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A Study on Employee Work-Life Balance and Employee Job Satisfaction: A Study of Employee Experiences in the Workplace

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Abstract

This study looks at how employees experience work-life balance and job satisfaction in their workplace. It focuses on how they manage work alongside personal responsibilities and how they feel about support from management, relationships with colleagues, job security, recognition and their jobs overall. The paper follows the general structure of the reference research paper, including the introduction, literature review, methodology, results, recommendations and conclusion.

The available summary of the employee survey records 40 responses overall, with a recognition-related item also included. Selected figures show that 50% of respondents agreed or strongly agreed with a work-life-balance statement, while 40% selected a neutral response. For workload and personal time, 47.5% selected neutral and 30% agreed or strongly agreed. Management support recorded 60% positive responses. Other recorded indicators include 50% satisfied and 20% very satisfied with colleague relationships, 65% answering Yes/Definitely yes on job security, and 75% answering Yes to an overall satisfaction-related question.

The findings suggest a mixture of positive and neutral employee experiences. However, the complete response breakdowns for each survey question are not available in the current summary. Therefore, the paper uses only preserved percentages and does not invent missing categories or create pie charts from incomplete distributions. The results should be verified against the original Google Forms charts or spreadsheet before final academic submission.

Keywords: work-life balance; job satisfaction; employee well-being; workload; management support; recognition; the organization

1 Introduction

Employees are an important part of any workplace. The way they feel about their jobs can influence how they work, communicate and support one another. Their experience is not based on salary or job title alone. Workload, working hours, relationships with colleagues, support from managers and appreciation for their efforts can also make a difference.

Work-life balance means being able to manage job responsibilities without losing all the time needed for family, rest and personal life. A good balance gives people a chance to recharge and look after responsibilities outside work. When work takes up too much time or becomes difficult to manage, people may feel tired, stressed or less satisfied with their jobs.

Job satisfaction is about how people feel about their jobs overall. Fair treatment, job security, appreciation, opportunities to learn and the way managers treat employees can all affect this feeling.

Work-life balance and job satisfaction are connected, but they are not the same thing. For example, someone may like their workplace but still struggle to find enough time for personal life.

This study focuses on the organization in Raipur, Chhattisgarh. The business operates in vehicle-related trading and solutions, including automobile scrap trading and related products and services. The study examines employee perceptions rather than assuming that every employee experiences the workplace in the same way.

1.1 Problem statement

Organizations need employees who are able to contribute consistently while maintaining their well-being. If workload, working time, communication or recognition do not meet employees' needs, satisfaction may be affected. The problem addressed in this study is to understand what the available employee survey figures suggest about work-life balance and job satisfaction at the organization and to identify practical areas where workplace experience may be improved.

1.2 Objectives of the study

1. To examine selected employee perceptions of work-life balance at the organization.
2. To understand how employees view workload and the management of personal time.
3. To assess selected indicators of job satisfaction, including management support, colleague relationships, job security and recognition.
4. To identify workplace practices that may support employee well-being and satisfaction.
5. To recommend practical improvements based on the available survey evidence.

1.3 Research questions

1. How do respondents describe their work-life balance?
2. What do the available responses suggest about workload and personal time?
3. How do respondents view management support and relationships with colleagues?
4. What do the recorded figures indicate about job security, recognition and overall satisfaction?
5. What further information would help the organization understand employee experience more completely?

2 Profile and work context of the organization

The organization is based in Raipur, Chhattisgarh, and is associated with automobile scrap trading and vehicle-related products and solutions. Its business areas include HEMM scrap, speed governors, reflective vehicle conspicuity tape and GPS tracking solutions.

The work context may involve coordination across sales, customer follow-up, trading, documentation, suppliers, service providers and operational activities. In such a business, employees may need to respond to customer requirements, maintain communication and complete tasks within expected timelines. Clear responsibilities, supportive supervision and reasonable workload planning can help employees manage these demands.

This profile provides context for the research topic. It should not be read as a claim that every department or role at the organization has identical working conditions. The study is limited to employee perceptions captured in the available survey summary.

3 Conceptual background

3.1 Work-life balance

Work-life balance concerns the relationship between paid work and other parts of life. It does not necessarily mean an equal number of hours for work and personal activities. Instead, it involves whether employees feel able to meet important responsibilities, recover from work, and retain some control over their time.

