

# Work-Life Balance and Psychological Well-Being Among Working Adults

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**Abstract:** *The present study examined the relationship between work-life balance and psychological well-being among working adults. A quantitative correlational research design was used with a sample of 100 working adults. Data were collected using a demographic information sheet, a standardized Work-Life Balance measure, and a standardized Psychological Well-Being measure. Descriptive statistics, Pearson's correlation, and linear regression were used to examine the study variables. The reported results showed a positive association between work-life balance and psychological well-being ( $r = .54, p < .001$ ). The regression result reported in the dissertation indicated that work-life balance explained approximately 29.1% of the variance in psychological well-being ( $R^2 = .291, \beta = .54, p < .001$ ). The descriptive results reported mean scores of 3.42 ( $SD = 0.68$ ) for work-life balance and 3.58 ( $SD = 0.71$ ) for psychological well-being. The findings indicate that healthier management of professional and personal responsibilities is associated with more positive psychological functioning among working adults.*

**Keywords:** Work-Life Balance; Psychological Well-Being; Working Adults; Occupational Stress; Mental Health; Work-Family Balance

## 1. Introduction

Work-life balance has become an important concern in contemporary working life because professional responsibilities increasingly overlap with family, personal, and social roles. Rapid technological change, organizational demands, flexible work arrangements, and digital connectivity can make the boundary between work and non-work life more permeable. Working adults may therefore experience difficulty allocating sufficient time and psychological energy to multiple life domains.

In the present dissertation, work-life balance is described as the extent to which individuals effectively manage work-related and personal-life responsibilities while maintaining satisfactory functioning across both domains. Psychological well-being is conceptualized as positive psychological functioning, including self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth, consistent with Ryff's model.

The theoretical background includes Conservation of Resources theory, Border/Boundary theory, Spillover theory, and Ryff's model of psychological well-being. These perspectives provide complementary explanations for how work demands, personal resources, boundaries between domains, and experiences in one life domain may influence functioning in another.

The purpose of the study was to examine the relationship between work-life balance and psychological well-being among working adults. The study specifically assessed levels of both variables, examined their relationship, and considered selected demographic characteristics.

## 2. Review of Literature

The literature review synthesizes key theoretical frameworks and empirical studies that contextualize how working adults navigate competing demands across life domains and the

resulting impacts on emotional and mental health.

### 2.1 Work-Life Balance

Work-life balance refers to the ability to manage professional responsibilities together with family, personal, social, and leisure needs. The dissertation describes several dimensions, including work-family balance, work-leisure balance, work-personal-life balance, time balance, and psychological balance. A healthier balance may be associated with reduced stress, greater job satisfaction, better relationships, and improved quality of life, whereas imbalance may be associated with work-family conflict, fatigue, and psychological strain.

### 2.2 Psychological Well-Being

Psychological well-being represents positive mental and emotional functioning rather than merely the absence of psychological illness. In Ryff's framework, the construct includes self-acceptance, positive relations, autonomy, environmental mastery, purpose in life, and personal growth. These dimensions are relevant to working adults because occupational demands and personal responsibilities can affect coping, relationships, satisfaction, and the sense of control over daily life.

### 2.3 Theoretical Perspectives

- **Conservation of Resources Theory:** Hobfoll proposed that people strive to obtain, retain, and protect valued resources. Persistent demands without adequate recovery may contribute to resource depletion and psychological strain.
- **Border/Boundary Theory:** Clark's framework explains how individuals move between work and family/personal domains. Weak or highly permeable boundaries may increase role interference and cognitive intrusion, whereas clearer boundaries can support separation and recovery.
- **Spillover Theory:** Experiences, emotions, attitudes,

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and behaviors in one domain can transfer into another. Negative spillover may transmit work-related stress into personal life, while positive experiences may support well-being across domains.

- **Ryff's Model:** Psychological well-being is understood through six dimensions—self-acceptance, positive relations, autonomy, environmental mastery, purpose in life, and personal growth.

## 2.4 Empirical Background and Research Gap

The literature reviewed in the dissertation generally indicates that work-life balance is associated with job satisfaction, lower stress, and better psychological well-being. Organizational support, supportive supervisors, flexible work arrangements, manageable workloads, and family support are described as factors that may assist employees in managing multiple responsibilities. The dissertation identifies a need for further research across diverse occupational and cultural settings, particularly among working adults experiencing changing work arrangements and increasing digital connectivity.

## 3. Research Methodology

### 3.1 Research Design

The study used a quantitative correlational research design. This design was selected because the principal purpose was to examine the association between work-life balance and psychological well-being without experimentally manipulating either variable.

### 3.2 Participants and Sampling

The dissertation reports a sample of 100 working adults. Convenience sampling was specified, with participants described as adults currently engaged in paid employment. The methodology section specifies an age range of 25–55 years for the planned sample. Participants were required to be willing to participate and provide informed consent.

