ROLE OF WORK-LIFE BALANCE IN EMPLOYEE RETENTION IN PRIVATE COMPANIES

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Gairapatan-4,Pokhara

June, 2025

DECLARATION

This is to declare that I have completed the Summer Project entitled "**Role of Work-Life Balance in Employee Retention in Private Companies**" under the guidance of Prakash Regmi in partial fulfillment of the requirements for the degree of Bachelor of Business Administration at Faculty of Management, Pokhara University. This is my original work and has not been submitted elsewhere.

……..
Signature

Bijay Bijukchhe

June 8, 2025

BONAFIDE CERTIFICATE

BONAFIDE CERTIFICATE

Certified that this project

"ROLE OF WORK-LIFE BALANCE IN EMPLOYEE RETENTION IN PRIVATE COMPANIES"
is bonafide work of

Bijay Bijukchhe
who carried out the summer project work under my supervision. The report is forwarded for examination.

……. …….
Mr. Prakash Regmi
Internal Supervisor External Supervisor

CERTIFICATE OF APPROVAL

This is to certify that the project work titled "**Role Of Work-Life Balance In Employee Retention In Private Companies**" submitted by Bijay Bijukchhe for partial fulfillments of BBA embodies the bonafide work done by him under my supervision.

.....
Signature of the supervisor
Name: Prakash Regmi
Date: July 2025

.....
Signature of the external examiner
Name:
Date: July 2025

ACKNOWLEDGEMENT

I want to recognize the role of my project supervisor Prakash Regmi**,** who helped me throughout the preparation of this report with constant support and useful feedback. I was able to strengthen my research on this topic due to the advice I got from them.

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I would like to end by saying thank you to my family, friends, and faculty members for all the encouragement and motivation they gave me throughout my studies. Having them on my side, I was more committed and concentrated on finishing this report in good time.

Thanking You

Bijay Bijukchhe

June 8, 2025

EXECUTIVE SUMMARY

The project report called “Role of Work-Life Balance in Employee Retention in Private Companies” studies the link between work-life balance and retention of employees in private businesses. Due to the nature of work today, many private companies find it hard to keep employees since long hours and stress usually result in unhappiness and more people leaving. The reason for this study was to find out how features such as flexible hours, help from managers, spending time with family, the option of working from home, and wellness activities affect employees’ decisions to stay with their employers. A questionnaire was developed for this study and was distributed among 101 respondents employed in Pokhara’s private companies. The research used a descriptive approach, and the data was evaluated with MS Excel.

Those findings also point out that people with flexible and encouraging colleagues are more satisfied with their jobs and are likely to continue working there longer. Alternatively, people who found it hard to handle work and home duties showed a willingness to search for different jobs. The main things that kept employees from leaving were flexible working hours and guidance from their supervisors.

This research points out that companies should pay more attention to implementing successful Work-Life Balance strategies. It provides useful tips for managing teams to ensure their workplaces are balanced so both staff morale and the company’s achievements are increased.

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CHAPTER – I : INTRODUCTION

1.1 Background of the Study

Firms in the current fast-changing corporate setting aim to keep qualified workers who are motivated. There are many things that have an impact on staff staying, yet work-life balance (WLB) is often considered the most crucial. Work-life balance is about workers handling their tasks at work as well as commitments outside of work and leisure time. A fair balance between work and home makes employees happier and affects their on-the-job results positively.

Private companies in developing countries like Nepal usually need their employees to work long hours with pressure to meet the demands of the competitive market. For this reason, many workers report feeling anxious, tired, and unsatisfied, which in the end leads to a high number of resignations. Because there are few solid human resource policies in these areas, employees might find it difficult to maintain a lasting relationship with their employer.

Many studies across the world indicate that having a good work-life balance makes employees much happier, improves their work spirit, and increases their loyalty. If companies focus on their employees' health and happiness by offering work flexibility, remote jobs, wellness plans, and loyal leaders, they will likely keep their best people. Nevertheless, in Nepal's private companies, these practices are still being introduced and happen in different ways, since competition is increasing and work is moving toward knowledge, it has become more important to keep experienced employees. When someone leaves a job, companies must pay for recruiting and training workers as well as experience loss. For this reason, encouraging employees to enjoy work-life balance can greatly reduce similar issues.

The study tries to discover the role of work-life balance in keeping employees at private firms in Pokhara. It looks into workers' opinions about their work-life balance, family time, stress at work, and support provided by the organization. The goal of the study is to find out about WLB's impact on retention and offer practical steps private companies in Nepal can make to achieve a healthier and more lasting workforce.