Workload, scheduling, leave practices, flexibility and supervisor expectations can all shape this experience.

3.2 Employee job satisfaction

Job satisfaction is an employee's overall evaluation of their job. Satisfaction can reflect both tangible conditions, such as compensation and job security, and everyday experiences, such as respectful treatment, supportive colleagues, recognition and opportunities to contribute. It can vary between employees and may change over time.

3.3 Relationship between work-life balance and job satisfaction

Employees who can manage work demands alongside personal commitments may be better positioned to maintain energy and positive attitudes toward their jobs. However, the relationship is not automatic: satisfaction can also depend on pay, job security, leadership, fairness and career development. This study describes survey perceptions and does not claim to prove a causal relationship between work-life balance and job satisfaction.

4 Review of literature

Locke (1976) described job satisfaction as an emotional response arising from an individual's evaluation of their job and job experiences. This perspective suggests that satisfaction is not determined by one factor alone; it reflects how employees assess several aspects of their working lives.

Herzberg et al. (1959) distinguished between factors associated with dissatisfaction, such as workplace conditions, and motivators associated with positive work experiences, such as achievement and recognition. Their framework remains useful for considering why adequate working conditions may need to be accompanied by appreciation and meaningful responsibility.

Greenhaus and Beutell (1985) examined conflict between work and family roles and explained that pressures from one role can make participation in another role more difficult. Their work provides a foundation for examining how demanding work schedules or workload may affect personal responsibilities.

Clark (2000) proposed work/family border theory, which considers how people manage boundaries between work and family domains. The theory highlights the importance of boundary management and the role of workplace and home expectations in shaping balance.

Judge et al. (2001) reviewed the relationship between job satisfaction and job performance. Their review indicates that the relationship is meaningful, while also showing that it should not be simplified into a claim that satisfaction alone determines performance.

Harter et al. (2002) reported relationships between employee satisfaction and engagement and business-unit outcomes in a meta-analysis. This research supports the broader relevance of employee experience to organizations, while not establishing the outcome of the present study at the organization.

Together, these works provide a conceptual basis for examining work-life balance, satisfaction, support and recognition. The current study applies these ideas to the available employee survey summary for the organization.

5 Research methodology

5.1 Research design

The study uses a descriptive case-study approach. It summarizes employee perceptions at one point in time and does not attempt to establish cause and effect.

5.2 Sources of data

The available analysis uses selected percentages preserved from the earlier discussion of the employee survey. The summary records 40 responses overall and a recognition-related item. The complete Google Forms export and all original chart images are not present in the current working materials; therefore, only the figures available in the preserved summary are reported.

5.3 Sample and coverage

The preserved summary indicates 40 responses overall. This is the number of responses recorded in the earlier discussion; it does not confirm the total number of employees at the organization or that every employee participated. The recognition-related item has , which may reflect one missing answer.

5.4 Research instrument

The survey areas represented in the preserved summary include work-life balance, workload and personal time, rest, stress, management support, colleague relationships, job security, recognition and a satisfaction-related question. The complete original wording and all response options are not available, so this paper does not claim to reproduce the exact questionnaire.

5.5 Method of analysis

The selected percentages are organized in summary tables and bar graphs for comparison. Since full response distributions are missing for most questions, pie charts have not been created from incomplete categories. Pie charts should be added only when all response categories for a single question are available and sum to 100%.

5.6 Ethical considerations

The report presents aggregate results and does not disclose employee names or other identifying details. Results are interpreted cautiously, particularly where response categories are incomplete. Before submission, the researcher should verify the figures against the original response data and ensure that any additional employee information is reported anonymously.

6 Results and discussion

The results in this section are limited to the selected figures preserved from the earlier survey summary. Percentages should be checked against the original Google Forms charts before final submission. Because some categories are unavailable, the figures below are not complete distributions for every question.

Table 1. Summary of selected survey results.

