

29 effectiveness.(Bahrami et al., 2023) According to some scholars, balance involves allocating the
30 same amount of time, effort, and devotion to work and non-work responsibilities.(Opoku et al.,
31 2023) Others opines that a person's circumstances determine their level of equilibrium(Ferreira
32 & Gomes, 2023).Work-life balance is the degree of contentment one has with their work role and
33 personal life. The dynamics of Work- life balance has been altered due to the changes in social
34 needs, technological changes and personal expectations. (Schongen, 2023)Ensuring employee's
35 work-life balance issues has become a crucial strategic requirement for any organization. Some
36 embrace the mindset of "living to work," placing work at the center of life, while others adopt the
37 concept of "working to live," viewing work as the goal.(Akhavan et al., 2016) Each person has a
38 different ideal balance between work and life, and the rules and procedures that an employer can
39 implement will largely depend on the organizational environment in which staff members are
40 employed.(Mashavira et al., 2023) Women in particular need to manage WLB because,
41 historically and for the foreseeable future, many of them will still be expected to fulfil the role of
42 homemaker. Thus, it's critical to take into account how modifications to work schedules and
43 organizational structures impact Work-life balance. This study has employed the R studio
44 BiblioShiny package and VOS Viewer to visualize the bibliometric analysis and to give an
45 overview of the studies in the field of work-life balance.

46 1.1 OBJECTIVES

47 The study employs a bibliometric approach to analyse the current state of knowledge in work-life
48 balance studies and to comprehend their conceptual structure. The main objectives are:
49 1. To analyse the area's intellectual progression and knowledge base
50 2. To investigate the recent developments of author collaboration and present research
51 developments in the field of study.

52

53 **2. RESEARCH METHODOLOGY**

54 Bibliometric analysis provides insights into the factors that strengthen the contribution of studies
55 in a research area and guide scholars toward producing impactful studies(Akhavan et al., 2016).
56 Work-life balance is almost a necessity in today's competitive and challenging workplace. To
57 maintain a healthy work-life balance, it is imperative that the employee's work life and personal
58 life needs to be in a state of equilibrium. Using the Scopus database, we have analysed the

59 studies published on work-life balance using bibliometrics. This database contains social science
60 literature. The primary source of input data for BiblioShiny software is the Scopus database. The
61 open-source bibliometric software BiblioShiny 4.1 from RStudio and VOS Viewer was used to
62 perform bibliometric analysis. The supremacy of BiblioShiny lies in the fact that, in comparison
63 to other bibliometric tools, it provides a full suite of statistical techniques and visualizations that
64 enable performance analysis and conceptual mapping of the field of study. Further, unlike VOS
65 viewer or Cite space, BiblioShiny is made available as an open-source R package. This software
66 is freely available and was developed by Massimo Aria from the University of Naples Federico.

67 We searched for the term: “Work life balance” filtered by Scopus Database categories =
68 (Business. Management and Accounting) and Document type = (Article), Language= (English),
69 Keyword search =(“Work-life balance”, “Work-life conflict”, “Job satisfaction”, “work stress”).
70 The articles published from 2013-2023 is covered under the study. The initial search showed
71 9,933 numbers of articles and it was further reduced by filtering the above-mentioned categories
72 to restrict the large number of articles to a small sample size inclusive of the nature of work-life
73 balance. As a result, a sample size of 719 articles was obtained. Thus, in this study 719 articles
74 have been analysed. The objective of the literature study is to use the R studio BiblioShiny
75 software to analyse and visualize the bibliometric network. This software has the ability to create
76 shared results of network-based publications, authors and journal maps.

