

Saarth E-Journal of Research

E-mail: sarthejournal@gmail.com
www.sarthejournal.com

ISSN NO: 2395-339X
Peer Reviewed
Vol.8, Issue.4 No.12

Impact Factor: 6.89
Quarterly
Oct. to Dec. - 2023

DOES WORK LIFE BALANCE BRINGS PEACE AND GENERATES MENTAL HEALTH: AN INVESTIGATIVE RESEARCH

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ABSTRACT

Numerous studies have demonstrated that there is a connection between a lack of “work-life-balance (WLB)” and negative effects on human health. An insufficient amount of research has been carried out on the connection between “work-life-balance (WLB) and health”, despite the fact that India's WLB values are significantly lower than those of other Indian nations. Researcher’s goal was to study whether or not there is a connection between a decrease in “work-life-balance (WLB)” and a decline in mental & physical well-being among members of the middle class in Gujarat. A further objective of researcher was to investigate whether or not the work-life balance is associated with the life orientations and values of middle-class individuals. During the years 2013 - 2023, a survey was carried out with a sample size of five hundred individuals from the middle class in Gujarat. These individuals included professionals, managers, and business owners. There is an association between unsatisfactory levels of “work-life-balance (WLB)” and suboptimal levels of both “physical and mental well-being”, according to the findings of the current research. There is a correlation between a high “work-life-balance (WLB)” and certain living choices of middle-class individuals. In comparison to the year 2013, the correlation between “work-life-balance (WLB) and health” was significantly greater in the year 2023. A comeback of intergenerational dynamics is one of the factors that may be attributed to the observed occurrence, which can be attributed to changes in standpoint and lifestyle. It is vital to do a re-evaluation of the research at that time since there is a possibility that the COVID-19 pandemic cause changes in the job position of the middle class.

KEY WORDS: Mental Health, Work-life –balance, Peace, Intergenerational Dynamics, Development.

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INTRODUCTION

The contemporary society is undergoing a multitude of revolutions, which has led to a growth in the significance of work-life balance, or the lack thereof. It is possible for one's emotional and physical well-being to suffer severe reductions if there is an imbalance between their home life and their professional life. Poles have a health status that is

significantly poorer than that of the average Indian, and the country is currently going through a period of fast social and economic change. The life expectancy, infant mortality, and general sickness rates are all lower in contrast to the countries that are located in Western Europe. It has been demonstrated, by both objective measurements and the self-evaluations of persons regarding their own well-being, that the health conditions of Poles are lower to those of the rest of Europe. In spite of the fact that India has “work-life-balance (WLB)” indices that are lower than those of other Indian countries, there is a paucity of research that investigates the connection between WLB and health in this particular setting. Work-life balance is a notion that refers to a condition that is defined by equilibrium and effectiveness. This condition is achieved when an individual's personal and professional commitments are addressed in a manner that is satisfying, free of conflicts, and supportive of their overall well-being. As a means of providing additional clarification, the following aspects have also been brought to light: The distinctive aspects that conflict and balance possess, which are able to coexist, are the distinguishing feature between the two. It is possible for conflict and equilibrium to manifest themselves in a variety of characteristics and dimensions, such as time, behaviour, involvement, and satisfaction. The manner in which disagreements develop: There is the potential for both positive and negative outcomes to result from the interplay between an individual's personal and professional lives. The difference between work-life conflict and life-work conflict is that the former occurs when professional commitments begin to infringe upon personal life, while the latter occurs when personal obligations begin to encroach upon professional life.

