



Work Life Balance (Wlb) and Its Relationship with Resilience in The Face of Pandemic

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Article History	Abstract
Received: 06 June 2023 Revised: 05 Sept 2023 Accepted: 13 Dec 2023	<i>Work-life balance (WLB) refers to striking the correct balance between work and life, as well as feeling at ease with both work and family obligations. WLB covers techniques that have the potential to promote employee autonomy and flexibility while balancing many needs. The aim of the study is to understand the effect of resilience on work-life balance (WLB) and to study the difference, in terms of work-life balance, between males and females.</i>
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1. Introduction

Work-life balance refers to the degree to which personal and professional activities are prioritized in an individual's life, as well as the extent to which work-related activities are prevalent at home. Kalliath and Brough (2008) defined WLB as “individual perception that work and nonwork activities are compatible and promote growth in accordance with an individual’s current life priorities”, a description that is used in this study to expand on the concept.

Work life balance was first used in the United Kingdom in the late 1970s to describe balance between an individual's work and personal life. WLB is a significant predictor of employees’ health and well-being, a major research has been undertaken to check the ancestor of this construct (Chawla and Sondhi, 2011). Lee and Noor (2017) describe Work-life balance as a functioning concept that chains the energies of employees to divide their locus of attention, time, and dynamism between work and also the different necessary aspects of their lives.

Work-life balance (WLB) refers to striking the correct balance between work and life, as well as feeling at ease with both work and family obligations. Work-life balance entails striking a balance between three elements: paid work, unpaid work, and personal time. Byrne (2005) describes WLB as the juggling of five aspects of one’s life at any one point in time, namely, work, family, friends, health and self. WLB covers techniques that have the potential to promote employee autonomy and flexibility while balancing many needs.

Importance of WLB

Working for a company and establishing a career can be a time-consuming task for any individual. Employees are busy at their workplaces all day, and sometimes, even on weekends. They have very little time to interact with their family as a result of this. Family members are frequently overlooked as a result of severe work pressure. Employees' health also suffers as a result of stressful occupations. This is where the concept of work-life balance comes into play. The work-life balance notion enables an employee to strike a delicate balance between work and personal responsibilities. People can have a high-quality work life by striking a decent balance. This helps to boost office productivity because the employee is less concerned about his personal obligations. It also allows the employee to spend quality time with his or her family on holidays, leisure time, and working on his or her health, among other things. As a result, work-life balance is critical for employees, and it boosts their enthusiasm to work for the company (MBA Skool Team, 2013). Key reasons why WLB is critical:

- **Minimizing health problems:** When a person is stressed, they are at a risk of destroying not only their social life, but also their physical and mental health. A poor work-life balance can lead to a variety of harmful symptoms that can negatively impact your health, ranging from the flu to significant cardiac problems. Maintaining a healthy balance reduces health concerns

and absences. During business hours, your organization will be more efficient as a result of this.

- **Boosting engagement:** A person will boost team members' level of engagement by assisting them in finding a good balance between work and home. The employees will become loyal advocates for your company and goods if they are engaged. If anything needs to be done after the typical workday finishes, they are more likely to stay late at work.
- **Minimizing burnouts:** Everyone experiences stress at some point in their lives. You may, however, avoid office burnout by taking steps to guarantee that this does not happen to your team. Burnout happens when you're overworked. They have the potential to alter every part of your life. It's sometimes critical to urge your team to take vacations and leave work at work.
- **Accelerating mindfulness:** Maintaining a healthy work-life balance allows us to gain more control over our focus and concentration on the task at hand. It's all about being conscious. A healthy work-life balance will aid in the creation of an atmosphere where everyone is focused on the task at hand. You'll notice an increase in retention, profit, and productivity very fast.

Gender Aspect in WLB

The effect of gender on a variable that incorporates both job and family life is particularly intriguing. In terms of the amount of time spent on work and family responsibilities, men and women have traditionally had separate societal positions; males often work full-time outside the home, while women take care of domestic and family responsibilities. Role divides based on gender are an element of the collective culture (Glick & Fisk, 1996). Males are connected with authority, aggression, dominance, and autonomy, whereas females are associated with caring, listening, and kindness abilities (Cinamon & Ric, 2002). According to a study that looked at seven nations (the UK, Norway, the Netherlands, India, Japan, and South Africa), despite the passage of various pieces of equal opportunity legislation, work-life balance may still be far from gender-neutral (Lewis et al, 2007). "A far closer tie with family care and household responsibilities associated with current expressions of the gender order" (Lewis et al, 2007) (p. 364), that is, the socially and historically established hierarchical difference between men and women, continues to exist for women.

