REVIEW ARTICLE

THE ASSOCIATION BETWEEN WORK-LIFE BALANCE AND EMPLOYEE MENTAL HEALTH: A SYSTEMIC REVIEW

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ABSTRACT

The existence of an association between work-life balance and mental health in employees has not been found. The purpose of the systematic review is to assess the relationship between work-life balance and mental health among employees. This study used the SLR method; a literature search was conducted on the PubMed, Scopus, Google Scholar, and Crossref databases in early January 2023. The results showed n = 79 on Scopus, n = 2 on PubMed, n = 147 on Google Scholar, and n = 4000 on Crossref. After PRISMA analysis, n = 30 studies were included in the review. Number of reviews Positive correlation between work-life balance and positive mental health (n = 19); positive correlation between work-life balance and positive mental health (n = 7); positive correlation between work-life imbalance and positive mental health (n = 4). Countries where research was conducted: Malaysia, South Korea, India, Indonesia, Pakistan, Spanish, Nigeria, Ghana, Australia, New Zealand Maori, China, UK, Chinese, New Zealand European, French, Italian, Brazil, Canada, Taiwan, Egyptian, Saudi, Switzerland, and America. Positive mental health variations that have a positive relationship with work-life balance are psychological well-being, resilience, life satisfaction, well-being, positive mental health, higher job satisfaction, lower turnover intention, psychological well-being, well-being, job performance, and work involvement. There are a variety of workers: priests, public servants, lecturers, campus administrative staff, bankers, high school teachers, academics, media workers, midwives, and professors. Depression, anxiety, mental burden, work stress, the severity of insomnia, burnout, turnover intention, and technostress are all variations of mental health problems that have a positive relationship with work-life balance. Worker variations include bankers, health care professionals, work-from-home moms, working students, bus transportation workers, and full-time insurance tech employees.

KEYWORDS

work-life balance; work-life imbalance; positive mental health; mental health problems; technostress; psychological well-being; burnout; turnover intention; depression; anxiety; employee

INTRODUCTION

Work-life balance is the most important thing for employees who want to live well. [1] Work-life balance is also defined as the capacity of individuals, regardless of age or gender, to successfully juggle work and domestic obligations. [2]

Each employee's work-life balance differs from the next. During their remaining time at work, employees have diverse life priorities. [3] Flexibility in the workplace is no longer only an option for innovative employee management. However, it is also a prerequisite for organizations to succeed in the current dynamic and competitive global business climate. The universality of

labor and space calls for greater schedule, hour, and location flexibility. [4] An individual's optimal work-life balance will fluctuate over time and frequently on a daily basis. It is possible that tomorrow's ideal equilibrium will differ from today's. When you are single or married, have children, start a new career, or are approaching retirement, the ideal balance will alter from what it is now. [5]

Employers can assist employees in balancing work and family by providing a healthy work environment, flexible working hours, a reduction in workload, and training on work-life balance for staff management. It is hypothesized that organizations that implement work-life balance policies and respect the needs of their employees are perceived as more positive and desirable and have a better reputation. Employees are more productive and dedicated, allowing the organization to achieve its success and goals more quickly and effectively. [6,7]

Mental health includes mental disorder and positive mental health. Most western countries' sick leave is due to mental health difficulties. (8) This study found that 90% of mental health-related sick lists in Sweden are due to stress disorders, common mental diseases, and depression, such as anxiety. [9] The US's most expensive presenteeism disorder is depressive disorder. [10] The company pays more for sick leave, lost productivity, and replacement and re-hiring owing to mental health problem absence. [10]

Positive mental health, for instance, occurs when a person feels happy at work and continues to feel happy at home. [11] Employees with healthier, more balanced lifestyles are more productive, loyal, and produce higher-quality work. [12] Greater influence on life satisfaction is exerted by job satisfaction. [13,14] Job satisfaction correlates directly with personal happiness and life satisfaction. [15,16] Work-life balance is associated with psychosocial well-being, even after controlling for factors related to work and factors specific to the individual. [17] Harmonizing life and work is beneficial for both mental and physical health. A good work-life balance increases job satisfaction, psychosocial well-being, and overall quality of life. [18] People who are in better psychosocial health are more committed to their jobs, more productive, and happier than average people. [19]

The harmony between work and life must exist in order to achieve balance. [20] When people struggle to balance their personal and professional lives, work-life balance

issues arise, which can lead to physical and mental health issues. Stress is one of the psychological disorders that increases a person's risk of illness, particularly heart disease and stroke. [21] Literature suggests that depression and distress are common outcomes of poor work-life balance, leading to decreased productivity, lower quality of work, higher absenteeism, and higher staff turnover. [22,23] Psychosocial well-being and a lack of work-life balance are related. [17]