Survey area	Recorded response	Percentage
Working conditions	Good	40%
Working conditions	Very good	25%
Work-life balance	Agree/Strongly agree	50%
Work-life balance	Neutral	40%
Workload and personal time	Agree/Strongly agree	30%
Workload and personal time	Neutral	47.5%
Rest and recovery	Sometimes	40%
Stress	Moderate effect	47.5%
Relationship with colleagues	Satisfied	50%
Relationship with colleagues	Very satisfied	20%
Management support	Agree/Strongly agree	60%
Job security	Yes/Definitely yes	65%
Recognition item	Agree/Strongly agree	51.3%
Overall satisfaction-related item	Yes	75%
Factor influencing satisfaction	Salary/benefits	37.5%
Factor influencing satisfaction	Recognition	12.5%

6.1 Work-life balance

The preserved summary shows that 50% of respondents agreed or strongly agreed with a work-life-balance statement, while 40% selected neutral. This suggests that some respondents had a positive view of their balance, while a sizeable group did not express a clearly positive or negative view. Neutral responses may reflect mixed experiences, uncertainty or different personal circumstances. These figures should not be treated as a complete distribution because the remaining response categories are not available.

6.2 Workload and personal time

For workload and personal time, 47.5% of respondents selected neutral and 30% agreed or strongly agreed. The neutral result is worth examining because workload may be manageable for some employees but less predictable for others. Further analysis of working hours, task allocation, leave and work-related communication outside normal hours could help clarify what employees mean by their responses.

6.3 Management support

Management support recorded 60% positive responses in the available summary. This is a favourable indicator, although the remaining response categories are not available. Management support can include clear instructions, help with problems, fair treatment and willingness to listen to employee concerns. The company could use regular feedback to understand which forms of support employees value most.

6.4 Relationships with colleagues

The summary records 50% satisfied and 20% very satisfied with colleague relationships. Positive working relationships can make coordination easier and contribute to a more comfortable workplace. The available percentages do not show the full distribution, so they should not be interpreted as meaning that all remaining respondents were dissatisfied.

6.5 Job security and recognition

A total of 65% of respondents selected Yes/Definitely yes on the job-security indicator. For the recognition-related item, 51.3% of were positive. These results suggest that job security and recognition are relevant areas to consider, but the incomplete response breakdowns prevent a full assessment of how strongly these issues are experienced across the group.

6.6 Overall satisfaction-related item

The preserved summary records 75% answering Yes to an overall satisfaction-related question. This is a positive indication within the available data. However, because the exact original wording and all response options are not present in the current materials, the result is described as an overall satisfaction-related item rather than being treated as a precisely verified measure of every dimension of job satisfaction.

