

| RESEARCH ARTICLE**Paper Title:****THE TRAJECTORY OF A DECADE OF RESEARCH ON WORK-LIFE BALANCE: A BIBLIOMETRIC ANALYSIS****Muna Abdul Kadar¹ and Kalidas M.G²**

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| ABSTRACT

Work-life balance, the harmony between professional responsibilities and personal well-being has become a crucial component of contemporary life. People try to balance the demands of their work obligations with their desire for a satisfying personal life in the ever-changing world of work and employment. The study's main aim is to unravel the intricate paths that scholarly investigations in the field have taken over the past decade 2013-2023.

| KEYWORDS

Work-life balance, Job Satisfaction, Work stress, Work-life Conflict, Bibliometric Analysis

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Work-life balance, the harmony between professional responsibilities and personal well-being has become a crucial component of contemporary life. People try to balance the demands of their work obligations with their desire for a satisfying personal life in the ever-changing world of work and employment. The study's main aim is to unravel the intricate paths that scholarly investigations in the field have taken over the past decade 2013-2023. The study analyses articles that contain specific keywords such as "Work-life balance", "job satisfaction", "work stress", and "work-life conflict". Using Scopus as a data source, 719 articles published in the past decade (2013-2023) were used. A bibliometric approach using R- Studio BiblioShiny software and VOS Viewer was used to analyse the trajectories in Work-life balance research studies. This study serves as a valuable resource for researchers, practitioners, and policymakers seeking to study and contribute to this critical area of study. The study identifies and proposes potential opportunities for further studies in the Work-life balance research area. This study provides useful insights to potential researchers.

Introduction:-

Work-life balance, the harmony between professional responsibilities and personal well-being has become a crucial component of contemporary life. The working-class people find it difficult to strike a balance between work life and personal life. (Kuzior & Sira, 2022) In light of the increasing diversity of family structures found in the workforce in the new century, human resource professionals need to gain a deeper understanding of the interaction between work and family and how it affects the workplace. The need to strike a balance between "work" and "life" is becoming more widely recognized, and this is crucial for organizational and individual effectiveness. (Bahrami et al., 2023) According to some scholars, balance involves allocating the same amount of time, effort, and devotion to work and non-work responsibilities. (Opoku et al., 2023) Others opine that a person's circumstances determine their level of equilibrium. (Ferreira & Gomes, 2023) Work-life balance is the degree of contentment one has with their work role and personal life. The dynamics of Work-life balance has been altered due to the changes in social needs, technological changes and personal expectations. (Schongen, 2023) Ensuring employee's work-

life balance issues has become a crucial strategic requirement for any organization. Some embrace the mindset of "living to work," placing work at the center of life, while others adopt the concept of "working to live," viewing work as the goal.(Akhavan et al., 2016) Each person has a different ideal balance between work and life, and the rules and procedures that an employer can implement will largely depend on the organizational environment in which staff members are employed.(Mashavira et al., 2023) Women in particular need to manage WLB because, historically and for the foreseeable future, many of them will still be expected to fulfil the role of homemaker. Thus, it's critical to take into account how modifications to work schedules and organizational structures impact Work-life balance. This study has employed the R studio BiblioShiny package and VOS Viewer to visualize the bibliometric analysis and to give an overview of the studies in the field of work-life balance.

Objectives:-

The study employs a bibliometric approach to analyse the current state of knowledge in work-life balance studies and to comprehend their conceptual structure. The main objectives are:

1. To analyse the area's intellectual progression and knowledge base
2. To investigate the recent developments of author collaboration and present research developments in the field of study.

Research Methodology:-

Bibliometric analysis provides insights into the factors that strengthen the contribution of studies in a research area and guide scholars toward producing impactful studies(Akhavan et al., 2016). Work-life balance is almost a necessity in today's competitive and challenging workplace. To maintain a healthy work-life balance, it is imperative that the employee's work life and personal life needs to be in a state of equilibrium. Using the Scopus database, we have analysed the studies published on work-life balance using bibliometrics. This database contains social science literature. The primarysource of input data for BiblioShiny software is the Scopus database. The open-source bibliometric software BiblioShiny 4.1 from RStudio and VOS Viewer was used to perform bibliometric analysis. The supremacy of BiblioShiny lies in the fact that, in comparison to other bibliometric tools, it provides a full suite of statistical techniques and visualizations that enable performance analysis and conceptual mapping of the field of study. Further, unlike VOS viewer or Cite space, BiblioShiny is made available as an open-source R package. This software is freely available and was developed by Massimo Aria from the University of Naples Federico.