1.2 Objectives of the Study

- To identify the key determinants of work-life balance among employees.
- To examine the relationship between work-life balance and employee retention.
- To assess the level of employee satisfaction with current WLB practices.
- To recommend practical strategies to enhance employee retention through WLB.

1.3 Research Questions

- How does work-life balance influence employee retention in private companies?
- What are the key components of work-life balance that employees value the most?
- To what extent do flexible work arrangements affect employee job satisfaction and commitment?
- What role does managerial and organizational support play in maintaining a healthy work-life balance?

1.4 Significance of the study

This study focuses on the role of work-life balance (WLB) in retaining employees in private companies in Nepal. In today's demanding work environment, employees often struggle to manage their job responsibilities alongside personal commitments, leading to stress, dissatisfaction, and high employee turnover. By exploring worker's views on family time, workplace stress, and organizational support, the study aims to uncover the key factors that influence employee satisfaction and retention.

The findings of this research will be valuable for HR managers, business leaders, and policymakers in developing effective strategies that support employee well-being. By promoting better work-life balance practices, companies can enhance employee loyalty, reduce recruitment and training costs, and build a more productive and stable workforce in Nepal's private sector.

1.5 Limitation of the study

- **Geographical Limitation**

  This study is limited to private companies located in Pokhara, which may restrict the applicability of its findings to other regions of Nepal with different economic, social, or industrial contexts.

- **Perspective Bias**

  The research focuses solely on the perspectives of employees, excluding the viewpoints of employers or management. This may result in a one-sided understanding and overlook important managerial insights.

- **Limited Sample Size**

  A relatively small or narrowly defined sample size may limit the accuracy, diversity, and generalizability of the results, potentially affecting the study's overall validity.

- **Self-Reported Data**

  The study relies on self-reported data from participants, which may be influenced by personal bias, exaggeration, or the tendency to respond in a socially desirable manner.

- **Exclusion of External Factors**

  The study does not deeply explore external influences such as economic conditions, family responsibilities, or personal values, which may significantly impact employees' experiences and perceptions of work-life balance.

- **Organizational and Cultural Differences**

  Difference's in organizational culture, management styles, and internal policies across various companies may influence how work-life balance is perceived and implemented, potentially affecting the consistency of responses and the comparability of findings.

CHAPTER-II: Literature Review

(Greenhaus, 2011) believe that Work-Life Balance (WLB) enables a person to handle work and family responsibilities together without neglecting either. Because of changes in the business world, supporting WLB has become necessary to reward workers and decrease the number of employees who leave. Those companies that support work-life balance usually keep their workers for longer.

According to (Beauregard, 2009), flexible scheduling, help from supervisors, and focus on health and wellness clearly help to keep employees longer. Being able to choose their work hours helps employees juggle their duties at home and at work, which makes them less stressed and more involved. If supervisors care about employees and show empathy, the organization improves and employees are inspired to remain for a greater period. Fitness programs, mental health services, and ways to relieve stress benefit workers and make them more likely to go to work (Allen, 2000).

(Adhikari, 2010)found from their study in Nepal that many private companies were not implementing formal WLB policies. If employees don't have good management, they may start feeling drained from their work and often resign. Since numerous employees in Nepal must follow strict schedules, they seldom have enough time for their families, which takes a toll on their mental state and work.

(Kumar, 2015) also point out that businesses that implement WLB practices in Nepal have much higher levels of staff loyalty and notice less absenteeism. According to their stance, when employees sense that their workplace looks after their well-being, they tend to commit and work harder. Plus, less stress in the workplace and happier workers cause them to take fewer sick days and be more consistent with their attendance.

It can be concluded that WLB improves employee welfare and helps private companies save money by reducing staff turnover. Since it is difficult to hire and keep good workers in Nepal's competitive market, applying suitable WLB policies provides an edge to companies. Overall, (Budhwar, 2009) studies from around the world and locally point out that WLB greatly contributes to keeping employees on board. Organizations which ensure workers have flexible schedules, receive support from their leaders, and enjoy wellness programs tend to keep their talent and loyal workforce satisfied.

2.1 Conceptual Framework

The conceptual framework of this study is developed to explore the relationship between various dimensions of work-life balance (WLB) and employee retention within private companies. The model serves as a blueprint that outlines how independent variables (key WLB practices) are expected to influence the dependent variable (employee retention). It reflects the assumption that a positive work-life environment improves job satisfaction, thereby encouraging employees to stay with their organizations for a longer period.