In the absence of a satisfactorily balanced relationship between one's personal and professional lives, it is possible that one's mental and physical health could suffer as a result. There is a high probability that stress and inefficient time management are two of the variables that contribute to an unhealthy equilibrium between one's personal life and professional life. The disruption of the delicate equilibrium that exists between an individual and their surroundings is the root cause of stress. This disruption is caused by the conflicting obligations that are linked with both the professional and personal realms (personal and professional). Because of this, chronic exposure to stress can result in the development of physical disorders and diseases. This is because stress triggers physiological processes that cause damage to particular bodily parts or systems, which can lead to the development of these conditions. In accordance with the job demand-resources theory, the presence of an imbalance between high job expectations and inadequate workplace resources leads to stress among workers, which in turn leads to negative health effects. Furthermore, as a means of alleviating heightened levels of stress, individuals may participate in activities that are damaging to their health, such as smoking or eating meals that are either sweet or salty. It is possible that inefficient time management could be the result of insufficient time or a lack of enthusiasm to engage in healthy activities or to avoid engaging in actions that are detrimental. It has been established in a number of studies that when there is a disparity between an individual's personal life and their professional life, the individual's mental and physical well-being, as well as their health markers, all begin to deteriorate. An insufficient amount of study has been carried out on the connection between “work-life-balance (WLB) and health”, despite the fact that India's WLB values are significantly lower than those of other Indian countries. Based on the findings of these studies, it has been determined that there exists an inverse relationship between the degree of work-life balance and the “physical and mental well-being” of Filipinos. These studies indeed highlight the significance of the connection between work-life balance and health; however, due to the utilization of limited and particular samples, additional study is required to fully understand the significance of this connection. According to Warren, discussions about maintaining a healthy work-life balance Concerns of the middle class are frequently given priority, and as a result, the difficulties that

the working class faces are frequently ignored. The reason for this is that academics prefer to focus on the investigation of work-life conflict and balance that arises from extended periods of labour (which is more prevalent in cognitive tasks as opposed to physical tasks) rather than other components of the occupation. This is the reasoning for this distinction.

Extensive research has been carried out on the topic of work-life balance, with the majority of the attention being directed toward occupations that are considered to be middle-class, regardless of whether they are defined strictly or broadly. In spite of this, academics could also concentrate on other aspects of the middle class that are responsible for the issue of maintaining a healthy balance between work and personal life. The ownership of material possessions, abilities, qualifications, or market position that contributes to a middle-class income is what defines the social position in the social hierarchy. This position is characterized by the fact that you are in the middle class. In addition to this, this social position is linked to a form of job that entails non-manual tasks, as well as a way of living that is representative of this social rank. There are a number of societies that continue to investigate the Protestant Work Ethic, which is recognised as the specific collection of values and life orientations that are associated with the middle class. In addition to self-control, consistency, conscientiousness, acceptance of delayed fulfilment, and individualism, the aforementioned variables also include occupational engagement, which has a particularly key role. There is a possibility that those who belong to the middle class are more likely to experience a loss of equilibrium between their personal lives and their professional lives. This susceptibility can be attributed to several factors, including the elevated social status that can be achieved through their occupation, the intricate nature of their professional responsibilities, the significant cognitive and temporal commitment needed to excel in their jobs, and the consumption patterns that prioritize status and require adequate financial resources. The middle class is identified as a social group that demonstrates distinct lifestyles that are characterized by the adoption of habits that are health-conscious. The prevailing perspectives regarding the existence of a middle class in India subsequent to 1989 have engendered a prevailing notion that this cohort encompasses individuals in managerial positions, proprietors of small and medium-sized enterprises, and individuals possessing advanced educational qualifications. The results of a particular study indicate that there is a greater prevalence of work ethic, consumerism, and healthy behaviours within Polish society, particularly within social groups that are contained by the middle class. There are parallels to be drawn between this and the middle class in developed countries.

Research conducted by the Institute of Management indicates that persons belonging to the middle class are more vulnerable to the negative outcomes that can result from an uneven work-life balance. In the third Korean Working Conditions Survey, it was shown that those who are working in middle-class employment are less likely to experience a negative equilibrium between their personal and professional lives. This is in comparison to individuals who are employed in roles that are either lower or higher in social class. Consequently, this investigation targets two different goals. There is a correlation between an inadequate work-life balance and inferior mental and physical health indicators in India, according to the initial study. This correlation was shown to exist in India. Previous research has mostly focused on specific demographics and utilized small sample sizes and a limited number of participants. This study will evaluate the potential association between the health status of individuals belonging to the middle-class demographic and their level of work-life balance by analyzing data spanning the years 2013 and 2023. The data will be examined in order to determine whether or not there is a correlation between the two. Furthermore, in addition to the data that is currently available, the outcome will certainly be highly helpful. Identifying characteristics of people from the middle class that are associated with achieving a balance between their personal lives and their professional lives is the second objective of