We searched for the term: "Work life balance" filtered by Scopus Database categories = (Business. Management and Accounting) and Document type = (Article), Language= (English), Keyword search =(“Work-life balance”, “Work-life conflict”, “Job satisfaction”, “work stress”). The articles published from 2013-2023 is covered under the study. The initial search showed 9,933 numbers of articles and it was further reduced by filtering the above-mentioned categories to restrict the large number of articles to a small sample size inclusive of the nature of work-life balance. As a result, a sample size of 719 articles was obtained. Thus, in this study 719 articles have been analysed. The objective of the literature study is to use the R studio BiblioShiny software to analyse and visualize the bibliometric network. This software has the ability to create shared results of network-based publications, authors and journal maps.

Result Analysis:-

Annual Scientific Production

Figure 1 shows the number of publications in Work-life balance study area from 2013-2023. It reveals that from 2013-2023, the number of articles in the Work-life balance area has significantly increased. There is a noticeable increase in the number of articles over the last decade, with a significant jump from 2019-2020, and a continued rise in 2021 and 2022. The peak in 2023, with 134 articles, suggests a substantial growth in publication during the year.

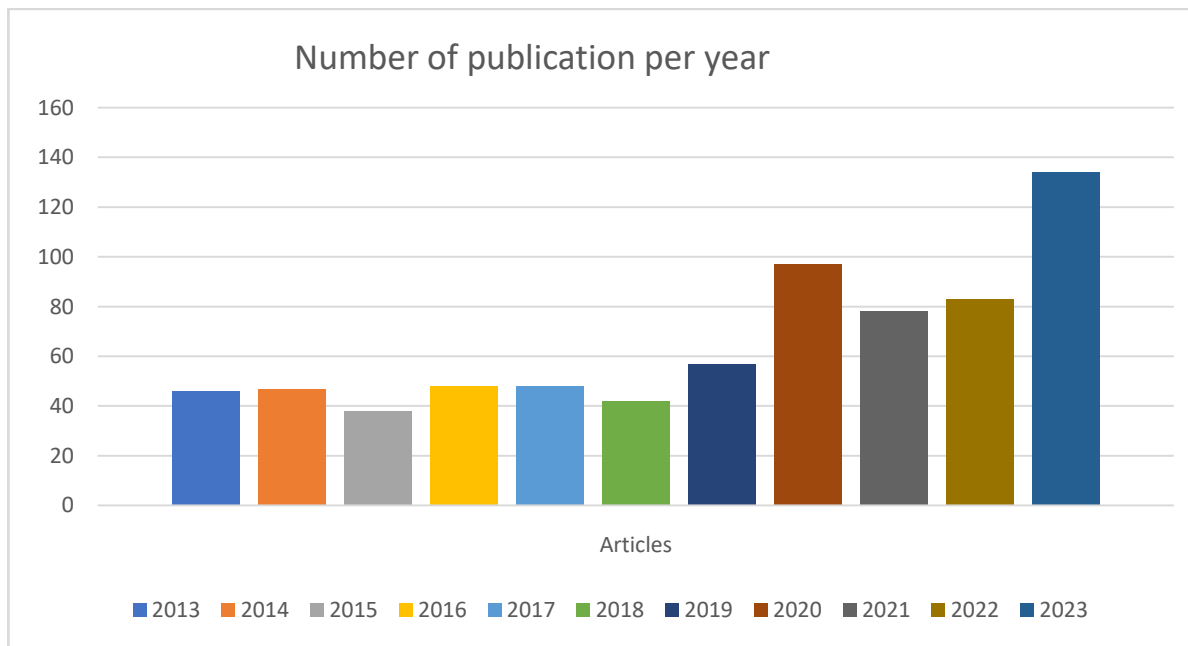


Figure 1: Annual Scientific Production

Sources Citation Of Work-Life Balance

Table 1 shows the sources citation of work -life balance. The table shows that the International Journal of Human Resource Management and Work, Employment and Society are frequently cited. This indicates their prominence in the research on work-life balance. The International Journal of Human Resource Management stands out with the highest number of articles (25), followed by Work, Employment and Society(23) and Gender, Work Organisation (16). Researchers may find these sources valuable when exploring or contributing to the work-life balance literature.

