State of Work-Life Balance through the Pandemic

Shantanu Diliprao Choudhari
Ajinkya Balasaheb Metkar

Prerna Institute of Commerce
Email: shantanuchoudhari2001@gmail.com

Abstract

Purpose: This paper aims to discover if there is any association of work life balance among different age groups and marital status. The intention of the research work is also to compare the dedication of employees before and after the covid- 19 lockdowns. The research work is also aimed at discovering if there is any impact of disruptions caused by covid–19 lockdowns.

Methodology: Descriptive way of study was used while taking note of both primary and secondary data.

Findings: The study discovered a significant association of work life balance among different age groups and work life balance among different marital status. A difference in dedication of employees before and after the covid- 19 lockdowns was also proved. The study discovered that there is significant impact of psychological, supply chain related, vaccination related, burnout related, job satisfaction related, occupation related, work performance related disruptions caused by the lockdowns imposed during covid19 pandemic up on work life balance.

Originality: The author have compared different age group and marital status with work life balance. No other research has found association like this. There is a comparison of work performance before and after lockdowns. The impact of disruption caused by lockdowns on work life balance is also mentioned. The author have integrated variable from similar fragmented research works.

Keywords: Covid-19, Work Life Balance, Lockdown, Job performance, Pandemic.

Introduction

There are four dimensions to life according to a review made by Harvard. Namely work, home, community and self. In this era of competition, it seems that work is getting more share of life than other aspects. The problem of work-life balance arose. The world was just getting a hold on this situation and a major event took place in human history. The pandemic changed the way a human live just like internet and wheel but in an extremely fast-forward manner. The lock downs and other restrictions hammered on the already stressed the and complex world.

Economies were rebooted and the backbone of the economy (workforce) had to go through a major makeover. The impact that lockdowns made were important in knowing the aspects of the economy that won't be possible otherwise. This situation is the bedrock of this research paper.

Review of Literature

(Pan Zhang, 2022) Author mentioned the deterioration of mental health condition. Employed people from 27 countries. The paper covers mainly four disorders namely depression, anxiety, sleep disorder and loneliness. Among the 11,197 participants included 29.3% suffer from at least one worse mental disorder. The study found out that those who worked part time or from

home did not have any mantal disorder. There was a 55% chance to have mental disorder for the individual without any job. The study has analyzed 3 factors that influence the work, namely **making ends meets**, **social contact**, and **receiving anti-virus protection**. (Tait D. Shanafelt, 2015) The study reports increase in burnout over the year 2011 to 2014 and having at least one symptom. The 6880 respondents showed the declining trend of satisfaction level towards work life balance between 2011 & 2014. The study observed a substantial difference between satisfaction level towards work life balance and rate of **burnouts**. The study has concluded there more than half of US physicians are under professional burnout. (Eli Ayawo Atatsi, 2018) The researcher ahs integrated fragmented and disbursed research. The research paper is based on the collection of relevant work including "employee performance," "OCB," "LMX," "IWB," "individual learning" and "team learning." The study found out there is a positive relationship between **behaviors** and employee performance. This research work has important implication in managerial function. Is has a broader and diverse analysis for evaluating employee performance. Author have highlighted the various research gaps which need to be explored. (Anis Eliyana, 2019) The study has been done by focusing on effect of antecedent variables derived from the transformation of leadership on the middle level organizational leaders. The Data was collected from 30 respondents via the questionnaire and SEM was used to analyse the data. Findings of this study are there is significant impact of change in leadership on **job satisfaction** and **organizational commitment** but no significant effect was seen on **work performance**. (Bakkeli, 2021) This research work is done in order to examine the relationship of satisfaction before and during pandemic between self -reported health and life satisfaction. The study was done in the year 2019 and 2020 with 3185 and 3002 Norwegian employees respectively. The study showed that the relationship was negative between **ill health** and satisfaction of life. The situation at workplace is deteriorated by lower life satisfaction in addition to **aggravated life satisfaction due to pandemic**. The study has explored central factors which contribute to life satisfaction and they found that risks related to health and work life balance play a predominant role for the prediction of life satisfaction. The life in pandemic can also be predicted by several other types of household structure. The author has suggested to initiate interventions in the labour market which will be focused in security as well as maintenance of predictable and proper work conditions. (Bhumika, 2020) The author has directed the research work towards finding the relationship between emotional exhaustion and work life balance experienced by the individual who is employed while work from home being generalized during pandemic. Among the 180 respondents it was found out that in comparison to male, female workers experienced increasing **emotional exhaustion** because of the intervention created by personal life during work from home way of work. But the relationship between emotional exhaustion and interference of work with personal life did not showed difference with respect to gender. It was found that emotional exaction experienced by an employee can be reduced by participative leadership by reducing interference of work with personal life. (Gabriela Rusua, 2015) The author in this research work have highlighted the factors that are responsible for the employee performance appraisals processes. The research work is focused on developing a employee performance appraisal system and processes aligned to the **organizational contextual dimensions**. The research paper also focuses on the strategic approach to human resource management. (Denise Albieri Jodas Salvagioni, 2017) The author has stressed on the term burnout. The research work aims at concrescence of **physical**, **psychological** and **occupational** type due to job burnout. Meta analysis was done via diverse data base. The analysis have pointed out that 12 kinds of physical harms are likely due to burnout under the age of 45. Six types of psychological illnesses were also observed. But the study also has reported conflicting findings. The author suggests to deploy a system for early identification and intervention of these health conditions. (Mukhopadhyay, 2022) The author has designed the research work to find any

interdependencies and impacts on **academic performance** of **demographic** and **factors related to pandemic**. Chi-square test was used for analysing the data. This study is done on 87 women teaching faculty members. The study found out that there is no deficiency of self-satisfaction and efficiency in the performance and regularity of their respondents. The study found out a significant correlation between household work and research work done by the women academic personals. They also found no significant association between submission of research projects and demographic factors like number of hours spent on household work, number of children and marital status.

Objectives

1) To find if there is significant association of work life balance among different age groups and marital status.
2) To compare the dedication of employees before and after the covid- 19 lockdowns.
3) To check if there is any significant impact of disruptions caused by the Covid-19 pandemic on work life balance.

Research methodology

In this research work descriptive way was used. Since the area selected for this research work is vast and wide spread it is difficult to collect data hence for this study survey method is adopted.

Sampling Method

The procedure of sampling is to pick a set of people who are egger to be a part of research work and then the sample can be generalized as their opinion is fairly close and matches with the population. For this research work primary data was gathered from the employees working in Mumbai and Amravati city.

Sample size

Approached employees	**330**
Employees who completed survey	**206**
Total	**206**

Technique of Data Collection

This research work is based on primary as well as secondary data collection and analysis. Primary data in the form of questionnaire and observation. Secondary data in the form of inputs from similar research work.

Primary Data

Online & offline questionnaire was used for acquiring primary data. In case of online questionnaire, offline questionnaire survey was conducted by interviewing people in person. Almost 330 people were approached for collection of primary data. 206 individuals completed their response.

Secondary Data

The information or data that is already available via the media of magazine, books, research journals etc. Considering the secondary data utilized for research paper it was gathered via the internet and research papers.