The traditional masculine role, on the other hand, has evolved (Evans et al, 2013). The burden of social expectations regarding their employment, on the one hand, and expectations about their function within the home, on the other, complicate the issue of work-life balance for males. Men are expected to be the family's primary financial providers, which may require them to work longer hours. Furthermore, because males also want to spend time with their family at home, they may experience higher levels of stress and role overload (Evans et al, 2013). Higher degrees of work-life balance, on the other hand, have been linked to a higher quality of life among all those men who have been able to attain greater involvement and investment in their family role as a result of this balance (Greenhaus et al, 2003).

Gender inequalities in work-life balance have mixed evidence. According to these studies, both men and women have similar levels of job and life satisfaction when it comes to work-life balance. Other cross-cultural research, on the other hand, shows that gender still has an impact, with males reporting higher levels of work-life balance than women (Morgenroth et al, 2021), and women reporting more conflict between work and family life (Behson, 2002). Due to a lack of time, support from their spouses, and workplace cultural norms and gender prejudices, women report great difficulty balancing work and home life (Rehman & Roomi, 2012). Work-life balance issues can also have a negative impact on women's health, including stress, sadness, headaches, muscular strain, and weight gain (Delina & Raya, 2013), and can be a barrier to their advancement in the workplace compared to their male counterparts.

Strategies to Support WLB

Work-life balance is vital for both organizations and individuals. Higher levels of productivity and motivation are two corporate benefits of healthy, happy, and non-burned-out personnel. Employees are more likely to stay loyal to a company if they believe their personal well-being is valued, which minimizes employee churn. Work-life balance methods are more valuable in the long run than short-term profits. The following are some of the strategies:

- **Flexible hours:** Workplaces, industries, and civilizations have all progressed over time. People work best at different times of the day, and many people are prioritizing their families above their careers. This implies they require hours that accommodate childcare duties, which

9-5 does not always provide. A person doesn't want to be the company that misses out on top talent because your work hours don't allow for family life.

- Cultivating a culture of trust: Before the epidemic, one of the biggest barriers to people working from home was outdated employer distrust and uncertainty. Businesses can build a culture of trust to provide greater work-life balance for their employees now that employees are acclimated to working from home. For example, an employee who had to go to work for an hour each way was wasting two hours of their personal time. Why not give them those two hours back by allowing them to work remotely if they are just as productive and happy at home.
- Offer workplace perks: This may be contingent on the size of the company, but not every company needs to provide extravagant benefits. Simple gestures like subsidized gym or theater subscriptions, as well as allowing the workplace dogs to meet on occasion, can go a long way! Offering benefits is an investment in your employees' health and well-being, encouraging them to find a healthy balance by using gym or leisure time facilities.
- Encourage a social committee: Workplace social committees are a relatively recent concept that has been accepted by employers, yet they have always existed. Social committees are usually made up of a small group of employees who are in charge of organizing social events at work. Because they allow employees to get out of the office and relax, social events are a terrific way to achieve work-life balance. They can also serve to strengthen ties between team members, allowing for more work to be shared and, as a result, less task management.
- Promote workplace volunteering: Volunteering is an excellent choice for anybody since it stimulates our feeling of reward, which can increase endorphin levels and make us feel happier and more appreciated. Workplace volunteering takes things a step further by encouraging groups of people to volunteer together and share the sense of success. Volunteering offers employees a purpose - something to stop checking emails for - which can go a long way in reorganizing misaligned routines, in addition to the endorphin and health boost.

According to Lestari and Margaretha (2021), WLB is a situation that gives employees opportunities to balance their career work life and their personal life, and this situation will not lead to job stress and fatigue in doing their work. WLB is one factor that influences employee commitment, job satisfaction and organization productivity.

