Mapping the knowledge base on work–life balance: A bibliometric study

Mashala L. Yusuph[1*]
Lazaro A. Kisumbe[2]
Wakara I. Nyabakora[3]

[1*]wnyabakora@gmail.com (+255776341570)

[1]https://orcid.org/ 0000-0003-2324-7906

[1,2,3]Local Government Training Institute, Tanzania

………

ABSTRACT

This study aims to present a comprehensive understanding of the evolving research landscape and diversification in the existing work-life balance (WLB) literature. It offers an in-depth evaluation of WLB studies using bibliometric analysis. The review is built on an examination of 628 papers published between 1985 and 2025, sourced from the Scopus database. The study assesses research significance by examining publication trends, more productive countries, highly cited papers and sources, frequently used co-words, and key study themes from four prominent clusters. The thorough examination of the data using VOSviewer software showed that 73% of the WLB documents were published after 2021, with 221 articles appearing in 2022, 2023, and 2024 alone out of a total of 628 articles. This data suggests that, although the topic has been around since 1985, it has only gained significant momentum in recent years. Geographically, the United States dominates WLB research due to its role in early industrialisation. Since then, the topic has gained traction in other developed nations. However, despite its widespread reception in these nations, there remains a research gap from the perspective of developing nations, which could be addressed through valuable future studies. This research analysis indicates that imminent studies could benefit from more extensive reviews, as they add value to this type of research. There are forty-five research papers with over one hundred global citations, indicating that the WLB topic holds worldwide significance and has substantial consequences for families, employees, and organisations. Most of the highly quoted WLB research focuses on related themes like "WLB practices", "flexible work arrangements", and "the gendered aspects of organisational policies". Furthermore, an investigation of issued documents highlights "emerging study designs and possible gaps. It also offers insights into future research directions and potential areas for further exploration within the field. The study suggests that researchers should focus on pulling together big-picture reviews, digging deeper with more real-world studies in developing countries, and trying approaches that connect the dots across different contexts and compare them side by side. For policymakers and managers, the key takeaway is clear: creating work-life balance policies that truly fit people's diverse realities and local needs isn't just nice to have—it's essential for keeping employees happy and healthy while building organisations that can thrive in the long run.

Keywords: Bibliometric, WLB, Work-Life-Balance, VOS Viewer

………

I. INTRODUCTION

Work acts a crucial part in shaping an individual's professional identity, yet balancing it with personal life can be challenging. In current years, achieving a harmonious integration between work and other life aspects has developed an increasing public apprehension, as employees increasingly spot the importance of "work–life balance." The discussion around work and life balance (WLB) began in 1993 (Kirkcaldy & Cooper, 1993) and has since evolved significantly due to various workplace transformations, demographic, and social changes. These changes have been driven by factors such as "growing gender roles," "the moves in labor market," "improved involvement of women in the labor force," "the rise of dual-earner families," "a growing number of single parents in employment," "extended working hours," "the impact of 24/7 communication technology blurring work-life boundaries," and "a heightened emphasis on overall quality of life" (Rashmi & Kataria, 2021; Shabir & Gani, 2020).

Likewise, in recent years, WLB has also gained prominence among organizations. Companies are integrating WLB policies and practices into their broader strategic goals, aiming to improve employees' views on balancing work and personal life (Sirgy & Lee, 2017). Moreover, they are committed to fostering a supportive work setting that enables workers to achieve key job-related results such as work routine, organizational assurance, and work fulfilment (Haar et al., 2018; Williams et al., 2016).

The COVID-19 pandemic has profoundly obstructed the notion of work–life balance for masses of individuals in multiple ways. The unexpected changes in work structures and organizational operations (Palumbo, 2020) have significantly disrupted workers' aptitude to maintain a balance between their proficient and individual lives (Utoft, 2020). The crisis has subjected employees to substantial physical, mental, and emotional strain, while also compelling

them to work remotely and adapt to telecommuting, which has altered their work-life responsibilities (Bhumika, 2020). Professionals across various fields are facing unprecedented workloads in this demanding environment. Their roles have expanded considerably (Rashmi & Kataria, 2021), requiring them to manage professional duties alongside household chores, childcare, and eldercare. Undoubtedly, one of the most critical global challenges today (Bhumika, 2020; Corbera et al., 2020) is finding an equilibrium amid labor and personal life commitments.

WLB is an active notion that figures a person's perception of labor and individual life, serving them evaluate the compatibility between the two in alignment with their current life significances. Traditionally, many researches have demarcated WLB as merely the lack of interference between professional and family responsibilities (Au et al., 2020; Robertson et al., 2019). Nevertheless, in a wider sense, it is a diverse and multifaceted construct. WLB involves employees' perceptions of balancing work with personal life, including considerations for social activities and leisure time (Casper et al., 2018; Weale et al., 2020).

Researchers Gareis et al., (2009) and Mauno et al., (2011) on work–family conflict (WFC) and work–family enrichment (WFE) has demonstrated both negative and positive outcomes. In this case, researchers recognize the reputation of maintaining a sense of balance amid labor and non-labor responsibilities. The present study aims to explore WLB from a perspective that extends beyond the traditional notions of "conflict" and "enrichment," thereby contributing to the advancement of research in this field. Researchers (Akanji et al., 2019; Tetteh & Attiogbe, 2018) have emphasized the need for further studies on the factors influencing individuals' work–life experiences across both labor and non-labor domains. Extensive research has been conducted on WLB, covering various definitions, key concepts, measurement approaches, and influencing factors. However, the existing literature remains fragmented due to a lack of a structured knowledge framework, highlighting the need for integration to enhance understanding and drive further advancements.

This research intends to link the gap by consolidating existing research on WLB through a bibliographic mapping technique. It is different from the past researches conducted and illustrates the way this research adds to the current pool of knowledge. Rashmi and Kataria (2021) in their study, they gave high weight on systematic literature review and lower the bibliometric study. This under-explains the function of the bibliometric findings on the "work-life balance" term. Agarwal and Lenka (2015) and Gatrell et al. (2013) conducted literature reviews focusing on specific aspects of WLB, with the former exploring the WLB of women entrepreneurs and the latter examining parenthood and WLB. Munn and Chaudhuri (2016) carried out a systematic review on the WLB of "dual-earner couples in India" and the United States. Additionally, Casper et al. (2018) performed a meta-analysis on the meaning and measurement of WLB, while Bansal and Agarwal (2020) reviewed the conceptualization of work–life constructs. Le et al. (2020) conducted a systematic literature review (SLR) on WLB in Asia, and Chaudhuri et al. (2020) provided a review from the viewpoint of work–life balance policies (WLBPs).

Therefore, previous reviews on work–life balance (WLB) have not utilized bibliometric study to offer an inclusive impression of investigation in this field. This knowledge adopts a "science mapping approach," aims to present a clear depiction of the various topics and sub-topics that have emerged over time from substantial intellectual contributions. What sets this study apart is its long run focus on tracing the progression of study shape, identifying current trends, and evaluating emerging paradigms within the field.

1.1 Research Questions
  i.   What are the growth trends in WLB publications?
 ii.   Which among the influential countries, journals, authors, and articles are the most contributors in WLB literature?
iii.   What is the intellectual structure of the literature in WLB?
 iv.   What are the current trends and future research directions in the field of WLB?

II. LITERATURE REVIEW

Work–life balance (WLB) isn't just an HR buzzword anymore—it's become a huge, sprawling conversation that pulls in ideas from management, psychology, sociology, gender studies, and even public policy. At first, researchers mostly saw work and home as two forces fighting each other, creating stress and conflict. Over time, though, the picture got richer: people realized that work can actually enrich family life (and vice versa), and that "balance" might be less about splitting time 50/50 and more about finding harmony or alignment in how everything fits together (Carlson et al., 2006; Mcmillan et al., 2011; Voydanoff, 2005). This review walks through the big ideas, turning points, and debates in the field so we have a solid base for a full bibliometric mapping study.