Hypothesis testing tools

For the testing of four hypothesis two software were used. Hypothesis 1,2 were tested by chi-square and the test was performed on IBM SPSS(Statistical Package for Social Science) software. Hypothesis 3 was tested using paired sample t-test on SPSS. Hypothesis 4 was tested using SEM (Structural Equation Modelling) using R-Studio.

Limitations

1) Even though the questionnaire for this research work was filled by the employees working in different cities most of the response came from Mumbai & Amravati.
2) Some errors might occur in secondary data because of time line mismatch.
3) As this study was completed in short period of time, the perspective of respondents might change over a period of time.
4) Though the topic is vast, results are derived from 206 responders only.
5) Perused response was collected rather than metric data.

Code	Question
D01	Age group
D02	Marital Status
A01	I am excited to reach at my work place.
A02	I have a healthy relationship with my co-workers.
A03	I have a good grasp and I am able to execute the task assigned to me.
A04	I have job security and can see opportunities in my job.
A05	I am satisfied with the salary I receive.
A06	I live with my family.
A07	I rarely experience tense and quarrel like situations at home.
A08	I experience good health conditions.
A09	I am able to enjoy my time with my family and friends.
A10	I don't have addiction to any drug of any kind.
B01	I was able to adapt to changes at work place before pandemic lockdown.
B02	I was extremely passionate to work before pandemic lockdowns.
B03	I was always motivated to take on new challenges before the pandemic lockdowns.
B04	I always help fellow workers who struggle at their job before pandemic lockdown.
B05	I always used to tie myself to goal for executing the work before pandemic lockdown.
B06	In order to help my workplace, earn more profit I used to work proactively before pandemic lockdowns.

| B07 | I was able to adapt the transition of back to workplace after lockdowns. |
B08	I am extremely passionate to work after the pandemic lockdown.
B09	I am always motivated to take on new challenges after the pandemic lockdown.
B10	I always help fellow workers who struggle at their job after pandemic lockdown.
B11	I always tie myself to goal for executing the work after pandemic lockdown.
B12	In order to help my workplace, recover from the pandemic lockdowns I work proactively.
C01	I was mentally unstable during the pandemic.
C02	I was fearful regarding the pandemic.
C03	I was hopeless for the brighter tomorrow.
C04	I was getting not used to the new normal.
C05	I was unable to accept fluctuation in price of goods and services with ease.
C06	There was reduced supply of goods and services to satisfy my needs.
C07	I was hoarding goods to outrun inflation.
C08	I sanitised the goods before using them.
C09	I was waiting for the vaccine to develop.
C10	I believe in the power of vaccine to protect me.
C11	I feel safer after being vaccinated.
C12	I was experiencing prolonged fatigue.
C13	I was experiencing any cardiovascular disorders.
C14	I am on any type of anti-depressant medication.
C15	I dislike the work culture of my work place.
A02	I have a healthy relationship with my co-workers.
A03	I have a good grasp and I am able to execute the task assigned to me.
A04	I have job security and can see opportunities in my job.
A05	I am satisfied with the salary I receive.
C16	I was good at adapting the new way of work.
C17	My 360-degree feedback is good.
C18	I often self-evaluate my work and am good at it.
C19	I use checklists while Woking for proper and timely execution of my task.
C20	My work place and my life is close to my ideal.
C21	I experience excellent working conditions as well as in my life.
C22	My work and life are both satisfactory.
C23	Speaking in macro I have almost every important thing in my life and work.
C24	I would change almost nothing in my life if I get to live it again.

Data Analysis

D01) **Age**
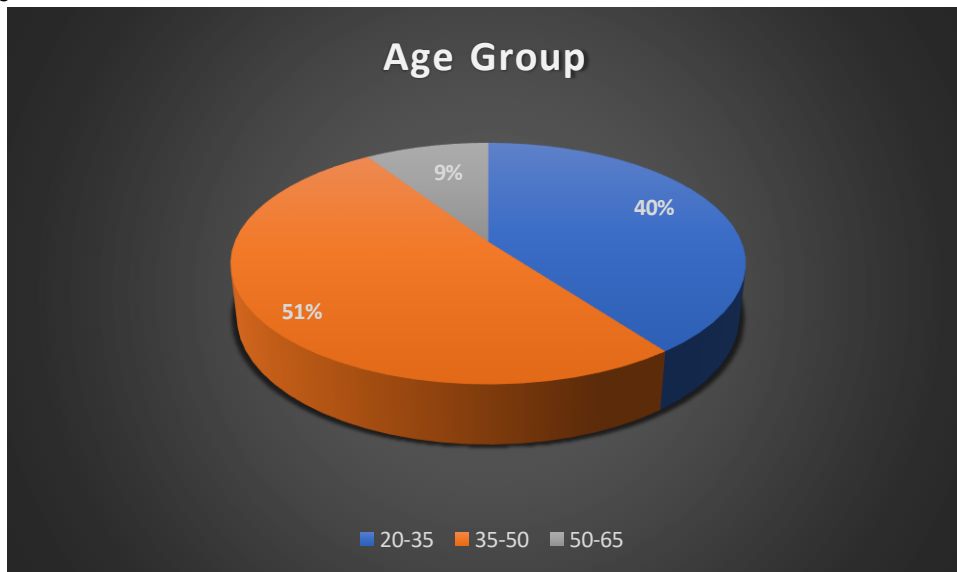
Observation: Among 206 responders 40% belong to the age group of 20-35. 51% respondent belong to the age group of 35-50. 9% responders belong to the age group 50-65.