the study. When there is a misalignment between the personal and occupational realms of a person, the middle class population is more likely to experience conflict. This is because of the increased vulnerability that they demonstrate to the conflict. One possible explanation for these phenomena is that individuals who belong to this group have a propensity to identify with a Protestant work ethic and to place a significant amount of importance on maintaining individualism.

RESEARCH QUESTIONS

The research questions that have been asked in the context of this study are:

- If individuals in the middle class do not have a healthy balance between their job and personal lives, does this have a negative effect on their physical and emotional well-being?
- What kind of relationship exists between the degree of work-life balance that people who belong to the middle class experience and the qualities, notably the values and life orientations that are typically associated with this socioeconomic group?

RESEARCH HYPOTHESIS

Research hypothesis created in the context of this study are:

- There are negative impacts on physical as well as mental health that are caused by the existence of an imbalance among human's personal & professional life.
- There is a correlation between a larger tendency toward a middle-income way of life and a weakened equilibrium between human's personal & professional life.

METHODOLOGY

➤ RESEARCH SAMPLE & POPULATION

A personal research was carried out in 2023 involved conducting interviews with five hundred individuals who were from middle-class segment of Gujarat. Managers, professionals with advanced degrees, and owners of small and medium-sized businesses were included in the sample group. The construction of the sample was accomplished by making use of the frequency distributions of the resident districts of Gujarat, as well as gender, degree of education, occupation, industry, and sector of employment. These findings were reached by research that was carried out on samples that were chosen at random.

WORK–LIFE BALANCE MEASUREMENT

According to the findings of this research, the term “work-life-balance (WLB)” refers to the individual's subjective view that their personal and professional commitments do not conflict with one another. The researcher placed a strong emphasis on the influence that commitments related to work might have on an individual's personal life. Nevertheless, because of the close relationship between the two, it is possible to ignore the distinction between life-work conflict and work-life conflict, as well as the existence of equilibrium between the two. In addition, individuals who experience conflict due to their workload are also more likely to suffer conflict that is not related to their work setting. This investigation has focused on determining the extent to which the time obligations associated with employment interfere with the time spent with family and friends. On the other hand, it is difficult to disentangle these components from the other dimensions of work-life balance, such as involvement and conduct. The authors depicted harmony and discord as opposite extremities on a continuum, rather than perceiving them as separate entities that operate independently of one another. In order to evaluate the connection between one's professional life and other aspects of one's personal life, the “work-life-balance (WLB)” scale was comprised of six different question types. There were a number of questions in the poll, and

each one requested respondents to evaluate the degree to which each statement mirrored their perspective on their work. The researcher will proceed to go through the process of verbally presenting each assertion to you before inquiring about the degree to which the respondents agree with each statement. It is as follows that the statements are:

- Due to the fact that I place a high priority on completing my professional tasks, I occasionally refrain from going to social gatherings, theatrical performances, or film productions during this time period.
- My commitment to partaking in physical activity is something that I make a priority on a consistent basis, regardless of how busy my schedule may be.
- It is not uncommon for me to have no trouble spending time with the people I care about.
When it comes to the timing and composition of my meals.
- I frequently allow my hectic schedule to be the deciding factor.
- There are times when I choose not to take sick leave, despite the fact that I am suffering from a legitimate disease and enduring a great deal of distress.
- Because of the adaptability of my schedule, I am able to participate in activities that are not immediately related to the commitments I have to fulfil in my professional life.