Early studies were pretty gloomy—they focused on how jobs and family responsibilities clash, leaving people overloaded and stressed (Kirkcaldy & Cooper, 1993). Then Voydanoff (2005) came along with a much more helpful framework: she said balance depends on the demands we face and the resources we have—at work, at home, and inside ourselves. That opened the door to seeing both the negative spillover (conflict) and the positive spillover (enrichment). Carlson et al. (2006) even created a proper scale to measure enrichment, showing that a great day at work really can

make you a better parent or partner. Later, researchers found that conflict and enrichment can happen at the same time, sometimes cancelling each other out or adding up in unexpected ways.

More recently, people started talking about "work–life harmony" instead of strict balance (Mcmillan et al., 2011), but there's still a lot of confusion about what the term actually means. Different studies use the same words for different things (or different words for the same thing)—what researchers call the "jingle-jangle" problem (Casper et al., 2018). That messiness is exactly why a big-picture bibliometric map could be so useful.

There are tons of research on flexible schedules, parental leave, and other work–life policies, but the results are mixed. Sometimes these initiatives stay on paper because the culture still rewards face-time and constant availability (Kossek et al., 2010). Having a supportive boss turns out to be one of the biggest game-changers—Hammer et al. (2011) even built a scale to measure "family-supportive supervisor behaviors," and study after study shows it leads to happier, healthier employees.

Flexibility itself can be a double-edged sword. Yes, you can pick up the kids from school, but you might end up working longer hours to "pay back" the time (Kelliher & Anderson, 2009). Real change seems to need both good policies and a workplace culture that actually lets people switch off.

Smartphones and Slack have completely changed the game. After-hours emails used to be rare; now they're the norm, and they blur the line between "at work" and "at home" (Barley et al., 2015). The pandemic turbo-charged this shift—suddenly millions were working from their living rooms, and many discovered that having your office in your bedroom isn't as great as it sounds (Palumbo, 2020). Women, caregivers, and lower-income workers often got hit the hardest.

Most early research assumed everyone had a family to balance work against, which ignored single people, childless couples, or anyone in non-traditional setups. Studies from Nigeria, Ghana, Malaysia, and elsewhere show that culture shapes what "balance" even feels like—collectivist societies, rigid gender roles, or weak social safety nets create very different challenges (Akanji et al., 2019; Au et al., 2020). Live-in domestic workers, working students, women entrepreneurs—all face struggles that the classic Western, middle-class, two-parent model simply doesn't capture.

In places like India and in high-pressure fields like healthcare, good WLB policies clearly boost retention and commitment (Chaudhuri et al., 2020; Shabir & Gani, 2020). Academia itself has come under the spotlight, especially during COVID-19, when caregiving responsibilities clashed head-on with "publish or perish" culture, hitting women and parents hardest (Utoft, 2020).

The field has grown so fast and become so scattered that people are now using systematic reviews and bibliometric tools (co-citation maps, keyword networks, VOSviewer visualizations, etc.) to make sense of it all (Rashmi & Kataria, 2021). These methods are perfect for spotting the most influential ideas, tracing how thinking has shifted over time, and flagging emerging topics that deserve more attention.

In short, we've moved from a fairly negative, conflict-focused view of work–life balance to a much more nuanced, multidimensional, and context-sensitive one. There's still plenty of conceptual fuzziness and huge differences across cultures, genders, and industries, which makes the field both exciting and a little chaotic. That very complexity is why a proper bibliometric mapping study is needed now more than ever—it can help us see the forest, not just the trees, and point the way toward the next big questions.

III. METHODOLOGY

Systematic literature review follows a structured, transparent, and scientific approach that can be replicated (Zupic & Cater, 2003). Our study employs SLR combined with bibliometric study to gain a clear understanding of the current trends in work–life balance (WLB) and to offer an inclusive overview of the topic, along with propositions for future research directions. Initially, SLR was used to scientifically search, organize, and identify papers used for performing a critical review and impartial assessment of the literature.

This process involved selecting the relevant search keywords, choosing the search engine, and identifying and extracting appropriate research studies based on specific inclusion and exclusion criteria. Next, the research papers chosen for this study were subjected to bibliometric study, a method that has been widely applied (Kataria et al., 2020) in the field of management.

Bibliometric analysis is a numerical method used to examine intellectual data. and provides a comprehensive overview of a study area (Nyabakora & Mohabir, 2024; Priyan et al., 2023c). Through bibliographic mapping, this method aids in identifying top articles, nations, writers, and key subject domains (Li et al., 2017). It offers a thorough retrospective by aiding understandings into extremely quoted articles, highly contributing nations, essential co-words, and research bunches built on mutual themes. By applying various bibliometric methods, scholars can produce different outcomes to identify current research tendencies, recognize gaps, and establish imminent research directions.

VOSviewer is used to create, visualize, and analyze networks. These networks are built using citation, co-occurrences, and co-citation methods to explore publication trends, the knowledge base, and the impact of individual

articles from 1985 to 2025. The flexibility of VOSviewer software makes it a preferred choice. Unlike many other applications, VOSviewer offers a huge graphical representation of networks (Eck & Waltman, 2010).

3.1 Search String

Since empirical studies have shown that Scopus offers broader coverage of journals in "the social sciences" than "the Web of Science," we chose "the Scopus index" as the data basis for mining documents (Mongeon & Paul-Hus, 2016) and analyze them to identify suitable keywords. The keywords string selected for this study was *("Work-life integration" OR "Work-life harmony" OR "Personal-professional balance" OR "Work-life equilibrium" OR "Career-life balance" OR "Job-personal life balance" OR "Work-leisure balance" OR "Professional-life alignment" OR "Work-home balance" OR "Lifestyle balance")*

Researchers (Carlson et al., 2006; Mcmillan et al., 2011) have highlighted that terms like conflict, enrichment, enhancement, facilitation, and integration each represent different aspects of the work-life relationship. So, it's clear that WLB is a more holistic concept (Rashmi & Kataria, 2021), encompassing a person's various roles and largely depending on how well they align their personal values, goals, and ambitions with their broader social environment (Kossek et al., 2014).