### 3.3 Variables and Operational Definitions

**Work-Life Balance:** The extent to which working adults effectively manage work responsibilities together with family, personal, and social responsibilities.

**Measures:** The study used a demographic information sheet, a standardized Work-Life Balance Scale, and a standardized Psychological Well-Being Scale. The dissertation describes the well-being measure as covering the six areas of Ryff's model. The source document does not provide a sufficiently specific instrument name, item count, scoring manual, or psychometric coefficients for the standardized scales; therefore, these details are retained in their high-level reported format.

### 3.4 Procedure and Statistical Analysis

Participants were informed about the purpose and objectives of the study and provided voluntary consent. Demographic information and responses to the study measures were

collected, checked for completeness, and kept confidential for academic research purposes. The dissertation reports the use of descriptive statistics, Pearson's correlation, and linear regression for examining the relationship between work-life balance and psychological well-being.

## 4. Results

### 4.1 Sample Characteristics

The reported sample consisted of 100 working adults. The demographic tables in the dissertation show the following age distribution: 21–30 years (38%), 31–40 years (34%), 41–50 years (18%), and 51–60 years (10%). The gender table reports 52% female, 46% male, and 2% non-binary/prefer not to say. Occupationally, the largest reported group was Information Technology/Software (31%), followed by Healthcare/Clinical Services (22%), Corporate/ Finance/ Banking (20%), Education/Academic (16%), and Other Services/Public Administration (11%).

**Table 1:** Descriptive Statistics for Primary Study Variables (N = 100)

| Variable                 | N   | Mean | SD   | Reported Level |
|--------------------------|-----|------|------|----------------|
| Work-Life Balance        | 100 | 3.42 | 0.68 | Moderate       |
| Psychological Well-Being | 100 | 3.58 | 0.71 | Moderate       |

The reported mean score for work-life balance was 3.42 (SD = 0.68), while the reported mean score for psychological well-being was 3.58 (SD = 0.71). Using the dissertation's stated 5-point interpretation, both scores fall within the moderate range.

**Table 2:** Correlation and Regression Analysis Summary

| Analysis Type       | Statistic      | Reported Value        | Interpretation                                 |
|---------------------|----------------|-----------------------|------------------------------------------------|
| Pearson Correlation | r              | .54<br>( $p < .001$ ) | Statistically Significant Positive Association |
| Linear Regression   | R <sup>2</sup> | 0.291                 | 29.1% Variance Explained in PWB                |
| Linear Regression   | b              | .54<br>( $p < .001$ ) | Positive Predictive Coefficient                |

Correlation Coefficient,  $r = .54$

Variance Explained,  $R^2 = 29.1\%$

Significance Level,  $p < .001$

The reported Pearson correlation indicates a statistically significant positive relationship between work-life balance and psychological well-being ( $r = .54$ ,  $p < .001$ ). The regression result reported in the dissertation indicates that work-life balance accounted for 29.1% of the variance in psychological well-being ( $R^2 = .291$ ), with a positive standardized coefficient ( $\beta = .54$ ,  $p < .001$ ).

## 5. Discussion

The main finding reported in the dissertation is a positive relationship between work-life balance and psychological well-being among working adults. This finding is consistent with the theoretical position that effective management of work and personal responsibilities can help protect psychological resources and support positive functioning.

From a Conservation of Resources perspective, time, emotional energy, and cognitive attention are important personal resources. High work demands with insufficient recovery opportunities may contribute to resource depletion, whereas supportive work conditions and opportunities for recovery may help preserve resources.

The finding can also be considered through Spillover theory. Stress and fatigue generated in the work domain may influence personal life, while positive experiences, support, and a sense of accomplishment may contribute to more positive experiences outside work. Border/Boundary theory further suggests that clear boundaries and psychological detachment from work can facilitate recovery.

The reported result is also relevant to Ryff's model. Work-life conditions may influence environmental mastery, autonomy, self-acceptance, relationships, purpose, and personal growth. However, because the study is correlational and cross-sectional, the reported association should not be interpreted as proof that work-life balance causes psychological well-being.

### 5.1 Practical Implications

The dissertation discusses several practical implications:

- **Organizational Support:** Strengthening organizational policies, establishing reasonable communication boundaries outside working hours, and managing overall workloads.
- **Supervisory Behavior:** Training supervisors in supportive behaviors to assist employees with conflicting role demands.
- **Individual Boundary Management:** Helping employees develop healthy boundaries, psychological detachment after work, transparent communication of availability, and recovery routines.
- **Restorative Activities:** Encouraging physical activity, mindfulness, hobbies, and social/family connections to rebuild psychological resources.

### 5.2 Limitations

The dissertation identifies several important limitations:

- **Sampling Constraints:** Use of convenience sampling and a relatively small sample size ( $N = 100$ ).
- **Self-Report Measures:** Reliance on self-report questionnaires, which may introduce social desirability bias or response patterns.
- **Cross-Sectional Design:** Limits the ability to infer direct causal links between work-life balance and well-being.
- **Demographic Representation:** Limited representation of certain occupational groups and broader demographic sectors.

