



ADAPTIVENESS AS A SOURCE OF WORK-LIFE HAPPINESS: DEVELOPMENT OF RESEARCH CONTEXT

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Abstract

The goal of this essay is to examine how, in the framework of research, adaptability might be cultivated as a source of work-life pleasure. This essay focuses on the value of adaptability in addressing workplace demands and how it can be enhanced to support work-life balance. It looks at the various adaptiveness traits and how they affect work-life balance. In order to attain work-life balance, it also examines the necessity for businesses to offer staff members the tools and assistance they need to become more adaptable and resilient. The report concludes by discussing the need for additional research to better understand the connection between adaptability and work-life satisfaction.

Keywords: *Addictiveness, work-life happiness, work-life balance, job satisfaction, job performance, organizational culture.*

I. Introduction

The capacity to adjust to novel or shifting circumstances is known as adaptability. It is a necessary talent for people to have in order to succeed in both their personal and professional lives. This essay offers a theoretical framework for investigating how adaptability and work-life balance are related. The definition of adaptability and its significance in the workplace are first covered in the essay. The relationship between adaptability and work-life happiness is then explored using a variety of study methodologies. The ramifications of this research for the study of work-life balance and employee happiness are covered in the paper's conclusion.

The ability to adapt is crucial for finding happiness and a healthy work-life balance. It describes the capacity to adapt to, deal with, and respond positively and pro-actively to changing demands and circumstances in both work and personal life. Self-awareness, self-reflection, and self-regulation can all help one become more adaptable. Additionally, it is crucial for promoting mental health and resilience in the workplace. This article will give a review of the literature on adaptability, resilience, and mental health, as well as the research backdrop supporting adaptability as a source of work-life pleasure. It will also examine how this research may affect workplace procedures, regulations, and interventions. In its final section, it will describe the research plan for additional studies in this field.

A. Definition of Adaptiveness

The ability to identify and react to shifting conditions in one's work and personal contexts is known as adaptability. It is the capacity to change quickly in response to new situations, whether at work or in daily life. As it enables people to modify their behaviours and

expectations to match the demands of their employment and their personal lives, adaptability is a crucial component of work-life balance and happiness (Ghali-Zinoubi et al.2021). As they are better able to adapt their behaviours to the changing needs of their environment, research further reveals that adaptive people are more likely to succeed in their particular industries.

The capacity to adapt and efficiently meet shifting needs and situations in the environment is known as adaptability. A person's capacity to deal with life's problems and to accomplish desired goals depends heavily on their capacity to rapidly and flexibly change their behaviour in response to changing circumstances. Adaptability is crucial for achieving a sense of balance and life satisfaction while discussing work-life balance. It necessitates the capacity to modify one's conduct and expectations in order to satisfy varying demands from obligations to one's family, job, and other responsibilities (Tkalych et al.2020). This can involve having the flexibility to rearrange priorities, modify everyday routines, or come up with original solutions to complex issues. Resilience and psychological health depend on an individual's ability to be adaptable since it enables them to deal with difficult circumstances and take advantage of opportunities.

B. Benefits of Adaptiveness

The ability to adapt is essential for creating work-life harmony. It is the capacity to respond positively and constructively to changes in the professional and personal circumstances. Since the responsibilities and strains of both work and home life can be overpowering, this is crucial for professionals. People who are adaptable can keep up a prosperous and productive lifestyle that is healthy and balanced (Irawanto et al.2021). People that exhibit adaptive attitudes and behaviours are better able to manage stress and uncertainty because they can change their strategies, abilities, and methods to accommodate shifting demands in their job and personal lives. A foundation for growth and professional development, adaptability enables people to take on challenging situations and come up with fresh ideas and solutions.

A multidisciplinary approach is necessary for the creation of research contexts for examining how adaptability affects work-life pleasure. This entails analysing how adaptiveness affects both physical and mental health in addition to its influence on relationships, productivity, and other facets of life (Le et al.2020). Research must also take into account how social networks, the state of the economy, and other variables affects work-life balance. Researchers will be able to better understand how to foster a healthy and supportive work environment while assisting people to build their adaptiveness abilities thanks to the establishment of research contexts for examining the effects of adaptability on work-life happiness. In the end, this will result in an improved work-life balance, greater job satisfaction, and an overall higher quality of life.