3.2 Searching Criteria

Using the "Scopus" catalogue, we conducted a search for literary references for this research as of January 14, 2025, based on definite search standards (Figure 1). This catalogue was chosen due to its widely regarded among the most reliable sources for academic research worldwide (Nyabakora, 2023). Scopus provides a broad selection of peer-reviewed journals across a variety of research fields, including the social sciences (Nyabakora & Mohabir, 2024; Priyan et al., 2023a; Valenzuela-fernandez et al., 2019).
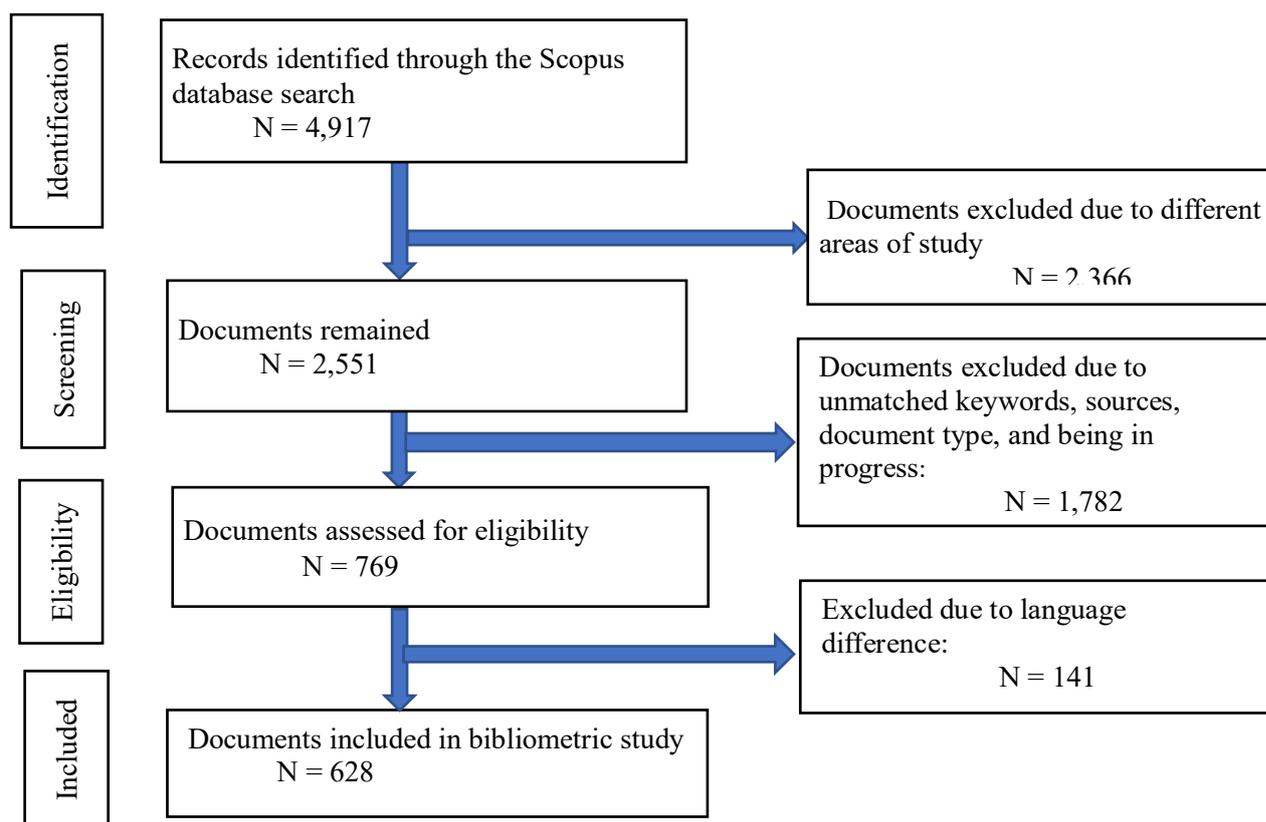

Figure 1
The Systematic Sampling using PRISMA Flow Chart (Moher et al., 2009; Nyabakora, 2024)

After conducting a search in "the Scopus database" with the defined criteria "TITLE-ABS-KEY" tool, we initially retrieved 4,917 documents. The result was then refined by applying inclusion and exclusion criteria and resulted to 628 documents (see Figure 1).

IV. FINDINGS & DISCUSSION

A total of 628 documents, including citations, affiliations, authors, and titles, were stored for future analysis. Advanced bibliometric techniques, such as co-citation and quotation analysis, as well as the "visualization of similarities" through co-citation and co-occurrence analysis, were employed (Eck & Waltman, 2017; Priyan et al., 2023b). The research utilized Scopus analysis tools, including Tableau, the VOSviewer package, and Excel (Eck & Waltman, 2017). This part presents the results from the analysis of literature on WLB, followed by answers to the study queries in the specified order.

4.1 Descriptive Analysis
4.1.1 Publication Settings in WLB Literature

Figure 2 illustrates the past development of study on this theme, showing a surge in the number of publications from 1985 to 2025. This tendency reflects the rising interest amongst researchers due to the lack of WLB research, as noted by several scholars, Haar et al. (2014) inclusive. Though significant literature on work–life has focused on the conflict viewpoint, little emphasis has been placed on the balance perception (Casper et al., 2018). In current years, scholars have made significant efforts to further the understanding of balance. Explanation in Figure 2 presents a sequential view of the year-by-year increase in publications.
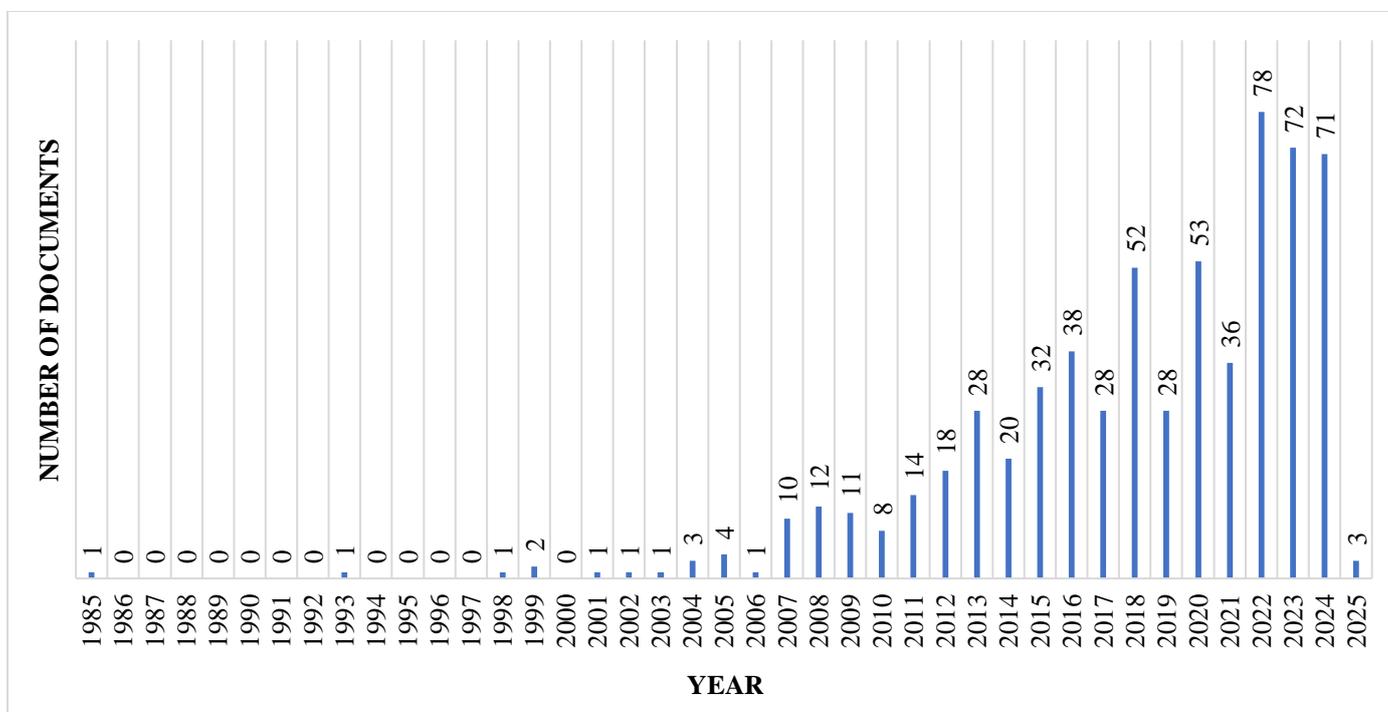

Figure 2
Research Growth in WLB Literature

The graph (Figure 2) shows a noticeable increase in the number of publications in 2007 compared to earlier years. Specifically, the number of studies began to rise significantly from 2015 onwards, with greater than 38 published articles annually starting from that time. The years 2022, 2023, and 2024 saw the uppermost quantity of manuscripts, with 73 or more manuscripts published each year.