D02) **Marital Status**

Observation: Among 206 responders 59% are married, 36% are unmarried, 3% are widowed and 2% were divorce.
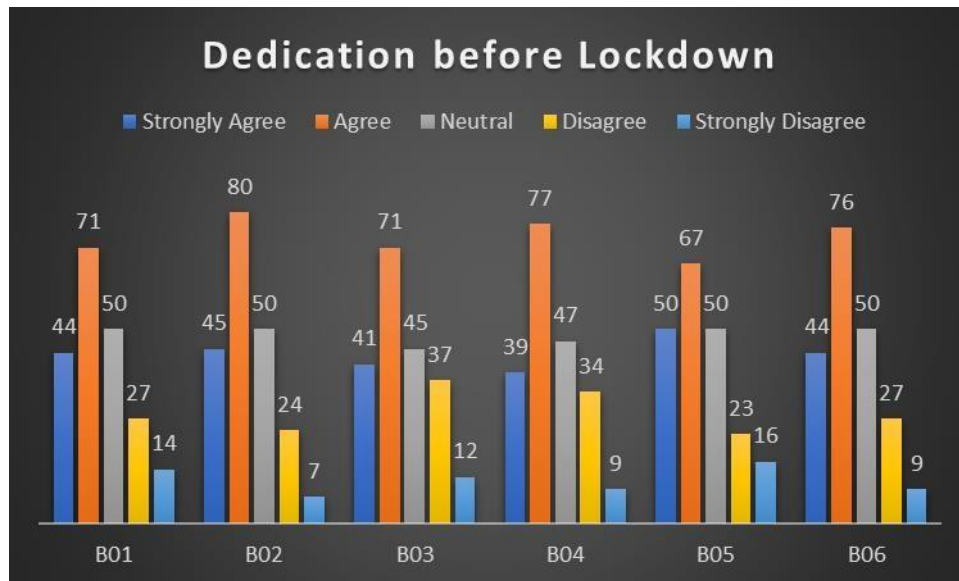
A01-A05 **Work Situation**
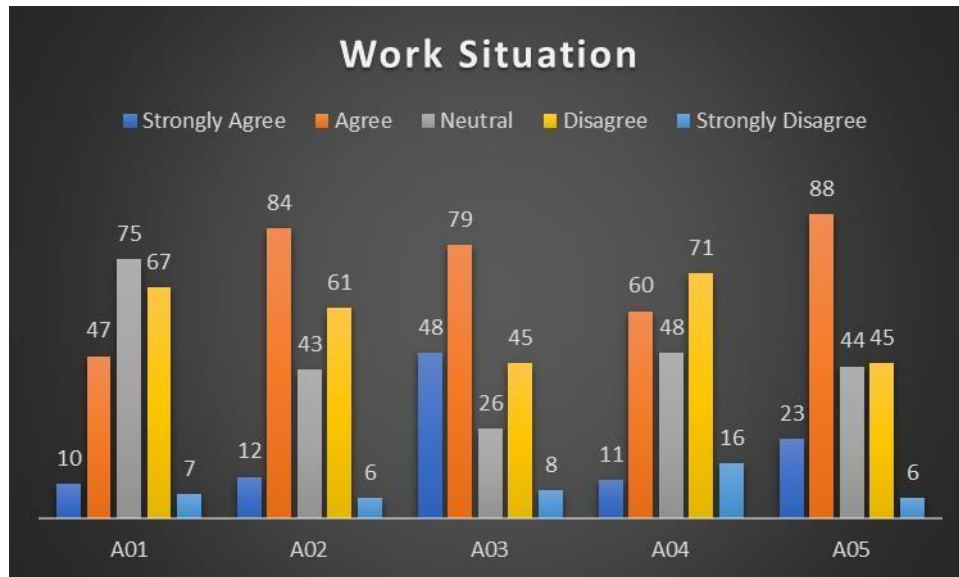
Observation: Among 206 responders on an average 20 responders strongly agree that they are in control with the situation at their work place. 71 responders agree with it. 47 stand neutral, 57 disagree on an average and 8 strongly disagree.
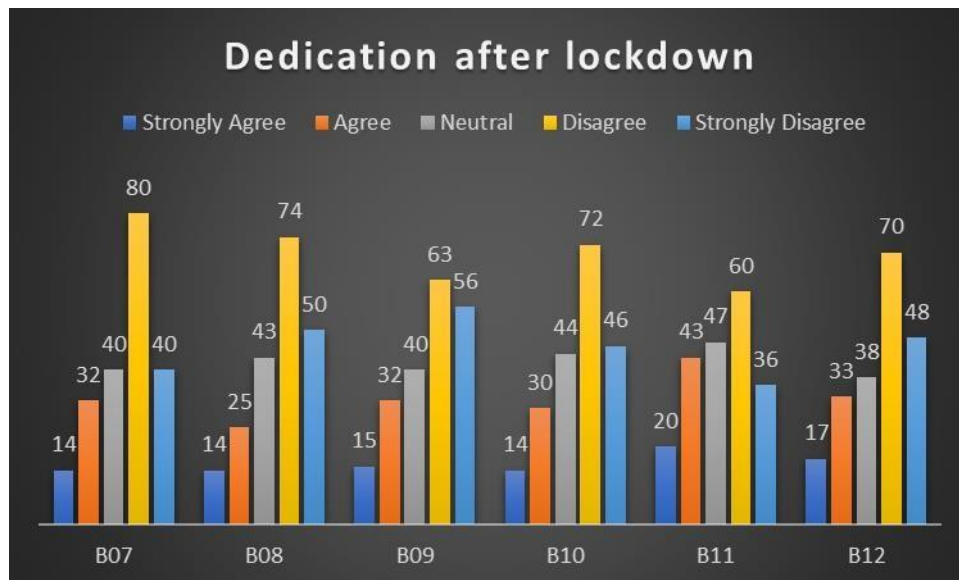
A06-A10 **Life Situation**
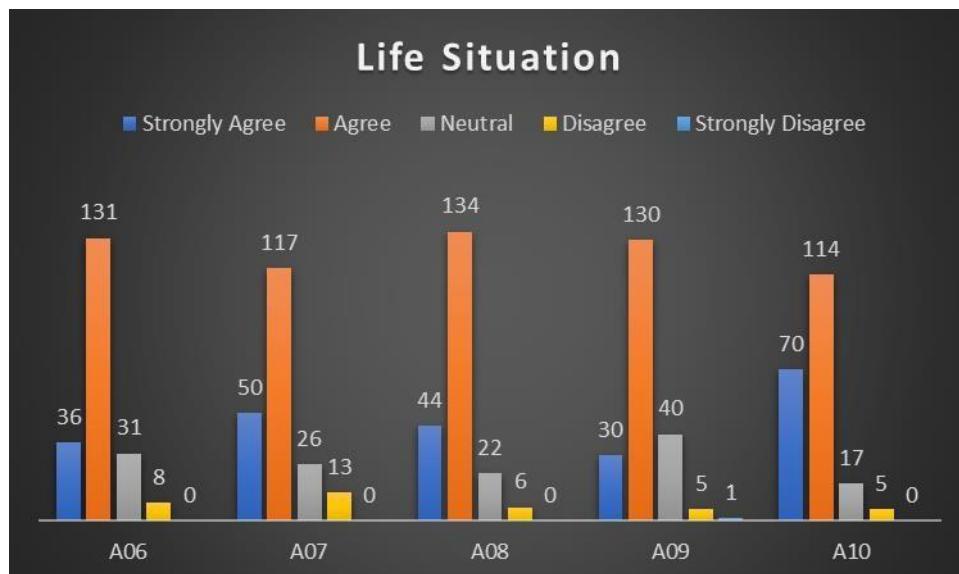
Observation: Among 206 responders on an average 46 responders strongly agree that they age good at handling situation in their life. However, on an average 125 responders agree with it, 27 stand neutral. On the other hand, 6 disagree with it and 1 strongly disagree with it.

B01-B06 **Dedication before Lockdown**

Observation: Among 206 responders on an average 43 responders strongly agree that they highly dedicated towards their work before covid-19 lockdowns. However, on an average 73 responders agree with it, 48 stand neutral. On the other hand, 28 disagree with it and 11 strongly disagree with it.