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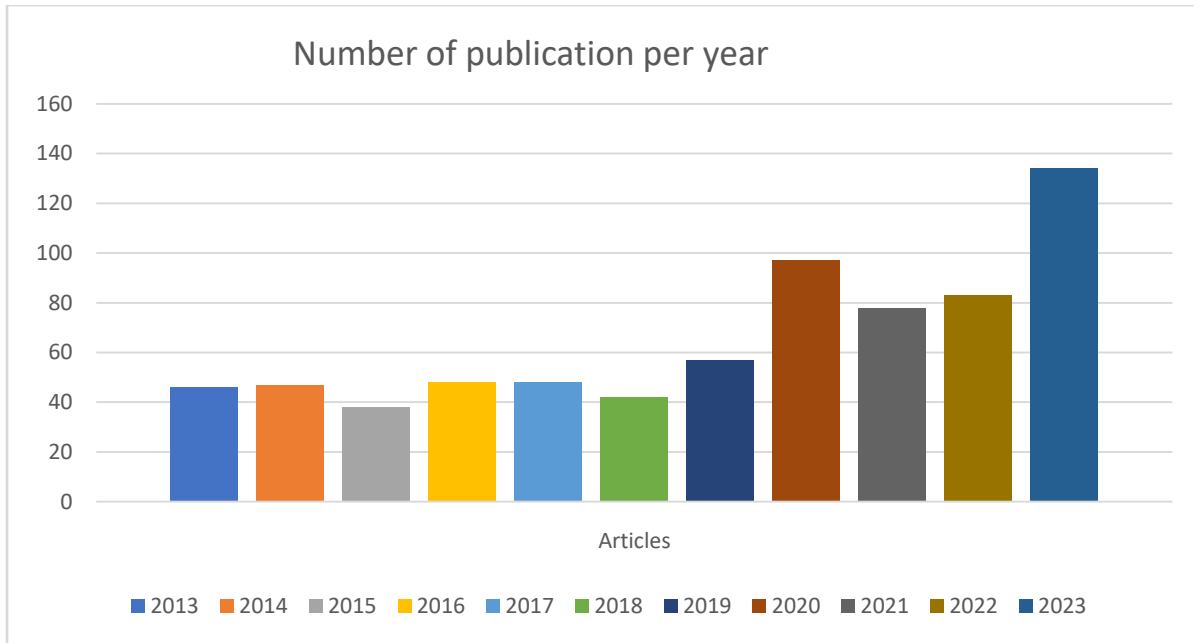
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80 **3. RESULT ANALYSIS**

81 **3.1 ANNUAL SCIENTIFIC PRODUCTION**

82 Figure 1 shows the number of publications in Work-life balance study area from 2013-2023. It
83 reveals that from 2013-2023, the number of articles in the Work-life balance area has
84 significantly increased. There is a noticeable increase in the number of articles over the last
85 decade, with a significant jump from 2019-2020, and a continued rise in 2021 and 2022. The
86 peak in 2023, with 134 articles, suggests a substantial growth in publication during the year.



87

88

FIGURE 1: ANNUAL SCIENTIFIC PRODUCTION

89 **3.2. SOURCES CITATION OF WORK-LIFE BALANCE**

90 Table 1 shows the sources citation of work -life balance. The table shows that the International
 91 Journal of Human Resource Management and Work, Employment and Society are frequently
 92 cited. This indicates their prominence in the research on work-life balance. The International
 93 Journal of Human Resource Management stands out with the highest number of articles (25),
 94 followed by Work, Employment and Society(23) and Gender, Work Organisation (16).
 95 Researchers may find these sources valuable when exploring or contributing to the work-life
 96 balance literature.

97

Sources	Articles
INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT	25
WORK, EMPLOYMENT AND SOCIETY	23
GENDER, WORK AND ORGANIZATION	16
EMPLOYEE RELATIONS	12
PERSONNEL REVIEW	12
HUMAN RESOURCE MANAGEMENT INTERNATIONAL DIGEST	11

INDUSTRIAL AND COMMERCIAL TRAINING	980
INTERNATIONAL JOURNAL OF MANPOWER	9910
SA JOURNAL OF HUMAN RESOURCE MANAGEMENT	10
NEW TECHNOLOGY, WORK AND EMPLOYMENT	1009
PRABANDHAN: INDIAN JOURNAL OF MANAGEMENT	1019
EQUALITY, DIVERSITY AND INCLUSION	8
GENDER IN MANAGEMENT	1028
HUMAN RELATIONS	1037