An unbalanced work-life leads to lower job satisfaction, psychosocial well-being, and quality of life. [24–26] It's thought that the emotionally demanding nature of mental health work raises the risk of burnout, which is linked to lower employee satisfaction and a greater desire to leave one's job. [27–29] Emotional tiredness, low well-being (including good mood, vitality, and general interest), depression, bad feelings (such as anger, anxiety, annoyance, and resentment), sleep issues, and burnout were more common in people with higher work-life conflict. [30–33] In various populations, a poorer self-assessment of health was associated with greater work-life conflict or a poorer work-life balance. [30–33] Those who lack a work-life balance are more likely to suffer from musculoskeletal disorders, headaches/eyestrain [31,34] and physical weariness. [33]

On the Scopus data source, search results through publish or perish with the phrase "work-life balance systematic review" produced eight articles, in 2022 [35–38], in 2021 [39,40], 2000 [41], and in 2008. [42] No one has examined the relationship between work-life balance and mental health employees, according to the eight reviews listed above. The absence of a review of the relationship between work-life balance and mental health makes it essential to conduct this research. Little is known about the role of work-life balance in preventing workers' mental health problems and in promoting the mental health of workers. The objective of this study was to conduct a comprehensive literature review on the association between work-life balance and employee mental health.

This study will investigate the association between work-life balance (work-life balance and work-life imbalance) and mental health, making it distinct from previous studies conducted by the aforementioned researchers (positive mental health and mental health problems). The focus on the type-specific relationship between work-life balance and mental health is a novel aspect of this study. Every worker in this world must consider both their work environment and their living environment. Therefore,

mental health is required to successfully balance work and home life. Consequently, avoiding mental health issues is crucial to avoiding problems at work and at home. This research is significant because it will examine all aspects of work-life balance and mental health. Workers, organizational leaders, and policymakers will gain references for determining a supportive attitude, maintaining a work-life balance, and maintaining good mental health by understanding these relationships.

This review aims to synthesize in a systematic manner the existing literature that investigates the relationship between work-life balance and Employee mental health. There are three goals aimed at answering the following research questions: 1) Is there an association between work-life balance and mental health problems? 2) Is there an association between work-life balance and positive mental health? 3) Is there an association between work-life imbalance and positive mental health?

The publish or perish application and search terms created to capture as much pertinent research as possible were used to conduct a systematic search of Scopus, Google Scholar, Crossref, and PubMed data sources in order to find an answer to this question. Studies were analyzed and chosen in accordance with previously established inclusion and exclusion criteria.

LITERATURE REVIEW

WORK-LIFE BALANCE AND EMPLOYEE POSITIVE MENTAL HEALTH

Work-life balance is the development and upkeep of a welcoming and healthy workplace that enables employees to manage their personal and professional responsibilities, increasing employee loyalty and productivity. Less stress at work and home is associated with job satisfaction, according to research. [43] Researchers have discovered a correlation between work-life balance and mental health. Like, study [44]) 400 private sector bank employees (200 men and 200 women) from Chandigarh and the surrounding area, aged 32 to 55. Work-life balance is positively correlated with mental health, job satisfaction, and life satisfaction in men and life satisfaction in women. Result of study [45] shows that PT. X women's work-life balance affects their mental health. Working women with higher work-life balance have higher psychological well-being. Positive mental health, i.e., a positive sense of well-being, as well as the capacity to enjoy life and deal with

life's challenges. [46] Jahoda described positive mental health as individuals' attitudes towards themselves and the environment and their ability to adapt to situations. [47]

WORK-LIFE BALANCE AND EMPLOYEE MENTAL HEALTH PROBLEMS

The majority of a person's life is spent in the realm of work. Independent and productive individuals are expected to contribute to society. However, mental health problems can diminish the ability to be independent and productive. Problems with mental health are common in the workplace (48) and can affect productivity. Most workplaces are affected by mental health problems. [9,48] According to the evidence, employing mindfulness to manage competing role responsibilities can be advantageous. Mindfulness properties have also been discovered to enhance the quality and vitality of sleep, as well as subsequent reports on work-life balance. [49] Practitioners cite Mindfulness research as a cognitive-emotional segmentation strategy that enables employees to maintain a work-life balance. Voluntary organizational wellness and work-life balance programs should incorporate brief, cost-effective mindfulness interventions. [50]