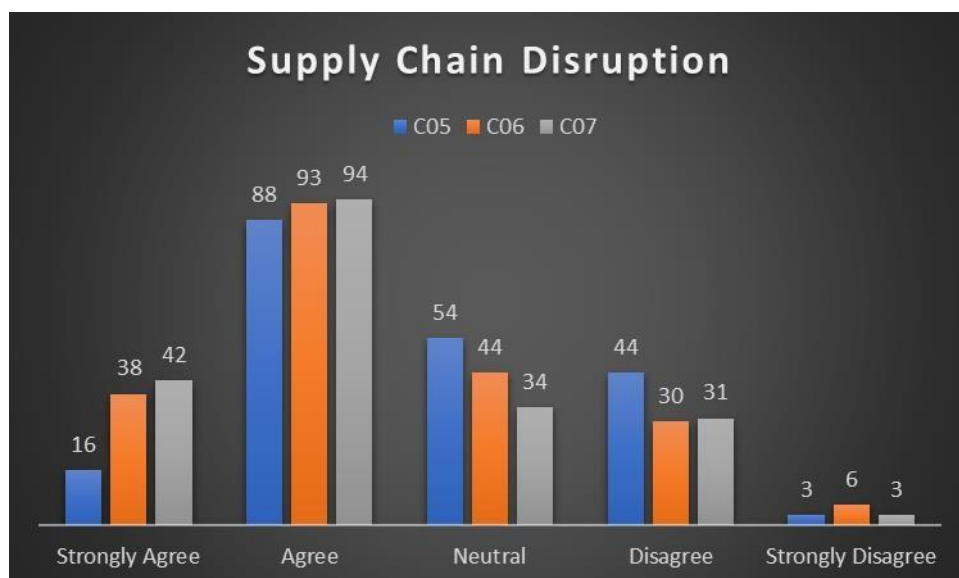B07-B12 **Dedication after lockdown**

Observation: Among 206 responders on an average 15 responders strongly agree that they highly dedicated towards their work after covid-19 lockdowns. However, on an average 32 responders agree with it, 42 stand neutral. On the other hand, 69 disagree with it and 46 strongly disagree with it.
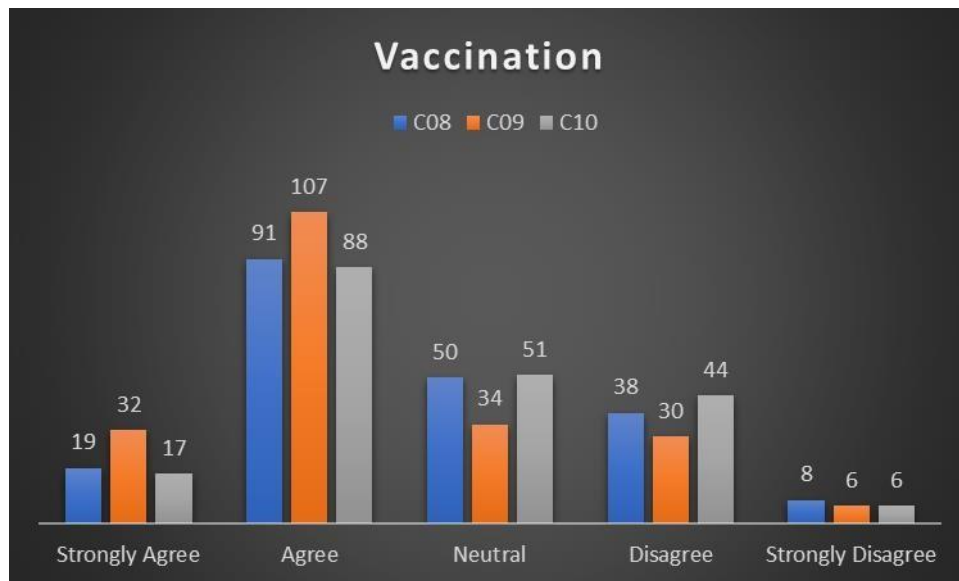
C01-C04 **Psychological Disruption**
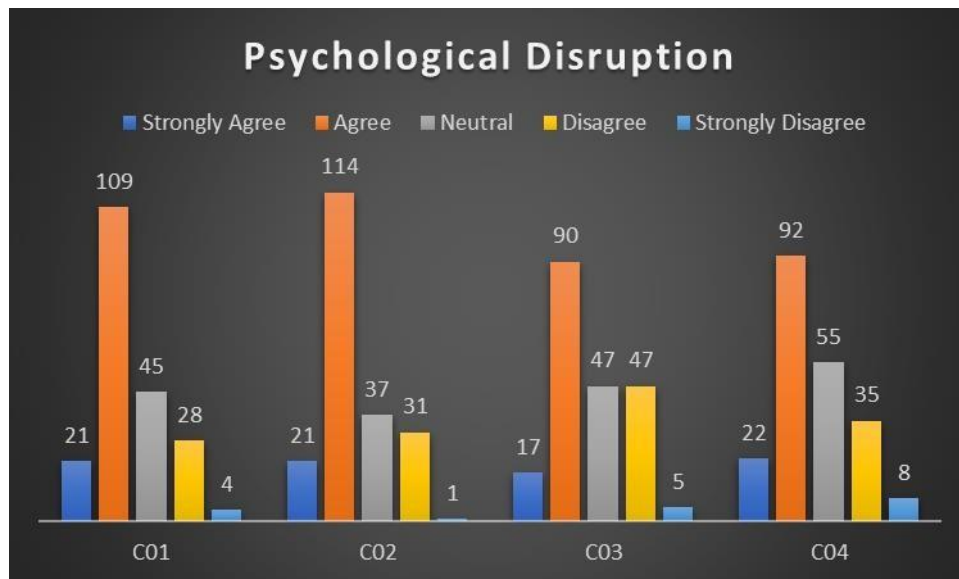
Observation: Among 206 responders on an average 20 responders strongly agree that they did experience any disruptions caused by psychological means during covid-19 lockdowns. However, on an average 101 responders agree with it, 46 stand neutral. On the other hand, 35 disagree with it and 4 strongly disagree with it.
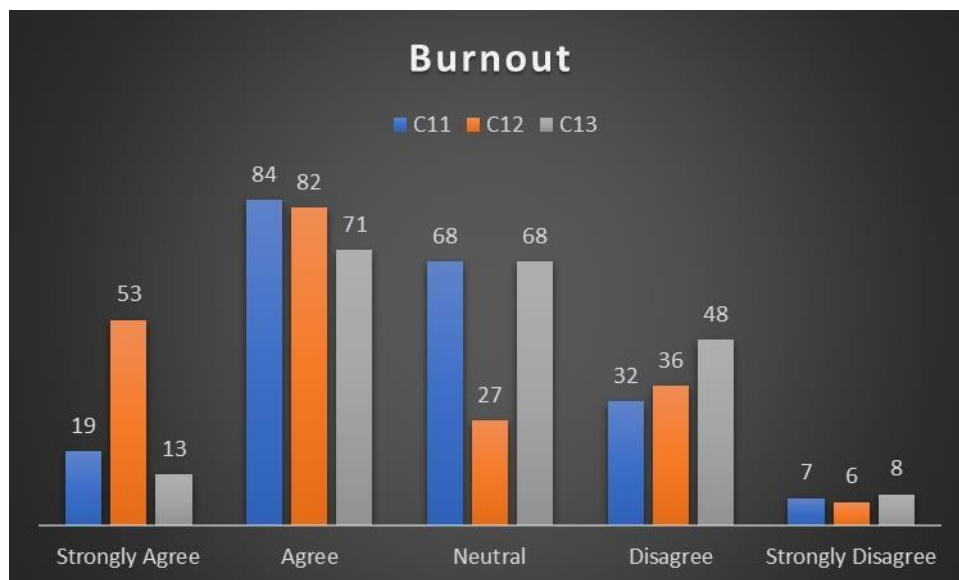
C05-C07 **Supply Chain Disruption**

Observation: Among 206 responders on an average 32 responders strongly agree that they did experience any disruptions caused by supply chain means during covid-19 lockdowns. However, on an average 91 responders agree with it, 44 stand neutral. On the other hand, 35 disagree with it and 4 strongly disagree with it.