Positive qualities of Adaptiveness	
Flexibility	Being able to adjust different situations
Creativity	Using imagination and original ideas
collaboration	The ability to cope with difficult situations

Table 1: Positive qualities of Adaptiveness

(Source: made by the author)

II. Research Context

The idea of adaptability has grown in significance as the research of work-life balance

progresses. The ability to adapt to shifting circumstances and look for new chances is known as adaptability. Few studies have examined the role of adaptability in work-life happiness, despite the fact that this idea has been extensively studied in the context of work-life balance. The goal of this study is to create a context for future research on the connection between adaptability and work-life balance. This essay will first review the literature on adaptability and work-life balance, then address where the field stands with regard to adaptability and work-life happiness, and lastly suggest research setting in which to examine the connection between the two.

The idea of adaptability has been thoroughly researched in the area of work-life balance. According to research, those who can adapt to changing circumstances and look for new chances are more likely to have a better work-life balance (Navajas-Romero et al.2020). This is due to the fact that they are able to manage the demands of both job and life while still feeling in control and balance. Through practise and experience, as well as organisational supports like flexible scheduling and job sharing, the capacity to be adaptable can be cultivated.

A. Adaptiveness and Work-Life Happiness

The idea of adaptability has been put out as a possible source of work-life balance. The goal of this study is to investigate the idea of adaptability and how it affects work-life balance. It will examine the link between adaptability and work-life satisfaction as well as the mechanisms by which adaptability influences work-life satisfaction. It will also go through the effects of such a relationship on people, organisations, and society as a whole. The premise behind the concept of adaptability is that people are able to manage their work-life balance by adjusting their behaviour, attitude, and beliefs in response to changing situations. This theory contends that those who are adaptable are more likely to be happy and satisfied in their job and personal lives.

The first stage in this study environment will be to define and dissect the idea of adaptability. This will involve analysing how the psychological and biological aspects of adaptability impact work-life balance (Bouzari and Karatepe 2020). The research will also examine the mechanisms by which adaptability affects work-life pleasure. This will involve looking at how adaptability and resilience, as well as job satisfaction and performance, are related.

The consequences of adaptability and work-life balance will be looked at in more detail in the second stage of this study context. This will involve analysing the effects of adaptability and work-life balance on people, businesses, and society as a whole. The study will look at how adaptability influences stress levels, overall wellbeing, and job satisfaction. The research will also look at how businesses might use the idea of adaptability to encourage a happy work-life balance.

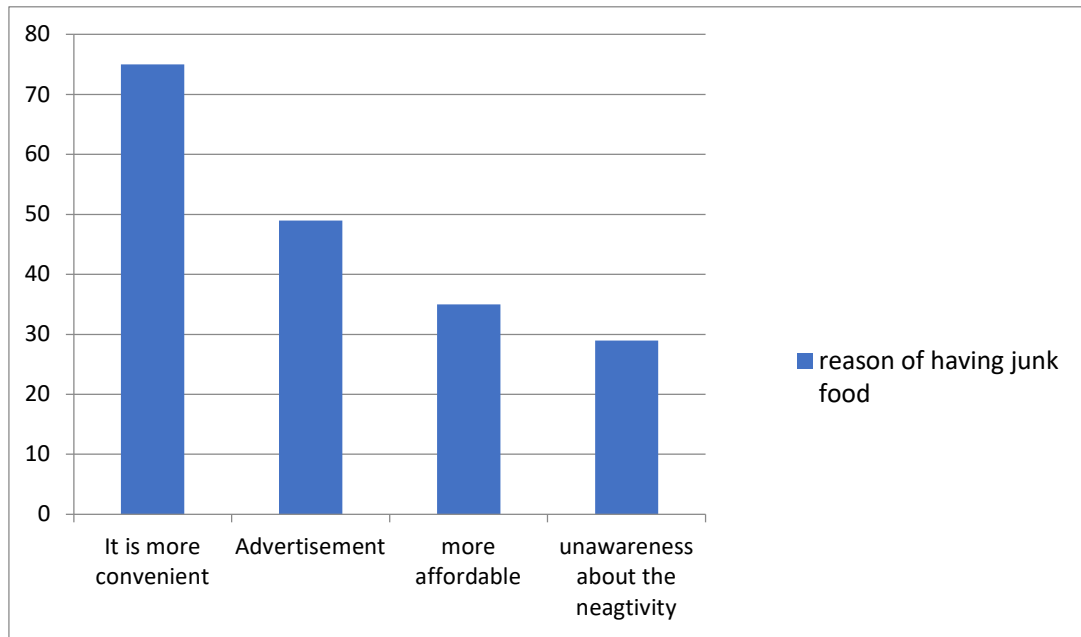


Figure 1: reason of having more junk food

(Source: made by the author)

