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Impact of Work-Life Balance on Employee Satisfaction

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Abstract

Work-life balance is an important aspect of employee well-being and workplace satisfaction, particularly in technology-oriented work environments where changing workloads and deadlines may affect personal time. This study examines work-life balance, employee satisfaction, and perceived management support using the survey responses supplied for the research. The questionnaire covers work schedules, flexibility, workload, breaks, job responsibilities, career development, supervisor support, motivation, family responsibilities, leave access, employee benefits, and management consideration of personal needs. A descriptive survey design was used, and responses were summarized using frequencies and percentages. The supplied dataset contains 100 responses. The analysis is organised around three objectives: assessing respondents' work-life balance, examining employee satisfaction, and understanding perceived management support and the main challenges to work-life balance. Results indicate a range of experiences rather than a uniform view: respondents report both positive and neutral experiences across balance, satisfaction, and support items, while workload, work pressure, and long working hours appear among the reported challenges. The findings should be interpreted as perceptions recorded in this survey and not as a verified audit of IBM's internal policies or as evidence of causation. The study recommends regular employee feedback, clearer workload planning, accessible flexible arrangements, and transparent leave and well-being support. These measures may help organization's identify areas for improvement and create a more sustainable employee experience.

Keywords: Work-life balance; employee satisfaction; management support; workload; workplace flexibility.

1. Introduction

Work-life balance refers to the extent to which a person can meet work responsibilities while also maintaining personal, family, social, and health-related commitments. It is not simply a question of working fewer hours; it also concerns predictability, flexibility, manageable demands, access to leave, and the ability to disconnect from work when appropriate. When employees find it difficult to balance

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these areas, they may experience stress, fatigue, or reduced satisfaction. Conversely, supportive practices can help employees manage competing responsibilities and sustain engagement.

Employee satisfaction is shaped by several connected factors, including the nature of the job, opportunities for growth, relationships with supervisors, motivation, recognition, and the support available from the organization. Work-life balance is one relevant dimension within this wider experience. In technology-related workplaces, deadlines, changing priorities, virtual collaboration, and periods of intensive work can make the boundary between professional and personal time less distinct. Understanding employee perceptions can therefore help identify practices that work well and areas that may require attention.

This paper uses the survey dataset provided for the study and follows a descriptive approach. It reports the responses as recorded and avoids treating them as proof that any one policy causes satisfaction. Since the dataset itself does not independently verify respondents' employment at IBM, the company reference is retained as the study context supplied by the researcher; the results should be presented as survey perceptions rather than as an official organizational assessment.

2. Objectives of the Study

1. To assess respondents' perceptions of work-life balance, including working schedules, flexibility, workload, and breaks.
2. To examine employee satisfaction across job responsibilities, career growth, supervisor support, motivation, and learning opportunities.

3. Review of Literature

Research on work-life balance commonly treats the topic as an interaction between work demands and non-work responsibilities. The literature often distinguishes between time-based conflict, strain-based conflict, and the flexibility employees must respond to personal needs. This perspective suggests that working hours alone do not fully explain balance; workload, schedule control, and organisational expectations also matter.

Studies of employee satisfaction typically describe it as a multi-dimensional attitude towards one's work and work environment. Job content, career opportunities, supervisory relationships, recognition, and learning can all influence how employees evaluate their employment. As a result, satisfaction should be examined through multiple questionnaire items rather than a single overall question.

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Organizational support is another relevant theme. When employees perceive that managers take personal circumstances into account, communicate expectations clearly, and provide practical access to leave or flexibility, they may feel better supported. However, formal policies may not be sufficient if workload, team culture, or manager practices make them difficult to use. This paper applies these broad concepts as a framework for organizing the survey findings; it does not claim that the survey itself tests every relationship identified in prior research.

4. Research Methodology

Research design: The study uses a descriptive survey design based on the supplied questionnaire responses.

Data source and sample: The attached response file contains 100 records. The analysis uses the recorded responses and summarizes them in aggregate. Respondent names and other direct identifying information are not reproduced in this paper.

Instrument: The questionnaire includes demographic questions and items covering work-life balance, employee satisfaction, challenges, and management support. Response options include agreement and satisfaction scales, frequency options, and categorical selections.