To identify the ongoing publication trends in the nominated research range, we conducted a descriptive analysis of 628 manuscripts. The initial research enquiry was addressed by examining publication patterns in terms of years, countries, journals, and authors. The review's initial reference was an article by Williams in 1985; before the 1993 essay by Kirkcaldy B.D.; and Cooper C.L. titled *"The Relationship between Work Stress and Leisure Style: British and German*

Table 1

Keywords Growth in WLB Literature

ID	Keyword	1985-2025		Label	1985-2014		Label	2015-2021		Label	2022-2025	
		OCC	%age		OCC	%age		OCC	%age		OCC	%age
1	Work and life balance	320	11.10	Work and life balance	87	15.18	Work and life balance	138	11.16	Work and life balance	90	8.33
2	Work and family conflict	124	4.30	Work and family conflict	23	4.01	Work and family conflict	40	3.23	Work and family conflict	52	4.81
3	Job characteristics	70	2.43	GWO	21	3.66	Work-family balance	29	2.34	Job characteristics	31	2.87
4	GWO	51	1.77	Flexible work arrangements	20	3.49	GWO	25	2.02	Employee commitment	20	1.85
5	Organizational culture	45	1.56	Job characteristics	15	2.62	Job characteristics	23	1.86	Work-family balance	17	1.57
6	Work engagement	44	1.53	Family types	11	1.92	Work to life conflict	22	1.78	Organizational culture	16	1.48
7	Flexible work arrangements	37	1.28	Organizational culture	9	1.57	Organizational culture	20	1.62	Boundary management	13	1.20
8	Work-life integration	31	1.08	Working time flexibility	9	1.57	Flexible work arrangements	19	1.54	Flexible work arrangements	13	1.20
9	ICT	26	0.90	Career development	7	1.22	Boundary management	16	1.29	Wellbeing	13	1.20
10	Wellbeing	26	0.90	HRM	7	1.22	Fatherhood	13	1.05	Burnout prediction	12	1.11
11	Employee commitment	25	0.87	Communication technology	6	1.05	Women workers	13	1.05	GWO	12	1.11
12	Boundary management	21	0.73	Quality of work life	6	1.05	Emotional intelligence	12	0.97	Psychological wellbeing	11	1.02
13	Father involvement	21	0.73	Teleworking	6	1.05	Stress management	12	0.97	Remote work arrangements	11	1.02
14	HRM	21	0.73	Employment	5	0.87	Work time arrangement	12	0.97	Work engagement	11	1.02
15	Teleworking	20	0.69	Policy and practice	5	0.87	Female workers	11	0.89	Emotional intelligence	10	0.93
16	Work-family enrichment	20	0.69	Time management	5	0.87	Work engagement	11	0.89	HRM	10	0.93
17	Emotional intelligence	18	0.62	Work-family enrichment	5	0.87	Well-being program	10	0.81	Teleworking	10	0.93
18	Family conflict	18	0.62	Workplace behavior	5	0.87	Work-family issues	10	0.81	Work from home	10	0.93
19	Time management	18	0.62	Child protection workers	4	0.70	Workplace environment	10	0.81	Work-life integration	10	0.93
20	Work-life articulation	18	0.62	Family-friendly policies	4	0.70	Career development	8	0.65	ICT	8	0.74

ICT = Information and communication technology: GWO = Gendered work organization: HRM = Human resources management: OCC = Occurrences

Managers." Scholarly interest in the topic began to rise significantly in 2011, with the number of publications increasing each year. To analyze keyword growth more effectively, the period was segmented into shorter time intervals. The study explored the temporal progression of keywords by tracking their timelines and normalizing their frequencies based on the total amount of co-words in an individual sub-period, as documented by Agramunt et al. (2020). Table 1 illustrates co-word evolution crossways the whole period and within three sub-periods. In the first phase, covering 1985–2014, an average of 5 manuscripts were released annually (Figure 2). The four utmost often co-occurring co-words, each representing more than 5% of total incidences, were *"work and life balance," "work and family conflict," gendered work organization," and "flexible work arrangements."*

The second sub-period, spanning 2015 to 2021 and referred to as the "take-off phase," was characterized by a steady rise in the number of published articles, averaging over 38 papers per year. The seven most frequently occurring terms during this phase were "work and life balance," "work and family conflict," "work-family balance," "gender and development," job characteristics," "work to life conflicts," and organization culture," each comprising more than 5% of all keywords used (Table 1). This period also saw the development of concepts such as *"gender and development," "work to life conflicts," "boundary management," "fatherhood," "women workers," "emotional intelligence," "stress management," "female workers," "work engagement," and "well-being progress."* However, the terms *fatherhood, women workers, stress management, and female workers* were short-lived, appearing only during this phase before disappearing. Meanwhile, the terms "work and life balance," "work and family conflicts," and "work-family balance" gained increasing popularity among researchers as foundational elements for WLB.

The third sub-period, spanning 2022 to 2025, represents the current phase. During this time, the number of published articles surged, averaging approximately 74 per year. The primary research focus centers on work and life balance, work and family conflict, gender and development, work-family balance, organizational culture, and boundary management, among others, which have emerged as dominant keywords over time. The most frequently used terms in this phase— work and life balance, work and family conflict, job characteristics, employee commitment, work-family balance, organizational culture, and boundary management—highlight key topics within the WLB field (Table 1). These terms have consistently appeared across all sub-periods from 1985 to 2025, demonstrating their lasting relevance in the domain.

The number of publications peaked at 78 in 2022, marking the most significant increase. However, by 2024, it had declined to 71 (see Figure 2). Analyzing the co-occurrence of keywords reveals that "employee commitment," "burnout prediction," "remote work engagement," "human resources management," "teleworking, work from home," and "ICT" emerged as new research topics during the third sub-period. These terms were absent in earlier phases but began appearing in this period.

4.1.2 The Scope of the Most Productive Stakeholders in WLB Literature

Understanding the current state of research on WLB can be enhanced by identifying the authors, countries, documents, and sources that make the greatest contributions to the field. This awareness can also help in finding potential resources for new ideas and studies that could drive further progress in the area. Additionally, it provides researchers with insights into which nations, sources, writers, and papers are most persuasive and must be referenced for more detailed material, as outlined below:

4.1.3 Countries with High Number of Research and Quotations

Table 2 shows that the topmost 10 nations contribute 518 manuscripts of the total 628, accounting for 82.48% of all publications on this topic. The leading five countries are the United States (182), the United Kingdom (88), Australia (49), India (47), and Canada (39).

In this evaluation, it was observed that utmost of the revolutionary researches on WLB originated from the United States, where the discourse on work-life balance first emerged. This was largely due to the significant increase in women with families joining the workforce in this highly industrialized nation (Lewis et al., 2007). Over time, the discussion spread to other Western countries for instance the United Kingdom, Australia, India, and some places of Europe. Around 1991, India's economy underwent liberalization, which led to increased global competition, economic growth, and more women entering the workforce (Rashmi & Kataria, 2021).