The research will also examine how this work may have future applications. This will entail looking at the possibilities for the creation of tools and tactics to support adaptability in promoting work-life happiness. The research will also look at how businesses might use the idea of adaptability to encourage a happy work-life balance. In general, this research environment will offer a thorough analysis of the idea of adaptability and how it affects work-life pleasure. It will present empirical proof that adaptability is a significant contributor to work-life satisfaction and examine the consequences of this research for people, businesses, and society.

B. Impact of Adaptiveness on Job Performance

The idea of adaptability has received more attention recently in work-life balance research. Adaptability has been linked to increased job performance and a happier work-life balance. Being adaptable is a fundamental quality that enables people to change their behaviour in response to environmental changes. It's connected to things like learning, making decisions, and solving problems (Soroya et al.2022). As a result, adaptability can aid people in overcoming the difficulties presented by their evolving workplace. Adaptability may promote greater job performance and employment happiness, according to some research. This is so that people may more effectively handle the responsibilities of their jobs and find methods to balance those demands with those of their personal lives.

According to research, adaptability can result in a better work-life balance, which can boost performance and job satisfaction. Additionally, research indicates that by lowering stress, adaptability might increase job satisfaction and performance. By enabling people to more skilfully modify their behaviour in response to shifting circumstances, adaptability can help people more efficiently manage the stress of their jobs. People may be more likely to be productive and content with their jobs if their stress levels are lower. Finally, research indicates that by enabling people to more effectively manage their time and resources, adaptability can increase job satisfaction and performance.

Individuals that are more adaptable can better allocate their resources to their work, increasing their productivity and effectiveness. People may be more inclined to be content with their jobs and perform better as a result. Overall, research indicates that being adaptable can result in better job performance and job satisfaction. People who are more adaptable can better handle the demands of their jobs, lower their stress levels, and manage their time and resources. People may be more likely to enjoy work-life happiness as a result.

C. Adaptiveness and Stress Management

The ability to adjust to shifting conditions and pressures is known as adaptability, and it is a key component of a happy work-life balance. It entails having the capacity to detect, analyse, and successfully respond to a variety of situations and demands. It is also linked to the capacity to maintain equilibrium under pressure, remain composed, and be productive in both personal and professional settings (Ugwu et al.2022). Adaptability can be viewed as a method of stress reduction. It enables people to recognise prospective stressors and create a productive stress management plan. This involves the capacity to control their responses to stimuli in terms of their emotions, thoughts, and behaviours. It entails identifying the causes of stress and creating efficient coping mechanisms.

In order to keep a healthy work-life balance, it also entails learning how to identify and react to the indicators of stress. Numerous elements have been linked to higher levels of happiness and productivity, according to research on work-life happiness and adaptability. These include the capacity for efficient stress and emotion management, the creation of successful coping mechanisms, and the capacity for understanding and adapting to shifting conditions. A supportive work environment and a positive mindset are also important in assisting people in becoming more adaptable, according to study.

Advantages of Adaptiveness	Increased job satisfaction
	Improved performance
	Increased ability to manage stress
	Improved ability to work with diverse people

Table 2: Advantages of Adaptiveness
 (Source: made by the author)

To better understand how to encourage and sustain a healthy work-life balance, the study context on adaptability and work-life happiness must be developed. This involves being aware of the various adaptiveness traits and how they can be leveraged to increase workplace productivity and satisfaction (Leitão et al.2019). In order to create work-life harmony, study is also required to determine the best methods for fostering and sustaining adaptability.