For the purpose of responding to this inquiry, a Likert scale with five points was utilized. This scale included response possibilities such as "strongly disagree", "disagree", "difficult to say", "rather agree" and "definitely disagree". In the subsequent step, a "work-life-balance (WLB)" scale was constructed by utilizing the cumulative points that were assigned to each response. On the scale, the response that was labelled as "difficult to say" was placed in the middle of the scale and given a value of 3. It was determined that the response "strongly disagree" received a score of one point, whilst the response "definitely agree" received a score of five points. This was in relation to the assertions that people's occupations occupy an inordinate lot of their free time. In response to comments that indicated that an individual had sufficient time for personal interests despite their occupational duties, a rating of 5 was awarded to the statement "definitely agree," while a rating of 1 was assigned to the statement "strongly disagree". This was done in reaction to the comments that were made. After the adding process is complete, the scale uses the numerical values ranging from one to five. There is a correlation between a greater value and an enhanced level of harmony between the personal and professional lives of an individual. Following the application of Cronbach's Alpha, the reliability ratio for the information gathered in the year 2023 was found to be 0.593. Some of the factors that contribute to the relatively low values that were seen, notably in the data from 2023 (which was slightly below 0.6), include the restricted number of statements that were included in the scale, as well as the changing significance that each statement had for individuals in regard to occupational work. The conclusion that can be drawn from this is that these Alpha values are sufficient.

MENTAL & PHYSICAL HEALTH MEASUREMENT

The participants' self-evaluations of their health in contrast to those of others of the same age and gender, as well as their declarations that their physicians had not discovered any severe diseases, were included among the indicators of physical health. They are important instruments for offering insights into individuals' actual health state since several studies have demonstrated a link between health self-assessment and the condition of one's health. As a result, they are able to provide information about the health status of individuals. Studies that have been conducted in the past to investigate the connection between work-life balance and health have also utilized the health self-assessment as a measure for measuring health. The evaluation of mental health was carried out with the assistance of a particular

version of the “Occupational Stress Indicator-2 (OSI-2), which was initially developed by C. L. Cooper et al. In the year 2001, Widerszal-Bazyl made adjustments to the OSI-2 in order to make it suitable for usage in India. There are three ideas that are being taken into consideration, and they are ‘energy’, ‘satisfaction and tranquillity of mind’, and ‘dynamism’. The concept of ‘satisfaction and peace of mind’ incorporates a wide variety of feelings, such as worry, self-confidence, helplessness, and mourning, among others. In order to evaluate preparedness for action, a measure known as the ‘dynamism’ scale is utilized. This scale encompasses a variety of physical symptoms, including unexplained fatigue and decreased energy levels, increased cravings for food, beverages, or tobacco, respiratory difficulties or dizziness, muscular twitching, unidentified tingling or pain in specific regions of the body, and a reluctance to confront the day upon its beginning. The ‘peace and energy’ scale was developed by the National Institute of Mental Health. In order to develop the scales, a total of eighteen questions were used”. These questions included both the physical and mental manifestations of stress experienced by individuals. The scores for each individual were determined by utilizing specific formulae in the calculation process. If you get a higher score on the scale, it indicates that your stress level has decreased or that your mental health has improved.

PERSONAL VALUES & GOALS MEASUREMENT

“In order to determine the middle class in India, Domāski and his colleagues have previously applied metrics to assess individualism and ‘Protestant Work Ethic (PWE)’, which are two components of the attitude that is prevalent in Polish culture. The researcher, Domāski, utilized a collection of five queries in order to evaluate the likelihood of persons aligning their behaviours with the ‘Protestant Work Ethic’. A ‘Protestant work ethic’ can be demonstrated through a variety of behaviours, such as accepting a job that offers a lower salary but comes with a guarantee, consistently setting aside a portion of person's income for savings, placing a higher priority on a predictable profit than on risk, investing in personal business growth rather than personal expenditures, and working even when it is not financially necessary to do so. The program also takes into consideration two unique forms of individualism, which are referred to as ‘self-reliance’ and ‘orientation towards success and career’. The evaluation of ‘self-reliance’ made use of characteristics that were drawn from the I-E. Rotter's scale, which was first, developed to evaluate the person's locus of control. Titkow subsequently made adjustments to the scale in order to make it suitable for use in Gujarati as well. This mentality is characterized by a number of characteristics, including the following: experiencing a sense of impotence when presented with obstacles; considering failure as inescapable; attributing the majority of one's issues to external factors; and retaining the conviction that event will occur. The individual's disagreement with these ideas was a clear indication of the considerable independence that they possessed. Titkow devised a set of five questions with the purpose of determining an individual's ‘orientation towards success and career’ and, as a result, their level of anxiety around the prospect of reaching success. The sentences examined multiple perspectives, including the potential for individuals to experience a decline in popularity as a result of their professional achievements, the common occurrence of feelings of loneliness and sadness among successful individuals, the apprehension among some individuals to display their skills due to concerns of being perceived as arrogant or ostentatious, and the notion that individuals make greater sacrifices in pursuit of success than they can ever regain. The existence of viewpoints that are contrary to the majority opinion indicates a significant tendency toward individualism. A Likert scale was utilized by the respondents in order to offer replies to the questions about the originality of the event.”