Resilience

The word "resilience" comes from the Latin word "resilire," which means "to spring back." According to the American Psychological Association (APA), resilience is the process and result of successfully adjusting to harsh or challenging life situations, particularly through mental, emotional, and behavioral flexibility and adaptation to external and internal needs. How successfully people adapt to adversity is influenced by a number of elements, the most important of which are (a) how people interpret and engage with the environment, (b) the availability and quality of social resources, and (c) unique coping methods. Resilience is a set of flexible cognitive, behavioral and emotional responses to acute or chronic adversities which can be unusual or commonplace, (Neenan, 2009). Resilience helps people work well when they are faced with setbacks, crises, or new challenges. It is a complex and multifaceted construct, which includes looking at employees' capacity to handle difficulties that they might come across and how they act in high-pressure situations without feeling demotivated. Looking at resilience from a psychological point of view, it is defined as the general capacity for flexible and resourceful adaptation to external and internal stressors.

Resilience in the Workplace

People in our fast-paced culture work hard, meet tight deadlines, manage work relationships, and stay connected via mobile devices at all times. This fast pace, though, can lead to stress and burnout. Getting past these difficulties necessitates the development of skills and methods. Resilience is a vital technique for employees to deal with stress, a competitive job market, workplace conflicts, and other workplace obstacles. Employees rank work as the number one source of stress in their life, therefore improving resilience is critical. Kumpfer (1999) notes that people who possess qualities like self-directedness, self-confidence, self-efficacy, internal locus of control, hopefulness, and optimism, tend to be more persistent and have greater determination, both of which influence resiliency.

Employers are looking for solutions to address workplace stress and mental health as they establish and strengthen workplace culture and resilience. Employers establish a resilient workforce, employees

handle job stress better, and employees develop protective factors against stress when these issues are handled. Even when people are coping well and stress levels are low, prolonged over-demand can lead to burn out and a subsequent negative impact on workers as well as the economy of an organization (Hiebert, 2006). There are other advantages as well:

- Job satisfaction, work pleasure, organizational dedication, and employee engagement are all linked to resilience.
- Improved self-esteem, a sense of control over life events, a sense of purpose in life, and improved employee interpersonal interactions are all benefits of increasing resilience.
- The benefits of greater production go to the employers.

Employers are creating resilience in their workforce so that employees can learn abilities to manage workplace stress as a result of the numerous benefits. Resilience is required when stress levels are high.

Ways of Developing Resilience

Although there is still debate about whether resilience is innate or learned (e.g. Makikangas et al. 2004, Kelley 2005, Harvey et al. 2006), we believe that individuals can develop and strengthen personal resilience by developing strategies for reducing their own vulnerability and the personal impact of workplace adversity. Everyone has resilience potential, according to Tugade and Fredrickson (2004), but the level of resilience is controlled by individual experiences, attributes, the environment, and each person's risk and protective factor balance. Of so many tactics to build the ability for resilience, these are some which can be practiced:

- Connecting with caring and understanding people might help you remember that you're not alone when facing challenges. Concentrate on finding trustworthy and sympathetic people who will affirm your feelings, since this will help you develop resilience.
- Stress has a physical as well as an emotional component. Positive lifestyle variables such as healthy nutrition, adequate sleep, hydration, and regular exercise can help your body adapt to stress and lessen the impact of negative emotions like anxiety and sadness.
- Mindful journaling, yoga, and other spiritual activities such as prayer or meditation can also help people regain hope and create connections, preparing them to deal with situations that need resilience.
- Accept the fact that change is an inevitable element of life. As a result of adversity in your life, certain ambitions or ideals may seem unattainable. Accepting conditions that you can't change can let you concentrate on those that you can.
- When things aren't going your way, it's difficult to stay positive. With a positive mindset, you might expect wonderful things to happen to you. Rather than obsessing about what you fear, try envisioning what you want. Take note of any small ways you start to feel better as you deal with unpleasant situations along the way.

Work Life Balance & Resilience

Resilience is the ability to bounce back from negative experiences or any difficult changes faced by an individual or an ability to recover from or adjust easily to misfortune or change. Work life balance refers to effectively balancing between an individual's personal and professional life. Individuals with high work-life balance are able to create harmony between different aspects of life, where these aspects support and strengthen the others. According to a recent study by The Australian Institute, the balance between work and life is deteriorating for four in 10 people, this could be due to the misinterpretation of the term resilience by the people. They tend to ignore the importance of recovery in resilience so re-defining resilience and examining the role that recovery plays in work-life balance resulting in removal of burnout and stress and thriving in their overall well-being. (Dresdale, 2017)