Table 2
Most Productive Countries in WLB Literature

ID	Label	Documents	Citations
1	United States	182	7678
2	United Kingdom	88	4558
3	Australia	49	1841
4	Canada	39	1607
5	Netherlands	23	1529
6	Finland	22	784
7	Germany	19	587
8	France	17	528
9	Malaysia	29	479
10	Pakistan	12	445
11	Italy	17	412
12	India	47	342
13	Hong Kong	8	310
14	China	20	309
15	Sweden	14	295

4.2 Examination of the Primary Contributing Journals

To keep up with the latest research advancements and identify journals that are likely to publish their manuscripts aligned with their research topics, researchers should familiarize themselves with the most influential journals in WLB literature. In this case, 628 WLB papers were distributed across 325 sources, with 33% of these sources having multiple publications. The top fifteen journals, listed in Table 3, account for over 26% of the total corpus. The "*community, work and family* journal," with 27 papers, was the most prolific. However, the 628 sources collectively garnered 20,151 citations. More than 13% of the sources had no citations, while the top fifteen sources contributed over 49% of the total citations (Table 3). The "*Journal of Human Relations*" was the most cited source, with 1,804 citations from 11 publications. Table 3 provides the statistics for the other leading sources.

Table 3
Most Productive Journals in WLB Literature

ID	Label	Documents	Citations
1	Community, work and family	27	340
2	International journal of human resource management	18	910
3	Sustainability (Switzerland)	15	217
4	Journal of vocational behavior	14	1117
5	Gender, work and organization	14	876
6	Human relations	11	1804
7	Work, employment and society	11	588
8	Gender in management	8	143
9	Personnel review	7	233
10	Social indicators research	7	214
11	Applied research in quality of life	7	160
12	Advances in developing human resources	6	416
13	Academic medicine	6	161
14	Journal of family issues	6	144
15	International journal of organizational analysis	6	51

4.2.1 Analysis of Influential Authors in WLB Literature

The leading researchers in the literature on WLB are listed in Table 4. Notable among them are Kossek, Ellen Ernst with 1,639 citations; Lewis, Suzan (1,006); Boswell, Wendy R. (979); Hammer, Leslie B. (893); and Anderson, Deirdre (865). These authors are the most cited and, consequently, the most prolific in the field. Their citation impact is significant and realistic, as shown in Table 4. "The Scopus h-index," however, reflects writer's total body of work, extending beyond the specific focus of WLB (Priyan et al., 2023b), so it was not considered here. Therefore, the quotations in Table 4 are based only on the manuscripts authored by each researcher within the scope of this review.

Table 4
Author with more Citations – Prolific Authors in WLB Literature

ID	Label	Citations
1	Kossek, Ellen Ernst	1639
2	Lewis, Suzan	1006
3	Boswell, Wendy R.	979
4	Hammer, Leslie B.	893
5	Anderson, Deirdre	865
6	Kelliher, Clare	842
7	Olson-Buchanan, Julie B.	769
8	Bodner, Todd E.	561
9	Hanson, Ginger C.	561
10	Yragui, Nanette L.	561
11	Derks, Daantje	560
12	Barley, Stephen R.	473
13	Grodal, Stine	473
14	Meyerson, Debra E.	473
15	Smithson, Janet	434

4.2.2 Discussion of the Five Most Prolific Documents in WLB

Table 5 presents the highly cited manuscripts in WLB research, based on all Scopus quotes. This examination was carried out to assess the influence of researchers' contributions to the field. Fifteen papers accumulated over 5430 citations, which is reasonable considering the relatively recent emergence of the WLB literature. Among these, article Kelliher, with 686 citations, is the highly cited and is recorded in Table 5. Therefore, Table 5 highlights the most significant and influential articles on WLB, along with their citation counts.

The paper "Doing more with less? Flexible working practices and the intensification of work" by Kelliher and Anderson (2009) examines the unintended consequence of work intensification resulting from "flexible working practices." The analysis reveals that while flexible employees indicate greater job satisfaction and stronger organizational commitment, they also experience increased work intensity. The authors identify three mechanisms of this intensification: imposed, enabled, and reciprocated intensification. They argue that employees trade flexibility for increased effort, driven by a sense of obligation to their employers. This nuanced exploration of the paradox between job satisfaction and work intensification has made the paper a significant contribution to its field.

The paper "Development and Validation of a Multidimensional Measure of Family Supportive Supervisor Behaviors (FSSB)" by Hammer et al. (2011) makes a significant contribution by developing and validating a comprehensive degree of FSSB. The authors conceptualize FSSB as a multidimensional paradigm having four dimensions: "instrumental support," "role modeling behaviors," "creative work-family management," and "emotional support." Through rigorous "multilevel confirmatory factor analyses and regression analyses," the study demonstrates the "incremental validity," "criterion-related," and "construct" of FSSB. The findings reveal that FSSB is mostly associated with "work-family positive spillover," "work-family conflict," "turnover intentions," and "job satisfaction," outperforming general supervisor support measures. This nuanced and empirically validated measure offers important perspectives for organizations looking to improve employee well-being and work-family balance.

The paper "E-mail as a Source and Symbol of Stress" by Barley et al. (2015) explores the paradoxical role of e-mail in modern work life. The authors found that while e-mail provides flexibility and control, it also significantly contributes to work-related stress. Their study revealed that the more time individuals spent managing emails, the stronger their feeling of being overwhelmed. Interestingly, they also found that the more emails people managed, the stronger their perceived ability to handle them. The paper highlights how the material characteristics of email, intertwined with social norms and perceptions, lead individuals to identify email as a cultural symbol of being overwhelmed, distracting them from identifying other causes of stress in their work lives. This nuanced understanding of e-mail's dual impact on stress and coping has made the paper a significant contribution to its field.

Table 5
Prolific Documents in WLB Literature

ID	Label	Document title	Citations	Country
1	Kelliher (2010)	Doing more with less? Flexible working practices and the intensification of work	686	UK
2	Hammer (2009)	Development and validation of a multidimensional measure of family supportive supervisor behaviors	561	US
3	Barley (2011)	E-mail as a source and symbol of stress	473	US
4	Boswell (2007)	The use of communication technologies after hours: the role of work attitudes and work-life conflict	444	US
5	Voydanoff (2005)	Toward a conceptualization of perceived work-family fit and balance: a demands and resources approach	415	US
6	Kossek (2010)	Work-life initiatives and organizational change: overcoming mixed messages to move from the margin to the mainstream	332	US
7	Lewis (2007)	The constraints of a 'work-life balance' approach: an international perspective	326	UK
8	Olson-Buchanan (2006)	Blurring boundaries: correlates of integration and segmentation between work and nonwork	325	US
9	Grant (2013)	An exploration of the psychological factors affecting remote e-worker's job effectiveness, well-being and work-life balance	322	UK
10	Derks (2015)	Smartphone use and work-home interference: the moderating role of social norms and employee work engagement	308	Netherlands
11	Smithson (2005)	Discourses of work-life balance: negotiating 'genderblind' terms in organizations	278	UK
12	Derks (2016)	Work-related smartphone use, work–family conflict and family role performance: the role of segmentation preference	252	Netherlands
13	Palumbo (2020)	Let me go to the office! An investigation into the side effects of working from home on work-life balance	244	Italy
14	Berdahl (2018)	Work as a masculinity contest	244	Canada
15	Kossek (2017)	"Opting out" or "pushed out"? Integrating perspectives on women's career equality for gender inclusion and interventions	220	US

The manuscript "The Use of Communication Technologies After Hours: The Role of Work Attitudes and Work-Life Conflict" by Boswell and Olson-Buchanan (2015) investigates how the use of communication technologies beyond normal work hours impacts work-related behavior and "work-to-life conflict." The study reveals that employees with greater ambition and job engagement are more inclined to use communication technologies outside of work hours. Moreover, this after-hours practice is connected to amplified "work-to-life conflict," as informed by the employees and their substantial others. The paper's significant contribution lies in its nuanced exploration of the dual influence of "communication technologies" on labor attitudes and personal life, providing valuable insights for organizations aiming to balance technological connectivity and employee well-being.