TABLE
1:
SOURCES
CES

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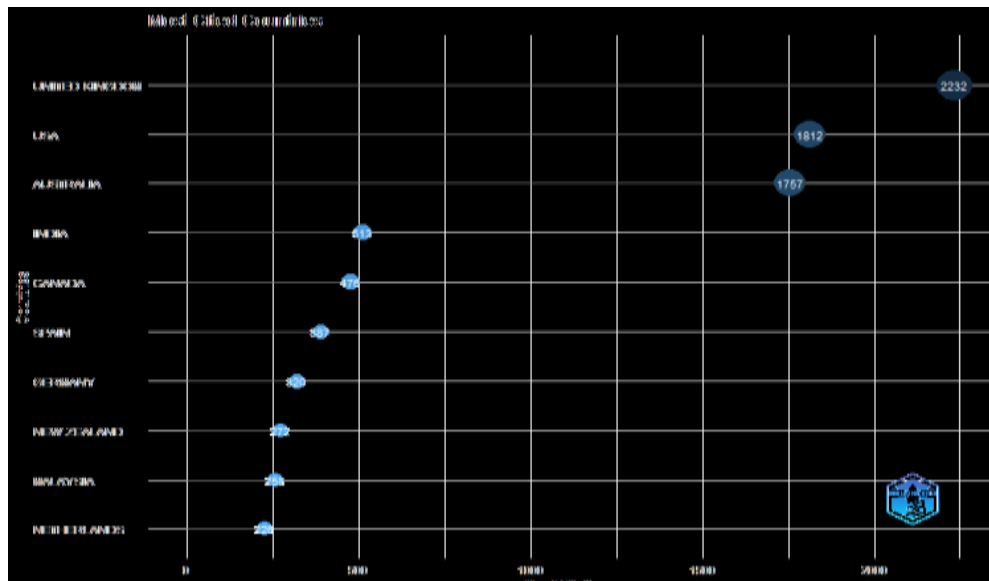
CITATION OF WORK-LIFE BALANCE

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3.3 COUNTRY CITATION OF WORK-LIFE BALANCE

108 Figure 2 shows the country citation of work-life research. United Kingdom tops the list with
 109 highest number of citations (2232) followed by USA (1812) and Australia (1757). This indicates
 110 the level of research studies and significance of each country's contributions to the field of work-
 111 life balance.



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FIGURE 2: COUNTRY CITATION OF WORK-LIFE BALANCE

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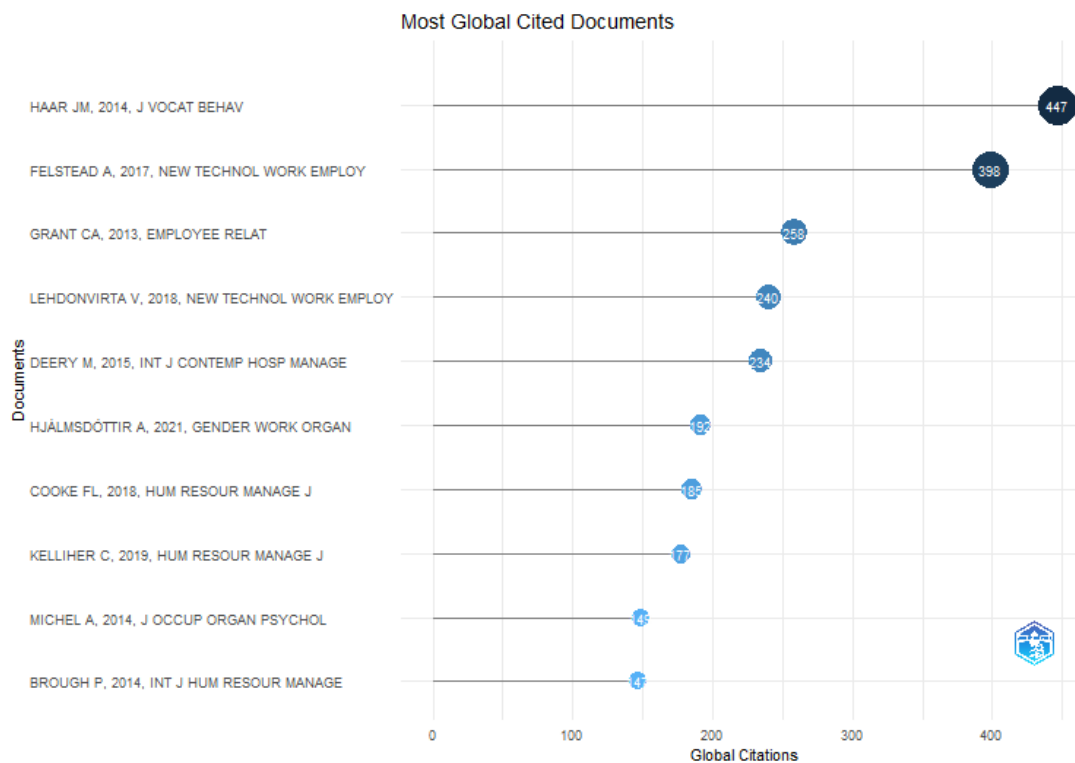
3.4 MOST GLOBAL CITED DOCUMENTS