The framework is grounded in both theoretical and empirical literature, suggesting that work-life balance plays a pivotal role in reducing turnover and improving employee loyalty. It also supports the practical objective of the research—to provide actionable insights for private companies in Nepal seeking to retain talent through improved WLB initiatives.

2.2 Framework Assumption

The conceptual framework assumes that effective implementation of WLB practices (independent variables) has a direct and positive effect on employee retention (dependent variable). When employees experience flexible schedules, managerial support, wellness care, and location freedom, they are more likely to feel valued, satisfied, and committed to their workplace.

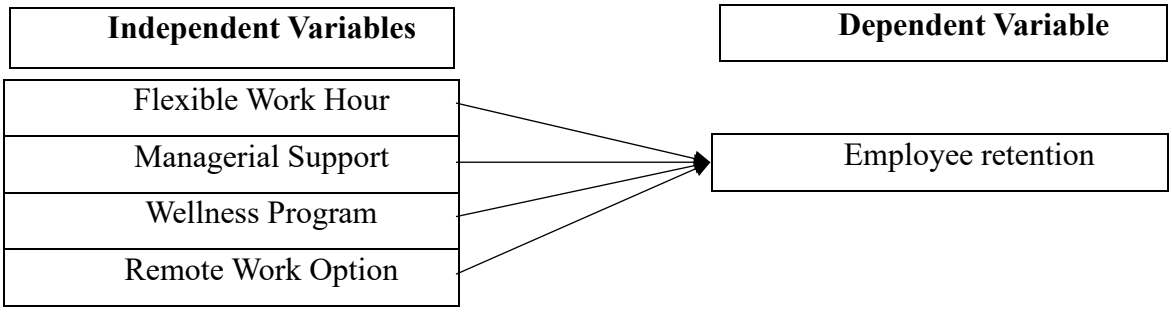


Fig: Conceptual Framework of Dependent and Independent Variable

This framework guides the analysis and interpretation of the study and serves as a foundation for drawing meaningful conclusions and recommending actionable strategies for private companies.

2.1.1 Independent Variables

- **Flexible Work Schedules**

  The potential for employees to adjust their work timings to better fit their family and personal responsibilities. Flexibility may be in the form of staggered start/end times, compressed workweeks, or shift-swapping. It reduces stress and enables employees to balance work and life demands better.

- **Managerial Support**

  The degree to which supervisors and managers recognize, value, and actively support employees' work-life needs. This includes empathetic listening, workload management, emotional support, and encouragement of WLB policies. Supportive leadership creates trust and facilitates employee morale and loyalty.

- **Wellness Programs**

  Organization-sponsored physical, emotional, and mental well-being initiatives. These may include fitness classes, stress management classes, counseling, and mental health days. Wellness programs send the message that the organization is concerned for employees' well-being, thus leading to higher engagement and lower absenteeism.

- **Remote Work Options**

  Offering remote work-from-home or hybrid work arrangements, which are especially desirable in the context of digital transformation and post-pandemic flexibility. Remote work enables workers to better control their time, commuting stress, and household responsibilities, impacting their work-life balance in a positive way.

2.1.2 Dependent Variable

- **Employee Retention**

  This is the ability of the company to retain its employees for some time. Retention is influenced by job satisfaction, organizational commitment, and perceived professional and personal life balance. Higher levels of retention reduce recruitment costs, preserve institutional knowledge, and enhance organizational performance.

RESEARCH METHODOLOGY

2.3 Research Design

This study adopts a descriptive quantitative research design to examine the role of work-life balance (WLB) in employee retention within private companies in Pokhara. This design is appropriate as it allows for systematic collection, quantification, and analysis of data related to employee perceptions, behavior, and trends. The aim is not to manipulate variables but to observe and describe existing relationships between WLB practices and employee retention in a natural setting. Descriptive design also facilitates the presentation of statistical summaries that can support practical recommendations for organizations.

2.4 Population and Sample

The target population for this research includes employees working in private companies within Pokhara, spanning across various sectors such as hospitality, education, retail, and finance. These sectors were chosen for their dynamic work environments and high employee turnover rates. A convenience sampling technique was employed to select a sample of 101 respondents, as it allowed easy access to participants within a limited timeframe. Although non-probabilistic in nature, convenience sampling was practical for exploratory research and provided a diverse set of employee insights.