WORK-LIFE IMBALANCE AND EMPLOYEE MENTAL HEALTH PROBLEMS

Harmony between work and life is necessary for balance to be reached. [20] Work-life balance problems happen when people can't keep their personal and work lives in balance, which can lead to physical and mental illnesses. Stress is one of the mental disorders. When a person is stressed, they are more likely to get sick, especially heart disease and stroke. [21] The research shows that depression and stress are common results of poor work-life balance, which can lead to lower productivity, lower quality of work, more absences, and staff turnover [22,23] Psychosocial well-being is linked to a bad work-life balance. [17]

The study [51] focuses on work-life balance and mental health among female managers in various organizations. The sample included 200 Delhi and NCR-based Indian women managers. 100 were private and 100 public. Descriptive analysis, t-test, correlation, and linear regression are used for analysis. The results demonstrate a substantial positive association between work-life balance and psychological well-being and mental health, and a significant negative correlation between work-life balance and female managers' psychological stress. There is also evidence that the link between job stress and bad mental health outcomes (like depression and anxiety) for workers is also mediated by work-life balance. [52]

METHODS

SEARCH STRATEGY

The reporting framework, using PRISMA (Preferred Reporting Items for Systematic Review and Meta Analysis), aims to identify, screen, and assess records for eligibility and inclusion. [53] Modified PICO method (population, intervention, comparison, and outcome), PEO (population, exposure, outcome) [54], objectives are used to describe the eligibility criteria. We searched the Scopus, PubMed, Crossref, and Google Scholar databases starting in January 2023, using the publish or perish application. Articles were initially identified by the relevant authors and screened and verified by the research team.

POPULATION

The use of population in this study refers to Timms, et al. [54] This review focuses on the employee population aged 15 to 50 years. This population accommodates origins from all countries with both male and female genders. Studies with employee populations that implement work-life balance for their mental health.

EXPOSURE

The use of exposure in the design of this study refers to Pollock and Berge. [54] The exposure is work-life balance. This includes studies investigating work-life balance [2], work-life imbalance. [24–26] This study will include research where work-life balances and work-life imbalances are included in the search criteria.

OUTCOME

The use of outcomes in the design of this study refers to Pollock and Berge. [54] When thinking about what outcomes should be included in this review, it's important to keep in mind that the employee's idea of positive mental health should be used [11,12] and talks about problems with mental health. [8–10] Studies that were not about positive mental health or problems with mental health were left out of the review.

INCLUSION CRITERIA

If these criteria were met, studies were entered: must be in English; Must be an abstract and full paper; must be employees; Must be between 15 and 50, the average working age; Balance and imbalance indicators are required. Mental health (both positive and negative); Must investigate work-life balance and mental health employee relationships. We did not specify information about the year of publication or a specific period in setting inclusion criteria.

IDENTIFICATION

Pearl harvesting is the process of expanding search terms to find many relevant studies as potential sources. [55] This method picks several studies that match at least one of the search terms. Next, all keywords in each "pearl" were extracted and combined with alternative terms to generate a comprehensive list of search terms for each database (see Table 1). Use publish or perish applications to search for data. Scopus, PubMed, Google Scholar, Crossref, and publish or perish are examples of data sources.

SCREENING

The eligibility criteria help screen articles based on title and abstract. The full text is read aloud to clarify. Criteria for exclusion (56): Systematic reviews or meta-analyses and books or book chapters Abbreviation Explanation: WLB (work-life balance); WL (work-life); WLC (work-life conflict); WLI (work-life imbalance); MH (mental health); M (mental); WB (well-being); MHP (mental health problem); PMH (positive mental health).

TABLE 1. DATABASE SEARCH TERMS ALTERNATIVES

	Population	Exposure	Outcome
Keyword alternatives	employee*	WLB* OR WL* or WLC* or WLI*	MH* or M* or WB* or MHP * or PMH *

DATA EXTRACTION AND DATA SYNTHESIS

Each study's data included work-life balance (balance and imbalance) exposure, which was tested in this study. Exposure, population, and gender were also recorded. Each study was also summarized. Later studies were quantitative or qualitative. [56] Synthesizing evidence is based on mental health. Learned mental health (positive mental health or mental problems). Some studies synthesise more than one mental health outcome per outcome.

ASSESSMENT OF TRUSTWORTHINESS

The Gorard Trust filter assigned points between 0 and 4 to studies based on their designs, scales, dropout rates, data quality, and other factors that could affect their reliability. [57]

RESULTS

In January 2023, we discovered n = 79 relevant articles in Scopus, n = 2 in PubMed, n = 147 in Google Scholar, and n = 4000 in Crossref (Figure 1. Study selection flowchart). After removing 2015 duplicates, there remain 2231 publications that are suitable for play. According to the title and abstract of the screening, the population, the exposure or intervention, and the results, 2178 reports did not meet the requirements. The search was restricted to 53 pertinent articles.