The paper "Toward a Conceptualization of Perceived Work-Family Fit and Balance: A Demands and Resources Approach" by Voydanoff (2005) makes a significant contribution by developing a comprehensive model that connects family, work, and boundary-spanning demands and resources to the performance and quality of work and family roles. Using person-environment fit theory, the paper introduces two dimensions of "perceived work-family fit:" "family demands-work resources fit" and "work demands-family resources fit." It also provides a worldwide valuation of "perceived work-family balance." The model clarifies and integrates earlier conceptualizations, procedures, and observed research on "perceived work-family fit" and "balance," offering a valuable agenda for understanding "the work-family interface" and its outcomes. This nuanced and integrative approach has made the paper a significant contribution to its field.

The paper "Work–life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream" by Kossek et al. (2010) examines the dual structural and cultural challenges of implementing work-life initiatives in organizations. The authors argue that while these initiatives highlight the prerequisite for structural adaptation to varying work-family dynamics, they often remain disregarded instead of integrated into core structural systems. They identify diverse consequences, such as increased work intensification and perpetuation of ideal worker stereotypes, and emphasise the need for framing work-life changes as essential to organizational effectiveness. This comprehensive analysis of the complexities and potential of work-life initiatives has made the paper a significant contribution to its field.

4.3 Intellectual Structure of *WLB* Knowledge Base

Researchers using scientific mapping review methods have examined the "intellectual structure" within different fields (Nerur et al., 2008). The term "intellectual structure" refers to the core theoretical and empirical research directions that shape a specific area of study. By applying author co-citation analysis, a system map was formed in VOSviewer to visualize the intellectual association within the knowledge domains of WLB.

A co-citation analysis was conducted to investigate how often authors were cited together in the reference lists of the 628 papers. As a result, co-citation analysis covers a much broader body of literature compared to Scopus citation investigation.

Scholars using "co-citation analysis" suggest that writers who share a similar research perspective are often co-cited by their peers (Hallinger & Kovačević, 2019). Additionally, by analyzing "author co-citations," the VOSviewer software can create a system map that visually displays the common attributes amongst the writers cited in the database we utilized (Eck & Waltman, 2017; Priyan et al., 2023b).

Using VOSviewer with a minimum of 100 author co-citations as the criterion, 44 researchers (Fig. 4) appeared on the co-citation network. The larger nodes highlight key researchers based on their co-citation frequency. Scholars are grouped into distinct research topics, represented by vibrant clusters, according to their co-citation links. The intellectual structure of WLB literature includes the green cluster for "*the constraints of work-life balance approach,*" and the red cluster for "*work life initiatives and organizational change.*"
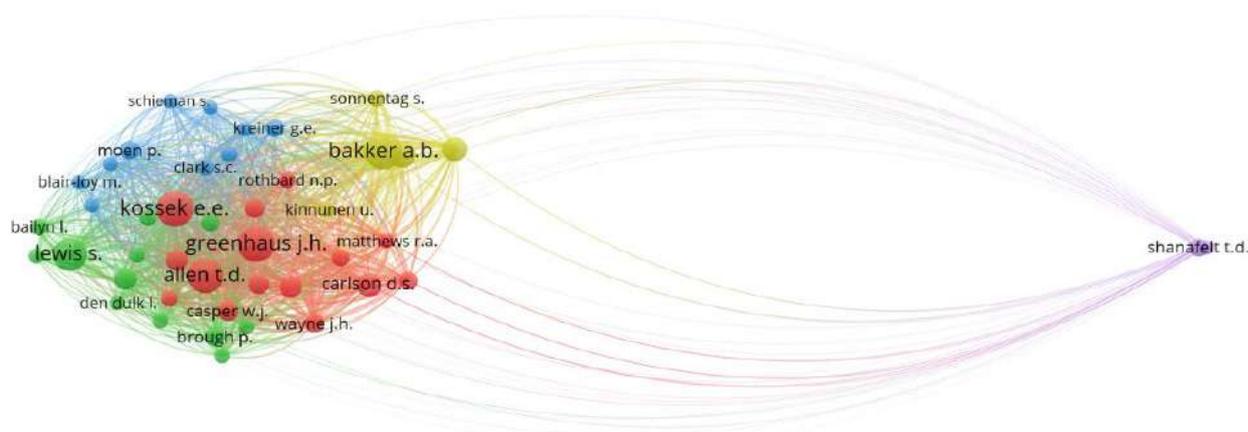
Figure 3
Intellectual Structure of WLB *Knowledge Base*

Bakker, A. B., a leading expert on WLB (4the yellow cluster), has the highest number of co-citations, with 494. Other researchers in this field, Demaroit, E. and Schaufeli, W. B. have 287 and 246 co-citations respectively. The next cluster, (the red cluster), includes experts such as Kossek, E. E Greenhous, and Allen, T. D., with 480, 478, and 458, co-citations, respectively, focussed on "*work life initiatives and organizational change*". Following this, Lewis, S. and Cooper, C. I. (the green cluster), with 414 and 200 co-citations, respectively, focussed on "*the constraints of work-life balance approach*" were the third most contributors in the field. Cluster 3 (blue) of Moen, P. with 162 co-citations had a smallest contribution of all the clusters. The top 15 researchers are listed in Table 6.

Table 6
Intellectual Structure of WLB *Knowledge Base*

ID	Label	Cluster	Citations
1	Bakker A.B.	4	488
2	Greenhaus J.H.	1	478
3	Kossek E.E.	1	477
4	Allen T.D.	1	454
5	Lewis S.	2	414
6	Demerouti E.	4	283
7	Schaufeli W.B.	4	244
8	Carlson D.S.	1	232
9	Hammer L.B.	1	209
10	Grzywacz J.G.	1	208
11	Cooper C.L.	2	200
12	Powell G.N.	1	181
13	Casper W.J.	1	176
14	Moen P.	3	162
15	Wayne J.H.	1	162

4.4 Topical Concentrations in *WLB* Knowledge Base

Co-word examination was used to explore the areas discussed in the literature on WLB. Using VOSviewer, we identified the most frequently used terms. The terms "work and life balance" (320 occurrences), "work and family conflict" (124), "job characteristics" (70), "gender and development" (51), "organizational culture" (45), "work engagement" (44), "flexible work arrangements" (37), and "work-life integration" (31), among others, are the most referenced keywords across all periods and are also key topics in the WLB domain. This pattern of results, supported by the authors' co-citations, shows that all the clusters are connected to "work and life balance," highlighting the significance of these terms (Figure 4).

Next, using a threshold of at least 5 co-occurrences, we generated a "chronological keyword map" (Figure 4) in VOSviewer (Eck & Waltman, 2017). The sequential co-word examination looks at the distribution of keywords over

time over time about the publication dates of papers. The map can be interpreted by considering the size of the nodes (frequency), their color (recency), and their position (connection to other themes).

At the middle of the map, "work and life balance" emerges as the most interconnected topic, maintaining strong links to various subjects and remaining a focal point of current research. This finding aligns with the discussion on the conceptual framework of the knowledge base, where the five research domains placed considerable emphasis on WLB.

An analysis of author keywords was conducted to determine the future direction of WLB research. Author keywords were extracted from a database of 628 relevant articles, and a co-word system was generated via VOSviewer. To ensure meaningful outcomes, a threshold of at least five co-occurrences per keyword was applied. Out of 2,883 keywords, 125 met this criterion. The most frequently occurring keyword, "work and life balance," appeared 320 times, making it the largest node in the network, as illustrated in the map (Figure 4).

