

## WORK LIFE BALANCE

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People play an important part in any form of organization, profit or non-profit. People are more vital than ever before, despite the advancement of technology and the growing demand for occupations that require cognitive ability. People are required in every part of business. Understanding how people behave in the workplace or the human aspect of business can lead to increased earnings, productivity, and brand loyalty.

Many studies are interested in the topic of employee engagement in organizational behavior (OB). It's a concept that refers to a person's level of commitment, satisfaction, and excitement for the task they accomplish.

Work-life balance, on the other hand, is just as crucial as employee engagement.

Individuals work as a vital part of their lives, according to Wedgwood (2018) in his study on Work Life Balance. Furthermore, balancing life at work and life outside of work is a difficult undertaking. Because it is difficult to separate work and personal life, the fast-paced changes in the corporate landscape and the growing desire for connectivity through technology and social media are getting more challenging. Business organizations expect their employees to achieve better outcomes in terms of quantity and quality, which means more time spent at work and less time at home.

Work-life balance refers to an individual's level of prioritizing between work and personal life. which work-related part of his or her profession is present at home.

Fatigue, stress, strained relationships, unproductivity, tiredness, and other symptoms of an unbalanced existence may result. When there is no work-life balance in the workplace, an employee may feel pressed for time to complete all of the tasks that are part of his or

her job description (Walter, 2018). Maintaining a healthy work-life balance is therefore not only important for personal health and relationships, but it can also boost employee productivity and organizational success.

In other words, when employees are satisfied and have less conflict, they are more likely to perform harder and make less mistakes. In the long run, they will become advocates and assets for the company. Furthermore, a healthy work-life balance fosters creativity. Employees become more effective and content with their occupations when there is a state of equilibrium in the workplace.

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