

**Abstract:**

This study explores the concept of work-life balance, focusing on its impact on employee well-being, job satisfaction, and organizational productivity. Work-life balance refers to the equilibrium between professional responsibilities and personal life, which has become increasingly significant in today's fast-paced work environments. The research aims to identify the factors influencing work-life balance, such as workload, flexible work arrangements, organizational culture, and support systems.

Using a mixed-methods approach, data was collected through surveys and interviews with employees from diverse industries and organizational levels. The study examines the challenges employees face in maintaining a balance, including long working hours, lack of flexibility, and inadequate support from management. It also investigates the role of organizational policies, such as remote work options, wellness programs, and leave policies, in promoting a healthier work-life balance.

The findings reveal that a well-structured work-life balance leads to higher employee engagement, reduced stress levels, and increased job satisfaction. Conversely, an imbalance often results in burnout, decreased productivity, and higher turnover rates. The study concludes with recommendations for organizations to implement strategies that support work-life balance, such as flexible scheduling, employee assistance programs, and fostering a culture of understanding and support.