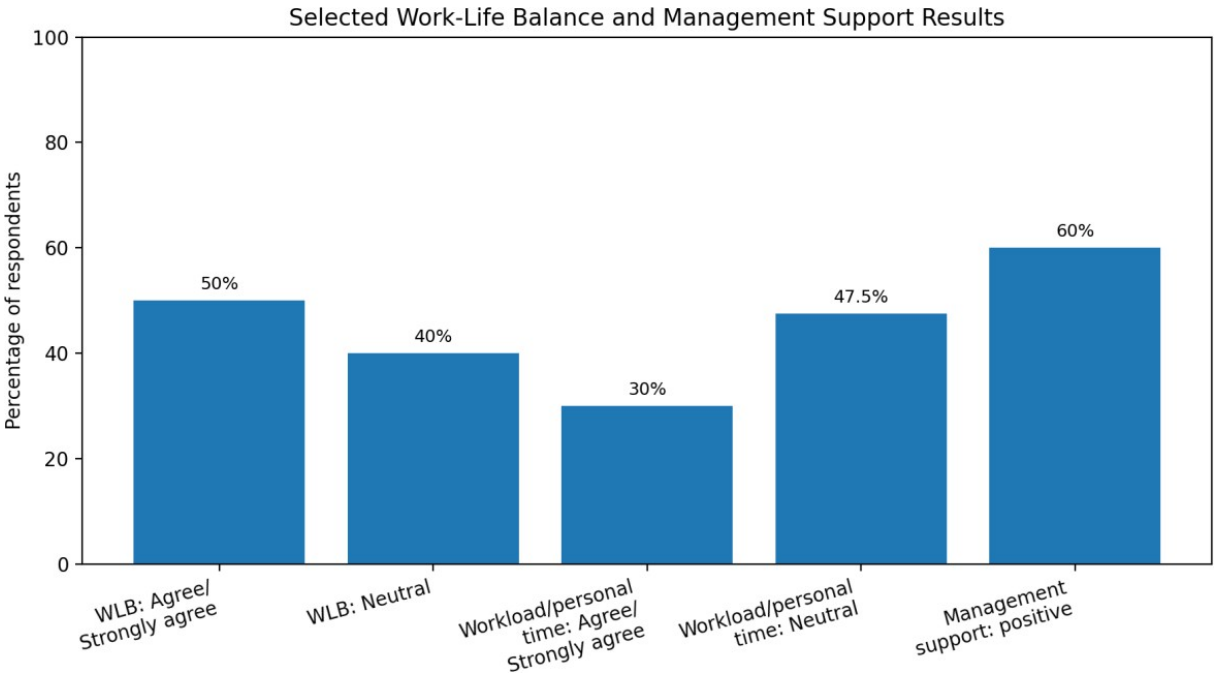

Figure 1. Selected work-life balance, workload and management-support results.

Interpretation: The graph compares selected percentages from different survey items. Management support has the highest recorded positive percentage among these indicators (60%). Work-life balance has 50% positive and 40% neutral responses, while workload and personal time has 47.5% neutral and 30% positive responses. These are selected categories, not full distributions.

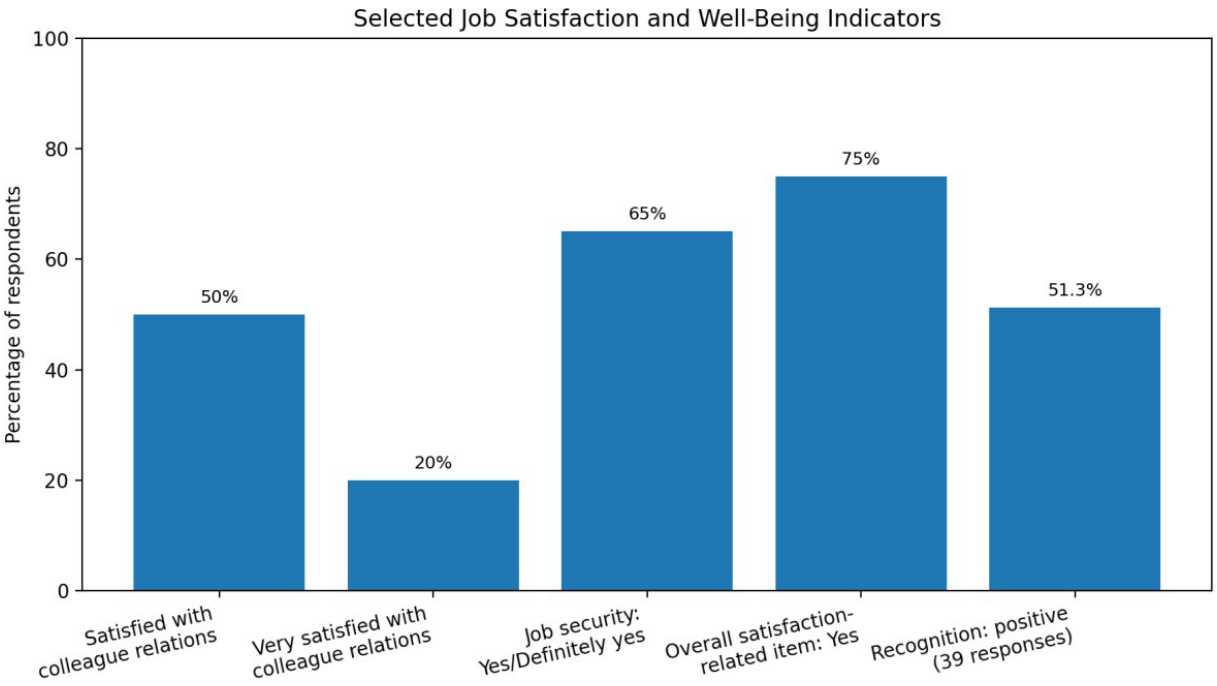

Figure 2. Selected job satisfaction and well-being indicators.

Interpretation: The graph shows selected indicators from different questions. The overall satisfaction-related item records 75% Yes, job security records 65% Yes/Definitely yes, and the recognition-related item records 51.3% positive responses. Because these indicators use different questions and response options, they should not be combined into one overall score.