2.5 Data Collection Method

Primary data was collected through a structured questionnaire, which consisted of both multiple-choice and Likert-scale questions. The questionnaire was designed to gather information on:

- Employee perceptions of work-life balance
- Availability of flexible work arrangements
- Managerial and organizational support
- Job satisfaction levels
- Intentions to stay or leave the organization

To enhance the reliability of the findings, secondary data was also consulted. This included published journals, articles, and HRM textbooks, which helped validate the questionnaire design and supported interpretation of the results.

2.6 Data Analysis Tools

All collected data were entered into Microsoft Excel for organization and analysis. The data analysis involved the use of basic statistical tools to generate frequencies, percentages, tables, and charts. This approach allowed for a clear presentation of trends, relationships, and employee preferences regarding work-life balance and retention factors.

2.7 Ethical Considerations

Ethical integrity was maintained throughout the research process to ensure the rights, privacy, and dignity of all participants were protected. The following ethical principles were observed:

- **Informed Consent**: All participants were informed about the purpose, nature, and scope of the study before participating. Consent was obtained voluntarily without coercion.
- **Confidentiality**: Respondents were assured that their responses would remain confidential and would be used solely for academic purposes. No identifying information (such as names or workplace details) was collected or disclosed.
- **Anonymity**: To further protect participants' identities, all data were collected anonymously. Participants were not required to provide any personal identifiers.
- **Right to Withdraw**: Participants were made aware that their involvement was completely voluntary, and they had the right to withdraw from the study at any point without any consequences.
- **Data Protection**: Collected data were securely stored in password-protected digital files and were only accessible to the researcher and supervisor involved in this project.

By respecting these ethical standards, the study ensured a respectful and trustworthy research environment that encouraged honest and unbiased responses from participants.

CHAPTER III : DATA PRESENTATION AND ANALYSIS

3.1 Respondent Profile

3.1.1 Respondents by Age Group

Table 1: Respondents Age group

Age Group	No. of Respondents	Percentage
18-25	53	52.5%
26-35	38	37.6%
Above 35	10	9.9%

The table presents the age group distribution of 101 respondents. Most respondents fall in the 18–25 age group, making up 52.5% (53 individuals). This is followed by the 26–35 age group, which comprises 37.6% (38 individuals). The smallest portion, 9.9% (10 individuals), belongs to the age group above 35. This indicates that younger individuals were the most represented in the survey.

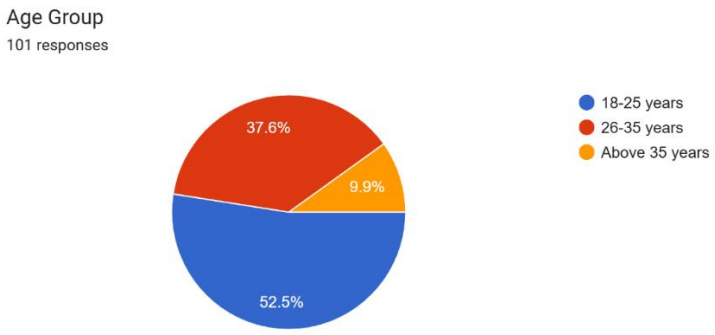


Figure 1:Age Group

The pie chart representing the age group distribution of 101 respondents shows that the majority fall within the 18–25 years category, making up 52.5% of the total responses. This indicates that more than half of the participants are young adults. The second largest group is the 26–35 years age range, accounting for 37.6% of the respondents. A smaller portion, 9.9%, consists of individuals above 35 years of age. Overall, the data suggests that the survey primarily attracted a younger demographic, particularly those between 18 and 25 years old.

3.1.2 Respondents by Gender

Table 2: Respondents by Gender

Gender	Respondents	Percentage
Male	52	52.5%
Female	42	41.6%
Others	6	5.9$

The table displays the gender distribution of 101 survey respondents. Out of the total, 52 respondents (52.5%) identified as male, while 42 respondents (41.6%) identified as female. Additionally, 6 respondents (5.9%) chose the "Others" category. This suggests that while males slightly outnumber females, the gender participation is relatively balanced, with a small portion opting not to disclose their gender identity.