STATISTICAL ANALYSIS

The data that was collected in 2023 was subjected to a statistical analysis that was handled independently. In order to investigate the connection between work-life balance, which is a variable that serves as an explanation, and physical health, a logistic regression analysis was carried out. We used the enter technique, and the significance threshold for the probability of inclusion was set at 0.01, while the significance level for the likelihood of exclusion was set at 0.05. For the purpose of determining the connections between work-life balance and psychological well-being, a multiple linear regression analysis was carried out. For the purpose of determining the relationships, the backward method was utilized, with a zero percent probability of being included and a five percent chance of being eliminated. For each dependent variable that was connected to health, the number of regression models that were collected was recorded. In these models, the variables that could be controlled included socio-demographic information as well as occupational labour factors, which included working hours. A backward strategy was utilized in order to carry out a multiple linear regression analysis in order to gain a better understanding of the level of work-life balance. Both the likelihood of entering and the chance of leaving were determined to be 0.05, with the probability of entering being set at 0.01. In the model were included the following "socio-demographic variables (gender, age, education, marital status, number of people in the household, having children under 18 living in one household), work-related variables (professional status, doing extra paid work, willingness to change jobs, legal form of the workplace, working time), and values-and orientations-related variables (individualism, Protestant Work Ethics, 'family and children', 'occupation and work', 'spare time and rest', 'friends and acquaintances', 'relatives', 'religion', 'politics and public life', 'neighbourhood', 'health')".

RESULTS

In Graph 1, the distribution of individuals who reported having difficulty in obtaining a suitable work-life balance is displayed across a number of different categories. Those who participated in the survey in 2023 stated that they had to work excessive hours and that they did not have enough time to devote to their interests and hobbies. In addition, a comparable amount of respondents reported that they occasionally neglected to make use of their sick days, even when they were in fact suffering from a legitimate illness.

According to the survey that was carried out in 2023, a sizeable percentage of the participants said that they did not take use of their sick leave coverage. To be more specific, 57.5 percent of the participants admitted that they had occasionally avoided sick leave due to the requirements of their vocational jobs, even while they were sick. There was a lack of availability for participating in cultural and social activities, as stated by almost fifty percent of the respondents. On the other hand, a significantly greater number of respondents (61%) expressed similar feelings on their interests and hobbies outside of work. It is estimated that almost fifty two percent of people did not make time in their schedules to participate in activities that are beneficial to their health. These activities include sticking to a balanced diet (45 percent) and engaging in frequent physical activity (42 percent). Due to the time commitment required to pursue their professional careers, thirty-five percent of those who participated in the poll felt it difficult to prioritize time spent with their families.

In spite of the overwhelming amount of work that people had to do in 2023, they were still able to find time to devote to their personal hobbies, their sports endeavours, and their familial commitments. Nevertheless, they exhibited a propensity to put off taking sick leave and to neglect their obligations to participate in social and cultural activities. As can be seen in Table 1, the values of the W-LB scale in the year 2023 were 3.06. As a consequence of the T-test, there was no statistically significant result obtained.