Twenty-three studies were excluded after screening for eligibility. The review included 30 studies. A majority of quantitative studies, two qualitative studies, and one mixed-methods study are PRISMA's recommendations for Figure 1. (53) The review's research question-based studies are listed in Table 1. This review's studies are listed in Table 2. Work-life balance and mental health were examined in 30 studies. The Gorard Trust filter rated 23 studies. 4 out of 4 and 7 studies 3.

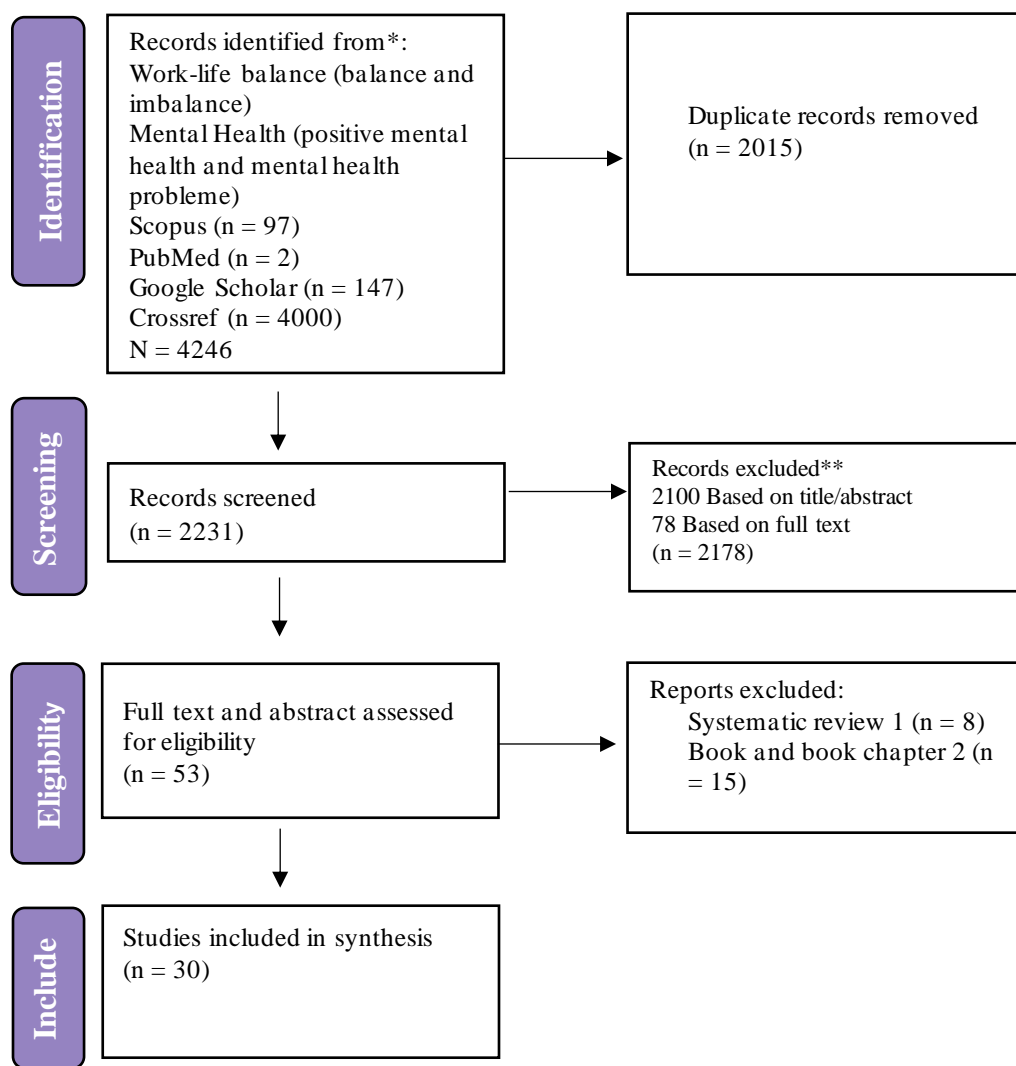### FIGURE 1. FLOWCHART FOR STUDY SELECTION

Identification

Records identified from*:
Work-life balance (balance and imbalance)
Mental Health (positive mental health and mental health probleme)
Scopus (n = 97)
PubMed (n = 2)
Google Scholar (n = 147)
Crossref (n = 4000)
N = 4246

