

A SYSTEMATIC MAPPING WITH BIBLIOMETRIC ANALYSIS ON WORK-LIFE BALANCE AMONGST B-SCHOOL ACADEMICIANS

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ABSTRACT

Academicians play a crucial role in nation-building and strive to impart quality education. They face a lot of daily struggles to find and maintain a work-life balance because of the dual responsibility of building a nation and instilling moral/ethical values among family members. They find it hard to separate their professional and personal life. Stress, along with changes in job responsibilities at the institute and university level, has increased the importance of research on the work-life balance conflict among academicians. This topic is crucial to study and has gained so much attention among academicians over a few years. The primary objective of this research is to use bibliometric analysis to determine the key variables of Work-Life Balance influencing business school academicians. Since B school academicians are shouldering the primary responsibility of dealing with Gen Y, they need to be more aware of their duties and responsibilities towards society. By using the keywords work-life balance, work-life integration, academicians, teachers, and academicians, the bibliographic records and references were retrieved from the Scopus database. A total of 6,884 documents were published over the 12 years, i.e., from 2011 to 2023. The numbers gradually increased from 2019 and peaked in 2023, precisely after COVID-19. However, due to the limitation of language, subject area, and branch specification, i.e. study limited to B School academicians, only 152 documents were selected for further studies. The VOS viewer software tool and Bibliometric R package were used for data capturing, analysis, and visualisation related to annual publications, co-occurrence of authors, subject/branch-wise research papers distribution, and factors affecting academicians' work-life balance. According to the Scopus analysis, the subjects of business, management, and accounting and the articles published during the year 2023 occupy an essential role in work-life balance studies. The co-occurrence analysis identifies the most relevant terms and their relationships. In this analysis, 108 items are identified and grouped in 11 clusters. Personal and organisational factors: family demand, family income, family conflict, family support, income ratio, workload, working environment, culture, and job satisfaction are the primary factors influencing the work-life balance of B School academicians.

1. INTRODUCTION

Work-life balance is of great concern for academicians because, over the years, faculty members working in B schools have experienced difficulties in maintaining balance in their personal and professional lives due to the flexibility of schedules. At the end of each day, faculty working in private B schools carry more of the commitments and responsibilities at home (Lakshmi & Kumar, 2011). As academicians play a significant role in building a nation and a family, it isn't easy to separate personal and professional lives. The faculty's primary foundational role is to empower people through its knowledge, wisdom, and understanding. Faculties do not exaggerate possessing valuable educational resources that are endowed with intelligence, aptitude for leadership, a cheerful disposition, and devotion to seeing the student

excellence process through to completion (Mustafa et al.,2021). Faculty job performance affects the country's educational process, and the education industry entirely depends upon their calibre. The improvement of the education sector depends on faculties performing at an efficient level (Yusoff et al., 2014). Due to the integration of modern technology in education, work has become more complex and demanding, along with the changing nature of work (SN, 2020). In the current national education system, faculty working in management and engineering colleges accept a lot of responsibilities that are similar to clerical work, such as conducting extracurricular activities, taking extra lectures, preparing lesson plans, taking a proper record of students, taking problems after working hours, project making and preparing students to participate in other fields (Mehat& Hassan,2021). They face a variety of challenging conditions at work, which negatively impact their personal as well as professional lives and faculty members feel depressed and decide to leave their jobs (Khdour& Harris,2015). Due to skirmishes between private lives and professional life, most academicians give up their careers and shift to another field (Franco et al.,2021). Work-life balance isbecoming challenging because of vagaries in the curriculum, management expectations, workplace culture, and working circumstances: Academicians also perform their duties after working hours to complete their tasks.

According to Teacher Well Being Index surveys (Grappling), people today find it extremely challenging to pave the way for homemakers, regardless of gender, to balance the demands of the job with their domestic duties due to the fast-paced nature of modern life. Employees working in different fields like ITeS, manufacturing, services or design industry to name a few think that those who are in the teaching profession have added recompenses, especially when they have progenies (Muthulakshmi, 2018). People have realised that time for oneself is essential for maintaining a work-life balance on an everyday basis while making sure that it doesn't have an impact on how well a person performs on the job (Adebayo, 2016).Maintaining a work-life balance is essential since it leads to a happy, healthy, and prosperous life. This continues to be a big issue for academicians who want a work-life balance, a healthy balance between high-quality work and high-life quality (Ruppanner, 2015; Bella K.M.J ,2023). The purpose of the current study is to review the available literature on B school academicians' work-life balance to address the five (5) research questions through bibliometric analysis:

RQ 1: Status of periodic progression of research on work-life balance from the year 2011 to 2023;

RQ 2: Most prolific and influential authors, creating a co-authorship and bibliographic coupling;

RQ3: The different clusters of the terms and their relationships through a co-occurrence map of the terms;

RQ 4: Subject/area-wise distribution of the studies across the SCOPUS database;

RQ 5: Keywords used in work-life balance studies and the primary factors influencing the work-life balance of B School academicians.