Resilience is considered a personality trait that is effective in maintaining work-life balance. The well-being of a person can be significantly affected by their resilience (Aspinwall, 2004; Cohn et al., 2009; Tugade & Fredrickson, 2004). Based on the research by Wagnild & Young (1993), an individual's resilience can overpower the negative consequences of stress. Dyrbye et al., (2010) states that individuals with resilience experience less stress and depression. Social support primarily affects the resilience levels of individuals, which, in turn, affects work-life balance. The increase in the level of social support of individuals also increases their resilience, and this positive change in the level of resilience positively affects work-life balance. (Köse et al., 2021)

Covid – 19 Pandemic

Originated in Wuhan, China, COVID-19 led to the declaration of a pandemic on March 11th, 2020 by the World Health Organization (WHO). This disease affects all age groups and countries took specific measures and drafted policies to prevent intensification of the virus (Zhang Q et al., 2020). Research showed necessity in preventing spread of COVID-19 in areas that are densely populated, like India, China and South Korea. Various regulations like social distancing, work from home strategies, amongst other administrative orders were announced to avoid the spread of infection. The need for isolation from social gatherings led to decline in physical and mental health of individuals. Government actions like social distancing were seen to be effective measures to stop the virus from spreading but also led to psychological distress and fear in individuals.

While managing the emergent global challenges of COVID-19, fear of contacting individuals was seen, this amplifies the fear of the disease itself. Fear is directly associated with the transmission rate and medium as well as the morbidity and mortality. This leads to further psycho-social challenges including stigmatisation, discrimination, and loss of loved ones (Pappas et al. 2009). Even though the treatment of the virus focuses on disease control and effective vaccination, the psycho-social effects are yet to be explored thoroughly. With the natural adaptation and precautionary measures, individuals explored changes in lifestyle and adopted several strategies to manage the sudden change worldwide. (Whang et al., 2020)

Effects on Lifestyle

Park et al. (2019) describes lifestyle as people's life patterns, defined by a complex concept that involves an individual's consciousness of life, values, and character. Patterns like smoking, drinking, exercise, nutrition, and stress are also elements of lifestyle according to the definition given by the World Health Organization (WHO). Studies show the importance of a healthy lifestyle in maintaining mental and physical health as well as quality of life. Research linking to COVID-19 depicts an individual's lifestyle is a crucial part of preventing infectious diseases. (O'donovan & Stamatakis, 2019).

Due to the crisis, paralleled with the growing cases, there was seen to be an immediate spike in the need for preventive tools like N-95 Masks, PP Kits, ventilators, thermo-regulators, etc. and this led to healthcare facilities focusing on Covid related protocols. This sudden shift in healthcare, led to lesser focus on other diseases and conditions which were by-products of the ongoing virus. While the nation gradually tries to "unlock" from the lockdowns and isolations, the need for lifestyle regulatory changes and strategies become important. These restrictions had a bearing impact on sleep, dietary habits, sleep status, physical activity, and mental stress, worsening everyone's overall state of health during and after lockdowns.

- **Physical Health:** Research shows that physical activity decreased during the pandemic as compared to earlier periods. Various restrictions like home confinement, social distancing, led to a reduced level of physical activity in individuals. Reduced physical activity leads to increased body weight and risk factors like illnesses including inflammatory and cardiometabolic diseases and it is shown in past research that individuals with metabolic disorders have higher risks of contracting the disease, amongst other serious illnesses like cardiovascular diseases. (Wu & McGoogan, 2020). To ensure optimal health status and maintain wellbeing and fitness, WHO established guidelines to help young adults and adults practice physical wellbeing at home. There are many platforms and online databases that help people maintain physical health and an active lifestyle, free of cost.
- **Social Activity:** Daily living patterns and routines were also changed during the pandemic; in particular the closing of colleges, universities, shops, telecommuting, changed the preoccupation of individuals. Loneliness and social isolation are very common in older adults, but the rates amplified after the pandemic when younger individuals started showing symptoms of loneliness due to social distancing and isolation. Being lonely has several impacts on an individual's mental health. Time spent sleeping is increased, along with poor self-rated health, impaired functional status, vision deficits, and perceived negative change in the quality of life are some effects of loneliness. (Cacioppo et al. 2002, Fassberg et al, 2012).
- **Nutrition:** Eating habits changed dramatically during the pandemic. Individuals consumed more carbohydrates and minerals and less alcohol. However, no changes in the consumption of protein, fat, vitamins and water was noticed (Humalka et al., 2020). This can be explained due to social distancing and other restrictions like availability of food resources, which gives individuals more time to prepare meals at home, which is significantly less as people don't get

time to prepare meals with busy work schedules. Other researchers point out that consumption of liquor and smoking did increase during the pandemic, which may have been used as a depressant during stressful times. Confinement increased careless dietary habits, which lead to irregular eating and frequent snacking, which are both related to higher caloric intake and risk of obesity.

