



A STUDY ON WORK-LIFE BALANCE BETWEEN PERSONAL AND PROFESSIONAL LIFE AMONG WORKING PROFESSIONALS IN BELAGAVI

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ABSTRACT

Work-life balance has emerged as a critical concern in modern organizational environments, particularly in rapidly developing regions such as Belagavi. This study aims to examine the balance between personal and professional life among working professionals across various sectors in Belagavi. Using a descriptive research design, data were collected from 150 respondents through structured questionnaires. The findings reveal that while a majority of professionals strive for equilibrium, factors such as long working hours, technological intrusion, and organizational expectations significantly impact personal life. The study highlights the importance of flexible work arrangements, supportive management, and employee wellness programs. The research contributes to understanding regional work-life dynamics and suggests actionable strategies for organizations and individuals to enhance overall well-being.

KEYWORDS: Work-life balance, employee well-being, organizational support, stress management

1. INTRODUCTION

In the contemporary work environment, the concept of work-life balance has gained significant importance due to increasing job demands and evolving lifestyles. Work-life balance refers to the equilibrium between professional responsibilities and personal life activities, including family, health, and leisure.

Belagavi, a rapidly developing city in Karnataka, has witnessed growth in industries such as education, healthcare, manufacturing, and IT services. With this development, professionals face increased workloads, deadlines, and expectations, often leading to stress and imbalance.

The integration of technology has blurred boundaries between work and home life. Employees are often expected to remain connected beyond office hours, affecting their mental and physical well-being. Hence, studying work-life balance in a regional context like Belagavi provides valuable insights into the challenges faced by professionals and the strategies needed to address them.

2. REVIEW OF LITERATURE

1. **Sharma & Gupta (2022)** found that flexible work policies significantly improve employee satisfaction and reduce burnout in Indian organizations.
2. **Reddy et al. (2022)** reported that IT professionals face higher work-life imbalance due to extended screen time and remote work pressures.
3. **Kumar & Singh (2023)** highlighted that organizational culture plays a key role in shaping work-life balance practices.
4. **Patil (2023)** emphasized that professionals in tier-2 cities like Belagavi experience unique challenges due to limited infrastructure and increasing urbanization.
5. **Mehta & Joshi (2024)** concluded that employee wellness programs positively impact productivity and reduce stress levels.
6. **Nair et al. (2025)** observed that hybrid work models improve work-life balance but require strong time-management skills.
7. **Deshpande & Kulkarni (2026)** found that gender differences significantly influence work-life balance, with women facing more challenges in managing dual roles.

3. OBJECTIVES OF THE STUDY

- To examine the level of work-life balance among working professionals in Belagavi
- To identify factors affecting work-life balance
- To analyse the impact of work-life balance on job satisfaction and personal well-being
- To suggest measures to improve work-life balance.

4. RESEARCH DESIGN

Descriptive research are used in this research. Primary questionnaire are used as primary data. And secondary data collected from the journals, research papers and reports.



Sample Size: 150 working professionals

Sampling Technique: Convenience sampling

Tools Used: Percentage analysis, Charts and tables

5. SCOPE OF THE STUDY

The study focuses on working professionals from different sectors such as education, healthcare, IT, and business in Belagavi. It examines their work-life balance, challenges faced, and coping mechanisms. The findings are useful for organizations, policymakers, and researchers.

6. LIMITATIONS OF THE STUDY

- Limited sample size
- Geographical restriction to Belagavi
- Responses may include personal bias
- Time constraints in data collection

7. WORK-LIFE BALANCE AMONG WORKING PROFESSIONALS IN BELAGAVI

7.1 Demographic Profile

- 60% male and 40% female respondents
- Majority aged between 25–40 years
- 55% from private sector, 30% government, 15% self-employed

7.2 Working Hours

- 45% work 8–9 hours/day
- 35% work more than 10 hours/day
- 20% work flexible hours

7.3 Key Findings

1. Work Pressure: Approximately 65% of respondents reported high work pressure, especially in IT and healthcare sectors.

2. Personal Time: Only 40% of respondents felt they had adequate personal time for family and leisure activities.

3. Stress Levels

- 50% reported moderate stress
- 30% reported high stress
- 20% reported low stress

4. Organizational Support

- 55% agreed their organization provides some support
- 25% strongly agreed
- 20% disagreed

5. Impact on Health: Many respondents reported issues such as fatigue, anxiety, and sleep disorders.

7.4 Factors Affecting Work-Life Balance

- Long working hours
- Job insecurity
- Technological intrusion
- Lack of flexible policies
- Family responsibilities