Method of analysis: Frequency counts and percentages are used to describe the response patterns. Percentages are calculated against the total of 100 records; where a question has a missing or blank response, its valid-response total may be lower. The results are descriptive and do not establish causal relationships.

Ethical and reporting note: Only aggregate results are presented. Before conference submission, the researcher should ensure that participants were informed about the purpose of the survey and that the data were collected and used with appropriate consent. The paper is newly worded for this report, but no document can guarantee a particular similarity score; references and any borrowed ideas must be properly acknowledged.

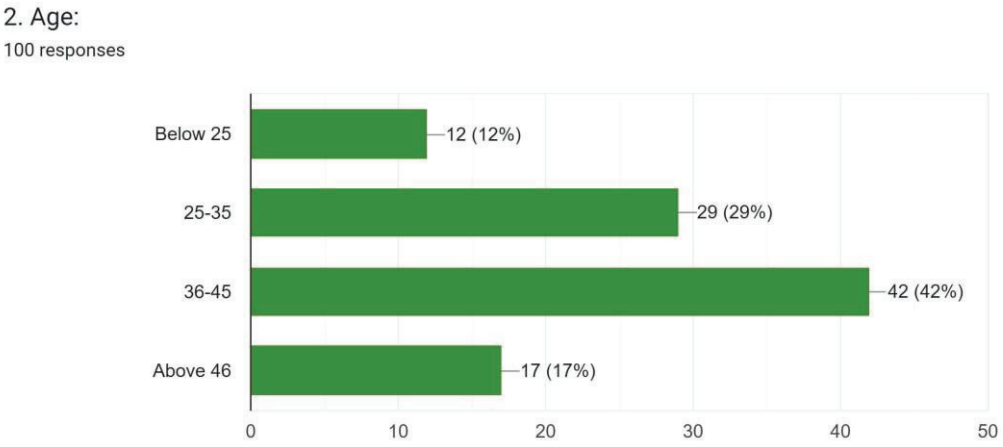
5. Data Analysis and Interpretation

5.1 Respondent Profile

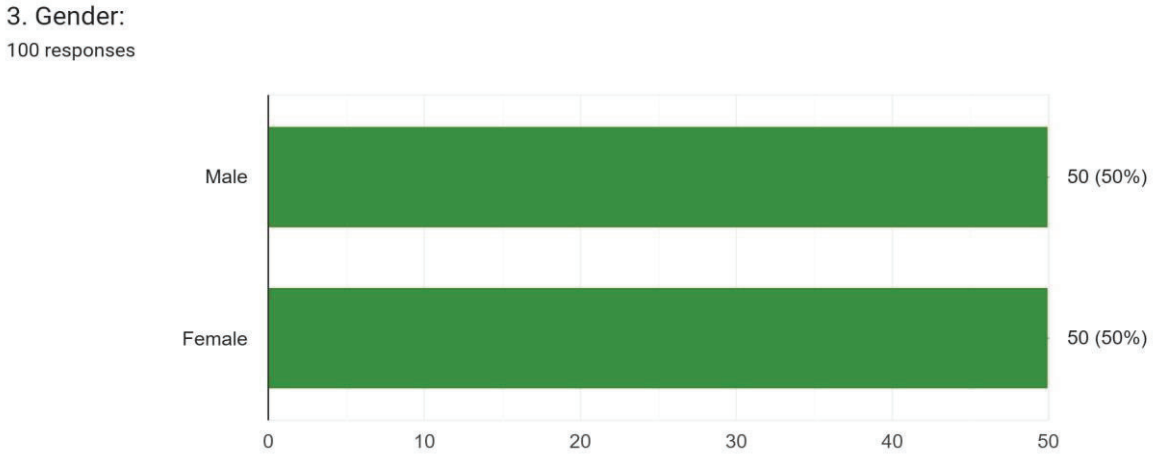
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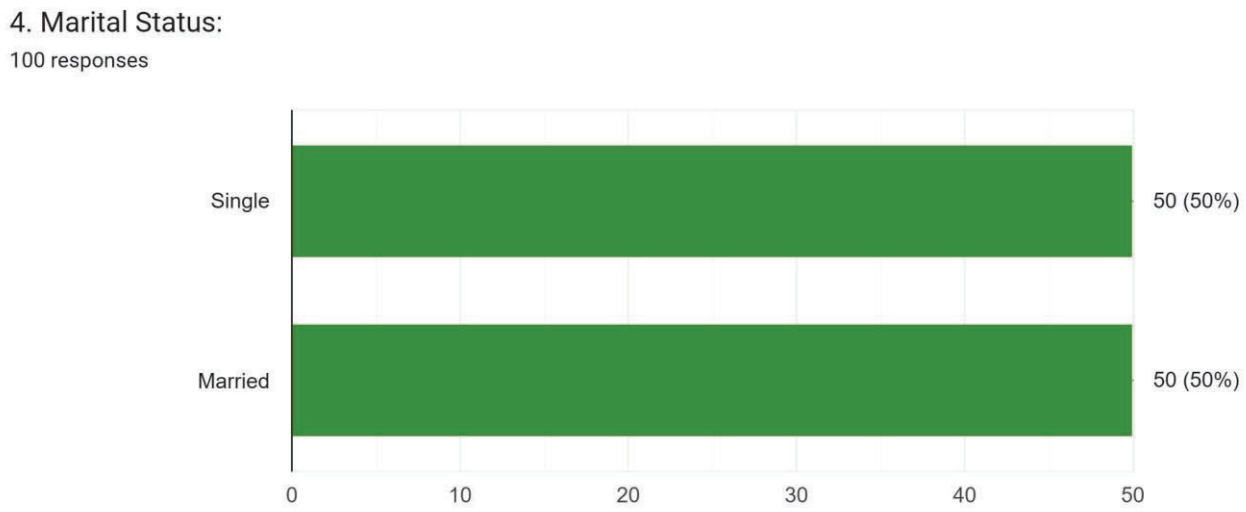
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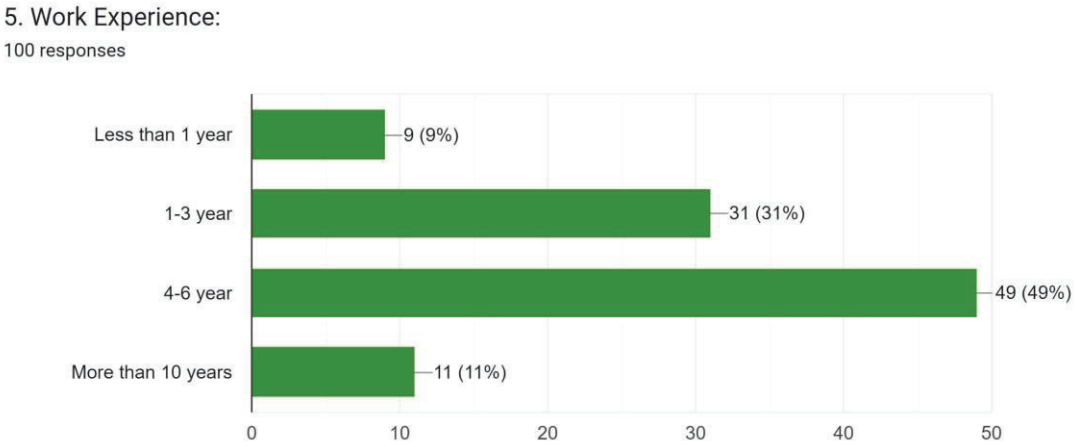
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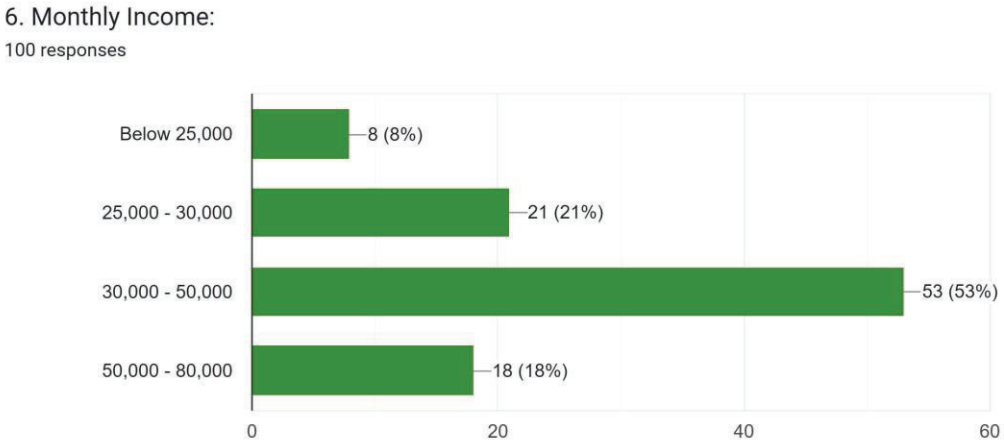
Distribution by: Work Experience:



Distribution by: Monthly Income.