The research question/ objective of the study and its introduction were covered in the preceding section. The following section will cover the methodology used to answer the research questions posed above and review previous studies. The bibliometric analysis findings and discussion are highlighted afterwards. In the conclusion section, the limitations and recommendations for further research are included.

2. Work-Life Balance Among Academicians:

Career-oriented females are mostly challenged by full-time job responsibilities along with family/personal challenges. Academic institutions have a major ratio of female academicians working for them. Senior management of educational institutions needs to create a supportive

work culture to help faculty achieve their work-life integration. The working environment is one of the main factors that affect the performance and satisfaction level of faculties. If they provide a better culture and better working conditions for the employees, the level of job satisfaction and productivity also increases. It suggests that work-life balance and the workplace have a favourable effect on job satisfaction but a negative and significant impact on work stress (Jessica & Pebrianti, 2023). It is not necessary to adhere to a particular set of religious or spiritual beliefs to incorporate spiritual leadership into instruction. Rather, it entails establishing a caring, morally-driven learning environment that promotes ethical and personal development. Spiritually led educators seek to mould their pupils into responsible, moral, and caring people who are not just successful learners but also equipped to face and seize life's possibilities and challenges. The study examines the role of well-being in maintaining a relationship between spirituality and job satisfaction. Under the guidance of capable leadership, faculties make decisions freely and feel satisfied. The findings show that the association between the spiritual aspect of workplace spirituality and job satisfaction is not mediated by inner well-being, which includes psychological, emotional, social, spiritual, and intellectual components. The mediating role of physical well-being has the same impact. However, among faculties, the association between mindfulness and job happiness is mediated by both inner and physical well-being. Additionally, when spiritual leadership is present in their workplace, faculty members report feeling more contented (Binu et al., 2023). The process of arranging duties, responsibilities, and tasks inside a job or workplace to successfully and efficiently accomplish particular goals is referred to as "work design." Maximising output, work satisfaction, and overall performance entails deciding how tasks are distributed, roles and duties are defined, and procedures are set up. All these constructs show a positive relationship with work-life balance. This study discovered that while high levels of work-to-family conflict were linked to low job autonomy, task identity, and task importance, academics who had high levels of autonomy, task significance, task identity, and feedback were linked to higher levels of work-to-family enrichment (Badri, 2024). The Job Demand-Control-Support paradigm is used to examine the elements that increased and maybe decreased educators' stress levels. Quantitative analysis demonstrates that higher levels of control and support demands were linked to higher levels of work-related stress, difficulties juggling work and personal obligations, and job dissatisfaction. Qualitative results shed more light on the stress that educators faced during the pandemic and highlight the need for job control and support (Leo et al., 2023). Organisational culture and knowledge sharing show a positive relation between work-life balance and the satisfaction of faculties. If organisations provide a good environment for working and the culture is good, they work in a better way, are satisfied with their performance, and increase the level of work-life balance. Found that if the employees are satisfied with their jobs, they give the proper time to their families (Budur et al., 2023). Faculties would experience stress at work at the same time, which could lead to symptoms of burnout like physical or emotional tiredness. Faculties would be able to manage stress better, escape the demands of the job, and enhance work-life balance by engaging in recreational activities (Cho et al., 2023). Not only individual and organisational factors but also environmental factors also affect the work-life balance of faculties. This study analyses the various factors that create a situation of imbalance in the personal as well as professional lives of faculties because only one sub-factor was significant for each factor; the individual factors, organisational factors, and environmental factors received only partial support. The biggest factor affecting a lecturer's work-life balance is work overload (Kori et al., 2022). Supervisor support is essential to increase the ability of faculty members; from time to time, providing guidance and regular feedback from the faculty is also helpful for the growth of the institute and for the faculty members to increase their level of performance