### Work-Life Balance and Psychological Well-Being Among Working Adults

### 5.3 Expanded Discussion

The positive association reported between work-life balance and psychological well-being can be understood

in terms of how working adults allocate, use, and recover psychological resources across different areas of life. A healthy balance does not necessarily require equal amounts of time for work and personal activities. Instead, it involves a workable alignment between professional demands and personal responsibilities, together with a sense that important roles can be managed without persistent conflict. Greater perceived control over time and responsibilities may provide more opportunities for recovery and meaningful engagement with family, friends, leisure, and personal goals.

The reported correlation of  $r = .54$  indicates a moderate positive association between the two study variables. Participants reporting on healthier work-life balance also tended to report higher psychological well-being. The regression result, with  $R^2 = .291$ , indicates that work-life balance accounted for approximately 29.1% of the observed variance in psychological well-being in this sample. The remaining variance also demonstrates that psychological well-being is influenced by many other personal, interpersonal, occupational, and contextual factors, including social support, workload, job autonomy, financial circumstances, coping resources, and experiences outside work. Work-life balance should therefore be understood as one important component of a broader system of influences.

The findings also emphasize the importance of recovery. Continuous exposure to work demands, particularly when employees remain psychologically connected to work after working hours, can reduce opportunities for rest and restoration. Digital communication may intensify this process by extending work-related messages and expectations beyond conventional working time. Clearer boundaries can help employees shift attention away from occupational responsibilities and toward restorative activities such as sleep, physical activity, hobbies, mindfulness, social interaction, and family time.

### 5.4 Expanded Practical Implications

At the organizational level, work-life balance can be supported through reasonable workloads, predictable schedules, appropriate flexibility, and respect for employees' non-working time. Organizational support is important because individual coping strategies cannot fully compensate for excessive demands or unclear expectations. Supervisors can contribute by communicating priorities clearly, avoiding unnecessary after-hours communication, encouraging realistic workload planning, and responding constructively when employees experience competing role demands.

At the individual level, employees may benefit from routines that distinguish working time from personal time. Communicating availability, prioritizing essential tasks, creating physical or digital separation between work and home, and protecting recovery periods can support psychological detachment. These strategies are particularly relevant for remote and highly connected employees, for whom the boundary between work and personal life may be less visible. The aim is not to remove

professional responsibilities but to create sufficient opportunities for recovery and engagement with other valued areas of life.

Supportive relationships are another important resource. Family members, colleagues, supervisors, and friends can provide emotional support, practical assistance, encouragement, and positive social experiences. Consistent with Spillover theory, experiences in one domain may influence another; positive experiences and support can contribute to more constructive functioning outside work, while persistent occupational stress may carry over into personal life. Work-life interventions may therefore be strengthened when they address both demands and the resources available to employees.

### 5.5 Directions for Future Research

Future studies could use larger and more diverse samples across occupations, age groups, employment arrangements, and cultural settings. Longitudinal research would help examine whether changes in work-life balance correspond with changes in psychological well-being over time. Daily-diary or experience-sampling methods could capture short-term fluctuations in workload, recovery, mood, and boundary management that may not be visible in a single cross-sectional assessment.

Further research could examine mechanisms such as psychological detachment, perceived organizational support, job autonomy, social support, and occupational stress. Comparisons of fully on-site, remote, and hybrid work arrangements may also clarify how boundaries operate under different conditions. Using multiple sources of information, where feasible, could reduce reliance on self-report questionnaires and strengthen the assessment of work-life experiences.

### 5.6 Overall Interpretation

Taken together, the findings support the relevance of work-life balance as an important correlate of psychological well-being among working adults. Because the study is correlational and cross-sectional, the findings do not establish that work-life balance causes improvements in psychological well-being. Nevertheless, the reported association provides a useful basis for examining recovery, boundaries, supportive work environments, and personal resources when considering the quality of working life.

A broader understanding of work-life balance therefore goes beyond the simple distribution of hours between work and non-work activities. It includes perceived control, psychological recovery, relationship quality, opportunities for personal growth, and the capacity to remain meaningfully engaged across life domains. Healthier balance may provide a supportive context in which working adults can meet professional responsibilities while also protecting the psychological resources needed for satisfying personal and social lives.

## 6. Conclusion

The present study examined work-life balance and psychological well-being among working adults. Based on the reported findings, work-life balance was positively associated with psychological well-being, with a Pearson correlation of  $r = .54$  ( $p < .001$ ). The reported regression model indicated that work-life balance explained approximately 29.1% of the variance in psychological well-being.

The study provides a basis for organizational and individual approaches to supporting healthier work-life boundaries. Future research should use larger and more diverse samples, probability sampling where feasible, longitudinal or daily-diary designs and mixed or objective measures to examine mechanisms and strengthen generalizability.

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