D. Adaptiveness and Quality of Life

The ability to be content at work and at home is something that many people value and desire, which is why the idea of work-life happiness has gained a lot of support in recent years. The notion of work-life happiness gives a more holistic view of the concept of happiness, emphasising the importance of both personal and professional pleasure. Traditional views of happiness are frequently associated with leisure activities. As a result, adaptability has been identified as a crucial component in the growth of work-life balance. Being adaptable, which is the capacity to change in response to a changing environment, is essential to achieving

successful outcomes in life.

Numerous facets of life, including health and happiness, work satisfaction, and quality of life, have been found to be correlated with adaptability. Research has demonstrated that being adaptable is specifically linked to higher levels of life satisfaction and well-being, as well as to improved job performance and an overall healthy work-life balance (Çam and Öğülmüş 2019). Furthermore, adaptability is also associated with higher job satisfaction since those who can do so are better able to handle stress at work. Additionally, it has been discovered that adaptability is linked to higher levels of job security since people who can adapt to changing work situations are more likely to keep their positions.

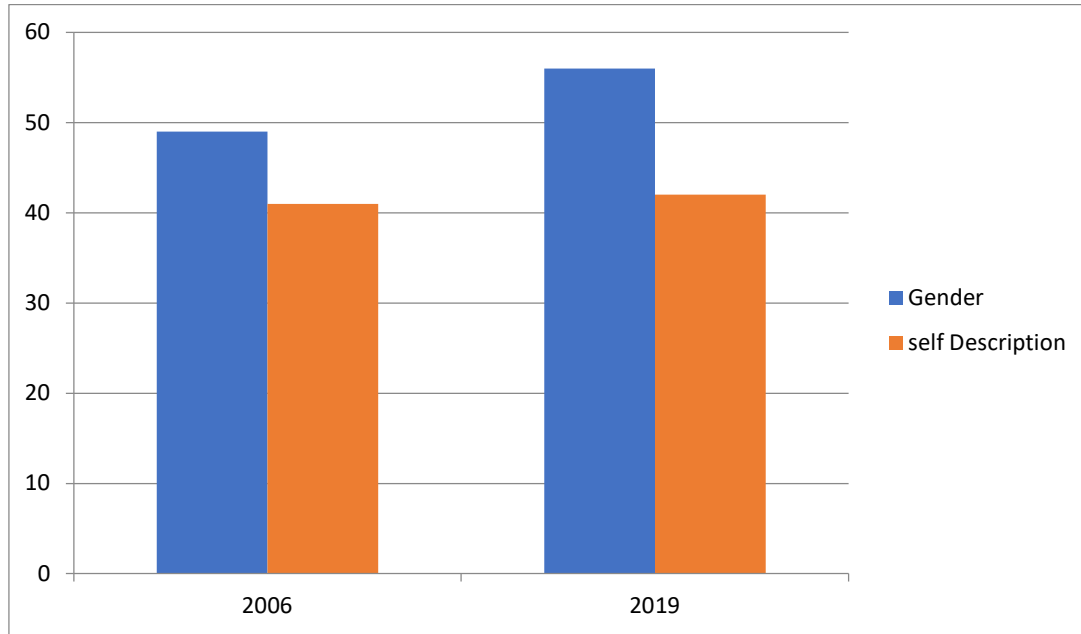


Figure 2: different users of Adaptiveness
(Source: made by the author)

Being adaptable helps people better attain both personal and professional pleasure by allowing them to adjust to changing circumstances. This is why adaptability is a crucial component in the development of work-life happiness. Therefore, studies on how adaptability affects work-life balance should concentrate on how it affects levels of life satisfaction and well-being, job satisfaction, job security, and quality of life. Research should also concentrate on how adaption techniques might be applied to improve work-life harmony. To ensure that people are able to achieve great outcomes in both their professional and personal lives, it is crucial to understand the role of adaptability in the development of work-life satisfaction.

III. Implications for Practice

The study discussed in this paper has important practical ramifications. It first suggests that adaptability is a key factor in work-life balance. Organizations ought to think about creating policies and initiatives that motivate workers to alter their work-life balance. This can entail offering flexible work schedules, telework and remote working choices, or resources to help employees with their workload and stress (Dhamija et al.2019). Organizations should also make an effort to foster a diverse workplace where workers can feel supported in balancing their personal and professional lives. Second, according to this research, job satisfaction and motivation are additional elements that affect work-life balance in addition to adaptability.