Keywords with the same color indicate that they belong to the same category, signifying that various aspects of "WLB" have been explored. The analysis of the keyword network led to several key findings. Overall, it revealed that topics such as "work and life balance," "work and family conflict," "job characteristics," "gender and development," "organizational culture," "work engagement," and "flexible work arrangements" are the primary areas of focus within the studied field.
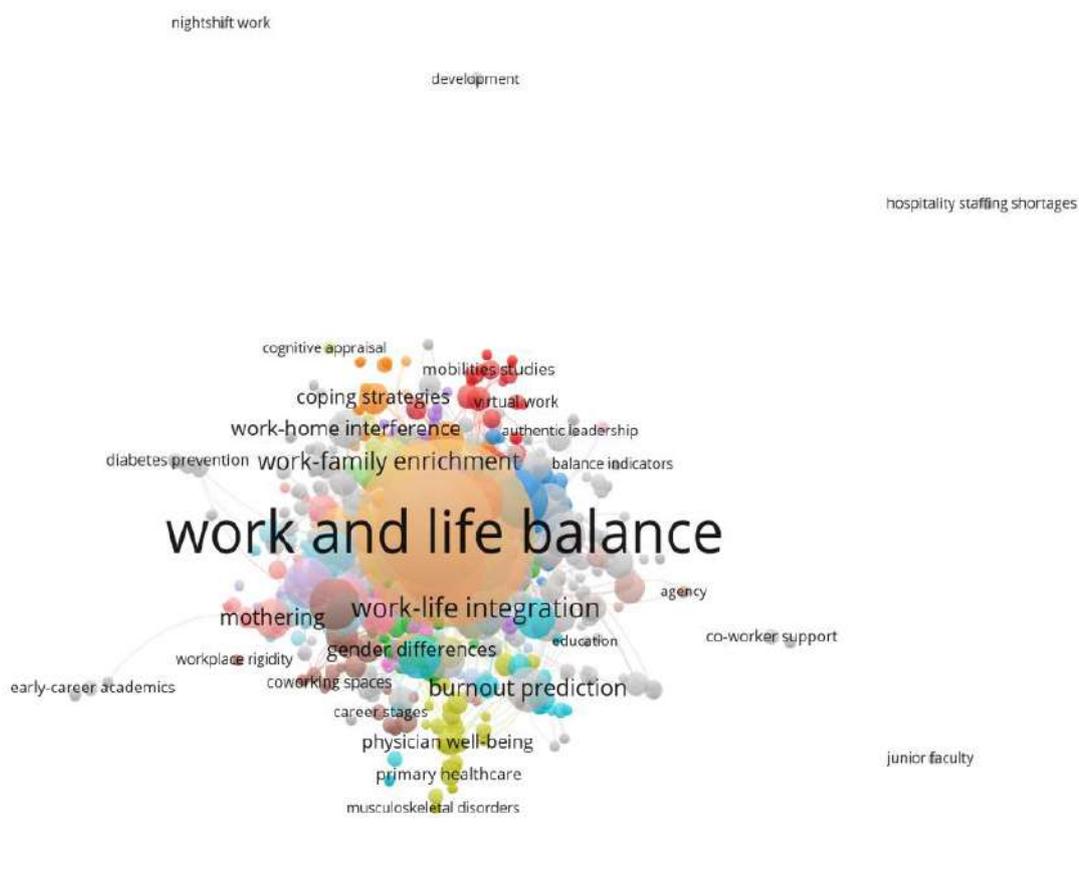

Figure 4
Topical Concentration Map for Research in WLB

4.5 Discussion

This section provides an analytical summary by summarizing the key findings of the study, offering insights derived from the existing research on WLB. The dataset included 628 final documents, which we examined using numerous bibliometric methods. The analysis, specifically, investigates data from a large body of works to identify key topics and their trends, culminating in a comprehensive summary of the works reviewed. The descriptive statistics highlight the trends in published research on WLB. It was observed that much of the research in this field has increased significant momentum in the past decade, likely due to the limited focus on the balance perception.

Prior work–life interface researches primarily focused on the clash and disruption between work and non-work areas, emphasizing the adverse consequences while overlooking the optimistic features. With industrial advances blurring the line amid work and home and increasing work stresses, researchers have called for further exploration of guidelines and intercessions that can help workers achieve an improved balance across numerous aspects of their lives.

The thorough examination of the data showed that 73% of the WLB documents were published after 2021, with 221 articles appearing in 2022, 2023, and 2024 alone out of a total of 628 articles. This suggests that, although the topic has been around since 1985, it has only gained significant momentum in recent years.

In terms of geographical distribution, the United States leads the way in WLB research, as it was here that early industrialization occurred. Since then, the topic has gained traction in other developed nations. However, despite its widespread reception in these nations, there remains a research gap from the perspective of developing nations, which could be addressed through valuable future studies. This research analysis indicates that imminent studies could benefit from more extensive reviews, as they add value to this type of research. There are forty-five research papers with over one hundred global citations, indicating that the WLB topic holds worldwide significance with substantial consequences for families, employees, and organizations. Most of the highly quoted WLB researches focus on related themes like "WLB practices," "flexible work arrangements," and "the gendered aspects of organizational policies."

V. CONCLUSION & RECOMMENDATIONS

5.1 Conclusion

Overall, the review paper intends to provide valuable understandings into WLB through a bibliometric study. First, it explores the historical development of the field by analyzing trends of publication. Second, the citation analysis outlines the research area by mapping the structure of the field by means of various indicators. Prominent articles and sources were emphasized to assess their relevance and importance, along with providing a knowledge map for new researchers. Third, the intellectual structure of the field was examined through bibliographic co-occurrence analysis. Finally, emerging trends and imminent directions were explored via analysis of the most recent articles.

Although this study includes 628 "peer-reviewed articles" sourced from the Scopus database, it has some restrictions, similar to other studies. As noted earlier, the Scopus database is highly dynamic and regularly updated, meaning that the findings of this review could change by the time of publication. This paper relied solely on VOSviewer for conducting bibliometric analysis; however, other tools like Gephi 0.9.2 could also be used for tasks such as page rank, modularity, and network visualization. Despite the limitations outlined, this study can be used as a foundational resource for understanding the current state of WLB research and the thematic advance of knowledge.

5.2 Recommendations

With industrial advances blurring the line amid work and home and increasing work stresses, researchers have called for further exploration of guidelines and intercessions that can help workers achieve an improved balance across numerous aspects of their lives. Overall, it revealed that topics such as "work and life balance," "work and family conflict," "job characteristics," "gender and development," "organizational culture," "work engagement," and "flexible work arrangements" are the primary areas of focus within the studied field. Therefore, this serves as a wake-up call for researchers to continue studying the theme not only in developing countries but also in industrialised nations, which have still not been thoroughly covered.

REFERENCES

Agarwal, S., & Lenka, U. (2015). Study on work-life balance of women entrepreneurs – review and research agenda. *Industrial and Commercial Training, 47*(7), 356–362. https://doi.org/10.1108/ICT-01-2015-0006

Agramunt, L. F., Berbel-Pineda, J. M., Capobianco-Uriarte, M. M., & Casado-Belmonte, M. P. (2020). Review on the relationship of absorptive capacity with interorganizational networks and the internationalization process. *Complexity, 2020*, Article 7604579. https://doi.org/10.1155/2020/7604579

Akanji, B., Mordi, C., & Simpson, R. (2019). Time biases: Exploring the work–life balance of single Nigerian managers and professionals. *Journal of Managerial Psychology, 35*(2), 57–70. https://doi.org/10.1108/JMP-12-2018-0537

Au, W. C., Chatrakul, U., & Ayudhya, N. (2020). The work-life experiences of an invisible workforce: The case of live-in women migrant domestic workers in Malaysia. *Equality, Diversity and Inclusion: An International Journal, 39*(5), 567–583. https://doi.org/10.1108/EDI-02-2019-0059

Bansal, N., & Agarwal, U. A. (2020). Examining the relationships among work–life constructs: A review. *Business Perspectives and Research*, 1–15. https://doi.org/10.1177/2278533719887456

Barley, S. R., Meyerson, D. E., & Grodal, S. (2015). E-mail as a source and symbol of stress. *Organization Science, 22*(4), 887–906.