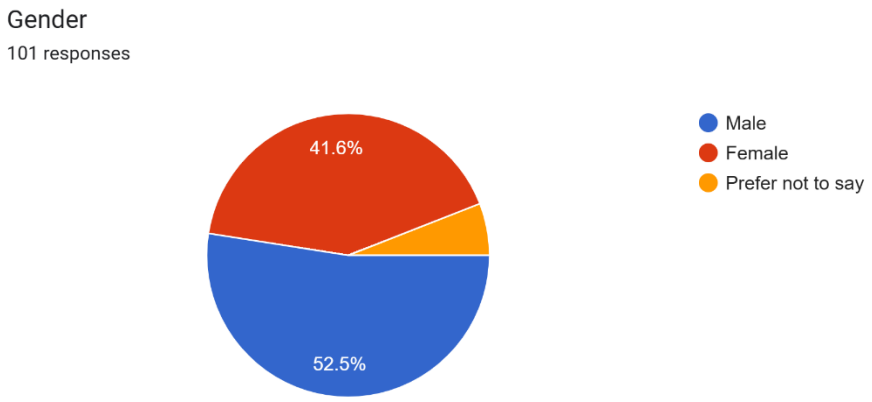


Figure 2:Gender

The gender distribution pie chart based on 101 responses shows that the majority of respondents, 52.5%, identify as male. 41.6% identify as female, while a smaller portion, approximately 5.9%, selected "prefer not to say." This indicates that the gender representation in the survey is slightly male-dominated, though there is a fairly balanced participation from both males and females.

3.1.3 Respondents by Occupation

Table 3: Respondents by Occupation

Occupation	No. of Respondents	Percentage
Entry-level	40	40.6%
Mid-level	39	38.6%
Senior-level	21	20.8%

The table illustrate the occupational levels of 101 respondents. The majority, 40.6%, are in entry-level positions, followed closely by 38.6% in mid-level roles. Only 20.8% of respondents hold senior-level positions. This indicates that most participants are either in the early or middle stages of their careers, with fewer individuals in higher managerial or leadership roles.

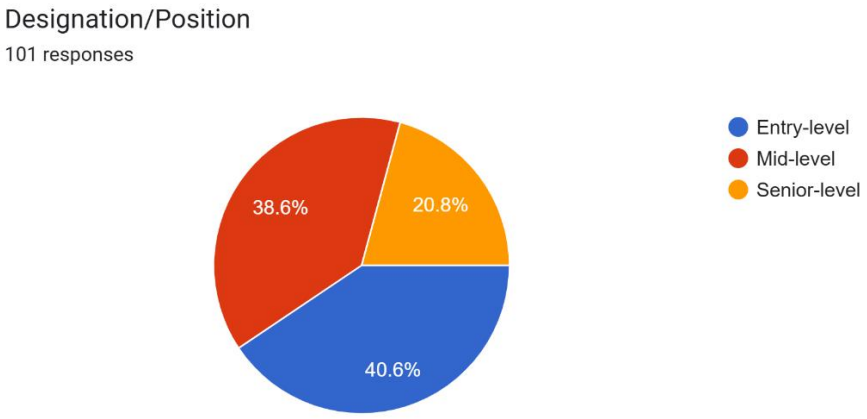


Figure 3:Designation/Position

The designation or position distribution among the 101 respondents reveals that the majority are in the early stages of their careers, with 40.6% occupying entry-level roles. This is closely followed by 38.6% who are at the mid-level positions, indicating a significant presence of professionals with some experience and responsibility. A smaller portion, 20.8%, are in senior-level roles, suggesting fewer respondents hold higher leadership or executive positions. Overall, the data shows a workforce that is predominantly comprised of individuals in the early to mid phases of their professional growth.

3.1.4 Work Experience

Table 4: Work Experience in Current Company

Work experiences	No. of Respondents	Percentage
Less than 1 year	37	36.6%
1-3 years	46	45.5%
More than 3 years	18	17.8%

The table display the work experience of 101 employees in their current company. The data shows that the highest proportion, 45.5%, have been with the company for 1–3 years, followed by 36.6% who have worked for less than a year, and only 17.8% who have more than 3 years of experience. This suggests that a majority of the workforce is relatively new, with most employees having less than 3 years of tenure in the company.

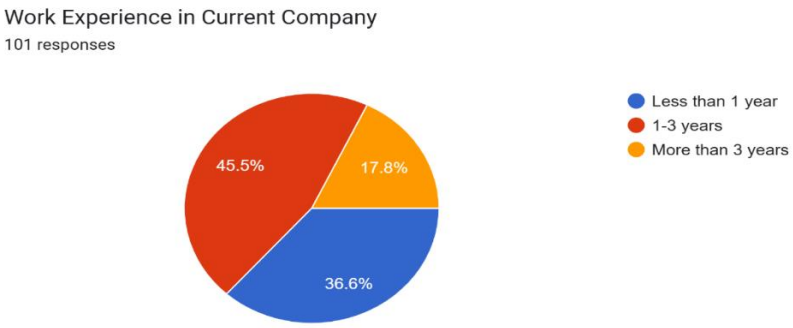


Figure 4: Work Experience in current company

The pie chart represents the work experience of 101 employees in their current company. It shows that 45.5% of respondents have been with the company for 1–3 years, 36.6% have less than 1 year of experience, and 17.8% have worked there for more than 3 years. This indicates that the majority of the workforce is relatively new, with most employees having less than 3 years of tenure.