C08-C10 **Vaccination**

Observation: Among 206 responders on an average 22 responders strongly agree that they did experience some disruptions caused by vaccination means during covid-19 lockdowns. However, on an average 95 responders agree with it, 45 stand neutral. On the other hand, 37 disagree with it and 6 strongly disagree with it.

C11-C13 **Burnout**

Observation: Among 206 responders on an average 28 responders strongly agree that they did experience some disruptions caused by burnout means during covid-19 lockdowns. However, on an average 79 responders agree with it, 54 stand neutral. On the other hand, 38 disagree with it and 7 strongly disagree with it.
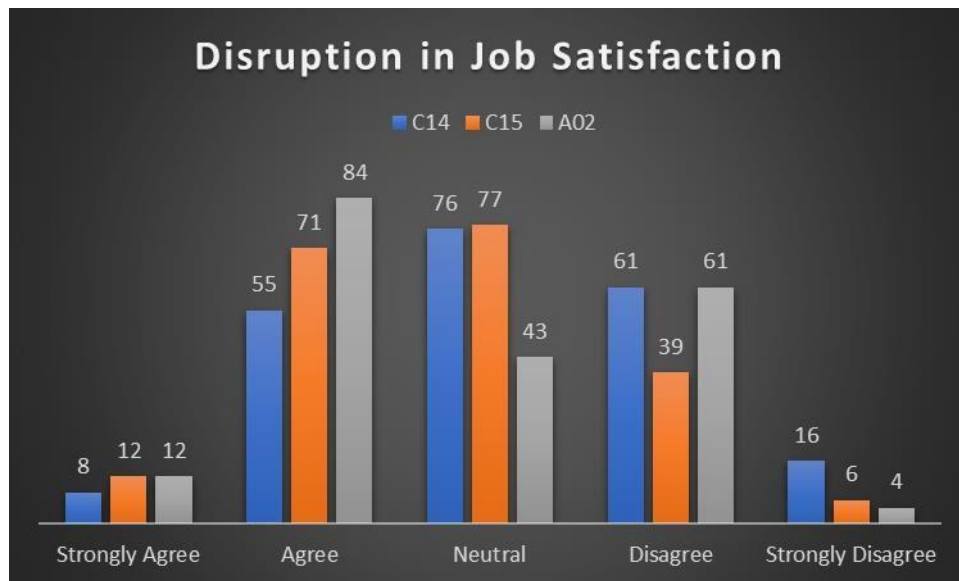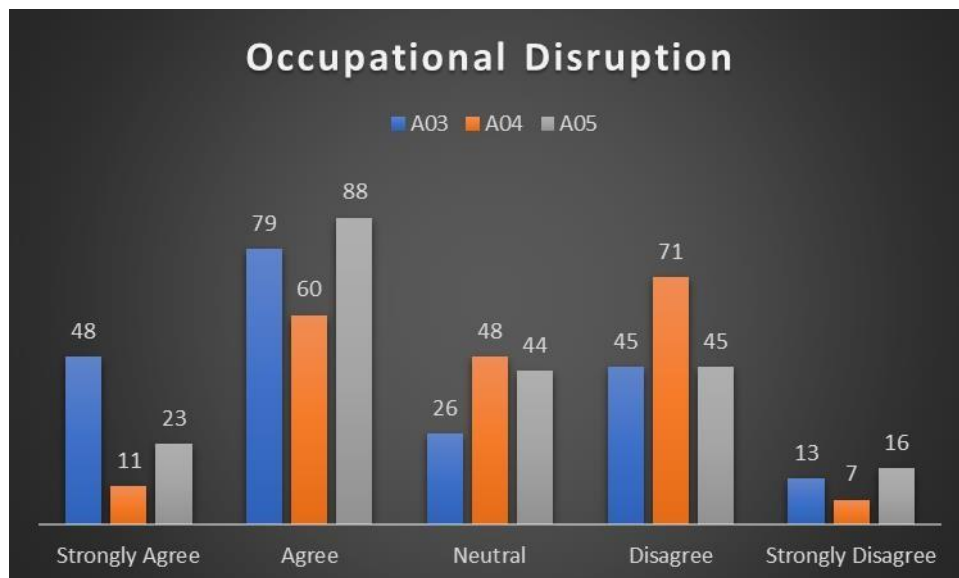
C14-A02 **Disruption in Job Satisfaction**

Observation: Among 206 responders on an average 10 responders strongly agree that they did experience some disruptions caused by burnout means during covid-19 lockdowns. However, on an average 70 responders agree with it, 65 stand neutral. On the other hand, 53 disagree with it and 8 strongly disagree with it.

A03-A05 **Occupational Disruption**

Observation: Among 206 responders on an average 27 responders strongly agree that they did experience some disruptions caused by occupational means during covid-19 lockdowns. However, on an average 75 responders agree with it, 39 stand neutral. On the other hand, 53 disagree with it and 12 strongly disagree with it.

C16-C18 **Disruption in Job Performance**

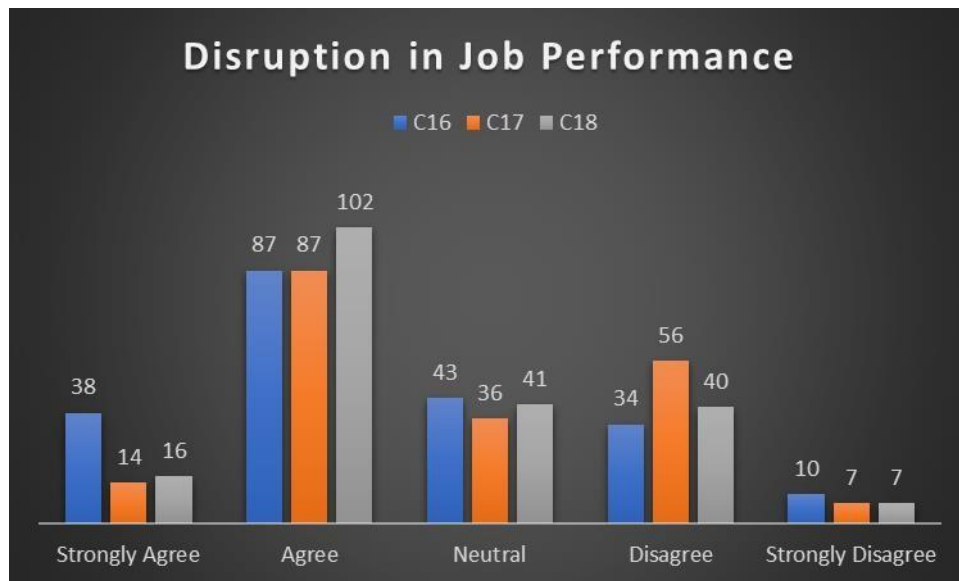**Observation:** Among 206 responders on an average 22 responders strongly agree that they did experience some disruptions caused by job performance means during covid-19 lockdowns. However, on an average 92 responders agree with it, 40 stand neutral. On the other hand, 43 disagree with it and 8 strongly disagree with it.