Businesses should make an effort to foster an atmosphere that encourages employee motivation and happiness. Offering purposeful employment and supporting opportunities for professional development could be two examples of this. Additionally, businesses should aim to foster a climate of respect and trust where staff members are at ease in their responsibilities and in their interactions with one another. Finally, this research implies that achieving work-life balance is a long-term strategy as well as a temporary one. Organizations should make an effort to foster a happy, fulfilling work environment that supports a healthy work-life balance. This might entail providing resources to aid with time and workload management as well as giving staff access to wellness initiatives.



Figure 3: average happiness related to adaptiveness
(Source: Henning et al.2021, p.112)

Organizations can also make an effort to foster a culture that encourages workers to take breaks and engage in rejuvenating activities. The study discussed in this paper has important practical ramifications. Employers should make an effort to foster a work climate that supports employees' ability to balance their personal and professional lives (Henning et al.2021). Organizations should also make an effort to foster a trusting and respectful workplace culture that is beneficial to employee motivation and happiness. Lastly, businesses should make an effort to foster a happy, productive workplace that supports a healthy work-life balance.

A. Increasing Adaptiveness in the Workplace

A vital component in the growth of work-life harmony is adaptability. It's critical to comprehend how adaptability to shifting demands at work and in personal life might improve wellbeing both professionally and personally. In order to take advantage of new chances, one needs to be adaptable, open to change, and risk-taking. Flexibility and adaptability can boost performance and productivity while also increasing job satisfaction. Additionally, when people are better able to manage the demands of both work and life, increasing adaptability might result in an increase in work-life balance. Research is required in a number of areas to better

understand how adaptability affects work-life balance.

First, more study needs to be done on the idea of adaptability and how it affects job satisfaction and output. Additionally, studies should take into account how training and development programmes at work might foster employees' capacity for adapting to changing conditions. Second, research should take into account how technology supports adaptation as well as its ability to open up new avenues for adaptive behaviour. Third, further research is needed to determine how adaptability might promote wellbeing and a healthy work-life balance. Fourth, research should look at how culture and social context affect adaptability and how these elements might be used to promote adaptability in the workplace.

Theme	Description
Adaptive capabilities	The ability of individuals to adopt change in environment.
Coping strategies	The strategy to handle stressful situations.
Work life balance	The physical and social environment in which individuals work.

Table 3: description of themes

(Source: made by the author)

Finally, research should look into how adaptability may be used to improve workplace culture and encourage engagement in work-life balance. Research on the role of adaptability in work-life happiness might help people and organisations develop greater job satisfaction and wellbeing by offering useful insights (Schnettler et al.2021). In the end, firms may be able to develop a more efficient and effective workforce by using the tools provided by an awareness of the role of adaptability in work-life happiness.

B. Enhancing Adaptiveness in the Home

Adaptability is a factor in work-life balance that has gained more attention in recent years. The ability to adapt to shifting circumstances and be flexible in a range of contexts is referred to as adaptability. As it is considered that people who can adapt to shifting demands and expectations of their work life can be more successful, productive, and contented, this notion has been applied to the subject of work-life balance.

According to research, people who can adjust to shifting work demands are less likely to experience burnout, job stress, and other unfavourable effects of their jobs. Research needs to be done in the home setting in order to better understand how adaptability can be created and used to enhance work-life balance. First, more study needs to be done on the idea of adaptability and how it affects job satisfaction and output (Adriano et al.2020). Additionally, studies should take into account how training and development programmes at work might foster employees' capacity for adapting to changing conditions. Second, research should take into account how technology supports adaptation as well as its ability to open up new avenues for adaptive behaviour.