7 Discussion

Overall, the figures show that employees do not all experience work in the same way. Responses about management support, job security and overall satisfaction look encouraging. However, many respondents chose neutral for work-life balance and workload. These answers are worth looking into because they may reflect mixed experiences or areas where employees are not fully sure how they feel.

The findings also show why employee satisfaction should not be understood through a single number. Employees may feel supported by management while still finding workload or personal time difficult to manage. Likewise, satisfaction with colleagues may coexist with a desire for stronger recognition or clearer work planning. The available figures can help identify questions for follow-up, but they cannot explain the reasons behind each response without the full dataset or further discussion with employees.

The study is descriptive and based on a limited summary. It cannot prove that work-life balance causes job satisfaction, or that the results represent every employee at the organization. The strongest next step is to verify the original survey figures and review complete response distributions.

8 Key findings

- The preserved survey summary records 40 responses overall, with a recognition-related item also included.
- 50% agreed or strongly agreed with a work-life-balance statement, while 40% selected neutral.
- For workload and personal time, 47.5% selected neutral and 30% agreed or strongly agreed.
- Management support recorded 60% positive responses in the available summary.
- For relationships with colleagues, 50% reported being satisfied and 20% very satisfied.
- 65% selected Yes/Definitely yes on the job-security indicator.
- The recognition-related item recorded 51.3% positive responses.
- 75% answered Yes to an overall satisfaction-related question.
- The full response distributions are not available for most questions, so the findings should be treated as selected indicators rather than complete survey profiles.

9 Recommendations

- **Review Workload and Work Planning:** Managers can review how tasks are assigned, whether deadlines are realistic and whether urgent work is shared fairly. Clear priorities may help employees plan their working day and reduce uncertainty.
- **Encourage Reasonable Work-Life Boundaries:** Where operationally possible, employees should receive clear expectations about working hours, leave and availability outside normal work time. Work schedules should be communicated in advance when possible, and leave requests should be handled through a clear process.
- **Maintain Open Communication:** Short check-ins or periodic feedback discussions can help employees raise concerns about workload, coordination or personal-time pressures before they become larger issues. Management should communicate any action taken in response to recurring concerns.
- **Strengthen Recognition:** Recognition can be simple and specific: acknowledging completed work, customer support, reliability, teamwork or problem-solving. Fair and consistent appreciation can help employees understand that their contribution is noticed.
- **Support Positive Team Relationships:** Clear task ownership, respectful communication and timely sharing of information can reduce avoidable misunderstandings. Team members should know whom to approach when they need clarification or assistance.
- **Collect and Review Complete Survey Data:** The original Google Forms response spreadsheet or chart screenshots should be reviewed so that every response category can be reported accurately. Complete data will also allow suitable pie charts to be prepared for questions with full distributions and make comparisons more reliable.
- **Follow Up on Employee Feedback:** After introducing any changes, the organization can seek brief feedback to understand whether employees notice an improvement. This makes recommendations practical and helps avoid assuming that one solution will suit every employee.

10 Limitations of the study

- The analysis uses selected percentages preserved from an earlier discussion rather than the complete original survey export.

- The summary records 40 responses overall; it does not establish the total workforce size or prove that every employee participated.
- One recognition-related item has , so the number of responses differs for that item.
- The exact wording and complete response options for every survey question are not available in the current working materials.
- Because full distributions are missing, pie charts have not been created where they could misrepresent unknown categories.
- The study is descriptive and cross-sectional; it cannot establish causal relationships.
- The findings should be checked against the original Google Forms charts or spreadsheet before academic submission.

11 Conclusion

This study explored work-life balance and job satisfaction through the available employee survey figures. The responses include both positive and neutral views. The results for management support, job security and the overall satisfaction-related question are encouraging, while the neutral answers about work-life balance and workload suggest that employees may have different experiences when trying to manage work and personal responsibilities.

The study highlights the value of listening to employees across more than one dimension. A positive view of management or colleagues does not necessarily mean that every aspect of work-life balance is straightforward. Practical steps such as clearer workload planning, respectful communication, consistent recognition and regular feedback may help the organization understand and respond to employee needs.

The conclusions remain limited by the incomplete response breakdowns currently available. The original survey data should be checked before final submission, and complete charts should be prepared only from verified figures. Within these limits, the study provides a useful starting point for understanding employee perceptions and identifying areas for further attention at the organization.

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