7.5 Positive Practices Observed

- Work-from-home options
- Flexible timings
- Employee wellness programs
- Leave policies

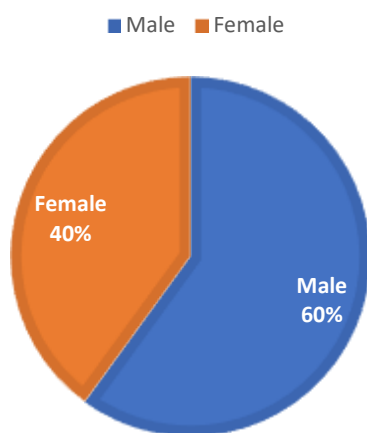
7.6 Example: A software engineer working in Belagavi reported working over 10 hours daily due to project deadlines, leading to reduced family time and increased stress. However, flexible work options helped improve balance.

7.6.1 Gender Distribution of Respondents

	Number of Respondents	Percentage
Male	90	60%
Female	60	40%
Total	150	100%



GENDER DISTRIBUTION OF RESPONDENTS

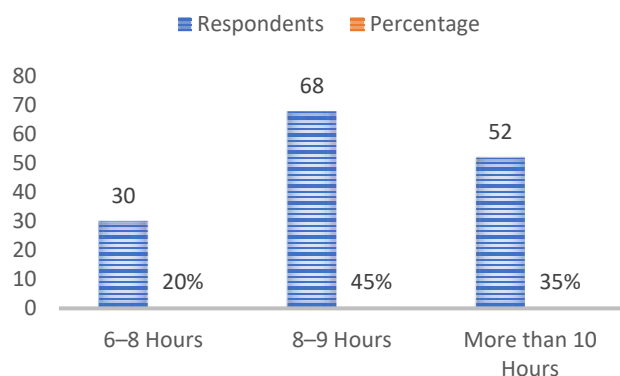


Interpretation: The study indicates that male professionals constitute 60% of the respondents, while female professionals account for 40%. This shows moderate participation from women in the workforce across Belagavi sectors.

7.6.2 Daily Working Hours

Working Hours	Respondents	Percentage
6–8 Hours	30	20%
8–9 Hours	68	45%
More than 10 Hours	52	35%
Total	150	100%

DAILY WORKING HOURS

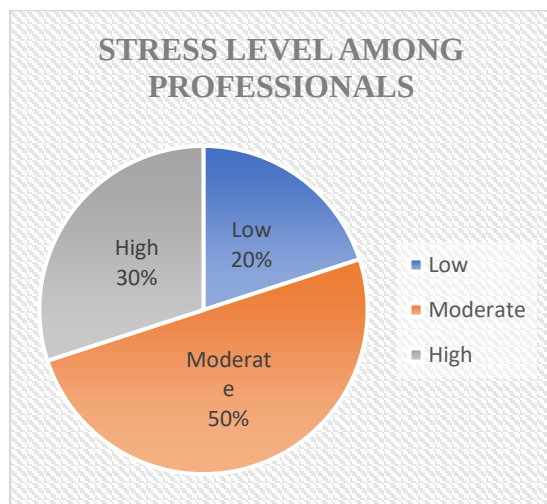


Interpretation

A majority of respondents work 8–9 hours daily, while 35% work beyond 10 hours. Long working hours directly affect personal life and increase stress levels.

7.6.3 Stress Level Among Professionals

Stress Level	Respondents	Percentage
Low	30	20%
Moderate	75	50%
High	45	30%
Total	150	100%