Table 1
Mental & Physical Health

Mental Health	N	Mean	Std. Deviation	Minimum	Maximum
Work–life-balance	492	3.06	0.84	1	5
“Satisfaction & peace of mind”	486	28.23	7.17	8	42
“Dynamism”	496	18.41	2.33	10	25
“Peace & energy”	492	23.45	5.99	4	35
Physical Health	N	Yes (%)	No (%)		
Having a more favourable opinion of one's own health compared to others of the same age and gender	491	34.00	66.00		
Having no medical conditions that a doctor has identified as chronic	499	66.10	33.90		

DISCUSSION

A substantial association was found between “work-life-balance (WLB)” and both mental and physical well-being among the population of Gujarat that belonged to the middle class, according to the findings of our research analysis. The fact that there was no work stress and that the individual had a positive self-assessment of their health both provided proof of this. To our surprise, we found a significant correlation between physical well-being and a healthy balance between work and personal life in the year 2023 itself. The findings of this investigation provide credence to the conclusions that were attained via earlier research. The findings of this study indicate that individuals who have difficulty achieving a harmonious equilibrium between their personal and professional lives are more likely to experience negative emotions such as stress, emotional exhaustion, melancholy, anxiety, annoyance, and resentment, as well as a reduction in their overall well-being, which includes a positive mood, energy, and general interests. There was a correlation between lower levels of self-rated health and more work-life conflict or a weaker equilibrium between work and life in many different categories. There is a correlation between a lack of harmony between one's personal life and one's professional life and an increased risk of developing

musculoskeletal disorders, headaches and eye strain, mental and physical depletion, and fatigue. A negative correlation has been seen between an insufficient balance between one's personal life and one's professional life and the occurrence of negative health effects. These implications include an increased risk of developing hypertension and obesity, a reduction in physical endurance, and higher cholesterol levels.

According to the findings of a study conducted on primary healthcare practitioners in Sweden, both in the public and commercial sectors, there is a positive association between work-life balance and health. Health is defined as "physical, mental, and social well-being" and is assessed by Salutogenesis. According to the findings of the Polish study, there appears to be an inverse relationship between lower levels of work-life balance and the outcomes of both physical and mental health assessments. According to the findings of a study that was carried out on a sample of 567 nurses who were working at 21 hospitals in Gujarat, there were substantial negative connections between work-family and family-work conflicts and the outcomes of both physical and mental health assessments. The previously observed connections between "work-life-balance (WLB) and health" continued to be significant even after adjusting for the length of time spent working. Consequently, the impact on health may be affected by both the quantitative time of job engagement and the subjective evaluation of the degree to which work interferes with personal and familial commitments. Both of these factors might have an effect on the impact. On the other hand, the length of time spent in the workplace was a key factor that contributed to an insufficient balance between work and personal life. According to the findings of a second study, there is a correlation between health and the typical number of hours worked, which is a measure of "work-life-balance (WLB)". Chirkowska-Smolak reported that she had noticed the connection between the two. Individuals who reported working longer hours had a greater incidence of the following health problems: mental and physical weariness, anxiety attacks, stomach and duodenal ulcers, hypertension, recurrent infections, persistent headaches, sleep difficulties, emotional exhaustion, and burnout. There were 153 employees who reported working longer hours. As a further point of interest, Rasmus et al. discovered that 129 members of the emergency medical team saw a reduction in their physical health as the average number of hours they worked each month grew.

In spite of the fact that the degree of work-life balance remained same and the status of health had just a slight drop between the years 2013 and 2023, the links between work-life balance and health were more robust (in terms of mental health) and statistically more significant (in terms of physical health). In light of this, it may be deduced that people's perceptions of the events changed throughout the course of time. During the early stages of the Systemic Transformation that took place in 1989, people who belonged to the middle class, who continue to make up a significant portion of the middle class in developing countries, were observed to devote a significant amount of time to their professional endeavours and to place their professional pursuits ahead of their personal life. In the past, they had lower expectations, but now they have larger ones, maybe as a consequence of the growing needs of their customers. As a result of the growth of "up-and-coming" cultures, there was a shift in expectations, in which individuals tried to lessen their professional reputation and money by travelling overseas, participating in cultural and social activities, and placing a priority on their health. The work ethic and asceticism that were distinctive of these societies were either supplanted by this transition or aligned with it. Leszkowicz-Baczyski presents an exhaustive compilation of seven consumer goods that are in accordance with the goals of the newly defined middle class in India, which emerged after the year 1989. Traveling, purchasing a variety of housing options (including apartments, flats, houses, and estates), and adopting a healthy lifestyle by purchasing recreational places are all examples of activities that fall under this category.