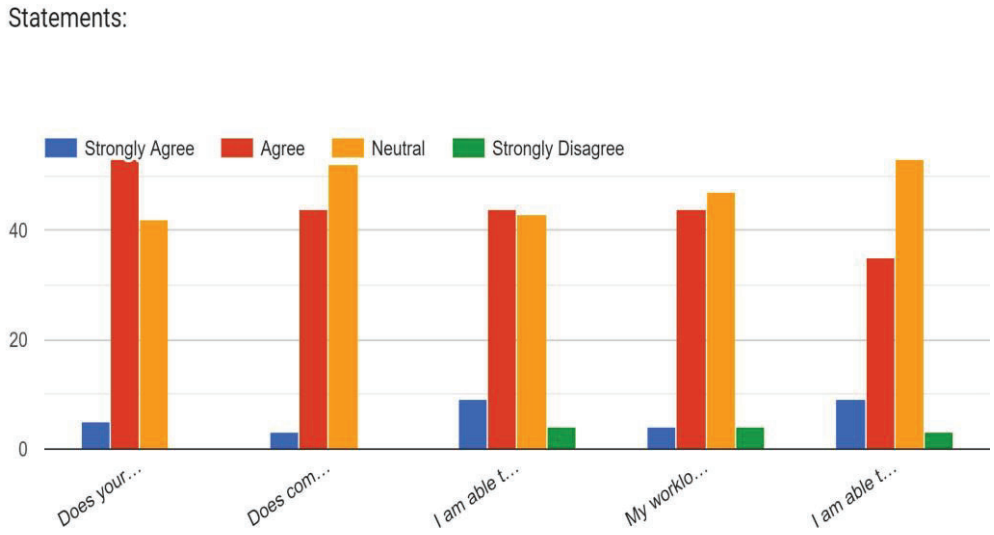
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International Journal of Engineering Research & Technology (IJERT)
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To assess the level of work-life balance experienced by employees

The first objective considers whether respondents have sufficient time for personal and family activities, whether their working arrangements are flexible, whether responsibilities can be managed without harming personal life, whether workload supports a healthy routine, and whether breaks are available when needed.



Interpretation:

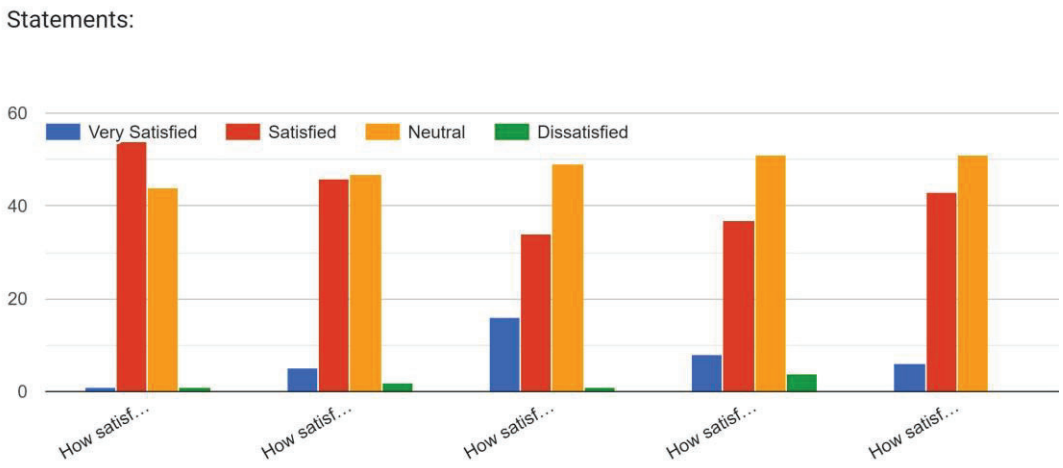
The above chart represents the responses collected from employees regarding the given statements on work-life balance and employee satisfaction. The responses help to understand employees' opinions, their level of satisfaction, and their experiences in balancing professional and personal life. The results

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provide insights into employees' perceptions of work-life balance and its impact on overall job satisfaction.