C19-C24 **Work Life Balance**
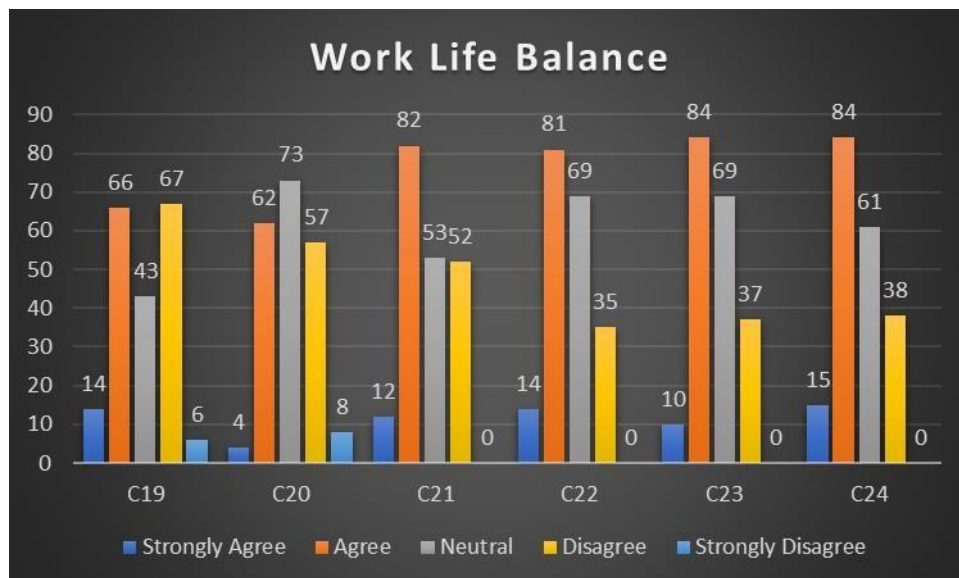
Observation: Among 206 responders on an average 11 responders strongly agree that they are okay with the way their life was and don't need any changes during covid-19 lockdowns. However, on an average 76 responders agree with it, 61 stand neutral. On the other hand, 47 disagree with it and 2 strongly disagree with it.

Hypotheses

H01: There is no significant association of work life balance among different age groups.

H02: There is no significant association of work life balance among different marital status.

H03: There is no difference between the dedication of employees before and after the covid-19 lockdowns.

H04: There is no significant impact of disruptions caused by the Covid-19 pandemic on work life balance.

Hypothesis Testing

H01: There is no significant association of work life balance among different age groups.

WORK LIFE BALANCE

		Terrible	Bad	Moderate	Good	Excellent	Total
Age	20-35	4	10	62	4	2	82
	35-50	3	7	11	73	11	105
	50-65	0	1	3	8	7	19
Total		7	18	76	85	20	206

	Value	**df**	**Asymptotic Significance (2-sided)**
Pearson Chi-Square	124.207	8	0
Likelihood Ratio	134.139	8	0
Linear-by-Linear Association	52.434	1	0
N of Valid Cases	206		

The Pearson Chi-square value or the test statistic calculated is 124.207 at 8 degrees of freedom. The Asymptotic significance value or the on one we call it p-value is .000 which is significantly less than the significance level 0.05, here it indicates that we **reject the null hypothesis** that states no significant association of work life balance among different age groups.

H02: There is no significant association of work life balance among different marital status.

WORK LIFE BALANCE							
		Terrible	Bad	Moderate	Good	Excellent	Total
Marital Status	Married	7	17	73	22	2	121
	Unmarried	0	1	3	59	11	74
	Widowed	0	0	0	4	2	6
	Divorce	0	0	0	0	5	5
Total		7	18	76	85	20	206

|	**Value**	**df**	**Asymptotic Significance (2-sided)**
Pearson Chi-Square	158.821	12	0
Likelihood Ratio	154.469	12	0
Linear-by-Linear Association	83.879	1	0
N of Valid Cases	206		

The Pearson Chi-square value or the test statistic calculated is 158.821 at 12 degrees of freedom. The Asymptotic significance value or the on one we call it P-value is .000 which is less than the significance level 0.05, this indicates that we **reject the null hypothesis** that states no significant association of work life balance among different marital status.

H03: There is no difference between the dedication of employees before and after the covid-19 lockdowns.

Mean	Std. Deviation	Lower	Upper	Sig. (2-tailed)
6.06796	4.03947	5.51307	6.62286	0.000

The mean is 6.06796 is the sample mean of the differences between dedication towards work before and after covid- 19 lockdowns, the standard deviation 4.039 is the measure of variation obtained from the difference of the two paired scores at 95% confidence interval. The p-value is 0.000 which is significantly less than the of significance level 0.05, here it implies the **rejection of the null hypothesis** and we conclude that there is a difference in dedication of employees before and after the covid- 19 lockdowns.

H04: There is no significant impact of disruptions caused by the Covid-19 pandemic on work life balance.
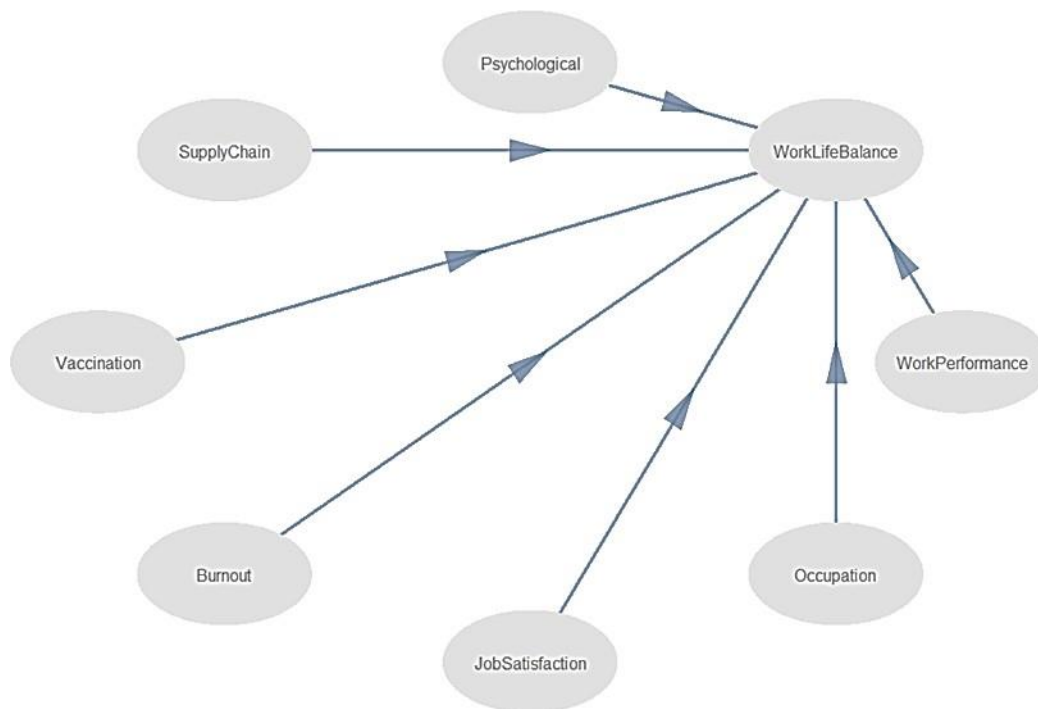
Validity of the Instrument

It is calculated in Cronbach alpha. Validity for the questions related to the factor 'Psychological' was calculated to be 0.776. Cronbach Alpha for the factor 'Supply Chain' was calculated to be 0.742. Cronbach Alpha for the factor 'Vaccination' was calculated to be 0.802. Cronbach Alpha for the factor 'Burnout' was calculated to be 0.762. Cronbach Alpha for the factor 'Job Satisfaction' was calculated to be 0.671. Cronbach Alpha for the factor 'Occupation' was calculated to be 0.736. Cronbach Alpha for the factor 'Work Performance'

was calculated to be 0.76. Cronbach Alpha for the factor 'Work Life Balance' was calculated to be 0.0.852. It was calculated on the software 'RStudio'.