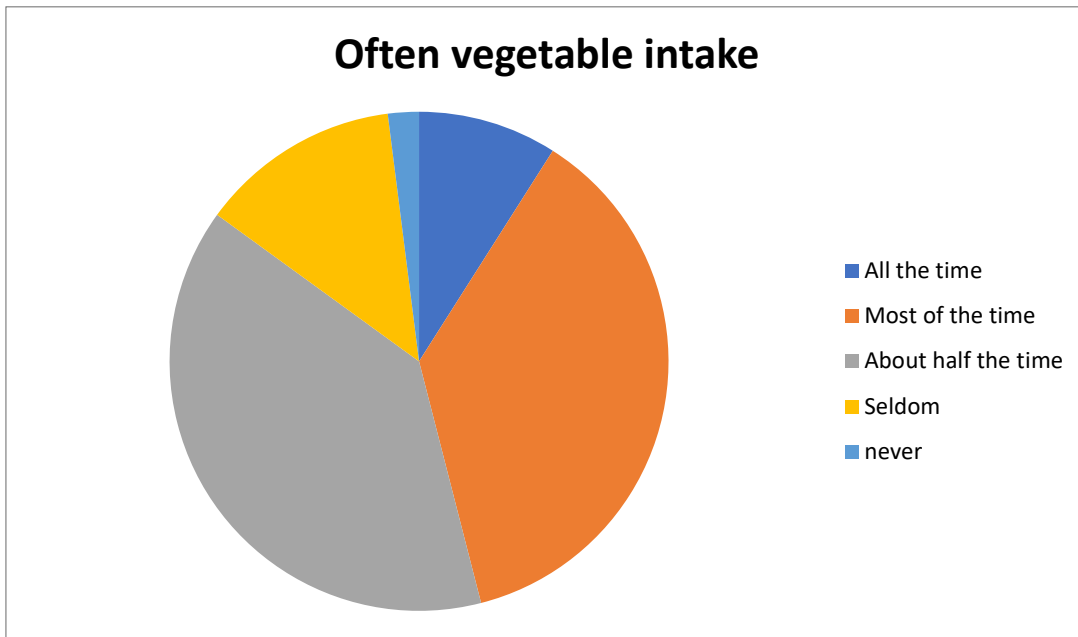


Figure 4: often vegetable intake percentage
 (Source: made by the author)

Third, further research is needed to determine how adaptability might promote wellbeing and a healthy work-life balance. Fourth, research should look at how culture and social context affect adaptability and how these elements might be used to promote adaptability in the workplace. Finally, research should look into how adaptability may be used to improve workplace culture and encourage engagement in work-life balance. Research on the role of adaptability in work-life happiness might help people and organisations develop greater job satisfaction and well-being by offering useful insights. In the end, firms may be able to develop a more efficient and effective workforce by using the tools provided by an awareness of the role of adaptability in work-life happiness.

Challenges of Adaptiveness	Difficulty in dealing with change
	Fear of failure
	Difficulty in developing new skills
	Lack of self confidence

Table 4: Challenges of Adaptiveness
 (Source: made by the author)

This can entail looking at how technology can be utilised to handle daily chores, to improve work-life balance, and to boost adaptability. Sociocultural Factors: The development of adaptability in the family can be significantly influenced by sociocultural factors including gender and culture. The impact of these variables on people's capacity to adapt to shifting needs and expectations at home could be the subject of further study. Researchers can better understand how this source of work-life happiness can be produced and used to enhance work-life balance by examining these features of adaptiveness in the home environment. The actions and plans for encouraging adaptability in the family can be informed by this research.

C. Promoting Adaptiveness in the Community

Adaptability is the capacity to change with the environment and respond quickly and skilfully to novel events. It is the ability to react appropriately and effectively to the current circumstances. In order to achieve work-life happiness, which is a measurement of a person's overall life satisfaction, adaptability has been recognised as a crucial aspect. Finding a sense of pleasure and contentment depends on striking a healthy balance between work and other facets of life. According to studies, adaptability is a crucial component of having a happy work-life balance. In this paper, we'll look at how to create a research environment that will encourage adaptability in the local community.

Finding the essential components of adaptability is the first step in creating a research setting to support it. These skills include the capacity for adaptability, the capacity for quick and effective responses to novel situations, the capacity for initiative and responsibility, and the capacity for an in-depth comprehension of the environment. Additionally, it's critical to pinpoint the elements that can prevent adaptability, such as a lack of drive, a fear of failing, and a deficiency in knowledge and abilities. Creating a research atmosphere that fosters adaptability is the next step after identifying the essential components of adaptability.

