

Exploring the Effect of Work-Life Balance and Physical Well-Being on Job Performance: Evidence from an Empirical Study in India

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Abstract: In contemporary corporate environments, work-life balance and physical health have emerged as crucial factors influencing job performance. This study looks into how these elements affect workers' output in an Indian workplace. Descriptive statistics, reliability testing, correlation, and multiple regressions were among the statistical analyses carried out in SPSS using a structured questionnaire and data from 100 respondents. The results showed that while physical well-being and work-life balance are correlated, they do not directly affect each other statistically significantly. In contrast, work-life balance significantly and favorably predicts job performance. About 37% of the variance in job performance was explained by the regression model, and Cronbach's alpha values showed that the scales were reasonably reliable. In order to improve employee productivity, the study emphasizes how important it is for Indian businesses to invest in health-supportive policies and create flexible work environments. In order to direct future research in this developing field, limitations and implications are also examined.

Keywords: work-life balance, physical well-being, job performance, employee productivity, India

I. Introduction

Employee well-being is becoming more and more important as a key component of organizational success due to the shifting dynamics of corporate employment in India. Maintaining balance between work obligations and personal commitments has become extremely difficult due to the blurring of the lines between personal and professional life. Work-life balance was further redefined by the COVID-19 pandemic, which showed that extended work-related stress and worsening health conditions can significantly reduce productivity (Vasumathi & Gupta, 2023). As a result, businesses are realizing how crucial physical health and work-life balance are to long-term success.

While physical well-being (PWB) measures a person's general physical health and energy level for work-related tasks, work-life balance (WLB) measures a person's capacity to manage professional and personal responsibilities without experiencing undue role conflict. Both constructs have been directly associated with commitment, productivity, and job satisfaction in recent years (Nguyen et al., 2024). Few studies, nevertheless, have empirically investigated their combined impact on job performance in the Indian context, where sociocultural and economic factors differ greatly from those found in Western workplaces.

By conducting an empirical analysis of the connection between Indian employees' job performance, physical well-being, and work-life balance, this study closes that gap. For human resource professionals looking to increase productivity through employee-centered policies, the findings provide both theoretical and practical insights.

II. Literature Review

Research from a variety of fields has repeatedly demonstrated the link between employee performance and well-being. From being a gendered concept, work-life balance is now a universal issue that affects all working people. Employees, who feel more balanced report less stress and are more productive, claim Sucharitha and Basha (2020). In a similar vein, Vijayan (2018) observed that better work engagement results from flexible scheduling and family-friendly policies.

Work-Life Balance and Job Performance

Miebaka Dagogo (2020) reviews the literature on work-life balance and employee performance in Nigeria. In order to improve employee performance and achieve the best possible organizational output, this secondary research aimed to review the literature on work-life balance in Nigeria and offer appropriate solutions for resolving the issue and its detrimental effects. Employers must support policies and procedures that improve workers' work-life balance because we believe that workers who have a balance between their job and non-work responsibilities are more likely to perform well.

M. N. Okeke (2022) investigated the relationship between female employee performance and work-life balance in a few Anambra State deposit money institutions. The study looked into how the work environment, employee support, flexible scheduling, and leave policies affected the performance of female employees. The foundation of the investigation was spillover theory. Both primary and secondary sources of data were used. 953 women who worked in deposit money banks in Anambra State made up the study's population. Using the complete population, the sample size is 953. The results of the analysis showed that flexible scheduling, leave policies, employee assistance, and work environments all significantly improved the performance of female employees in deposit

money banks in Anambra State. Leave policies also had a significant positive impact on female employee performance in these banks.

Physical Well-Being and Job Performance

Employees' ability to perform consistently depends critically on their physical health. According to the Conservation of Resources (COR) theory (Hobfoll, 1989), people work hard to obtain and preserve important resources, such as their health. Energy depletion from poor physical health lowers cognitive focus and the quality of work. Physically fit workers are more focused and have more stamina, according to empirical data (Rahman et al., 2023). However, after controlling for psychological variables like stress or job satisfaction, some research indicate sales pronounced direct correlation between physical health and performance (Mishra & Patel, 2024).

The current study makes the following hypothesis in light of these theoretical foundations:

- H₁: Work–life balance has a major impact on job performance.
- H₂: Job performance is greatly impacted by physical well-being.
- H₃: Physical health and work-life balance both predict job performance.

III. Research Methodology

Research Design

In order to investigate how Work-Life Balance (WLB) and Physical Well-Being (PWB) predict Job Performance (JP) among corporate employees in India, this study used a descriptive and Correlational design. Professionals from a variety of industries working in private and semi-private companies answered a structured questionnaire.

Sample and Data Collection

To ensure proportionate representation across gender, age, and job roles, a total of 100 valid responses were chosen for the study. Random sampling was the method employed, and SPSS version 26 was used to analyze the data. The study's scope was adjusted to comply with journal restrictions while preserving the integrity of statistical interpretation by using the smaller sample size of thirty.

Research Instruments

Three main constructs made up the questionnaire:

Work-Life Balance (WLB): Carlson, Fisher et al., 2009; Hayman, 2005.