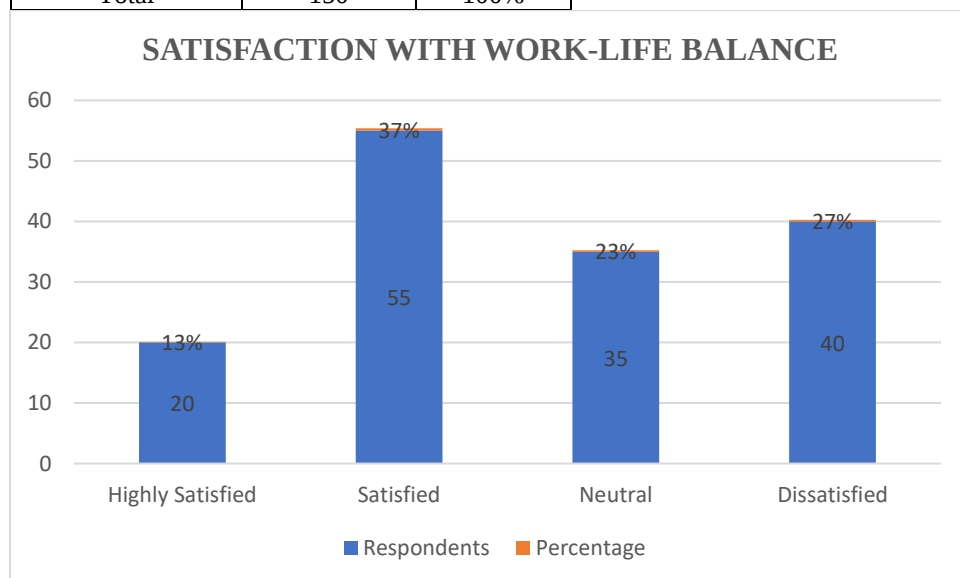


Interpretation

Half of the respondents experience moderate stress, while 30% experience high stress due to workload, deadlines, and family responsibilities.

7.6.4 Satisfaction with Work-Life Balance

Satisfaction Level	Respondents	Percentage
Highly Satisfied	20	13%
Satisfied	55	37%
Neutral	35	23%
Dissatisfied	40	27%
Total	150	100%



Interpretation

The findings reveal that only 50% of respondents are satisfied with their work-life balance, indicating the need for improved organizational support systems.

7.6.5 COMPARATIVE STUDY: BELAGAVI VS OTHER CITIES

Comparison of Work-Life Balance

Factors	Belagavi	Bengaluru	Pune	Hubballi
Average Working Hours	Moderate	High	High	Moderate
Cost of Living	Medium	Very High	High	Medium
Traffic Stress	Low	Very High	High	Moderate
Work Pressure	Moderate	Very High	High	Moderate
Family Time Availability	Higher	Lower	Moderate	Higher
Job Opportunities	Growing	Extensive	Extensive	Moderate
Stress Level	Moderate	High	High	Moderate



Interpretation

Belagavi: Belagavi offers comparatively better personal life balance due to lower traffic congestion, moderate living expenses, and less urban stress.

Bengaluru: Although Bengaluru provides excellent career opportunities, professionals face high stress due to long commutes, intense competition, and expensive lifestyles.

Pune: Pune professionals experience a balanced environment but still face increasing work pressure in IT and corporate sectors.

Hubballi: Hubballi professionals experience relatively lower stress and manageable work-life balance similar to Belagavi.

Conclusion of Comparative Study

Tier-2 cities such as Belagavi provide better opportunities for maintaining personal relationships and mental well-being compared to metropolitan cities. However, career growth opportunities remain comparatively lower.

8. POLICY RECOMMENDATIONS FOR GOVERNMENT

a) Promote Flexible Work Policies

The government should encourage organizations to adopt:

- Flexible timings
- Hybrid work models
- Remote work options

This can improve employee productivity and reduce stress.

b) Mental Health Support Programs

Government agencies should collaborate with organizations to conduct:

- Stress management workshops
- Counselling sessions
- Employee wellness campaigns

c) Strengthening Labour Regulations

Policies should ensure:

- Maximum working hour limits
- Mandatory leave benefits
- Equal opportunities for women professionals

d) Development of Childcare Facilities

Affordable childcare support near workplaces can help working parents, especially women professionals.

e) Awareness Programs

Government departments and educational institutions should conduct awareness campaigns on:

- Time management
- Work-life balance
- Mental health

f) Encourage Tier-2 City Employment

The government should promote investments in cities like Belagavi to create employment opportunities locally and reduce migration stress toward metro cities.

CONCLUSION

The study on work-life balance among working professionals in Belagavi reveals that maintaining equilibrium between personal and professional life remains a significant challenge in the current work environment. The findings indicate that long working hours, increased job demands, and technological intrusion contribute to moderate to high stress levels among employees, limiting their ability to spend quality time with family and focus on personal well-being. While some organizations have introduced flexible work arrangements and employee support initiatives, their effectiveness is still limited and uneven across sectors. Compared to metropolitan cities, Belagavi offers relatively better work-life balance due to lower living costs and reduced work pressure; however, it also presents constraints in terms of career growth opportunities. The study emphasizes that achieving a sustainable work-life balance requires collective efforts from employers, employees, and policymakers through the implementation of flexible policies, mental health support, and effective time management practices. Ultimately, improving work-life balance is essential for enhancing employee satisfaction, productivity, and overall quality of life.

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