There were substantial shifts that took happening in India at the same time as a new generation was emerging in both the United States and Europe. Generation X and Generation Y, which were born between 1965 and 1980 and 1981 and 1999, respectively, have surpassed the Baby Boomer generation in terms of their participation in the labor force. Employees may have a decreased inclination to prioritize their professional lives over their personal lives as a result of this displacement, and their confidence in their capacity to devote adequate time to both their work lives and their home lives may be harmed as a result of this displacement. When compared to Baby Boomers, members of Generations X and Y are typically regarded as having a greater propensity to switch jobs more frequently and placing a higher priority on maintaining a peaceful equilibrium between their home lives and their professional lives. Furthermore, they have less incentive to devote effort in the pursuit of future advantages, hold a weakened confidence in the value of professional pursuits, and have less determination regarding the consequences of squandering time. All of these factors contribute to a decrease in their level of professional accomplishment.

A survey that was carried out among medical professionals indicated that individuals who were born before to the 1980s had a more positive perception of their work-life balance in contrast to their colleagues who were born after that decade. This study highlights the variance in individuals' conceptions of work-life balance throughout various generations, as demonstrated by the findings shown above. The model developed by Rantanen et al. may provide an explanation for the more prominent connections between health and work-life balance in the year 2023 in comparison to the year 2013. There are four distinct models of work-life balance that are included in this idea. Each of these models focuses on the interplay between personal resources, commitments, and earned rewards in terms of either enhancement or conflict. Beneficial, detrimental, inactive, and proactive groups are the four primary classifications that may be found. The establishment of a solid sense of equilibrium is possible when one's personal life and professional life are in perfect harmony with one another and work together to improve both. In this scenario, taking on new responsibilities results in better benefits but also requires a bigger amount of resources than first required. This adverse condition of balance occurs when there is a lack of harmony between an individual's personal life and professional life, which ultimately results in a lack of contact between the two domains that is either productive or beneficial. To phrase it another way, it takes place when the demands of one's commitments are greater than the benefits that are achieved. When the demands of one's obligations are not excessive and the benefits are restricted, it is possible to achieve a condition of passive equilibrium. This means that there is a minimum of conflict and no favourable overflow between one's personal life and professional life.

Active balance is the condition of being completely present in one's responsibilities, both as a purposeful choice (the desire to achieve and find happiness in all parts of life) and as a necessity (due to the pressures related with these tasks). Active balance is a state that may be exhibited by those who are able to demonstrate active balance. In situations when both the demands and the rewards are large, it is typical to witness a condition of equilibrium similar to the one that has been described. Individuals who were classified as belonging to the middle class in the year 2013 had a proactive attitude to preserving equilibrium. They viewed the process of managing several duties as both a requirement and an option. Their inclination to devote lengthy periods of time to work and to overlook their personal lives in order to pursue financial benefits was significantly greater than that of other professionals. In spite of the fact that ten years had passed, people continued to express a desire for higher and more expedient pay for the same duties. The appearance of these phenomena has the ability to bring about increased levels of stress as well as a decline in the general physical health of the individual. When opposed to individuals who display an unhealthy work-life balance, those

who demonstrate an active work-life balance have better health, lower levels of stress, and less job-related weariness. This is according to research that was done on university professionals and managers in Finland. There is a distinct internal attitude toward occupational labour that is exhibited by the life orientations that are connected with the middle class, particularly throughout the developing years of the middle class. Because of this mindset, people who belong to the middle class have the tendency to view the time they spend working as being less discordant with the other elements of their lives.. Individuals belonging to the middle class typically reflect the positive manifestation of work-life balance, as they prefer to emphasize their jobs and successes, exhibit independence, and are more prone to adhere to professional work ethics (PWE)At the end of the day, it appears that the high life orientations of persons who belong to the middle class prevent them from having adverse effects on their “physical and mental well-being” by reducing the amount of time they spend in situations where they have a poor work-life balance.