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118 Figure 3 shows the most global cited documents in the area of work-life balance. The citations
 119 reflect the impact and recognition these studies have received within the area of study,
 120 highlighting their significance in the field of work-life balance. HAAR JM publication in 2014
 121 has achieved significant recognition within the academic community, accumulating 447 citations
 122 globally, followed by Felstead A in 2017 and Grant CA in 2013 with citation counts of 398 and
 123 258 respectively.

124



125
 126
 127
 128

FIGURE 3: MOST GLOBAL CITED DOCUMENTS

129 **3.5 MOST RELEVANT AUTHORS**

130 Table 2 shows the top 10 most influential authors, their publication counts, and impact factors in
 131 the work-life balance area. Pasamar S secured the highest number of articles published with 17
 132 articles in the field, and has the highest impact factors, an h index of 6 and g index of 8. Baral R
 133 and Kalliath T follow the second and third position with 6 and 5 publications counts respectively.

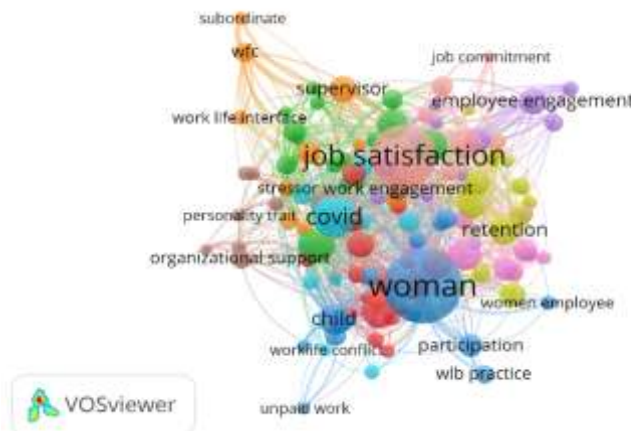
Sl. No	Name of Authors	Articles	h_index	g_index
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Words	Occurrences
work-life balance	90
job satisfaction	28
workplace	27
employment	20
working conditions	14

149

150 **3.7CO-WORD ANALYSIS**

151 Co-word analysis examines the present or potential future relationship between topics in a
 152 research field by focusing on the publication's written content (Donthu et al., 2021).Figure 5
 153 shows the co-occurrence of keywords that represents the future research paths in the area of
 154 work-life balance. The connected keywords in the figure forms 10 clusters. The first cluster has
 155 22 items while the 10th cluster had 7 items. The keyword Woman and job satisfaction has the
 156 biggest node and is clustered densely with work engagement, work life conflict, retention,
 157 stressor, covid.



158

159 **FIGURE 5: CO-WORD ANALYSIS**

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161 **3.8 BIBLIOGRAPHIC COUPLING**

162 Bibliographic coupling analyses the relationships among the citing publications to understand the
 163 periodical or present development of themes in a research field. (Donthu et al.,2021) The
 164 threshold for the analysis was set as 5 minimum citations, out of the 719 documents, 423 meets
 165 the threshold limit. Figure 6 shows the bibliographic coupling of documents on work-life
 166 balance. The red and blue nodes in the map are densely clustered and have high bibliographic
 167 connections as they depict major thematic concentrations.

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194

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