- **Mental and Emotional Wellbeing:** The pandemic also led to depressive symptoms in individuals. Moreover, people's quality of life decreased. Time spent sleeping was significantly higher during the pandemic. However, even when sleep increased, satisfaction with sleep decreased during the pandemic. According to a report from Australia, 40% of individuals reported negative sleep patterns. This imbalance in sleep can further dysregulate the individuals' health and quality of life (Matuska, 2016). There was an increased demand for mental health services during the pandemic, due to obvious stressful situations caused by the virus. Isolation, loss of income, and fear of the unknown were some of the triggering causes of mental distress in individuals. An increase in anxiety, insomnia, and drug use was also noticeable.

Covid-19 and Resilience

Resilience is the ability to bounce back from any adversity or trauma. Studies show that individuals suffering with physical and mental illnesses need to work harder to adapt, resulting in overwhelming feelings and hopelessness which may lead to inactive or weaker resilience. The severity of the virus and related illnesses can similarly affect someone's resilience, making it more difficult for individuals to use cognitive and physical coping strategies. An individual's resilience is also influenced by their support system or social environment. If an individual does not have a stable income, healthy family conditions, housing, socio-economic support, etc. they may show high resilience to adversities like the COVID-19 Pandemic. Another reason why one can show lesser resilience to the pandemic, may be due to ineffective allocation of resources during calamities.

Positive emotions have been associated with having lower susceptibility to infections like Covid-19 (Cohen, 2006). Maintaining positive relations amid the pandemic was important, with social distancing as well. Social relationships are associated with positive psychological outcomes, for example, there are lower rates of PTSD after severe trauma once an individual gains strong social ties (Tsai, 2012). Spirituality, which can be defined as an attempt to seek purpose or direction in life, becomes a powerful source of resilience during tough situations. A faith and devotion to higher power and one God can help individuals stay resilient during disasters (Meichenbaum, 2008).

Covid-19 and Work-Life balance

All working professionals face the challenge to find the right work-life balance. The ability of working professionals to combine work responsibilities, family responsibilities and find time for themselves will lead to work life balance. During the covid-19 pandemic, a lot of individuals were forced to work remotely, from their homes. In the first few months, online working was seen as efficient as the workers were just calls and emails away from contact. However, over time the negative effects of the situation were also highlighted. The employees were stressed, overloaded with work, had to look into family responsibilities, and fight a deadly virus altogether. According to studies, remote working is one of the tools for work life-balance, but due to the emergency created by Covid-19, employees with minor children and elder family members had to schedule their work around the responsibilities of their families.

Organizations came up with flexibility in work to reconcile time for private life and other responsibilities, and work efficiency increased with time, when individuals started adopting new strategies to become more productive in their work schedules. When working from home, it is difficult to distinguish between work hours and free time, which can lead to deterioration in psycho-emotional state and increased tension. The separation of private and work life is a challenge for most people active in the labor market. This can lead to excessive stress and burnout i.e., a state of physical and mental health exhaustion when a person's ability to work has ended. The most common reasons for imbalance in work life are due to work commitments, working for long hours, increased responsibilities in the field, increased work at home, as well as with regard to children.

Baur et al. (2021) examined the actual and perceived overall impact of the COVID-19 crisis on work and private life, and the consequences for mental well-being (MWB), and self-rated health (SRH) in German and Swiss employees. Cross-sectional data were collected via an online questionnaire from 2118 German and Swiss employees recruited through an online panel service (18–65 years, working at least 20 h/week, various occupations). It was analyzed how sociodemographic factors and self-

reported changes in work and private life routines were associated with participants' perceived overall impact of the COVID-19 crisis on work and private life. About 30% of employees reported that their work and private life had worsened, whereas about 10% reported improvements in work and 13% in private life. Mandatory short-time work was strongly associated with perceived negative impact on work life, while work from home, particularly if experienced for the first time, was strongly associated with a perceived positive impact on work life. Concerning private life, younger age, living alone, reduction in leisure time, and changes in quantity of caring duties were strongly associated with perceived negative impact. In contrast, living with a partner or family, short-time work, and increases in leisure time and caring duties were associated with perceived positive impact on private life. Perceived negative impact of the crisis on work and private life and mandatory short-time work were associated with lower MWB and SRH. Moreover, perceived positive impact on private life and an increase in leisure time were associated with higher MWB. These findings provide scientific evidence that can inform lifestyle guidelines and public mental health interventions during the COVID-19 outbreak.