(Rashid & Imran, 2022). Work-life balance and life and work satisfaction are positively connected, and higher life satisfaction levels increase employee engagement at work. Understanding the connections between the research constructs of work-life balance, life satisfaction, job satisfaction, and work engagement can help faculties become more engaged at work by supporting work-family balance through the implementation of family-friendly policies and practices and by recognising employees as actors in other roles. Work-life balance has a significant impact on employees' behaviour (Žnidaršič & Marič, 2021). Work-life balance is influenced by the changing nature of the job, education sector, family conflicts, and institution development. Due to job pressure, employees don't give proper time to their families, and most of the time is devoted to their jobs. The impact of job responsibilities on faculties social or familial responsibilities may cause stress; for instance, a married faculty member's family obligations may be compromised when she spends more time in the institution to fulfil her duties. It was found that work-family conflict shows a negative impact on employees' performance, but job satisfaction shows a positive impact and helps increase faculty confidence levels (Al-Alawi et al., 2021). In the modern higher education sector, teaching responsibilities are getting harder and harder. Faculties today are assessed not only on the calibre of their teaching-learning activities but also on their proactive participation in the advancement of their profession and society. In academia, despite equal professional responsibilities between men and women, the roles undertaken by women in India extend beyond the workplace, contrasting with men. This dual burden often creates an imbalance for women in academia (Mayya et al., 2021). Organizational commitment is pivotal in achieving work-life balance for faculty members. Both family and institution must collaborate to enhance a teacher's commitment to their professional and familial responsibilities (Akter et al., 2019). Mentoring significantly contributes to the guidance and retention of faculty members. Studies indicate a positive correlation between mentoring and faculty well-being; those lacking mentorship exhibit lower well-being indicators (Kutsyuruba et al., 2019). Achieving satisfaction hinges on striking a balance between work and family obligations (Grady, 1984). Faculty members, who wield considerable influence on educational outcomes, must continually update their skills and knowledge while maintaining passion and dedication to their profession (Tan & Low, 2017). Research has shown minimal correlation between stress, work-life balance, and job satisfaction, emphasizing the importance for institutions to understand educators' challenges (Saeed & Farooqi, 2014). The harmonious integration of work, family, social, and personal lives depend on individuals' investment in and satisfaction with both their professional and familial roles (Punia & Kamboj, 2013).

Due to increasing expectations, the scenario of our world has changed. They want women not only to play the role of caring for families and children but also to go outside and generate income by joining organisations and institutes. Due to work pressure, they won't be able to balance their lives. According to the report, there is a reasonable state of work-life balance. This can be enhanced by making sure that there are flexible working hours (such as family-friendly start and finish times and rostered days off), transportation options, residential facilities, child care centres, reduced working hours and workload, job sharing or flexible work schedules, and female-only childcare educators (Uddin et al., 2013). Work-life balance is essential for living a stress-free life. According to this study, the main causes of work-life imbalances are extra working hours and workload (Petare, 2013). Faculties play a vital role in the growth of the students as well as in the organisation, so it is necessary to see that their work is not affected by their own needs. The teaching community, whether employed by public or private institutions, is not well-versed in Work-Life Balance policies and practices. Neither have their employers taken a leading role in developing and executing these policies. To make teaching possible, such policies and programs must be created. together with the

demands of their personal and professional lives (Miryala & Chiluka,2012). WLB stands for "well-being and productive work and home environments with little part disputes (Nayeem & Tripathy,2012). Families now need to balance work and family responsibilities more than ever due to changes in family and employment patterns. Workplace task overload, behavioural issues with their kids, long work hours, and heightened work-family conflict are all contributing factors. Faculties would benefit from a program that addressed inter-role conflict and how to handle misbehaving children. Instructors thought that organisations ought to help carry out these kinds of initiatives (Palmer et al.,2012).

3. Methodology used for the study:

The primary objectives of this study encompass identifying patterns in study behaviours and devising a research strategy. Employing a qualitative methodology prioritizes the elucidation of explicit interpretations or symbols derived from collected data, which is characteristic of qualitative research. This study utilizes bibliometric analysis, employing bibliographical data to organize, present, and collect information pertinent to its goals. A statistical technique is employed within this bibliometric analysis to measure and locate data derived from publications.

3.1 Bibliometric analysis:

The analysis of books, papers, and other publications using statistical techniques, particularly in the field of science, is known as bibliometrics. Bibliometric methods are widely applied in the field of information science. Scient metrics, or the study of scientific metrics and indicators, are closely related to bibliometrics to the extent that the two subjects essentially overlap. Citation analysis, an accepted bibliometric method, is predicated on creating the citation graph—a network or graph depiction of the citations that publications exchange. Research disciplines frequently use bibliometric approaches to find the most influential papers in a particular field of study or to examine the impact of a specific piece, a group of researchers, or their field. When adequately executed, bibliometric studies can lay a solid foundation for the advancement of a field in novel and significant ways. They enable academicians to (1) obtain a thorough understanding of the concept, (2) pinpoint gaps in knowledge, (3) generate novel concepts for investigation, and (4) frame their intended contributions to the field (Donthu et al.,2021).

