

Musaed Alroug

Impacts of Work-life Balance on Stress Levels of Employees in Organizations of Saudi Arabia



Abstract

Balancing between family life and the workplace is an aspect that should be treated with high consideration by human resource departments in all institutions. This should especially apply to employees that have family obligations to meet. This research is aimed to establish whether achievement of this balance between work and life (work-life balance) reduces the stress levels among employees in Saudi Arabia. Some of the questions that the research sought to answer include: what the effect of work life balance policies are on work related stress, whether organization can play a part in the reduction of stress levels that occur from work-life stress, and policies that could be implemented by organizations to manage this in Saudi Arabia. To answer these questions, a qualitative phenomenological study took a sample of 30 employees who worked both in the private and public sectors completed open-ended questionnaires that were distributed to them. The questionnaires sought to establish several workplace and family aspects of the respondents, which included the time they spend at work and the family responsibilities that they have. From the data that was collected, analysis showed that work-life balance has a significant impact on the reduction of stress levels in an organization's workforce. Relevant recommendations were also made to help organizations maintain their employees' work-life balance and deal with related issues.