Physical Well-Being (PWB): Six items that address energy management, health, and fatigue.

Job Performance (JP): Seven items that gauge productivity, output quality, and perceived task efficiency.

A five-point Likert scale, with 1 denoting "strongly disagrees" and 5 denoting "strongly agree," was used to score each item.

Data Analysis Techniques

Data were analyzed through descriptive statistics, Cronbach's alpha reliability analysis, Pearson correlation, and multiple regressions to determine the predictive influence of WLB and PWB on JP.

IV. Results and Analysis

Cronbach's alpha was used to calculate internal consistency reliability. Acceptable consistency for exploratory research was indicated by the reliability coefficients, which ranged from 0.48to 0.75, as indicated in Table 1.

Table1: Reliability Analysis

Construct	Number of Items	Cronbach's α	Interpretation
Work–Life Balance	8	0.882	Acceptable reliability
Physical Well-Being	6	0.755	Acceptable reliability
Job Performance	7	0.618	Moderate reliability

Because of the exploratory nature of this study and the theoretical relevance of the items, the Work-Life Balance scale was kept for analysis even though its reliability was lower.

Descriptive Statistics

Descriptive analysis provided an overview of the mean and standard deviation for each construct, presented in table 2.

Table2: Descriptive Statistics(N=100)

Variable	Mean	SD	Min	Max
Work–Life Balance	3.03	0.29	2.50	3.63
Physical Well-Being	2.86	0.69	1.27	4.09
Job Performance	3.29	0.46	2.43	4.00

According to the data, job performance was rated comparatively higher by respondents than work-life balance and physical well-being, suggesting that performance is frequently maintained even when well-being levels are moderate.

Correlation Analysis

Significantly positive relationships between the study variables were found by Pearson's correlation analysis (see Table 3).

Table3: Correlation Matric (Pearson's)

Variables	1	2	3
1.Work–Life Balance	1		
2.Physical Well-Being	0.589**	1	
3.Job Performance	0.556**	0.235	1

Note: $p < .01$ (2-tailed).

Better work-life management is linked to better performance outcomes and well-being, as evidenced by the moderate correlation found between work-life balance and both physical well-being and job performance.

Regression Analysis

Table4 Multiple Regression Analysis Summary (Dependent Variable: Job Performance)

Predictor	β	SE	t	p
Constant	1.107	0.49	2.25	0.063
Work–Life Balance	0.801	0.22	3.64	0.001
Physical Well-Being	-0.086	0.12	-0.75	0.456

Note: $F(2,27)=6.43$; $p=0.002$; Model $R^2=0.372$; Adjusted $R^2=0.272$.

While physical well-being has no discernible direct impact when paired with work-life balance (WLB), the results of the regression indicate that WLB is a significant positive predictor of job performance. This implies that performance outcomes are more strongly and immediately impacted by preserving a balance between personal and professional life than by physical health alone.

V. Discussion

The results of this study are consistent with earlier research that highlights the critical role that work-life balance plays in improving job performance. Effectively juggling work and personal obligations increases employee engagement, reduces burnout, and improves performance (Sucharitha & Basha, 2020; Nguyen et al., 2024). This study's strong predictive relationship between WLB and JP confirms how important psychosocial balance is for maintaining productivity even in the face of fluctuations in physical well-being.

Curiously, despite having a positive correlation with job performance, physical well-being did not show up in the regression model as a significant predictor. This outcome is consistent with recent research by Mishra and Patel (2024), who found that physical health influences performance indirectly by interacting with psychological elements like motivation and job satisfaction. Therefore, although physical health is still fundamental, attitudes and the workplace environment seem to have a mediating effect on it.

The findings are consistent with the JD–R and COR frameworks from a theoretical standpoint. While poor physical health reflects resource depletion, which can impair focus and efficiency, work-life balance serves as a job resource that restores emotional and cognitive energy. Nonetheless, WLB's significant contribution implies that organizational designs that promote independence, adaptability, and encouraging leadership can mitigate the detrimental effects of health issues on output.

VI. Conclusion

This study looked at how Indian corporate workers' job performance was affected by both work-life balance and physical well-being. The analysis showed that while physical well-being is related to work-life balance, it does not have a statistically significant independent effect when WLB is taken into account. In contrast, work-life balance significantly improves job performance.

The findings show that policies that support mental and physical wellness encourage flexible working conditions, and offer support systems for juggling work and family obligations should be given top priority by Indian organizations. Employee productivity can be sustained through the implementation of family-friendly HR procedures and well-being initiatives.

Limitation and Future Scope

The study's limited generalizability stems from its small sample size (N = 30). Response bias may also be introduced by the data's self-reported nature. More reliable findings would come from future studies using multi-sectoral comparisons and bigger, more varied samples. Additionally, longitudinal studies could look at the long-term effects of consistent well-being practices on productivity.

Practical Implication

These results highlight how crucial it is for HR professionals to incorporate well-being tactics into company culture. Burnout can be decreased and job satisfaction raised by promoting breaks, health monitoring, and a balanced workload distribution. Additionally, empathy-driven leadership that respects workers' personal boundaries should be emphasized in management training.

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