Middle-class people have internalized views, which lead them to view work overload as a future option related with the anticipation of rewards, rather than a necessity coming from the deteriorating economic conditions or the possibility of social status degradation. This is because the middle class has internalized their attitudes. The link between “work-life-balance (WLB)” and a high appreciation for one's job is a paradoxical one, as is clear from the fact that it is a contradiction in nature. In spite of the fact that these features may appear to be comparable, they are in fact separate occurrences, which is the reason why they are not related. The term "life orientations" refers to the intrinsic tendency to perceive, classify, and react in a certain manner to various occurrences in one's life.. It is obvious that a Protestant work ethic, a stress on individual skills and achievements, and a wide orientation towards both professional and personal success have been adopted and exhibited in numerous situations. Nevertheless, assertions that prioritize "occupation and work" may be overly simplistic; they may just pertain to the exterior aspects of work, such as the necessity to get employment, generate income, uphold one's social standing, or preserve a favourable self-perception, rather than the actual nature of the work itself an improved harmony between work and personal life is connected to the highly appreciated characteristics of "leisure and rest" and "health" (particularly in 2023), which suggests that individuals' behaviours in these areas coincide with their stated views. This is especially true in the year 2023.In the wake of the COVID-19 epidemic, there is a need for further research to be conducted on the subject of work-life balance and the possible positive influence that it might have on the health of persons who belong to the middle-class population. In accordance with FrJckowiak-Sochńska's findings, the COVID-19 pandemic has accelerated the occurrence of spatial, temporal, and cognitive convergence between the professional and personal domains. This can be due to the increased incidence of remote work, with 11% of workers being involved in remote work by the conclusion of 2020.

This has resulted in a conflict of obligations and necessitated the formation of new interactions between one's personal life and one's professional life. It is possible that the simultaneous management of work and family responsibilities in this setting might result in a number of negative psychological repercussions, such as feelings of being overwhelmed, a loss of control, and the use of strategies that have not been tried. On the other hand, in contrast, some studies have shown that working from home can actually have a good impact on an individual's overall health and happiness. In addition, there are studies that point to the persistent character of some patterns, such as those that investigate the Protestant work ethic or the phenomena of generational renewal respectively. As a result, taking into consideration the precarious state of health in India, it is of the utmost importance to investigate the widespread repercussions that would result from a shift in the work methodology. The usage of two independent time periods, each of which is separated by a decade, is a benefit of this

study. This allows for the evaluation of the correlations between work-life balance and health. In addition, the research investigated the relationship between “work-life-balance (WLB) and health”, which is a facet that is not given adequate respect in India and other Asian nations. This study aimed to determine the common features that are shared by socioeconomic groups who belong to the middle class and that have an impact on the balance that they maintain between their home lives and their professional lives.

CONCLUSION

Individuals from the middle-class population of Gujarat who reported a less positive equilibrium between their personal life and their professional life also suggested a lower mental and physical well-being in the year 2023. This finding is consistent with the findings of several other researches. There is a significant correlation between work-life balance and physical health in 2023, as well as a strengthening relationship between work-life balance and mental health dimensions from 2013 to 2023. This can be attributed to the shifting mindsets and lifestyles of the Polish middle class, as well as the generational renewal that is taking place in Asia. The argument that higher degrees of such orientations make persons more susceptible to such conditions is contradicted by the discovery that middle-class life orientations tend to safeguard their members from suffering a bad work-life balance. By utilizing these orientations, individuals have the opportunity to improve their well-being, better manage challenges related to their work-life balance, and enjoy a higher level of job satisfaction. Employment is regarded as a vital need by other socioeconomic classes, which highlights the difficulty that these classes have in striking a peaceful equilibrium between their personal lives and their professional lives.

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