TABLE 1: SOURCES CITATION OF WORK-LIFE BALANCE

Sources	Articles
INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT	25
WORK, EMPLOYMENT AND SOCIETY	23
GENDER, WORK AND ORGANIZATION	16
EMPLOYEE RELATIONS	12
PERSONNEL REVIEW	12
HUMAN RESOURCE MANAGEMENT INTERNATIONAL DIGEST	11
INDUSTRIAL AND COMMERCIAL TRAINING	10
INTERNATIONAL JOURNAL OF MANPOWER	10
SA JOURNAL OF HUMAN RESOURCE MANAGEMENT	10
NEW TECHNOLOGY, WORK AND EMPLOYMENT	9
PRABANDHAN: INDIAN JOURNAL OF MANAGEMENT	9
EQUALITY, DIVERSITY AND INCLUSION	8
GENDER IN MANAGEMENT	8
HUMAN RELATIONS	7

Country Citation Of Work-Life Balance

Figure 2 shows the country citation of work-life research. United Kingdom tops the list with highest number of citations (2232) followed by USA (1812) and Australia (1757). This indicates the level of research studies and significance of each country's contributions to the field of work-life balance.

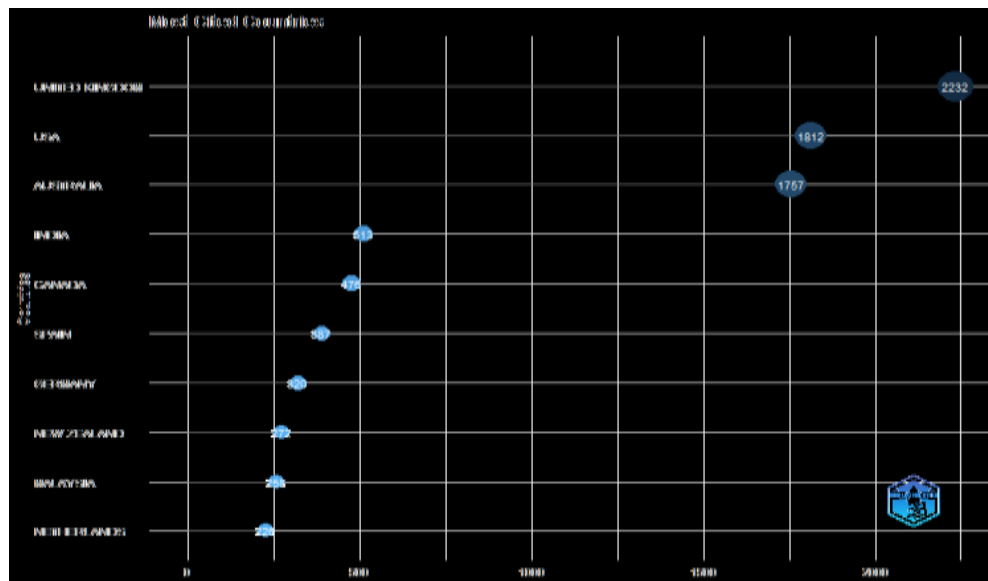


FIGURE 2: COUNTRY CITATION OF WORK-LIFE BALANCE

Most Global Cited Documents:

Figure 3 shows the most global cited documents in the area of work-life balance. The citations reflect the impact and recognition these studies have received within the area of study, highlighting their significance in the field of work-life balance. HAAR JM publication in 2014 has achieved significant recognition within the academic community, accumulating 447 citations globally, followed by Felstead A in 2017 and Grant CA in 2013 with citation counts of 398 and 258 respectively.

