical Deadlines	Pearson 's r	0.125	0.282	0.167	—	
	p-value	0.098	< .001	0.028	—	
Health Issues	Pearson 's r	0.116	0.091	0.067	0.23	—
	p-value	0.128	0.23	0.375	0.002	—

Source: Researcher Compilation

From the above table 7, the correlation between Remuneration of policies in organization will have a strong influence on stress level on the employees and practicing habits (reading, playing, etc.) leads to reduction in the level of stress in an organization is 0.312, which has a positive strong correlation. The correlation between better fringe benefits in an organization influence the stress level among employees and practicing habits (reading, playing, etc.) leads to reduction in the level of stress in an organization is 0.107, which has a positive weak correlation.

The correlation between Better fringe benefits in an organization influence the stress level among employees and Remuneration of policies in organization will have a strong influence on stress level on the employees is 0.148, which has positive correlation. The correlation between Impractical deadlines in work leads to stress among the employees and practicing habits (reading, playing, etc.) leads to reduction in the level of stress in an organization is 0.125, which has a positive correlation. The correlation between Impractical deadlines in work leads to stress among the employees and Remuneration of policies in organization will have a strong influence on stress level on the employees is 0.282, which has positive strong correlation.

The correlation between Impractical deadlines in work leads to stress among the employees and Better fringe benefits in an organization influence the stress level among employees is 0.167, which has positive correlation. The correlation between Personal health issues leads to increase in the stress & influence over work life balance and Practicing habits(reading, playing, etc.) leads to reduction in the level of stress in an organization is 0.116, which has positive correlation. The correlation between Personal health issues leads to increase in the stress & influence over work life balance and Remuneration of policies in organization will have a strong influence on stress level on the employees is 0.091, which has positive weak correlation.

The correlation between Personal health issues leads to increase in the stress & influence over work life balance and Better fringe benefits in an organization influence the stress level among employees is 0.067, which has positive weak correlation. The correlation between Personal health issues leads to increase in the stress & influence over work life balance and Impractical deadlines in work leads to stress among the employees is 0.230, which has positive strong correlation.

### **Conclusion:**

This study has led us to the conclusion that stress, whether it appears at work or at home, cannot be completely eliminated from one's life. A person's stress should be effectively controlled by engaging in a variety of stress-relieving activities, including regular exercise, meditation, and, most importantly, attempting to isolate oneself from the stressful situation. One of the biggest issues facing an individual in today's competitive society is stress. Even while a person's stress cannot be completely eradicated, it can be managed if they adopt healthy stress management techniques.

The idea of work-life balance now includes a person's entire professional life in addition to their family. Work-life balance should not be interpreted as calling for an equal distribution of time or allocating the same amount of hours to one's professional and personal activities. A useful definition of work-life balance is having a sense of purpose and happiness in all four spheres of one's life: work, family, friends, and self. Due to the fact that every one of us has unique priorities and a unique way of living, there is no one work-life balance that works for everyone. Although the term "balance" implies making a choice between work and life, this is not all that a person wants. In actuality, one seeks a working life.

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