To assess the overall level of employee satisfaction among employees.



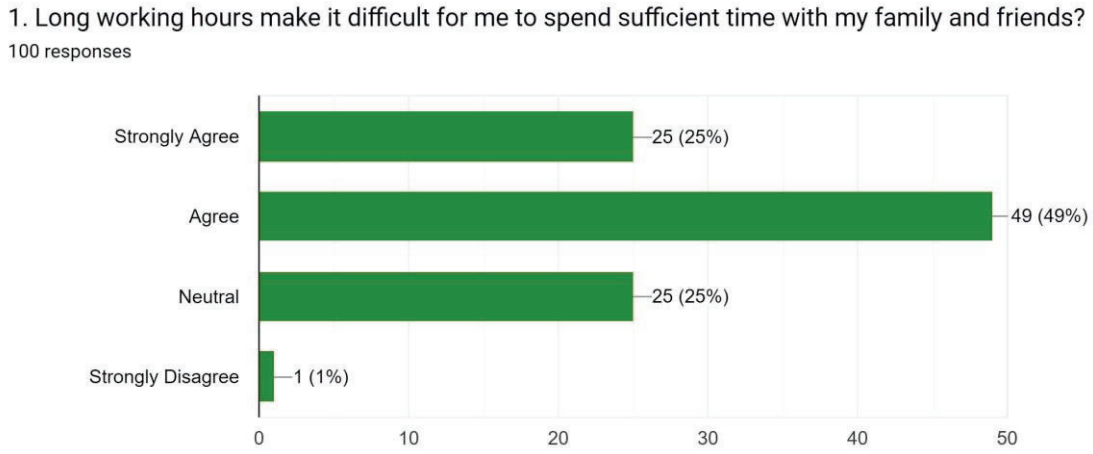
Interpretation:

The chart presents the responses collected from employees regarding various statements related to work-life balance and employee satisfaction. The responses help to understand employees' opinions, attitudes, and satisfaction levels. The collected data is useful for analysing the impact of work-life balance on employee satisfaction and identifying areas that may require improvement.

To identify the challenges faced by employee in maintain a balance between work and personal life.

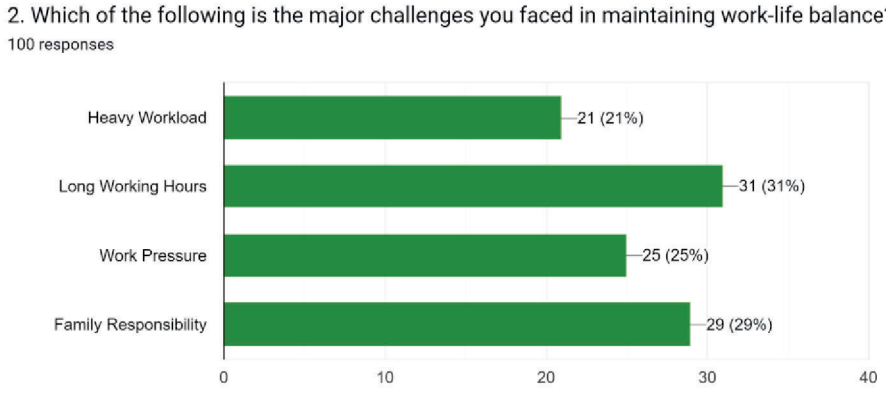
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Vol. 14, Issue 11, CONFLUENCE - 2026



Interpretation:

The above chart shows the responses of 100 respondents to the statement, "Long working hours make it difficult for me to spend sufficient time with my family and friends." The responses help to understand how long working hours affect employees' personal and family life. The findings can indicate whether employees face difficulties in maintaining a balance between their professional responsibilities and personal commitments. This highlights the importance of reasonable working hours in improving work-life balance and employee satisfaction.