Work-Life Balance Analysis

3.1.5 Perception of Work-Life Balance

Table 5: Perception of Work-Life Balance

Response	Count	Percentage
Yes	60	59.4%
No	19	18.8%
Sometimes	22	21.8%

The table illustrate the perception of work-life balance among 101 respondents. A majority (59.4%) reported that they do have enough time to spend with family and for personal activities, while 21.8% said they sometimes do, and 18.8% responded "No." This indicates that although most people feel they have sufficient personal time, a considerable portion still experiences difficulty in maintaining a consistent work-life balance.

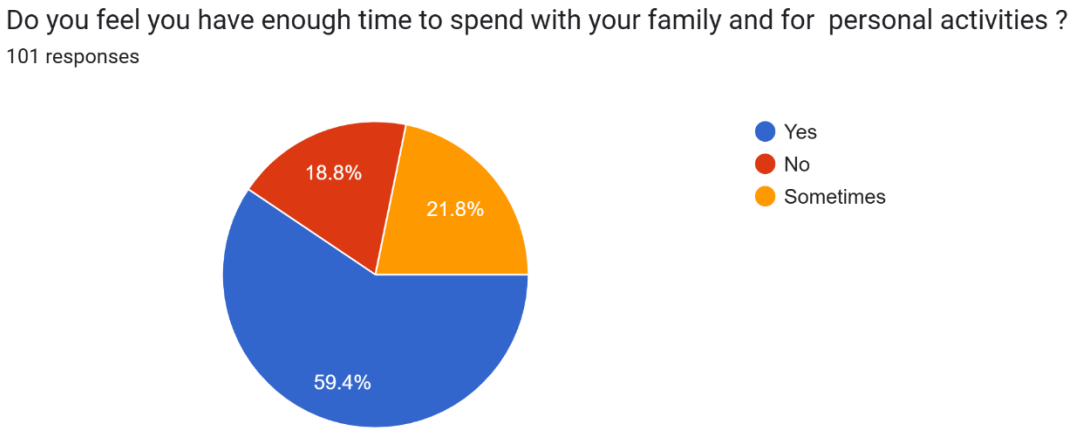


Figure 5:Time for personal activities

The pie chart represents responses from 101 individuals to the question, "Do you feel you have enough time to spend with your family and for personal activities?" A majority of respondents (59.4%) answered "Yes," indicating they do feel they have sufficient time. Meanwhile, 21.8% responded "Sometimes," and 18.8% said "No," suggesting that a significant portion of people still struggle to consistently find personal or family time.

3.1.6 Flexibility in Work Hours

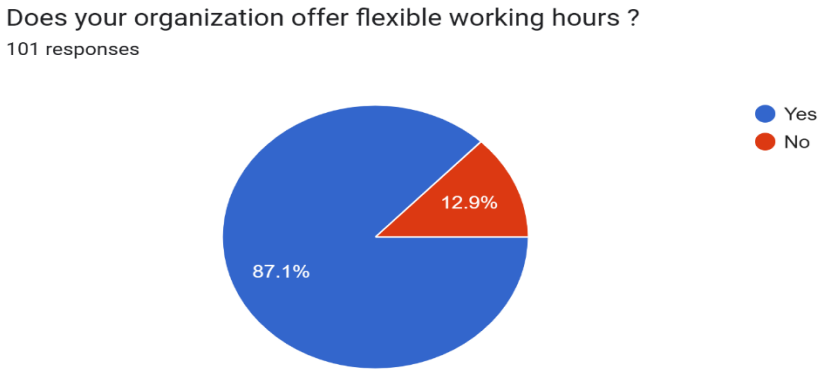
- 12.9% of employees do not have flexible work arrangements.
- 87.1% said they have some form of flexibility.

Table 6: Flexibility working hours

Response	Count	Percentage
Yes	88	87.1%
No	13	12.9%

The table presents data on the availability of flexible working hours among employees in private companies. Out of 101 respondents, 88 employees (87.1%) reported that their organization offers flexible work arrangements, while 13 employees (12.9%) indicated that they do not have such flexibility. This suggests that most employees surveyed benefit from flexible working hours, which may contribute positively to work-life balance and employee retention

Figure 6: Flexible working hours



The pie chart illustrates responses to the question, “Does your organization offer flexible working hours?” Out of 101 respondents, a large majority (87.1%) answered “Yes,” indicating that their organizations do provide flexible working arrangements. Only 12.9% responded “No,” suggesting that flexible work schedules are widely implemented across most of the surveyed organizations.