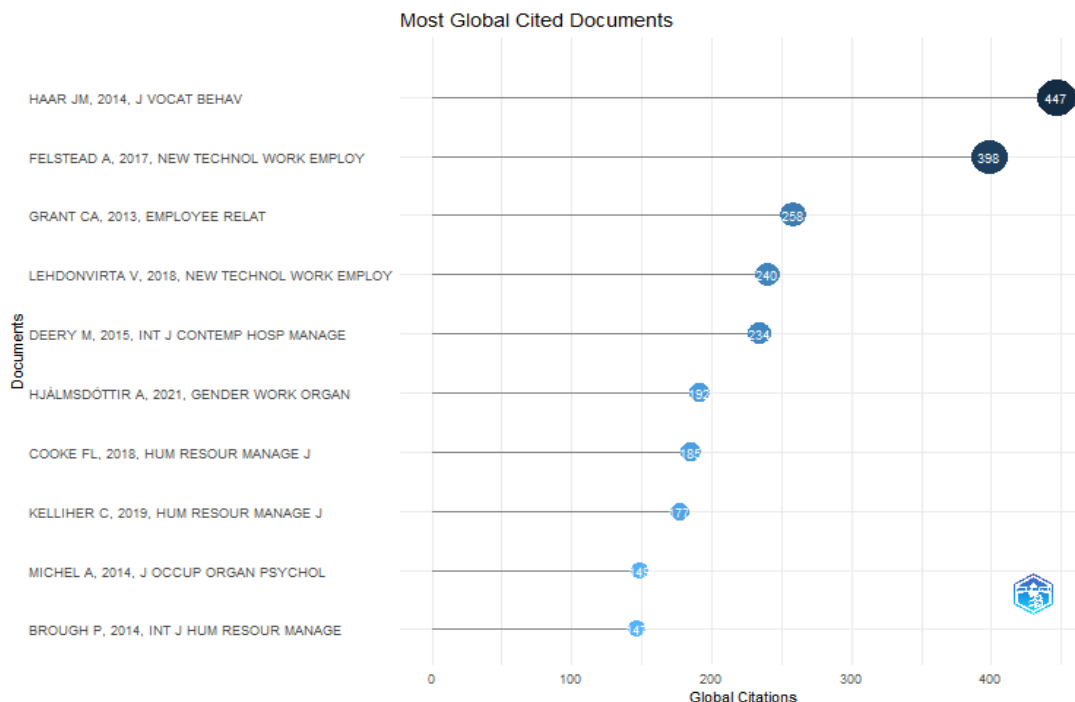


FIGURE 3: MOST GLOBAL CITED DOCUMENTS

Most Relevant Authors :

Table 2 shows the top 10 most influential authors, their publication counts, and impact factors in the work-life balance area. Pasamar S secured the highest number of articles published with 17 articles in the field, and has the highest impact factors, an h index of 6 and g index of 8. Baral R and Kalliath T follow the second and third position with 6 and 5 publications counts respectively.

Sl. No	Name of Authors	Articles	h_index	g_index
1.	Pasamar S	8	6	8
2.	Baral R	6	4	5
3.	Kalliath T	5	4	4
4.	Smith KT	4	4	4
5.	Brough P	4	3	3
6.	Cassell C	4	3	3
7.	Chan XW	4	3	3
8.	Coetzee M	4	3	3
9.	Den Dulk L	3	3	4
10.	Grant CA	3	3	3

TABLE 2: MOST RELEVANT AUTHORS

CO-OCCURRENCE ANALYSIS – ALL KEYWORDS :-

Figure 4 shows the Co-occurrence analysis of All keywords. There are 2641 keywords at one threshold but at 5 thresholds only 143 keywords align. The connected keywords form 10 clusters. The first cluster had 36 items while the last cluster had only 1 item. Work-life balance has the biggest node, and all the keywords are densely clustered. The keywords that stand out the most include emotional commitment, flexible work schedules and careers. Table 3 shows the top 5 author's keywords are “work-life balance”, “job satisfaction”, “workplace”, “employment”, “working conditions”. “Work-life balance” is the most frequently used word with a frequency of 90 followed by job satisfaction appearing 28 times.

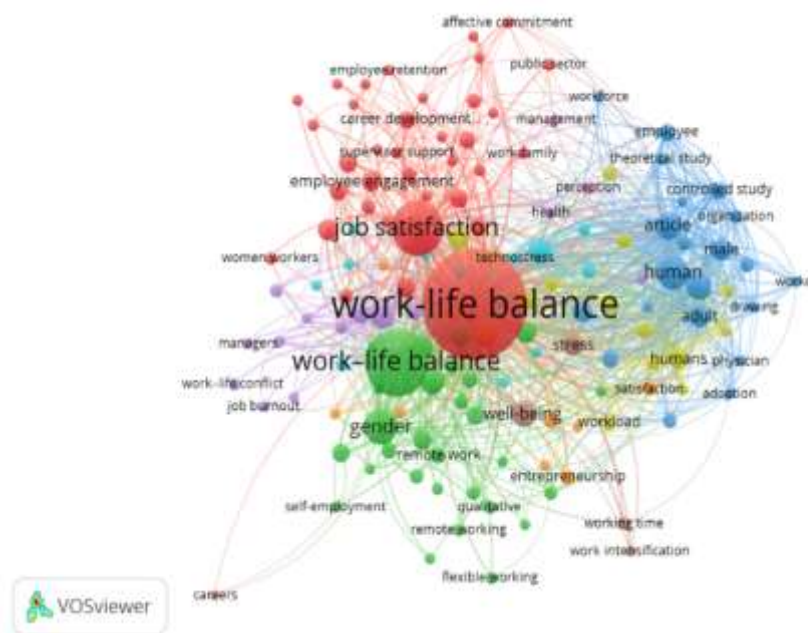


FIGURE 4: ALL KEYWORDS

TABLE 3: TOP 5 AUTHOR KEYWORDS

Words	Occurrences
work-life balance	90
job satisfaction	28
workplace	27
employment	20
working conditions	14

CO-WORD ANALYSIS :

Co-word analysis examines the present or potential future relationship between topics in a research field by focusing on the publication's written content (Donthu et al., 2021). Figure 5 shows the co-occurrence of keywords that represents the future research paths in the area of work-life balance. The connected keywords in the figure forms 10 clusters. The first cluster has 22 items while the 10th cluster had 7 items. The keyword Woman and job satisfaction has the biggest node and is clustered densely with work engagement, work life conflict, retention, stressor, covid.