Here all the items have Cronbach Alpha close to or above 0.7; therefore, the acquired data have internal consistency. The AVE (Average Variance Extracted) is the quantity of variance that is captured by the construct with relation to the quantity of variance due to measurement error. Factor 'Psychological' has an AVE of 0.599. Factor 'Supply Chain' has an AVE of 0.568. Factor 'Vaccination' has an AVE of 0.717. Factor 'Burnout' has an AVE of 0.678. Factor 'Job Satisfaction' has an AVE of 0.603. Factor 'Occupation' has an AVE of 0.654. Factor 'Work Performance' has an AVE of 0.674. Factor 'Work Life Balance' has an AVE of 0.640. Here all the items have AVE > 0.5, hence it means these factors are valid.

The coefficient of determinant (R^2) explains how much percentage of variance does independent variable has contributed to dependent variable. 'Work Life Balance' has a R^2 of 0.608. R^2 is always calculated on dependent variable, here Work Life Balance is dependent variable and remaining is independent variable. dependent variable also called as Endogenous variable. R^2 always lie between 0 to 1. In this study R^2 is high therefore it indicates good model. Loading tell the percentage (%) of amount which a particular construct has contributed towards the variable.

Loadings should be greater than 0.6/0.7 as stated by Dr. Richard Haier, here all the manifested variables have their loading value greater than 0.6.

Variables	Constructs	Loadings
Psychological	I was mentally stable during the pandemic.	0.806
	I was fearless regarding the pandemic.	0.823
	I was hopeful for the brighter tomorrow.	0.676
	I was getting used to the new normal.	0.782
Supply Chain	The accepted fluctuation in price of goods and services with ease.	0.781
	There was optimum supply of goods and services to satisfy my needs.	0.814
	I was hoarding goods to outrun inflation.	0.768
	I sanitised the goods before using them.	0.637
Vaccination	I was waiting for the vaccine to develop.	0.839
	I believe in the power of vaccine to protect me.	0.842
	I feel safer after being vaccinated.	0.858
Burnout	I was not experiencing prolonged fatigue.	0.769
	I was not experiencing any cardiovascular disorders.	0.884
	I am not on any type of anti-depressant medication.	0.813
Job satisfaction	I like the work culture of my work place.	0.783
	I have a healthy relationship with my co-workers.	0.778
	I have a good grasp and I am able to execute the task assigned to me.	0.768
Occupational	I have job security and can see opportunities in my job.	0.787
	I am satisfied with the salary I receive.	0.865
	I was good at adapting the new way of work.	0.771

Work performance	My 360-degree feedback is good.	0.825
	I often self-evaluate my work and am good at it.	0.857
	I use checklists while working for proper and timely execution of my task.	0.778
Work life Balance	My work place and my life is close to my ideal.	0.629
	I experience excellent working conditions as well as in my life.	0.682
	My work and life are both satisfactory.	0.882
	Speaking in macro I have almost every important thing in my life and work.	0.896
	I would change almost nothing in my life if I get to live it again.	0.871

Assessment of Inner model (structural model)

Usually, it is the case that the structural model is examined by using coefficient of determination (R^2 value). The strength of a model can be determined by the variance explained by exogeneous variable of the endogenous variable. If the values are between 0.19 and 0.33 it is a weak model. If the values are between 0.33 and 0.67 it is direct, and if the value exceeds 0.67 then it is a good model. According to the table below our model is direct, which back almost 60.8% of the variance of work-life balance.

Construct	R^2	Results
Work Life Balance	0.608	Direct

	Psychological	Supply Chain	Vaccination	Burnout	Job Satisfaction	Occupation	Work Performance	Work Life Balance
Psychological	1	0.66	0.495	0.325	0.416	0.284	0.274	0.475
Supply Chain	0.66	1	0.712	0.539	0.566	0.416	0.344	0.596
Vaccination	0.495	0.712	1	0.648	0.606	0.444	0.424	0.584
Burnout	0.325	0.539	0.648	1	0.672	0.514	0.502	0.558
Job Satisfaction	0.416	0.566	0.606	0.672	1	0.684	0.558	0.639
Occupation	0.284	0.416	0.444	0.514	0.684	1	0.644	0.576
Work Performance	0.274	0.344	0.424	0.502	0.558	0.644	1	0.638
Work Life Balance	0.475	0.596	0.584	0.558	0.639	0.576	0.638	1

Sr. No.	Individual Hypothesis		perc.025	perc.975	Result
1	Psychological -> Work Life Balance		0.00759	0.217	Rejected
2	Supply Chain -> Work Life Balance		0.07942	0.342	Rejected
3	Vaccination -> Work Life Balance		0.05073	0.211	Rejected
4	Burnout -> Work Life Balance		0.0802	0.191	Rejected
5	Job Satisfaction -> Work Life Balance		0.0109	0.299	Rejected
6	Occupation -> Work Life Balance		0.0924	0.201	Rejected
7	Work Performance -> Work Life Balance		0.22205	0.497	Rejected

There is no significant impact of disruptions caused by the Covid-19 pandemic on work life balance.
If 0 lies between upper percentage and lower percentage then Null Hypothesis will be accepted. In the Hypothesis 1 lower percentage is 0.00759 and higher percentage is 0.217. 0 does not

exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of psychological disruptions caused on work life balance by the Covid-19 pandemic**.

In the Hypothesis 2 lower percentage is 0.07942 and higher percentage is 0.342. 0 does not exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of supply chain related disruptions caused on work life balance by the Covid-19 pandemic**.

In the Hypothesis 3 lower percentage is 0.05073 and higher percentage is 0.211. 0 does not exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of vaccination related disruptions caused on work life balance by the Covid-19 pandemic**.

In the Hypothesis 4 lower percentage is -0.0802 and higher percentage is 0.191. 0 does not exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of burnout related disruptions caused on work life balance by the Covid-19 pandemic**.

In the Hypothesis 5 lower percentage is -0.0109 and higher percentage is 0.299. 0 does not exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of job satisfaction related disruptions caused on work life balance by the Covid-19 pandemic**.

In the Hypothesis 6 lower percentage is 0.0924 and higher percentage is 0.201. 0 does not exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of occupation related disruptions caused on work life balance by the Covid-19 pandemic**.