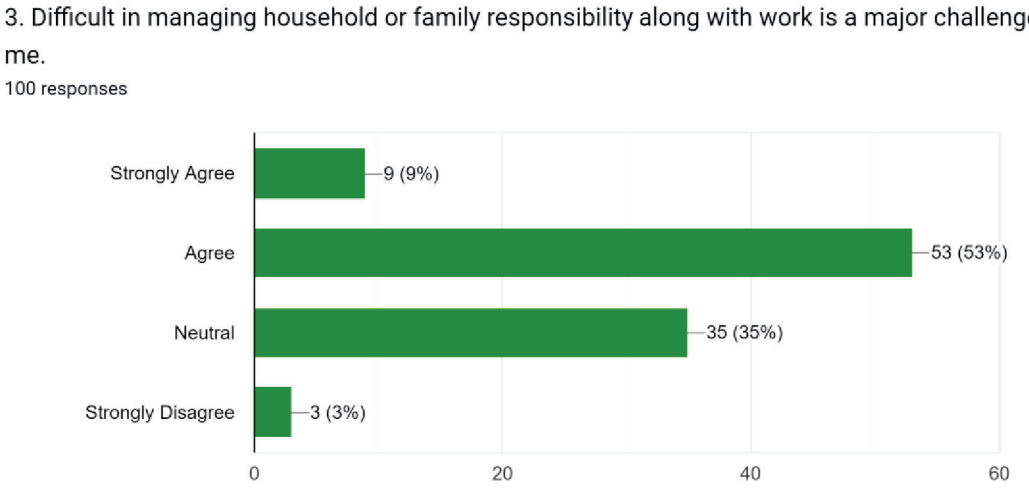
Interpretation:

The above chart represents the responses of 100 respondents regarding the major challenges they face in maintaining work-life balance. The responses help to identify the difficulties employees experience

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Vol. 14, Issue 11, CONFLUENCE - 2026

while managing their professional and personal responsibilities. These challenges may include long working hours, work-related stress, heavy workloads, lack of flexible working arrangements, and family commitments. Identifying these challenges helps organisations understand employees' needs and take suitable measures to improve work-life balance and overall employee satisfaction.

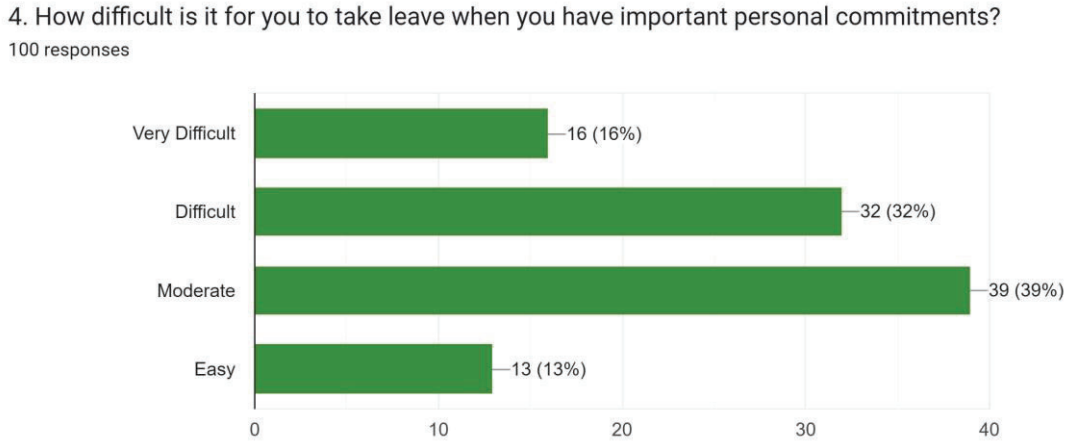


Interpretation:

The above chart represents the responses of 100 respondents regarding the difficulties they face in managing household or family responsibilities along with their work. The responses help to understand the challenges employees experience in balancing their professional duties and personal commitments. Managing both responsibilities can affect employees' work-life balance and overall job satisfaction. Therefore, organisations should consider providing flexible working hours and appropriate support to help employees manage their work and family responsibilities effectively.