→ Duplicate records removed (n = 2015)

Screening

Records screened (n = 2231)

→ Records excluded**
2100 Based on title/abstract
78 Based on full text
(n = 2178)

Eligibility

Full text and abstract assessed for eligibility (n = 53)

→ Reports excluded:
Systematic review 1 (n = 8)
Book and book chapter 2 (n = 15)

Include

Studies included in synthesis (n = 30)

TABLE 2. CLASSIFICATION OF REVIEWED STUDIES

Exposure	Outcome	Include	N
Work-Life Balance	Positive Mental Health	(58);(59); (60); (61); (62); (63); (64); (65); (66); (67); (68); (69); (70); (71); (72) ; (73); (71); (74); (75); (76).	19
Work-Life Balance	Mental Health Problems	(77); (78); (79); (80); (81); (82); (83).	7
Work-Life Imbalance	Mental Health Problems	(84); (85); (86); (87).	4
			30

TABLE 3. BRIEF DESCRIPTION OF THE CHARACTERISTICS OF STUDIES INCLUDED IN THE REVIEW

No	Author & Years	Country	Population	Mental Health Outcome	Work-Life Balance Exposure	Findings	Method	Text	Rate
1	(Pitt et al., 2021) (84)	America	215 Academic Workers	Anxiety	Work-life conflicts; life-to-work conflict	Work-life conflicts affect most postdocs' mental health. Anxiety increases with work-life conflict (R2=0.438, B=0.38, β=0.24, p<0.001). Higher life-to-work conflict increases anxiety (R2=0.408, B=0.25, β=0.16, p=0.02).	QT	Full	4
2	(Kotera et al., 2020) (72)	UK	144 Workers in the construction industry	Mental Health	Work-life balance	Mental health issues and attitudes were negatively impacted by work-life balance.	QT	Abs	4
3	(Haar et al., 2014)(73)	Malaysian, Chinese, New Zealand Maori, New Zealand European, Spanish, French, and Italian	1416 employees	Anxiety and depression	Work-life balance	In seven distinct cultures, work-life balance was connected with job and life satisfaction, but it was not associated with anxiety or sadness.	QT	Full	3
4	(Jang et al., 2011) (59)	South Korea	1,293 Employees	Mental health	Scheduling control and work–life balance programs	Policies that help people control their schedules and find a good balance between work and life improve job satisfaction and mental health.	QL	Abs	3
5	(Hämmig & Bauer, 2009) (85)	Switzerland	Aged 20 to 64 women = 1661; men = 1591	Mental health	Work-life imbalance	Over 17% of Swiss workers had trouble balancing work and personal life. Work-life imbalance affected both genders' mental health. Self-reported work-life conflict was associated with poor self-rated health (women: 2.6)	QT	Abs	3
6	(Hämmig et al., 2009) (86)	Switzerland	4371:20-64-Year-old workers	Mental health problems	Work-life conflict	Work-life conflict significantly impacts the emotional and physical health of both men	QT	Full	3

						and women. Self-reported health concerns, anxiety, sadness, a lack of vitality and optimism, severe back pain, headaches, sleep disorders, and weariness are connected to high or severely high work-life conflict.			
7	(Khalil et al., 2022) (77)	Egyptian and Saudi	403 Health Care Professionals	Mental health problems	Work-life balance	The study concluded that the Covid-19 incidence has a substantial effect on the work-life balance score and mental health of health care professionals who manage Covid-19 patients.	QT	Full	3
8	(Gaikwad et al., 2021) (60)	India	128 IT-employed women	Well-being	Work-life balance	Mental well-being, job performance, work-life balance, and work engagement are all positively correlated. In India, women handle all household tasks, so managing their work-life balance is crucial.	QT	Abs	4
9	(Atif & Zubairi, 2020) (78)	Pakistan	135 Female bankers ranging age of 22 to 45 years	Depression, anxiety	Work-life balance	An association between work-life balance and job satisfaction and depression and anxiety.	QT	Abs	4
10	(Badri, 2019)(58)	Malaysia	307 Academics	Turnover Intention	Work-life balance	There was a correlation between having a poor work-life balance and having poor mental health, lower job satisfaction, and a higher intention to leave the job. There was a correlation between having a healthy mental state, being satisfied in one's job, and having less intention to leave that job.	QT	Abs	4
11	(Boas & Morin, 2019) (75)	Brazil and Canada	274 Brazilian and 252 Canadian professors	Stress	Work-life balance	Brazilian professors have more work-life balance but more mental load. Canadian professors work harder than Brazilian ones. Psychological well-being negatively correlated with Work-related Stress and positively correlated with work-life balance.	QT	Abs	4
12	(Ko, 2022) (61)	South Korean	946 Public employees	Subjective well-being	Work-life balance	Through work-life balance and organisational commitment, family-friendly	QT	Abs	3