In the Hypothesis 7 lower percentage is 0.22205 and higher percentage is 0.497. 0 does not exists between higher and lower percentage. Hence, null hypothesis is **rejected**. Therefore, **there is significant impact of work performance related disruptions caused on work life balance by the Covid-19 pandemic**.
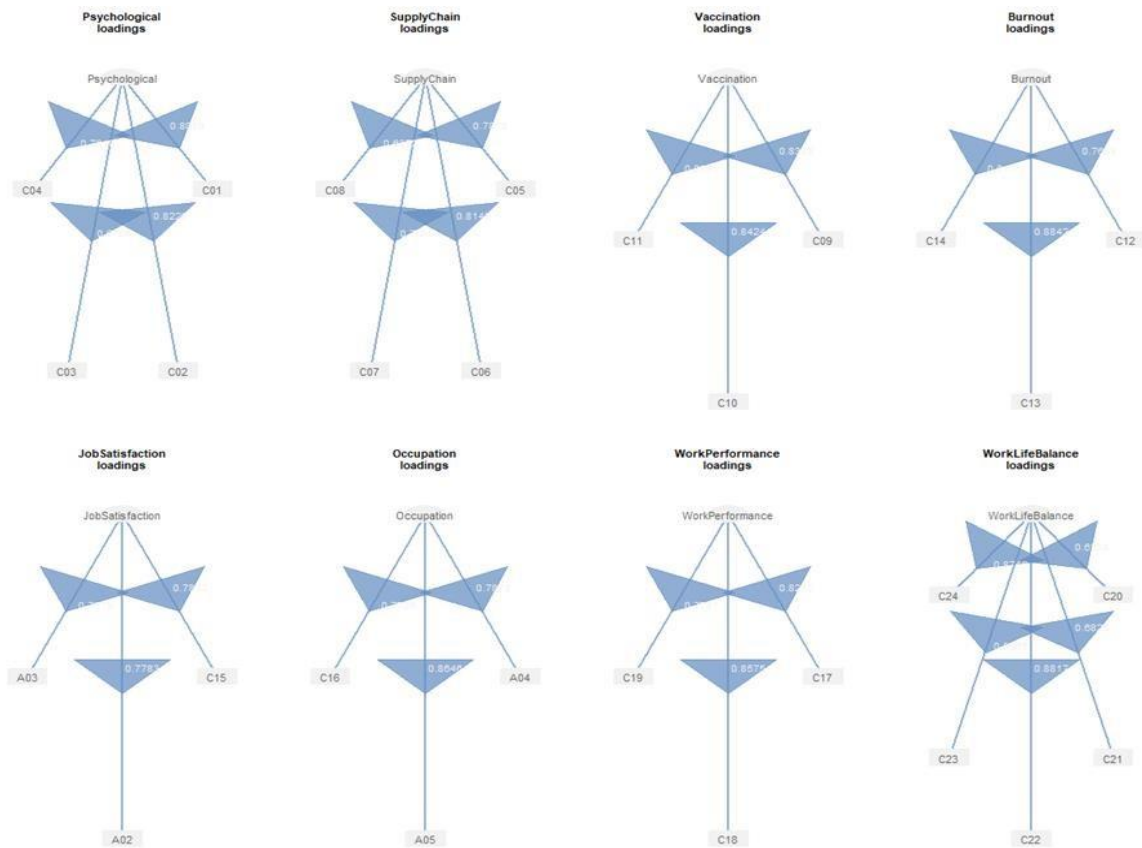
Findings

- The study discovered a significant association of work life balance among different age groups.
- The study observed a significant association of work life balance among different marital status.
- The study noticed that there is a difference in dedication of employees before and after the covid- 19 lockdowns.
- The study discovered that there is significant impact of psychological disruptions caused by the Covid-19 pandemic on work life balance.
- The study discovered that there is significant impact of supply chain related disruptions caused by the Covid-19 pandemic on work life balance.
- The study discovered that there is significant impact of vaccination related disruptions caused by the Covid-19 pandemic on work life balance.
- The study discovered that there is significant impact of burnout related disruptions caused by the Covid-19 pandemic on work life balance.
- The study discovered that there is significant impact of job satisfaction related disruptions caused by the Covid-19 pandemic on work life balance.
- The study discovered that significant impact of occupation related disruptions caused by the Covid-19 pandemic on work life balance.
- The study discovered that there is significant impact of work performance related disruptions caused by the Covid-19 pandemic on work life balance.

Conclusion

So, it can be concluded that with maturity work life balance increases and a married human is seen to be doing well at balancing work and life. The frequent and major switch in the way of work left the employees less dedicated toward their work. Since most of the responders are middle aged it was difficult for them to do so. The psychological disruptions made a serious dent in the work life balance of employees. The disturbance in supply chain had its share in destabilizing the work life balance. The vaccine caused major toll on both work and life since the vaccinated staff was recalled for work and getting vaccine was just difficult. The overload of work during lockdown and catching up after lockdown made employees to burnout hence further destabilizing the work life balance. The type of work that actually needs in person interaction was just unsettling and reduced job satisfaction ultimately messing with work life balance. The work performance was affected as their resources and facilities were not always available to the employees.

There should never be work life balance. Work is a proportion of life. The reason work becomes out proportionate is because of the trend of being miserable. When there is nothing to suffer or be miserable about in present, people start to suffer for what is already done or what might happen. The urge to fight the battles of possible future requires abnormal number of resources. The demand for this extra resource is squeezed form other aspects of life and diverted towards work. This is the core cause of work life imbalance.

References
1. Anis Eliyana, S. M. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*.
2. Bakkeli, N. Z. (2021). Health, work, and contributing factors on life satisfaction: A study in Norway before and during the COVID-19 pandemic. *SSM - Population Healt*.
3. Bhumika. (2020). Challenges for work–life balance during COVID-19 induced nationwide lockdown: exploring gender difference in emotional exhaustion in the Indian setting. *Gender in Management: An International Journal*.
4. Deirdre Anderson, C. K. (2020). Enforced remote working and the work-life interface during lockdown. *Gender in Management: An International Journal*.
5. Denise Albieri Jodas Salvagioni, F. N. (2017). Physical, psychological and occupational consequences of job burnout: A systematic review of prospective studies. *PLOS ONE*.
6. Eli Ayawo Atatsi, J. S. (2018). Factors affecting employee performance: a systematic literature review. *Journal of Advances in Management Research*.
7. Gabriela Rusua, S. A.-A. (2015). Organizational Context Factors Influencing Employee Performance Appraisal: A Research Framework. *Procedia - Social and Behavioral Sciences*.
8. Mukhopadhyay, U. (2022). Impact of Covid-19 pandemic on academic performance and work-life balance of women academicians. *Asian Journal of Social Science*.
9. Pan Zhang, S. C. (2022). Association between workplace and mental health and its mechanisms during COVID-19 pandemic: A cross-sectional, population-based, multi-country study. *Journal of Affective Disorders*.

10. Tait D. Shanafelt, L. N. (2015). Changes in Burnout and Satisfaction With Work-Life Balance in Physicians and the General US Working Population Between 2011 and 2014. *Mayo Clin Proc.*