3.2 Document types and document collection:

The search was carried out in the year 2023. After searching the keywords mentioned above on Scopus (www.scopus.com) regarding work-life balance, work-life integration, faculty, and academicians. A total of 6,884 documents were retrieved on the topic. Document collection is carried out by going through several document restriction processes. Setting limits on documents that are open access results in 2488 documents. The research year restriction was carried out to select articles published during the last 13 years. The time range chosen is from 2011 to 2023, which produced 1943 documents. Computer science, finance, Business, Management, and Accounting were selected as research subject areas. The subject area restrictions resulted in 841 papers. The type of documents used in this study were articles, and the consequences of limiting the kind of articles resulted in only 152 papers. The author carried out language restrictions on the collection of Scopus documents, and the language chosen was English. The document is downloaded in the form of an Excel CSV, which is later processed using VOS viewer software.

3.3 VOS Viewer Software:

The mapping visualizations-network visualisation that is provided by the VOS viewer software allows users to examine map visualisation in greater detail. A tool designed for making and viewing bibliometric charts is VOS Viewer. Author maps can be made with a VOS viewer using keywords; further maps can be derived from co-occurrence data. With the

help of the program, we may view bibliometric map inspection. Multiple map presentation options are available in VOS viewer, each of which highlights a distinct.

4. Results and Discussion:

4.1 Scopus search result analysis: Data collection for this study utilized the Scopus search engine, renowned for hosting the largest repository of scientific literature comprising abstracts and peer-reviewed citations. The choice of this database was predicated on its capacity to yield the most extensive collection of topic-relevant data available to the author.

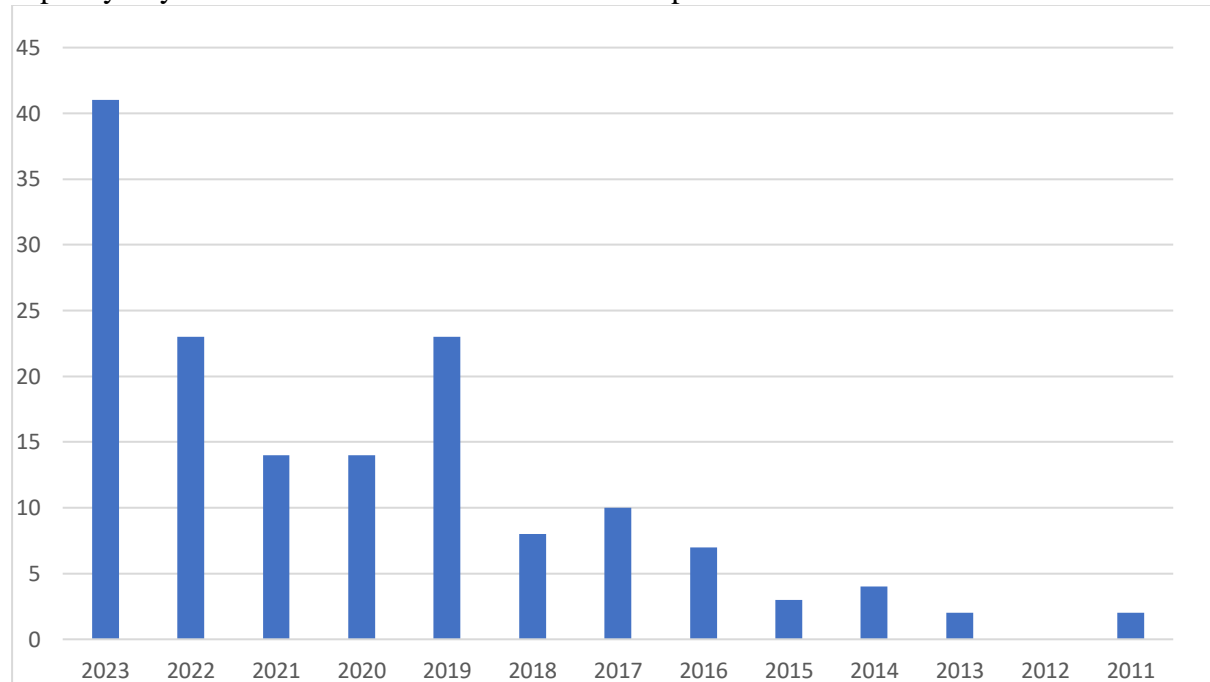


Figure 1 Number of publications from 2011-2023.