Free time activities and adptiveness	
Activity	Adaptiveness
Exercising	High
Watching TV	Low
Socializing	High

Table 5: Free time activities and adptiveness

(Source: made by the author)

This can entail looking at how technology can be utilised to handle daily chores, to improve work-life balance, and to boost adaptability. Sociocultural Factors: The development of adaptability in the family can be significantly influenced by sociocultural factors including gender and culture (Raeissi et al.2019). The impact of these variables on people's capacity to adapt to shifting needs and expectations at home could be the subject of further study. Researchers can better understand how this source of work-life happiness can be produced and used to enhance work-life balance by examining these features of adaptiveness in the home environment. The actions and plans for encouraging adaptability in the family can be informed by this research.

Additionally, it is critical to acknowledge the value of adaptability in the workplace and to make sure that the research backdrop is created to support an atmosphere where those that exhibit adaptability can succeed and be recognised. Increased work-life satisfaction can help both individuals and organisations by creating a research framework to support adaptiveness in the community. With greater adaptability, people can achieve greater success and contentment in both their personal and professional life, and businesses can gain from higher levels of satisfaction, productivity, and creativity. Adaptability can be encouraged in a community, resulting in higher success and enjoyment for all, given the correct research framework.

IV. Conclusion

According to the research given here, the idea of adaptability can be used as a lens to assess

work-life balance. It is obvious that adaptive techniques like resilience and problem-solving can improve work-life balance. The study has also made clear the importance of taking into account how people's contexts and environments play a part in their work-life satisfaction. It has been demonstrated that contextual elements including organisational culture, social support, and job resources have a substantial impact on work-life happiness. When investigating the application of adaptive methods to improve work-life happiness, various contextual elements must be taken into account.

The creation and application of adaptive solutions to enhance work-life happiness in various circumstances should be the main topic of future research. Additionally, additional study should look into how adaptive techniques affect work-life happiness in various cultural contexts. It is evident that adaptability can contribute to work-life happiness, and it is clear that more study is required to investigate the impact of contextual elements in the creation and application of adaptable strategies to support work-life happiness.

A. Summary of Research Context

The aim of this study is to investigate if adaptability can be a source of work-life balance. This study will specifically look into how people can use adaptability to improve their work-life balance. It will examine how adaptability fits into the present work-life balance, how people can become more adaptable and how that affects their pleasure at work, and how adaptability contributes to long-term work-life contentment. To provide a thorough knowledge of the idea of adaptability and its implications on work-life happiness, the study will consult literature from the domains of psychology, management, and organisational behaviour.

Additionally, surveys and interviews will be used to gather empirical data from various work-life scenarios for the study. The results of this study will give a thorough context for comprehending the connection between adaptability and work-life satisfaction. Additionally, this study may have consequences for organisational leaders, policy makers, and workers themselves regarding how to maximise work-life balance through improved adaptability.

B. Future Research Opportunities

- i. Gaining a deeper comprehension of how adaptive behaviours affect work-life balance. This could entail examining the links between proactive actions and job satisfaction, the effects of various adaptive actions (such as self-reflection and problem-solving) on work-life balance, and the interactions between these actions and other environmental and personal factors.
- ii. Analysing how corporate culture influences the development of adaptive behaviours. The effectiveness of an organisation and the degree to which adaptive behaviours are encouraged are frequently heavily influenced by organisational culture. The influence of various corporate cultures on the evolution of adaptive behaviours and the implications on work-life balance could be the subject of this research.
- iii. Examining how demographic variables like gender and race affect adaptive behaviour. Studies could examine the potential effects of age, race, gender roles, and other demographic variables on the emergence of adaptive behaviours. Research can, for instance, examine how different age groups or genders react differently to adaptive behaviours or how cultural or social expectations affect these behaviours.
- iv. Analysing how technology affects adaptive behaviour. Research studying how technology affects adaptive behaviours may be useful as technology's influence in the

workplace continues to grow. This could entail examining how the usage of technology and digital tools affects the emergence of adaptive behaviours as well as how these behaviours may be modified by technology.

- v. Examining how adaptive behaviours might be used to create a work-life balance. It could be useful to conduct more research on the ways in which adaptive behaviours can assist workers in achieving work-life balance. This can entail analysing the connections between adaptive behaviours and job satisfaction, the effects of various adaptive behaviours (such as self-reflection and problem-solving) on work-life balance, and the interactions between adaptable behaviours and other environmental and societal variables.

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