



Why Work-Life Balance (WLB)?

- ? Unsolved dilemma and a big challenge facing individuals and organizations.
- ? Strategic and crucial issue for human resource management.
- ? Dynamic environment and technological changes.
- ? The lack of complete definition for WLB.
- ? Employees have personal life and responsibilities, they will not leave behind.

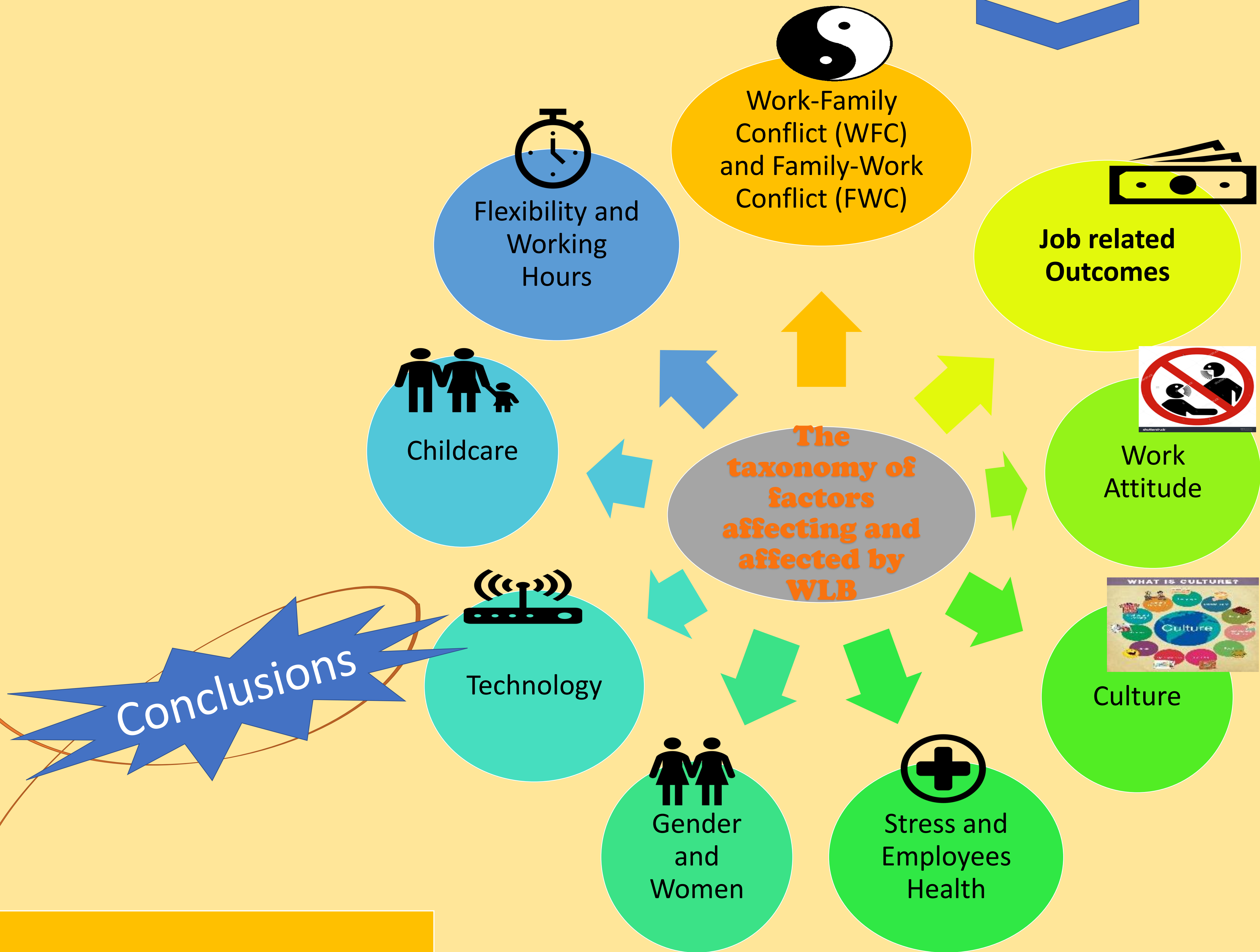
WLB aims to achieve the balance between work and life activities



- Study Objectives**
- Highlight and organize the most recent, and cited literatures related to WLB since 2003 to 2016.
 - Introducing a thorough definition of WLB
 - highlight the important themes related to WLB issues
 - Introducing the gaps in the literature for future research
 - Updating the taxonomy of factors that affect and affected by WLB

Work-Life balance definition:

- ✓ The practices and programs aim to reinforce the quality of employees' life.
- ✓ Ensure appropriate family income, and better lifestyle for employee's children.
- ✓ These policies should aim to create healthier lifestyle for employees.
- ✓ Enable the employees to organize and control their schedules, manage their priorities and maintain their personal values.



Conclusions

GAPS in current Literature

WLB studies in Individualistic versus Collectivistic societies	• Most of studies about WLB were done in individualistic societies
WLB and gender inequality	• WLB policies are designed around working mothers which creates a general feeling of inequality.
WLB and flexibility	• Work flexibility creates a flow and unlimited workloads • Flexibility aims to support the economic purpose
WLB and Organizational performance	• We notice that much of these study findings were concluded and measured indirectly based on the theoretical view
WLB and technology	• Technology left employee with very little free time for themselves and their families