						policies positively and indirectly affect subjective well-being. The findings suggest that family-friendly policies as job resources can improve organisational outcomes and employee well-being through positive spillover effects.			
13	(Amrullah & Eva, 2022)(62)	Indonesia	131 Teacher	Psychological well-being	Work-life balance	there is psychological well-being on work-life balance with a significance value of 0.001 (p <0.05)	QT	Full	4
14	(Shahzadi, 2021)(63)	Pakistan	213 Selected media employees	Psychological well-being	Work-life balance	Work-life balance improves employee performance, while psychological well-being partially mediates it.	QT	Full	4
15	(Owolabi, 2021)(64)	Nigeria	264 Pentecostal Pastors	Psychological well-being	Work-life balance	Ibadan city Pentecostal Pastors' psychological well-being was significantly influenced by their work-life balance.	QT	Full	4
16	(John et al., 2020)(65)	Ghana	291 Lecturing and administrative staff	Well-being	Work-life balance	Work-life balance issues were statistically different for men and women, with women having more trouble. Work-life balance also affects employees' health, according to the study. The university's counselling centre should be used by employees at risk of work-related issues.	QT	Full	4
17	(Prasad & M, 2020)(66)	India	180 Teachers 90 male and 90 females from various colleges	Psychological well-being	Work-life balance	Based on the mean scores, teachers with high work-life balance have slightly higher psychological well-being than those with low work-life balance.	QT	Full	4
18	(Haider et al., 2018)(67)	Pakistan	284 Subordinates, 224 were male (79%) and 60 (21%) were female in the banking sector	Psychological well-being	Work-life balance	Work-life balance and job performance are mediated by psychological well-being.	QT	Full	4
19	(Kumari & Selvi, 2016)(87)	India	114 Telecom sector employees	Psychological health	Work-life balance	This study also found that high work-family conflict and poor work-life balance negatively affect work satisfaction and	QT	Full	4

						psychological health. Work and family pressures lower family satisfaction. Work demands and longer hours reduced family time and satisfaction. Work-family conflict decreased job satisfaction, employer commitment, distress, concentration, sleeping, happiness, and confidence.			
20	(Zheng et al., 2015) (68)	Australia	700 Employees	Well-being	Work-life balance strategies	Employees who used their own work-life balance strategies were healthier and better at work-life balance, according to the authors. Work-life balance programmes reduce employee stress but do not improve health. Age, working hours, education, and household income moderated employee health and well-being.	QT	Abs	3
21	(Yudiani & Istiningtyas, 2022)(69)	Indonesia	225 Female UIN Raden Fatah lecturers	Psychological well-being	Work-Life Balance	The R square test for work-life balance on psychological well-being yielded 0.081. Work-life balance affects 8.1% of psychological well-being.	QT	Full	4
22	(Nugraha & Adiati, 2022)(70)	Indonesia	111 Startup employees, age range 18-54	Emotional intelligence	Work-Life Balance	Startup employees' emotional intelligence does not affect work-life balance.	QT	Full	4
23	(Winata & Nurhasanah, 2022) (79)	Indonesia	199 Working Students	Burnout	Work-Life Balance	Work-life balance positively affects Burnout in working students	QT	Full	4
24	(Min, 2022)(74)	South Korean	155 RNs, average age 48.	Burnout	Work-Life Balance	Work-life balance was negatively correlated with burnout, but resilience was positively correlated (r = 0.38; P <.001). Work-life balance was affected by physical pain, resilience, and burnout.	QT	Abs	4
25	(Urba & Soetjiningsih, 2022)(76)	Indonesia	Bulog employees	Work stress	Work-Life Balance	Work-life balance and stress are negatively correlated (-0.606).	QT	Abs	4

26	(Riyono & Rezki, 2022)(80)	Indonesia	237 Working mothers who have children	Burnout	Work-Life Balance	Work-life balance and company support predict burnout. Organizational support, particularly for employee welfare, reduces burnout more.	QT	Full	4
27	(Suhardiman & Saragih, 2022) (81)	Indonesia	156 Banking employees	Technostress	Work-Life Balance	Technostress positively affected work-life balance.	QT	Full	4
28	(Wei & Ye, 2022) (71)	China	586 College teachers (367 females, 62.6%)	Emotional Exhaustion and well-being	Work-Life Balance	Work-life balance was positively associated with Emotional Exhaustion but negatively with well-being.	QT	Full	4
29	(Novitasari & Dessyarti, 2022) (82)	Indonesia	55 Bus employees	Turnover intention	Work-Life Balance	Work-life balance doesn't affect Bus employees' turnover intentions.	QT	Full	4

IS THERE AN ASSOCIATION BETWEEN WORK-LIFE BALANCE AND POSITIVE MENTAL HEALTH?