Rationale

The coronavirus first struck the world three years ago, and took it by surprise, leaving an utter chaos and fatality behind. Covid-19 pandemic forced upon the world, a series of lockdowns and made people have an everlasting change in their lives, not just in terms of health but in every and any aspect of life. Having rendered the world at a loss of hope & lives, the pandemic also affected the professions of many and most; starting right from students to working professionals, all the age groups were affected and eventually virtuality became the world's most prominent reality.

With the introduction of work from home and like patterns of working, many had expected life to become easier and for many it did happen so, however, a large part of the population, especially in India, was somehow overburdened with the 'work from home', making it difficult for a healthy work life balance to be maintained. This was specifically the case for many working mothers- having children who were still very young to take care of their own selves- who had to manage their profession, their child, and the household chores, thereby being increasingly stressed out and exhausted, often facing the blurring of the line between their personal and professional lives. Hjalmsdóttir and Bjarnadóttir (2021), through the findings of their studies, revealed that "during the pandemic, the mothers took on greater mental work than before. They also described intense emotional labor, as they tried to keep everyone calm and safe. The division of tasks at home lay on their shoulders, causing them stress and frustration. The findings suggest that, even in a country that has been at the top of the Gender Gap Index for several years, an unprecedented situation like covid-19 can reveal and exaggerate strong gender norms and expectations toward mothers." Many people also faced immense role confusion & role ambiguity, which ultimately created a possible work life imbalance, however, as is mentioned, the situation might have been more taxing for females than males, thus urging us to study the difference between the two sexes, in terms of WLB.

At the same time while many were affected adversely, there were people who were relatively more resilient and coped with the situation a whole lot better; studies even showed that being resilient indicated a better work life balance; Köse et al (2021) argued that "Resilience can help achieve work-life balance by reducing the level of imbalance between work and non-work life." Thus making us realise the importance of resilience as a quality to be fostered among the individuals, especially the youth.

Although the topics, individually, have recently gained interest of researchers, only a few researches have been conducted which study the aspects of resilience with respect to work life balance, especially in India, and the results have been mixed, giving little clarity on the matter. Keeping in mind the aforementioned points, this study is being undertaken with a hope of adding to the literature and being useful to the policy makers of organizations & that of the country to take suitable measures for the employees, making this research topic relevant & appropriate in the present scenario.

Objectives

1. To understand the effect of resilience on work-life balance.
2. To study the differences, in terms of work-life balance, between males and females.

Hypothesis

H1: There will be a correlation between resilience and work-life balance

H2: There will be a significant difference between males and females in terms of work-life balance

2. Materials And Methods

Research Design

This study used a correlational research designs and between group design. Between-group design is a research design that has two or more groups of participants, each being tested by a different testing factor, simultaneously. Correlational research designs measure two or more relevant variables and assess a relationship between or among them. In the present study, the researchers aim to study the effect of resilience on work life balance by establishing a statistical relationship via correlation and additionally, assess the difference in male and female groups.

Sample

A sample size of 102 participants (66 males and 36 females) was taken through Purposive Sampling technique. The eligibility criteria for the participants was an age range of 35-45 years & that they were to be working professionals.

- The Work Life Balance Inventory (WLBI): Work life balance will be measured with a 15 item scale adapted by Hayman (2005), originally developed by Fisher et al. (2001), designed to assess three dimensions of work life balance, i.e., work interference with personal life (WIPL-7 items), personal life interference with work (PLIW-4 items), and work/personal life enhancement (WPLE-4 items). Results of higher order factor analysis provided empirical evidence that the three dimensions were indicators of a single latent construct (Fisher-McAuley, et al., 2003). The scale was tested for reliability under the Indian conditions and Cronbach alpha was found to be .87.
- Nicholson McBride Resilience Questionnaire (NMRQ): It is a 12 item measure, created by McBride (2010). It is a five point Likert scale, ranging from “strongly disagree” to “strongly agree”. Examples of test items include “I do not take criticism personally”. Score 0-37 a developing level of resilience, scores 38-43 indicate an established level of resilience, scores 44-48 indicate a strong level of resilience and scores 49-60 indicate an exceptional level of resilience. The reliability estimated by Cronbach’s Alpha was found to be .76.