(Source: Scopus database)

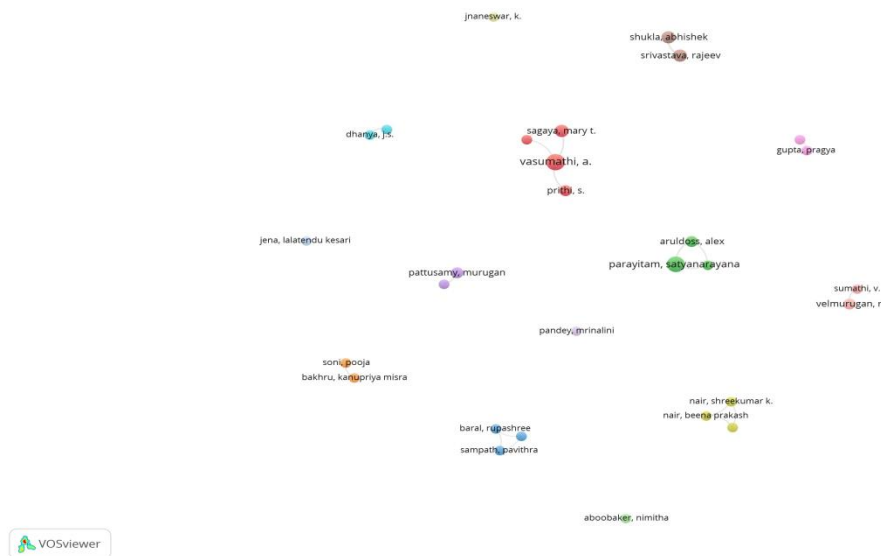
RQ 1: Status of periodic progression of research on work-life balance from the year 2011 to 2023.

The data search from Scopus reveals a progressive increase in publication numbers over the years, in Figure 1, i.e. the number of Scopus documents from 2011 to 2023. In 2011, only 2 research papers were included in the Scopus database, and no papers were published in 2012. However, from 2016 onwards, there has been a notable rise, starting with 2 papers in 2016 and 10 in 2017. The research on work-life balance has seen significant growth since 2019, particularly between 2020 and 2023, with an increase from 14 papers to 41 in the Scopus database. Conversely, from 2013 to 2015, there were only two to five publications related to academicians' work-life balance.

RQ 2: Most prolific and influential authors, creating a co-authorship and bibliographic coupling;

Author influence analysis 4.2: In this study, Vos viewer was used to examine the contribution of researchers in terms of work-life balance. Through bibliometric analysis, the assistance and citation of top authors are studied. Parayitam and Satyanarayana, 2014 (Professor of Strategic management at Charlton College of Business, University of Massachusetts Dartmouth and contribution in the field of systematic literature review and bibliometric analysis) are the most prolific contributors, with eight publications (2014(2), 2015, 2016, 2021, 2022, 2023(2) and 52 sources. **Figure 2** shows the contributions and co-authorships of the top authors.

