Study on Factors Influencing the Impact of Work-Life Balance on Employee Happiness in IT Organizations of Bengaluru

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Abstract— The pursuit of work-life balance (WLB) is a crucial determinant of employee well-being in the IT sector. This paper evaluates the impact of WLB on employee happiness in Bengaluru's IT organizations. Using a mixed-method design, the study integrates quantitative surveys and qualitative insights. Findings indicate that flexible scheduling, supportive managerial practices, and organizational culture are significantly associated with job satisfaction, emotional well-being, and retention. Statistical analysis (correlation and regression) confirms a strong positive relationship between WLB and happiness. Recommendations include integrating flexible work policies and wellness initiatives to improve employee engagement and productivity.

Index Terms— Employee happiness, IT organizations of Bengaluru, Job satisfaction, Work-life balance

I. INTRODUCTION

This study explores how work-life balance influences employee happiness in Bengaluru's IT sector, a hub for India's technology industry. Employees face extended hours, high client demands, and constant connectivity. This research aims to highlight how organizational practices supporting WLB can enhance job satisfaction and retention.

II. PROBLEM STATEMENT AND OBJECTIVES

Despite the popularity of FWAs, organizations differ in policy implementation. Technology has blurred boundaries, sometimes reducing effectiveness. Objectives: (1) Assess WLB practices in IT organizations, (2) Measure employee happiness, (3) Analyze the relationship between WLB and happiness, and (4) Recommend HR strategies for sustainable well-being.

III. METHODOLOGY

The study uses a survey-based, descriptive–analytical research design. Data will be collected through structured questionnaire, which captures both work-life balance indicators and happiness levels of IT professionals. The descriptive aspect of the study will present frequencies, percentages, and mean values, helping to map current practices and perceptions of employees.

The analytical aspect will go further by using correlation, regression, ANOVA, and moderation analysis to test the strength of the relationship between WLB and happiness. Specifically, correlation will reveal whether employees with better work-life balance tend to report higher happiness, while regression analysis will quantify how much variation in happiness can be explained by work-life balance. Cross-tabulation and ANOVA will explore whether demographic variables such as age, gender, marital status, and years of work experience influence this relationship. Moderation analysis will assess if these demographics alter the strength of the WLB-happiness link.

By combining descriptive and analytical approaches, the study ensures both a clear overview of current practices and robust statistical evidence about the relationship between work-life balance and happiness.

IV. FUTURE RESEARCH DIRECTIONS

Future studies should look at different kinds of flexible work arrangements, such as flexible schedules, remote work, or compressed weeks, to see which works best in different situations. Researchers can also explore how other factors like job satisfaction, burnout, or

organizational culture influence the link between flexibility, work–life balance, and happiness. It will be important to study how much flexibility is ideal, and how its impact varies across age, gender, or family responsibilities. Fairness in how flexibility is applied, digital communication habits, and boundary management also need deeper attention. Finally, future work should use long-term and experimental methods to better understand the true effects of flexibility on employees' balance and well-being.

V. RESULTS AND DISCUSSION

Results confirm that WLB significantly influences employee happiness. Demographic factors such as age and experience moderate this relationship. Reliability testing showed excellent internal consistency ($\alpha = 0.966$). Regression confirmed WLB explains over 60% of variance in happiness. These findings emphasize the role of supportive managerial practices and flexible policies.

VI. CONCLUSION

This study demonstrates that work-life balance strongly enhances employee happiness in Bengaluru's IT sector. Organizations should adopt flexible work policies, supervisor support systems, and wellness programs. Future studies should include longitudinal data and cross-industry comparisons.

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