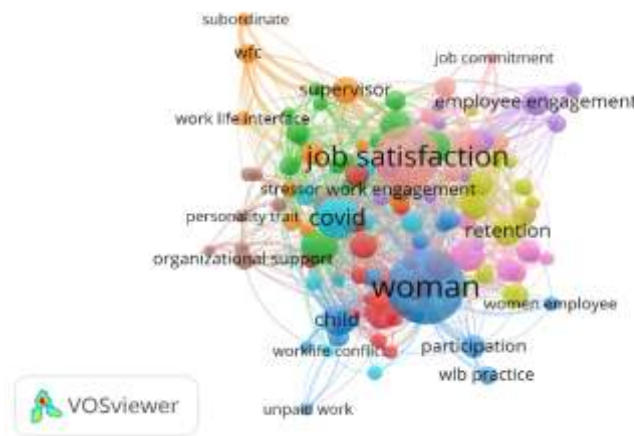


FIGURE 5: CO-WORD ANALYSIS

BIBLIOGRAPHIC COUPLING

Bibliographic coupling analyses the relationships among the citing publications to understand the periodical or present development of themes in a research field. (Donthu et al., 2021) The threshold for the analysis was set as 5 minimum citations, out of the 719 documents, 423 meets the threshold limit. Figure 6 shows the bibliographic coupling of documents on work-life balance. The red and blue nodes in the map are densely clustered and have high bibliographic connections as they depict major thematic concentrations.

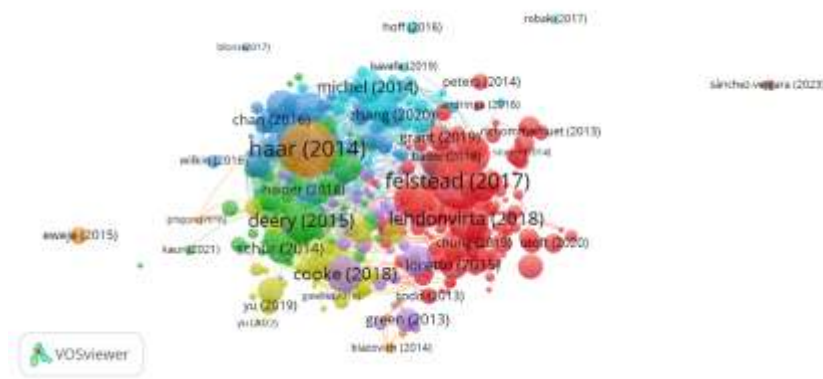


FIGURE 6: BIBLIOGRAPHIC COUPLING

Findings and Conclusion:-

Researching work-life balance attracts the attention of researchers worldwide to reach a holistic view. The number of publications on work-life balance has significantly increased in the past decade. Based on 719 articles published between 2013 to 2023, prominent overview of work-life balance was presented. The bibliometric analysis was carried out on this trend using RStudio Packages tool BiblioShiny, and VOS Viewer. The data for analysis was extracted from Scopus database, and 719 articles were selected as samples for research. The analysis of publications suggested a substantial growth of publications in work-life balance area. So, the citation of work-life balance revealed that International Journal of Human Resource Management and Work Employment and Society are the frequently cited journals. Country analysis revealed that UK has the highest number of citations (2,232) followed by USA (1,812) and Australia (1,757). The most globally cited document in work-life balance field is HAARJM's publication with 447 citations globally. PASAMARS secured highest number of articles published with 17 articles in the field with highest impact factor. Keyword analysis revealed that the most frequently used authors' keywords are work-life balance, job satisfaction. Work-life balance and job satisfaction appeared 90 and 28 times respectively. Co-word analysis showed the relationship between words in the work-life balance research. Bibliographic coupling shows the coupling of documents on work-life balance. The growth in the last decade of studies indicates an increasing interest and focus in the work-life balance area. As the area is still developing, there is a need for further research in the area. Future studies can examine the intersection of two fields, for instance, work-life balance and effective commitment or careers. The study intends to inform the research community and scholars on the emerging trends and prominence of work-life balance.

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