Figure 2 Contributions and co-authorships of the top authors

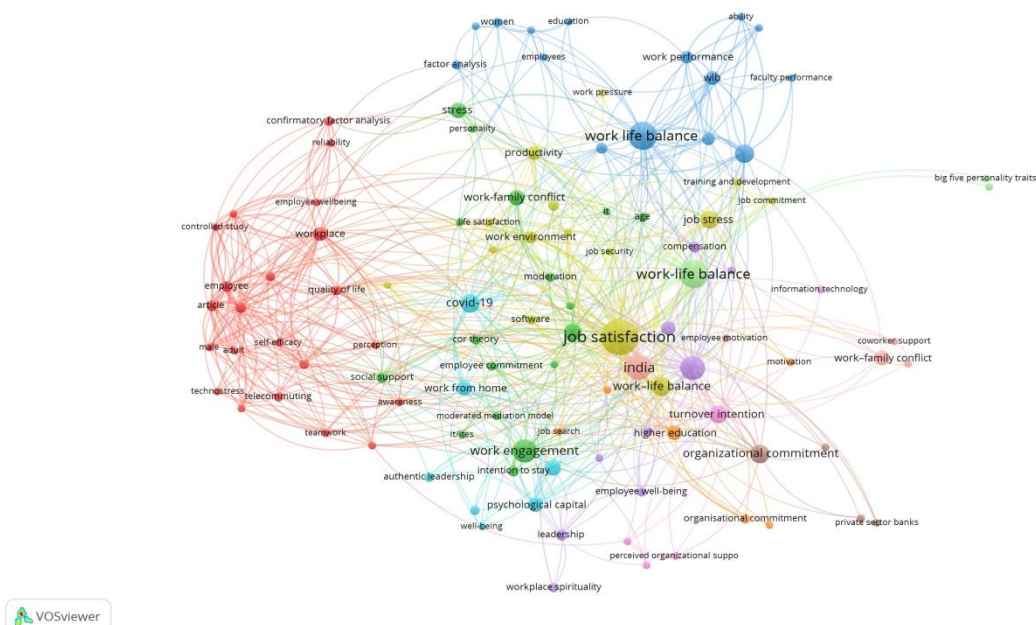


(Source: Scopus database using VOS Viewer)

RQ3: The different clusters of the terms and their relationships through a co-occurrence map of the terms;

Network visualisation for 2011-2023 shows that network visualisation is on co-occurrence. The figure 4.3 shows a relationship between one variable and another variable in the work-life balance in the period of 2011-2023.

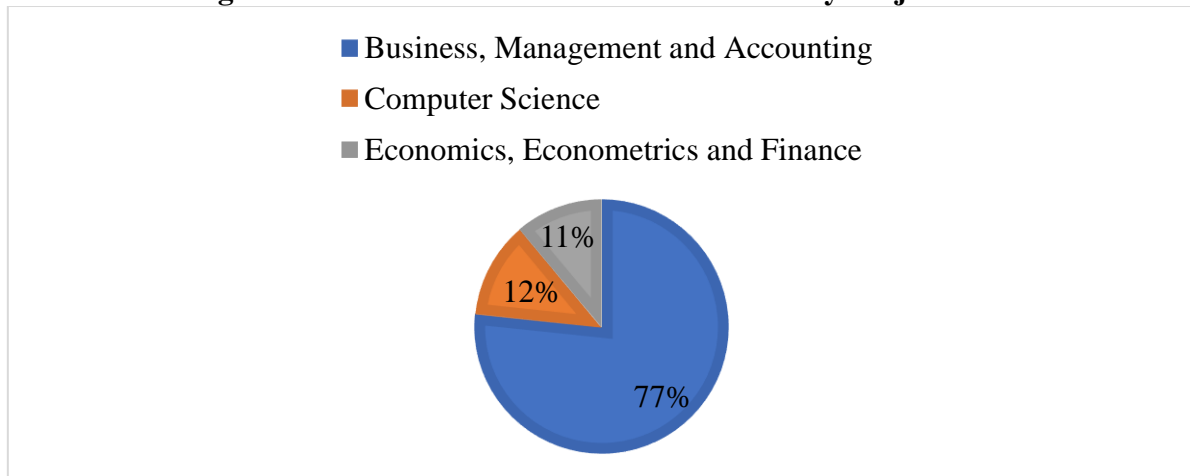
Figure 3: clusters of the terms and their relationships through a co-occurrence map



(Source: Scopus database)

RQ 4: Subject/ area-wise distribution of the studies across the Scopus database:For this study, only 152 articles were analysed. A maximum number of articles were chosen from business, management, and accounting subject areas (77%). But computer science accounts for only 12% of the themes, and finance subjects account for 11% of the papers.

Figure 4.4 Number of documents distributed by subject area



(Source: Scopus database)

RQ 5: Keywords used in work-life balance studies and the primary factors influencing the work-life balance of B School academicians.

Outcomes 4.5 of the keyword and author analysis facilitate the co-occurrence mapping of significant terms found in specific articles. Knowledge mapping is a bibliometric technique used to visualise a subject of knowledge. Investigations bibliometric are completed by displaying them in network forms to identify the bibliometric network from the downloaded data between papers or online releases. A network of bibliometrics is made up of nodes that are of keywords and authors represented by spheres. The network node displays the nodes' relationships with one another. Even so, the mapping seen in Complementary qualities is found in the VOS viewer study.