3.1.7 Satisfaction of employees

Table 7: Satisfaction of employees

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Manager supports work-life balance initiatives.	7	26	30	22	16
I am satisfied with my work-life balance.	5	6	35	35	20
Remote work or hybrid options are available in my company.	7	14	25	36	19
Company culture supports personal well being.	7	9	21	36	28
I would consider leaving if my work-life worsens.	8	9	19	34	31

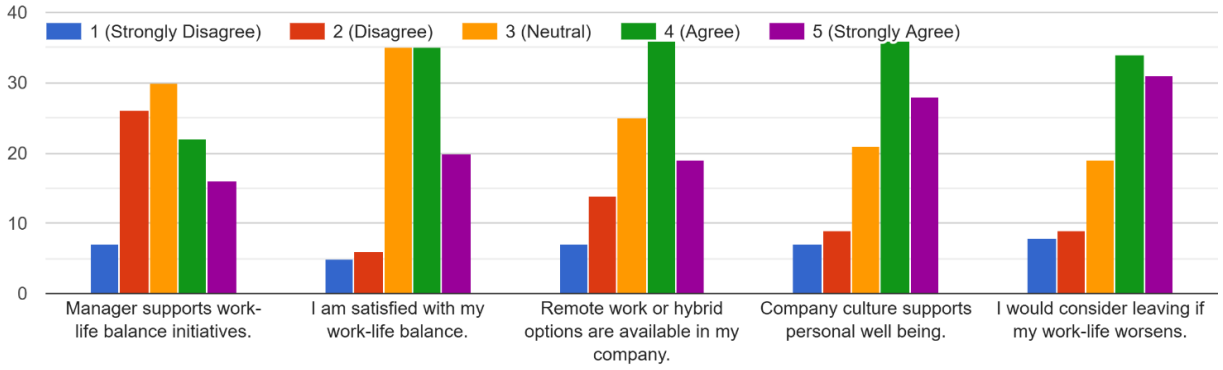


Figure 7:Bar Graph

The bar graph presents employee survey responses on work-life balance and company support. It includes five statements, each evaluated on a 5-point scale from “Strongly Disagree” (blue) to “Strongly Agree” (purple). Notably, a high number of respondents disagreed or strongly disagreed that their manager supports work-life balance initiatives and that they are satisfied with their work-life balance. In contrast, most respondents agreed or strongly agreed that remote or hybrid work options are available and that company culture supports personal well-being. A significant portion of employees also indicated they would consider leaving if their work-life balance worsened, highlighting the importance of this issue.

3.2 MAJOR FINDINGS OF THE STUDY

i. **Flexible Work Hours Are Highly Valued**

A significant majority (87.1%) of respondents stated that their organizations offer flexible working hours. Employees with flexible schedules reported higher satisfaction and a greater willingness to remain in their jobs.

ii. **Work-Life Balance Positively Affects Retention**

Over 59% of employees felt they had enough time for personal and family activities, indicating that work-life balance plays a vital role in overall job satisfaction and employee retention.

iii. **Managerial Support Is Inconsistent**

Many employees expressed dissatisfaction regarding managerial support for work-life balance. Only a small portion strongly agreed that their managers actively support WLB initiatives, pointing to a gap in leadership involvement.

iv. **Remote and Hybrid Work Options Are Appreciated**

Many respondents agreed or strongly agreed that remote or hybrid work options are available and beneficial. These options were linked to improved morale and retention.

v. **Company Culture Influences Well-being**

Respondents acknowledged that company culture supporting personal well-being encouraged greater loyalty and satisfaction. Organizations with supportive environments had better retention indicators.

vi. **Dissatisfaction Can Lead to Turnover**

A significant number of employees (about 65%) indicated they would consider leaving their organization if their work-life balance worsened. This underlines how crucial WLB is to staff retention.

vii. **Younger Employees Are More Sensitive to WLB**

The majority of participants were between the ages of 18–35, and they showed stronger opinions about the importance of flexible work and supportive environments compared to older workers.

viii. **Most Employees Are in Early Career Stages**

Around 79% of the respondents held entry-level or mid-level positions, showing that early-career professionals are the largest group affected by WLB issues in private firms.

ix. **Short Tenure Is Common**

Most respondents had been with their current company for less than three years. This may be linked to dissatisfaction with current WLB practices and a higher tendency to switch jobs.