Nineteen studies examine the association between work-life balance and positive employee mental health. [58,59,68–76,60–67] This study was conducted in Malaysia, South Korea, India, Indonesia, Pakistan, Nigeria, Ghana, Australia, China, the United Kingdom, Chinese, New Zealand Maori, New Zealand European, Spanish, French, and Italian, Brazil, and Canada.

IS THERE AN ASSOCIATION BETWEEN WORK-LIFE BALANCE AND MENTAL HEALTH PROBLEMS?

There are seven studies that investigate association between work-life balance and positive mental health among employees. [77–83] This research report was conducted in countries: Indonesia, Pakistan, Taiwan, Egypt and Saudi.

IS THERE AN ASSOCIATION BETWEEN WORK-LIFE IMBALANCE AND MENTAL HEALTH PROBLEMS?

Five studies investigate the association between work-life imbalance and employee mental health problem. [84–87] This research report was conducted in countries: Switzerland, America, and India.

DISCUSSION

ASSOCIATION BETWEEN WORK-LIFE BALANCE AND POSITIVE MENTAL HEALTH

Nineteen research reports identified a correlation between work-life balance and positive mental health among employees. [58,59,68–76,60–67]

We note positive variations in mental health that have a positive relationship with work-life balance, including psychological well-being, resilience, life satisfaction, well-being, good mental health, higher job satisfaction, lower turnover intention, psychological well-being, mental well-being, job performance, and job engagement.

Human resource management and/or organizations are facilitating the creation of work-life balance for employees through programs like family-friendly policies [61], access to counseling and psychological services [65], availability of scheduling controls and work-life balance policies (programs) [59], work-life balance program [68]. Life and work balance promotes mental and physical health. A healthy work-life balance improves job satisfaction, psychosocial well-being, and quality of life in general. [18]

Those with higher levels of psychosocial well-being are more committed to their jobs, more productive, and happier than others. [19]

Work-life balance and positive mental health are negatively correlated among business, construction, and startup employees, according to reports. work-life balance According to reports, business, construction, and startup employees do not have stress, mental health issues, or emotional intelligence [70,72,76]. Priests, public servants, lecturers, campus administration staff, bankers, school teachers, academics, media workers, midwives, and professors have reported a positive correlation between work-life imbalance and employee mental health. All professions have the potential to have a positive work-life balance relationship with positive mental health, as shown here. The findings of this study support previous research; for example, job satisfaction is directly related to individual happiness and life satisfaction. [15,16] After controlling for work-related and personal factors, work-life balance was associated with psychosocial well-being.[17]

ASSOCIATION BETWEEN WORK-LIFE BALANCE AND MENTAL HEALTH PROBLEMS

Seven research reports found a correlation between work-life balance and employee mental health problems. [77–83] Of the seven reports, we note a variety of mental health problems that have a positive relationship with work-life balance, including depression, anxiety, mental burden, work stress, severity of insomnia, burnout, turnover intention, and technostress.

Work-life balance is associated to technostress in employees. It is found in [81] according to the findings of his study of 156 banking employees in Jayapura City, Indonesia, Technostress has a positive impact on work-life balance. In addition to technostress, there is evidence that bank employees experience stress [78] Possible association between work-life balance and job satisfaction and depression and anxiety in a sample of 135 female bankers aged 22 to 45 from Karachi (Pakistan).

Work Interference with personal life (WIPL) partially mediated the relationship between job stress and insomnia severity in a sample of 369 full-time Taiwanese technology and insurance workers (158 men and 184 women between 23 and 62; mean = 36.11, SD = 7.34) similar to bank employees. Work-life imbalance can cause occupational stress-induced insomnia. Establishing clear work-life boundaries may reduce the risk of insomnia in stressed

workers. [83] The difference is that IT workers are stressed due to high demands and work pressure, whereas bank employees are stressed due to intensive technology use.