Co-occurrence of keywords from 2011-2023

During the analysis, 11 research clusters are formed related to work-life balance which are listed in Table 1 below:

Table 1 Work-life balance research clusters

| Cluster | Items | Total |
|-----------|--|-------|
| Cluster 1 | Awareness, employee well-being, workplace, well-being, turnover-intention, telecommuting, teamwork, technostress, teamwork, quality of life, psychological well-being, perception, mindfulness study, employee. | 15 |
| Cluster 2 | Work-family conflict, work engagement, transformational leader, stress, social support, personality, moderation, job design, job crafting, intention to stay, employee engagement, employee commitment, core theory. | 16 |
| Cluster 3 | Ability, work performance, work-life balance, women, satisfaction, performance, pandemic, organisational support, education, goals, emotional intelligence, employees, and faculty performance. | 14 |
| Cluster 4 | Work stress, WLB, work pressure, work environment, training& development, sustainability, software, psychology, job stress, productivity, life satisfaction, job security, job satisfaction, and job commitment. | 14 |
| Cluster 5 | Compensation, employee voice, employee well-being, leadership, organisational culture, quality of work-life, | 8 |

| | | |
|------------|---|---|
| | work environment, workplace spirituality. | |
| Cluster 6 | Authentic, leadership, burnout, COVID-19, psychological capital, resilience, well-being, work from home. | 7 |
| Cluster 7 | Job search, motivation, organisational commitment, education, intention to leave, women workers. | 6 |
| Cluster 8 | Employee motivation, organisational citizenship, organisational commitment, work-life conflict. | 4 |
| Cluster 9 | Information technology, perceived organisational support, supervisor support, quantitative, turnover intention. | 5 |
| Cluster 10 | Coworker support, work-family conflict, work-life enrichment. | 3 |
| Cluster 11 | Eudemonic well-being, five big personality traits. | 2 |

(Source: Scopus database)

4.5.1 Main factors that impact the work-life balance of business school's faculty members:

In the highly competitive business world, academicians face immense pressure to enhance their performance and achieve greater success in the organization.

Psychological empowerment makes workers feel more in control of their lives and encourages them to put in more effort at work. The quality of working life and its relationship to overall life have always been concerns regarding work-life balance. Through a review of the literature, an attempt has been made in this paper to provide an overview of the various aspects of work-life balance. The references have been made to a variety of publications, books, doctoral theses, working papers, reports, magazines, websites, newspapers, and so on. Various factors that affect work-life balance have been studied by various authors such as family demand, weekly working hours, monthly family income, family support, family work conflict, workload, job stress, and job satisfaction (Vyas & Shrivastava2017). The details of the elements are given below:

Work-life Balance and Family Demands:Family demands significantly impact work-life balance. Studies indicate that conflicts between paid work and family responsibilities reduce employee productivity and impair family functioning among low-income households. Male faculty members report greater satisfaction with work-life balance compared to their female counterparts, largely due to differing levels of partner support. Female university faculty members often experience a dual workload, managing elder care responsibilities in addition to child-rearing duties, leading to heightened stress and imbalance (Fatima & Sahibzada, 2012).

Work-life Balance and Weekly Working Hours:Long working hours are another critical factor influencing work-life balance. Increased working hours correlate positively with elevated stress levels (Hsu et al., 2019). Variability in weekly and daily work hours depending on organizational needs contributes to disruptions in social and familial life, particularly affecting casual employees' work-life balance negatively (Bohle et al., 2004). Working women, compared to men, report higher incidences of stress-related health issues such as headaches, muscular tension, weight gain, and depression (Lakshmi & Prasanth, 2018).

Work-life Balance and Monthly Family Income: Work-life balance is also moderated by monthly family income. Research indicates that higher-income employees tend to benefit more from comprehensive work-life balance programs compared to their lower-income counterparts (Ueda, 2012).

Work-life Balance and Demographic Factors: Demographic factors, such as childcare responsibilities, significantly influence work-life balance. Women with dependent children face greater challenges in maintaining work-life balance compared to those with independent children. Factors such as educational background, income level, professional experience, family stress, and workload contribute significantly to work-family conflict among professional women. Married women often shoulder heavier domestic responsibilities as their tenure and career responsibilities increase, impacting their work-life equilibrium.

Work-life Balance and Family Support: Social support from family members, particularly partners, plays a crucial role in achieving work-life balance. Employees who receive support from their partners in balancing work and family responsibilities tend to experience better work-life balance outcomes (Russo et al., 2016). Conversely, women employees who are responsible for the health care of ageing parents or in-laws often experience poorer work-life balance outcomes. Insufficient family support can lead to increased job dissatisfaction, absenteeism, and sometimes attrition among female employees (Padma & Reddy, 2013).

Work-life Balance and Family-Work Conflict: Work-family conflict arises when the demands of work encroach upon family responsibilities. Educators, especially those in private institutions, experience heightened stress levels and reduced family time due to extensive work commitments (Soomro et al., 2018). This conflict negatively impacts employee performance (Al-Alawi et al., 2021). Strategies such as spending quality time with family and receiving support from colleagues and family members are crucial in mitigating work-family conflict and promoting work-life balance (Venkatesan, 2021).