CHAPTER IV: SUMMARY AND CONCLUSION

4.1 SUMMARY

The research project titled **"**Role of Work-Life Balance in Employee Retention in Private Companies" investigates how various elements of work-life balance (WLB) affect the ability of private firms to retain employees, particularly in the context of Pokhara, Nepal. In today's competitive market, retaining skilled employees has become increasingly challenging. Employees often face long working hours, job stress, and inadequate personal time, all of which can lead to dissatisfaction and high turnover rates. Recognizing the importance of this issue, the study examines how flexible work hours, managerial support, wellness programs, and remote work options contribute to employee satisfaction and retention.

Using a descriptive quantitative research method, data were collected from 101 employees across industries such as hospitality, finance, education, and retail. The respondents mainly belonged to the younger demographic (18–35 years), with most being in entry-level or mid-level roles. The research employed a structured questionnaire consisting of multiple-choice and Likert-scale questions to gather insights on employee perceptions of their work-life balance.

Key findings revealed that while 87.1% of employees reported access to flexible working hours, only about half felt truly satisfied with their current WLB. A significant portion of respondents expressed concern that an inadequate work-life balance would push them to seek other job opportunities. Managerial support, though available in some cases, was found lacking in many organizations, which affected overall job satisfaction. Wellness initiatives and remote work options were positively viewed by employees and associated with greater retention intent.

The research reinforces the belief that when companies implement supportive work-life balance strategies, they enhance not only employee satisfaction but also organizational loyalty. These findings highlight the need for private companies in Nepal to institutionalize flexible and employee-friendly policies to sustain a motivated and stable workforce.

4.2 CONCLUSION

This study concludes that work-life balance is a fundamental factor influencing employee retention in private sector organizations. The data gathered from Pokhara-based private companies clearly indicates that employees who experience a healthy balance between work and personal life are more likely to remain in their jobs and contribute positively to their organizations. On the other hand, poor work-life balanced due to rigid schedules, insufficient managerial support, or lack of wellness initiatives results in increased job dissatisfaction and turnover.

Flexible work hours have emerged as the most valued factor among employees, allowing them to manage family responsibilities and reduce burnout. Similarly, companies that provided remote or hybrid work options were perceived as more supportive and progressive. However, a recurring concern was the absence of consistent managerial encouragement and formal WLB policies, which left many employees feeling undervalued or overworked. The study also showed that employees are highly sensitive to their well-being and are willing to leave their current jobs if WLB deteriorates.

Given these insights, it is recommended that private companies in Nepal prioritize the development and implementation of structured WLB practices. This includes offering flexible scheduling, enabling work-from-home options where applicable, providing wellness and mental health support, and training managers to be empathetic and understanding. Furthermore, building a company culture that respects employees' personal time and promotes a healthy work environment can significantly enhance employee commitment.

In a rapidly changing employment landscape, where skilled workers are hard to attract and even harder to retain, companies that ignore WLB may face higher turnover, lower productivity, and weaker employee engagement. Therefore, adopting a strategic approach to work-life balance is not just a matter of employee welfare—it is a key component of sustainable business success.

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APPENDIX

Section A : Personal Information

1.Age Group
- 18-25 years
- 26-35 years
- Above 35 years

2.Gender
- Male
- Female
- Prefer not to say

3.Designation/Position
- Entry-level
- Mid-level
- Senior-level

4.Work Experience in Current Company
- Less than 1 year
- 1-3 years
- More than 3 years

Section B: Work-Life Balance & Retention

5.Does your organization offer flexible working hours?

- Yes
- No

6.Do you feel you have enough time to spend with your family and for personal activities?

- Yes
- No
- Sometimes

7.Opinions

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
Manager supports work-life balance initiatives.	( )	( )	( )	( )	( )
I am satisfied with my work-life balance.	( )	( )	( )	( )	( )
Remote work or hybrid options are available in my company.	( )	( )	( )	( )	( )
Company culture supports personal well being.	( )	( )	( )	( )	( )
I would consider leaving if my work-life worsens.	( )	( )	( )	( )	( )

8. What is the most important work-life balance for you?

- Flexible working hours
- work from home/Remote work
- Paid leaves
- Wellness/Mental health program
- Others

9. Have you ever thought about leaving your current job due to poor work-life balance?
    - Yes
    - No
10. Would better work-life balance encourage you to stay longer in your current organization?
    - Yes
    - No