403 Egyptian and Saudi health care workers in Jeddah and the Menoufia Governorate who treat Covid-19 patients are affected. Their work-life balance and mental health are in danger. Most people who work in health care are depressed, anxious, or stressed out. In terms of life balance, behavioural control, psychological well-being, and total mental health, health care professionals in Egypt had lower mean scores than those in Saudi Arabia. To improve mental health, health care professionals need to act quickly and psychologically. [77] Work-life balance has a significant effect on the turnover intention of 55 employees at PO JAYA Ponorogo. [82] Further research is needed to determine what factors cause work-life balance to have a positive effect on employee turnover intentions at PO JAYA Ponorogo.

In 237 home-based working mothers, a tendency toward burnout predicted work-life balance. By focusing on employee welfare in terms of compensation and benefits and fostering a conducive work environment, human resource management can reduce the prevalence of female employees. [80] A survey of 119 students at Esa Unggul University, Indonesia, confirmed the positive relationship between work-life balance and burnout. [79] Seven reports from a variety of workers, including bankers, health care professionals, mothers working from home, students who are temporarily employed, bus (transportation) workers, and full-time employees of insurance technology, indicate a positive relationship between work-life balance and employee mental health issues.

ASSOCIATION BETWEEN WORK-LIFE IMBALANCE AND MENTAL HEALTH PROBLEMS

According to research reports, there is a connection between employee mental health problems and work-life imbalance. [84–87] This report is based on differences in countries and types of workers. In this report, work-life imbalance is found to cause great difficulties in combining work and personal life (85,86), work-family conflicts [87], and work-life conflicts. [84]

Workers who report having mental health problems include Swiss workers, telecom sector workers, and postdoctorals. We identify numerous mental health problems that are positively correlated with work-life imbalance, such as poor health, anxiety and sadness, loss of vigor and optimism, severe back pain, headaches, sleep disruptions, and exhaustion. [85,86] Conflict between work and family life leads to decreased job satisfaction and commitment to employers, as well as elevated levels of stress, difficulty concentrating, disturbed sleep patterns, unhappiness, and a lack of self-confidence [87], anxiety levels which is higher. [84]

This study's findings that there is an association between work-life imbalance and mental health problems support earlier studies. People who report higher levels of conflict or poorer life-work balance are more likely to experience stress, emotional exhaustion, low levels of well-being (which include positive mood, vitality, and general interest), and depression. emotions (like rage, anxiety, annoyance, and resentment), restlessness, and mental exhaustion. [30–33]

LIMITATION AND RECOMMENDATION

Our research is limited to three areas: 1) the relationship between work-life balance and employee positive mental health; 2) the relationship between work-life balance and employee mental health problems; and 3) the relationship between work-life imbalance and employee mental health problems. The review excludes sources not found in the literature. Publish or perish limits our data sources to Scopus, PubMed, Google Scholar, and Crossref.

We advise that workers examine the research on the connection between work-life balance and mental health. Thus, workers will learn to utilize time in a productive manner, both at work and with their families. It becomes a more effective stand-alone remedy for work-life balance and mental illness. Organizational leaders and resource management must implement work-life balance program policies and human resource management practices in each sector to support the welfare of work-life balance employees. Workers who make extensive use of media and technology must have access to counseling services regarding technostress. In addition to the program, it is anticipated that mental health services will be provided through the provision of work counseling service units, counselors, or psychologists, programs that can improve the work-life balance of workers.

We recommend that workers improve their work-life balance and mental health through counseling or psychological guidance sessions (88), which aim to reduce mental stress. We also advise organizational leaders to implement policies or actions that can create or

encourage a healthy work-life balance, for example, "family-friendly [89], "scheduling We also advise organizational leaders to implement policies or actions that can create or encourage a healthy work-life balance, for example, "family-friendly" (89), "scheduling control" [90]. Scholars, including psychologists, sociologists, organizational behavior researchers, management researchers, and feminists, have examined the effects of family-friendly policies and the relationship between such policies and perceived work-life balance [59], well-being-oriented management will be very helpful. [91]

CONCLUSION

We conclude that work-life balance and positive mental health and mental health problems in employees, as well as work-life imbalance and mental health problems, have a positive relationship. Poor work-life balance is a problem for workers in both their professional and personal lives. Poor mental health negatively impacts work and family life. And vice versa, if both the work-life balance and the mental health of workers are positive, then both work and family life will be positive. Here, a multidisciplinary study is necessary that examines not only the connection between work-life balance and mental health but also the connection between work-life balance and the religiosity and spirituality of workers, the status of widows or widowers with children, and career women. Future research focuses on work-life balance and technostress among workers who are intensely exposed to the media.

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