Work-life Balance and Workload: Workload significantly impacts employees' personal lives. Research indicates a positive correlation between workload and employees' intention to leave their organization. Heavy workloads disrupt employees' lives, prompting them to seek alternative employment opportunities. Achieving a good work-life balance is crucial in reducing stress levels and managing workload pressures among employees (Dwitanti et al., 2023).

Work-life Balance and Job Stress: There exists a correlation between academic work-related conflicts and perceived job stress, particularly stemming from pressure and threat-type stressors. Perceptions of job threats significantly influence work-life conflict and balance scores, more so than stress related to work pressure alone. Academic professionals' perceptions of job threats and anxiety serve as crucial predictors of lower well-being and increased dissatisfaction. However, stress related to work pressure itself does not directly impact academic health or happiness (Bell et al., 2012).

Work-life Balance and Job Satisfaction: Job satisfaction plays a pivotal role in fostering organizational commitment (Azeem & Akhtar, 2014). Salary is identified as a critical factor influencing job satisfaction (Hafeez & Akbar, 2015). Achieving a balanced work-life arrangement is essential for enhancing job satisfaction and promoting a positive organizational climate.

5. Discussion:

The study aimed to conduct a systematic exploration of work-life balance among academicians in B-schools and to identify factors influencing this balance. Employing the VOS viewer application and the Scopus database, a bibliometric analysis was employed to gain comprehensive insights into knowledge contributions and research trends in this domain. The initial research question focused on the chronological evolution of work-life balance research spanning 2011 to 2023, encompassing a total of 6,884 papers over 12 years. Significant research activities began in 2019, steadily increasing until peaking in 2023, notably influenced by the COVID-19 pandemic. Qualitative findings underscored the critical role of family support and life balance, alongside the heightened stress experienced by

educators during the pandemic (Leo et al., 2023). The study by Leo et al. (2023) provided a lucid depiction of keyword co-occurrence, authorship analysis, and temporal dynamics. Notably, authors Parayitam and Satyanarayana emerged as prolific contributors during 2011-2023, with eight publications and 52 citations. According to Scopus analysis, the fields of business, management, and accounting, along with articles published in 2023, play a crucial role in the study of work-life balance. The identification and analysis of co-occurring keywords in clusters offer deep insights into the interrelationships among these concepts. Keyword co-occurrence analysis further illuminates the primary research focus and the connections between themes prevalent in the literature, including work-life balance, work-life integration, academicians, teachers, and faculty.

This study addresses significant research gaps by examining the work-life balance of faculty members in B schools, an area that has not been extensively studied (O'Meara et al., 2017). The subsequent research question aims to identify factors impacting the work-life balance of academicians. Research findings indicate that conflicts between work and family responsibilities diminish employee productivity and affect low-income families negatively. Long working hours are associated with increased stress levels, with a clear positive correlation observed between them. Variability in weekly and daily work hours, dictated by organizational demands, contributes to poorer work-life balance, particularly affecting temporary workers, leading to disruptions in social and familial lives.

Women in the workforce report higher levels of stress-related health issues compared to men, including headaches, muscular tension, weight gain, and depression, highlighting the impact of work-life balance on their well-being. Family support emerges as a crucial determinant of work-life balance, particularly in contemporary times where both partners often contribute to household income. Challenges arise when familial support is lacking, hindering individuals' ability to reconcile personal and professional obligations. For married women, achieving work-life balance presents additional challenges compared to unmarried counterparts. Job satisfaction demonstrates a positive relationship with work-life balance; satisfied employees tend to experience enhanced overall life satisfaction, with salary being a critical factor influencing job satisfaction levels.

6. Conclusion and Limitation:

Through a methodical literature-review-cum-bibliometric analysis, the overall goal of this paper is to offer insightful information about work-life balance. First, by using the status of periodic progression from 2011 to 2023, this paper draws on the field's retrospective developments. Second, the authors' study, which is included in the body of existing literature, examines work-life balance through bibliographic coupling analysis. Third, the relationship between the various terms of clusters is provided by the research question. Finally, Like any other study, this study also had some limitations even though it only included 152 articles which were taken from the Scopus database. As previously stated, our research has made use of the Scopus database, which is a highly dynamic and frequently updated resource. Only the VOS viewer and R package software were used in this paper to perform bibliometric analysis.

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