The statistical analysis of the data was done through the latest version of Jamovi software, wherein t-test and Pearson correlation were administered, keeping in mind the objectives of the study. After the tabulation and interpretation, the results were discussed, in the light of available and accessible literature.

Scoring

- **The Work Life Balance Inventory (WLBI)**

Here, the scale is 5 point (Strongly Disagree -1, Disagree - 2, Neither Agree nor Disagree- 3, Agree - 4, Strongly Agree -5), the scoring was done as 5, 4, 3, 2, 1 for IRA-International Journal of Management & Social Sciences 90 the dimensions of WIPL (except item 7, which was reverse scored, i.e. and PLIW, since the items were negatively worded. High score indicated lower interference and, lower levels of interference were interpreted as higher levels of work life balance. For the dimension of WPLE, scoring was 1,2,3,4,5,6,7 (i.e. (Strongly Disagree -1, Disagree -2, Neither Agree nor Disagree- 3, Agree -4, Strongly Agree - 5)as the items were positively worded. High score indicated high work/ personal life enhancement. Higher levels of work/ personal life enhancement are considered to be associated with higher levels of work life balance. The overall work life balance score was thus computed by adding the scores on the three dimensions.

- **Nicholson and McBride Resilience Questionnaire (NMRQ)**

The scoring of this scale was done by adding the responses varying from 1-5 for all six items giving a range from 6-30. Divide the total sum by the total number of questions answered.

3. Results and Discussion

The statistical analysis of the data yielded the following results:

Table 1: Descriptive Statistics & Pearson Correlation of Resilience and WLB

Measure	N	Mean	Standard deviation	Pearson’s Correlation (r) (R*WLB)
Resilience (R)	102	46.5	6.66	
Work-life balance (WLB)	102	50.4	11.2	0.200*

*p<0.05 (= 0.044)

Table 1.1 represents the Mean and SD scores of Resilience (M = 46.5, SD = 6.66) and WLB (M = 50.4 , SD = 11.2) of the participants, along with the Pearson's Correlation between the two constructs (r = 0.200 at p<0.05)

Table 2: Independent sample t-test comparing WLB in males and females

WLB	N	df	Mean	SD	t-score	p-value
Males	66		52.6	11.3		
		100			1.14	0.257
Females	36		49.9	12.3		

p<0.05

Table 1.2: represents the results of the independent sample t test performed on the collected data; No significant difference was found between WLB scores of males and females (t=1.14, p=0.71).

The aim of the present practical was to understand the effect of resilience on work-life balance (WLB) and to study the difference, in terms of work-life balance, between males and females. For this purpose, a sample size of 102 participants (66 males and 36 females) was taken through Purposive Sampling technique. The eligibility criteria for the participants was an age range of 35-45 years & that they were to be working professionals. The survey was conducted using Google forms as COVID situation was kept in mind. For the construction of the Google form, three tools were used- The Work Life Balance Inventory (WLBI) adapted by Hayman (2005); Nicholson McBride Resilience Questionnaire (NMRQ) constructed by McBride (2010).

The data from all the 102 participants was pooled and results were calculated to understand the effect of resilience on work-life balance (WLB) and to study the difference, in terms of work-life balance, between males and females, using Jamovi software. Independent sample t test was used for calculating the results to study the comparison between two independent groups of males and females.

Based on the two objectives, (1) To understand the effect of resilience on work-life balance. (2) To study the differences, in terms of work-life balance, between males and females, hypothesis was formed i.e., (H1) There will be a correlation between resilience and work-life balance; (H2) There will be a significant difference between males and females in terms of work-life balance.

Work-life balance refers to the degree to which personal and professional activities are prioritized in an individual's life, as well as the extent to which work-related activities are prevalent at home. Resilience is a set of flexible cognitive, behavioral and emotional responses to acute or chronic adversities which can be unusual or commonplace, (Neenan, 2009).

For first objective, to understand the effect of resilience on work-life balance. A correlation test was done to find the correlation between resilience and work-life balance. The mean score of all the participants when analyzed for resilience was 46.5, and SD as 6.66. The participants had a mean score of 50.4 with SD as 11.2 when their responses for work-life balance were computed. The p-value for resilience and work-life balance was 0.044 which is <0.05, and hence fulfils the condition of making two variables significantly correlate to each other. Therefore, we have derived that there exists a significant correlation between resilience and work-life balance. Hence hypothesis 1 i.e., There will be a correlation between resilience and work-life balance is retained.