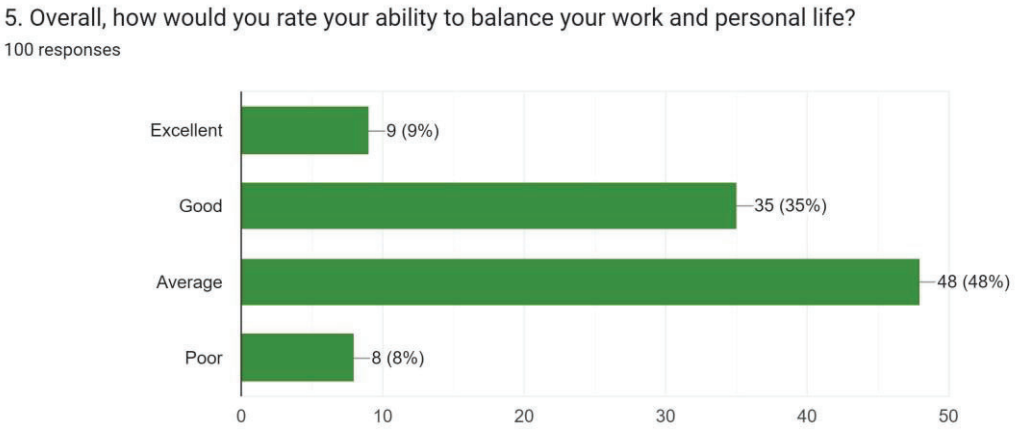
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ISSN: 2278-0181
Vol. 14, Issue 11, CONFLUENCE - 2026



Interpretation:

The above chart represents the responses of 100 respondents regarding the difficulty of taking leave when they have important personal commitments. The responses help to understand whether employees have sufficient flexibility to manage their personal needs along with their professional responsibilities. Difficulty in obtaining leave may create stress and affect employees' work-life balance and job satisfaction. Therefore, organisations should provide flexible leave policies and support employees in managing their personal commitments effectively.



Interpretation:

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The above chart represents the responses of 100 respondents regarding their overall ability to balance work and personal life. The responses help to assess employees' perceptions of their work-life balance. A good balance between professional and personal responsibilities can contribute to reduced stress, improved well-being, and higher employee satisfaction. The findings help organisations understand employees' experiences and identify areas where improvements may be needed to support a healthier work-life balance.

6. Summary of Key Findings

1. The dataset contains 100 survey responses and includes demographic information on age, gender, marital status, work experience, and income.
2. Work-life balance responses vary across schedule, flexibility, workload, and breaks; therefore, a single overall statement would not represent every respondent's experience.
3. Employee satisfaction is multi-dimensional in the survey. Responses differ across job responsibilities, career growth, supervisor support, motivation, and learning opportunities.
4. The most frequently selected challenge categories include: Long Working Hours (29, 29.0%), Family Responsibility (27, 27.0%), Work Pressure (23, 23.0%), Heavy Workload (18, 18.0%). These are the response categories recorded in the supplied data.
5. Management support, flexibility, consideration of family needs, benefits, and stress reduction receive a range of responses, indicating opportunities for more consistent communication and implementation.

7. Suggestions and Recommendations

- Review workload distribution and peak-period expectations so that employees can plan personal commitments more reliably.
- Where job requirements permit, provide clear flexible-work arrangements and communicate how employees can request them.
- Make leave procedures transparent and encourage managers to handle personal or family needs consistently and respectfully.
- Train supervisors to discuss workload, well-being, and performance expectations during regular one-to-one meetings.
- Promote available benefits and well-being programmes in a way that makes eligibility, access, and confidentiality clear.

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- Use periodic anonymous employee surveys and share a short action plan after each survey so respondents can see how feedback is used.
- Review career-development and learning opportunities separately from general job satisfaction, because employees may have different experiences across these areas.

8. Conclusion

This study examined survey responses on work-life balance, employee satisfaction, and management support in the stated IBM context. The findings show varied experiences across the questionnaire dimensions and highlight why employee perceptions should be considered in a structured, item-byitem way. Work schedules, workload, flexibility, breaks, career opportunities, supervisory support, and leave access are all relevant to the employee experience. The survey provides descriptive evidence of respondents' views, but it does not establish that work-life balance causes a particular level of satisfaction, nor does it independently verify organisational policy. A practical next step is for organisations to use regular feedback, review recurring concerns, and monitor whether improvements are accessible to employees in practice. More extensive research with a clearly documented sampling method and additional statistical testing could examine the relationship between work-life balance and satisfaction in greater depth.

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