Several studies in this area back this finding of the current study. A two-wave panel design study by Riley (2012) aimed at understanding wellbeing and the role of resilience and work-life balance in 1,598 health professionals. The study was conducted in two phases, with a gap of 10-12 months between both these times. The Time 1 cross-sectional results provided evidence for a mediating effect of resilience with work→family conflict (time and strain), family→work conflict (strain and behavior), work→family enrichment (capital), family→work enrichment (development and efficiency) with all four well-being variables (job and family satisfaction, anxiety/depression and social dysfunction) and work-life balance. However, at Time 2 the results were less frequent, with mediation support for resilience between work→family conflict (time, and behavior), and three of the wellbeing variables (family satisfaction, anxiety/depression and social dysfunction) and work-life balance.

Another study by Kosea et al. (2021) examined the mediating role of resilience in the relationship between social support and work-life balance. Findings showed that resilience had a mediating role in

the relationship between social support and work–life balance, and the three variables were positively related to each other. According to the findings, Social support primarily affects the resilience levels of individuals, which, in turn, affects work–life balance. The increase in the level of social support of individuals also increases their resilience, and this positive change in the level of resilience positively affects work-life balance. Resilience can help achieve work–life balance by reducing the level of imbalance between work and non-work life.

For second objective to study the differences in work-life balance between males and females. A t-test was done to investigate the difference in scores between males and females in terms of work-life balance. Male participants obtained a mean score of 52.6 while the female participants obtained a mean score of 49.9, with a SD of 11.3 for males and 12.3 for females respectively. The degrees of freedom (df) were 100. The t score for male and female participants was 1.14. The p-value however for difference in work-life balance between males and females was 0.257 which is not <0.05. This would mean that there does not exist a significant difference between males and females in terms of work-life balance. Therefore, hypothesis 2 i.e, There will be a significant difference between males and females in terms of work-life balance has been rejected.

This finding correlates with other studies done in this field. A 2021 national cross-sectional survey by Liu et al. aimed at investigating the gender differences in job satisfaction and work-life balance among 22,128 Chinese physicians in tertiary public hospitals. The findings revealed that no significant gender differences were observed in job satisfaction or WLB after controlling confounding factors.

As a result, it may be inferred that resilience is intimately connected with work-life balance. Resilience is considered a personality trait that is effective in maintaining work–life balance. The well-being of a person can be significantly affected by their resilience (Aspinwall, 2004; Cohn et al., 2009; Tugade & Fredrickson, 2004). In the 1970s, the concept of WLB was initially framed as one concerning work–family balance (Lockwood, 2003). This was partly due to concerns surrounding women joining the workforce (Fleetwood, 2007). The workforce primarily comprised men, whereas women were often employed informally. However, when women could engage in formal employment, the result was that they had to juggle both work and family-life responsibilities. Thus, societal pressures for equal labor opportunities and conditions, coupled with general shifts in industries and attitudes toward gender roles, resulted in more attention on WLB.

4. Conclusion

The aim of the current practicum was to understand the effect of resilience on work-life balance (WLB) and to study the difference, in terms of work-life balance, between males and females. For the same purpose, two hypotheses were postulated: H1-There will be a correlation between resilience and work-life balance & H2: There will be a significant difference between males and females in terms of work-life balance. After the results were analyzed, it was observed that H1 has failed to be rejected and H2 was successfully rejected. From this the researchers of this study concluded that resilience has a significant impact on the work-life balance of working professionals. Further, it was also revealed that there is no significant gender difference between the work-life balance of male and female working professionals.

Limitations

This study had few limitations. First, because of the current situation of the pandemic, the researchers weren't able to meet the participant in person. Hence, uniformity couldn't be achieved. Second, the size of the sample was relatively small. Thus, future studies should use datasets with larger sample sizes to confirm or refute the current findings. Third, age range may have affected the results. And lastly, the assessment was only at a quantitative level, no qualitative assessment was done which could have a better insight.

Future Recommendations

In future, the research could be done with a large sample size. Instead of doing an online survey, the researcher could approach the participants in person. The age range for the participants can also be increased a little. And also qualitative analysis could also be done in order to get better results. These are a few recommendations to consider in the future while conducting this research.

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