Bhumika. (2020). Challenges for work–life balance during COVID-19 induced nationwide lockdown: Exploring gender difference in emotional exhaustion in the Indian setting. *Gender in Management: An International Journal, 35*(8), 705–718. https://doi.org/10.1108/GM-06-2020-0163

Boswell, W. R., & Olson-Buchanan, J. (2015). The use of communication technologies after hours: The role of work attitudes and work-life conflict. *Journal of Management, 33*(4), 592–610. https://doi.org/10.1177/0149206307302552

Carlson, D. S., Kacmar, K. M., Holliday, J., & Grzywacz, J. G. (2006). Measuring the positive side of the work–family interface: Development and validation of a work–family enrichment scale. *Journal of Vocational Behavior, 68*, 131–164. https://doi.org/10.1016/j.jvb.2005.02.002

Casper, W. J., Wayne, J. H., Dehauw, S., & Greenhaus, J. (2018). The jingle-jangle of work–nonwork balance: A comprehensive and meta-analytic review of its meaning and measurement. *Journal of Applied Psychology, 103*(2), 182–214. https://doi.org/10.1037/apl0000259

Chaudhuri, S., Arora, R., & Roy, P. (2020). Work–life balance policies and organisational outcomes: A review of literature from the Indian context. *Industrial and Commercial Training, 52*(3), 155–170. https://doi.org/10.1108/ICT-01-2019-0003

Corbera, E., Anguelovski, I., Honey-Rosés, J., & Ruiz-Mallén, I. (2020). Academia in the time of COVID-19: Towards an ethics of care. *Planning Theory & Practice*, 00(00), 1–9. https://doi.org/10.1080/14649357.2020.1757891

Eck, N. J. van, & Waltman, L. (2010). Software survey: VOSviewer, a computer program for bibliometric mapping. *Scientometrics, 84*(2), 523–538. https://doi.org/10.1007/s11192-009-0146-3

Eck, N. J. van, & Waltman, L. (2017). Citation-based clustering of publications using CitNetExplorer and VOSviewer. *Scientometrics, 111*(2), 1053–1070. https://doi.org/10.1007/s11192-017-2300-7

Gareis, K. C., Barnett, R. C., Ertel, K. A., & Berkman, L. F. (2009). Work-family enrichment and conflict: Additive effects, buffering, or balance? *Journal of Marriage and Family, 71*(4), 696–707.

Gatrell, C. J., Burnett, S. B., Cooper, C. L., & Sparrow, P. (2012). Work–life balance and parenthood: A comparative review of definitions, equity and enrichment. *International Journal of Management Reviews, 15*(3), 300–316. https://doi.org/10.1111/j.1468-2370.2012.00341.x

Haar, J. M., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). Outcomes of work–life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of Vocational Behavior, 85*(3), 361–373. https://doi.org/10.1016/j.jvb.2014.08.010

Haar, J. M., Suñe, A., Russo, M., & Malaterre, A. O. (2018). A cross-national study on the antecedents of work–life balance from the fit and balance perspective. *Social Indicators Research, 142*, 261–282. https://doi.org/10.1007/s11205-018-1875-6

Hammer, L. B., Kossek, E. E., Yragui, N. L., Bodner, T. E., & Hanson, G. C. (2011). Development and validation of a multidimensional measure of family supportive supervisor behaviors (FSSB). *Journal of Management, 35*(4), 837–856. https://doi.org/10.1177/0149206308328510

Kataria, A., Kumar, S., & Pandey, N. (2020). Twenty-five years of Gender, Work and Organization: A bibliometric analysis. *Gender, Work & Organization, 28*(1), 85–118. https://doi.org/10.1111/gwao.12530

Kelliher, C., & Anderson, D. (2009). Doing more with less? Flexible working practices and the intensification of work. *Human Relations, 62*(1), 1–24. https://doi.org/10.1177/0018726709349199

Kirkcaldy, B. D., & Cooper, C. L. (1993). The relationship between work stress and leisure style: British and German managers. *Human Relations, 46*(5), 669–680.

Kossek, E. E., Lewis, S., & Hammer, L. B. (2010). Work–life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream. *Human Relations, 63*(1), 3–19. https://doi.org/10.1177/0018726709352385

Kossek, E. E., Valcour, M., & Lirio, P. (2014). The sustainable workforce: Organizational strategies for promoting work–life balance and wellbeing. In *The Wiley Blackwell handbook of the psychology of positivity and strengths-based approaches at work* (pp. III, 1–24). John Wiley & Sons. https://doi.org/10.1002/9781118539415.wbwell030

Le, H., Newman, A., Menzies, J., Zheng, C., & Fermelis, J. (2020). Work–life balance in Asia: A systematic review. *Human Resource Management Review, 30*(3), Article 100766. https://doi.org/10.1016/j.hrmr.2020.100766

Lewis, S., Gambles, R., & Rapoport, R. (2007). The constraints of a 'work–life balance' approach: An international perspective. *The International Journal of Human Resource Management, 18*(3), 360–373. https://doi.org/10.1080/09585190601165577

Li, C., Wu, K., & Wu, J. (2017). A bibliometric analysis of research on haze during 2000–2016. *Environmental Science and Pollution Research, 24*(32), 24733–24742. https://doi.org/10.1007/s11356-017-0440-1

Mauno, S., Kinnunen, U., & Rantanen, M. (2011). Work-family conflict and enrichment and perceived health: Does type of family matter? *Family Science, 2*(1), 1–12. https://doi.org/10.1080/19424620.2011.585908

McMillan, H. S., Morris, M. L., & Atchley, E. K. (2011). Constructs of the work/life interface: A synthesis of the literature and introduction of the concept of work/life harmony. *Human Resource Development Review, 10*(1), 6–25. https://doi.org/10.1177/1534484310384958

Moher, D., Liberati, A., Tetzlaff, J., & Altman, D. G. (2009). Preferred reporting items for systematic reviews and meta-analyses: The PRISMA statement. *Annals of Internal Medicine, 151*(4), 264–269.

Mongeon, P., & Paul-Hus, A. (2016). The journal coverage of Web of Science, and Scopus: A comparative analysis. *Scientometrics, 126*(6), 5113–5142. https://doi.org/10.1007/s11192-021-03948-5

Munn, S. L., & Chaudhuri, S. (2016). Work–life balance: A cross-cultural review of dual-earner couples in India and the United States. *Advances in Developing Human Resources, 18*(1), 54–68. https://doi.org/10.1177/1523422315616342

Nerur, S. P., Rasheed, A. A., & Natarajan, V. (2008). The intellectual structure of the strategic management field: An author co-citation analysis. *Strategic Management Journal, 29*(3), 319–336. https://doi.org/10.1002/smj.659

Nyabakora, W. I. (2023). Virtual environments' knowledge base: A bibliometric analysis. *Scientific Visualization, 15*(4), 140–158. https://doi.org/10.26583/sv.15.4.11

Nyabakora, W. I. (2024). The contribution of family businesses to economic growth: A bibliometric review. *SAGE Open, 14*(1), 1–16. https://doi.org/10.1177/21582440241301423

Nyabakora, W. I., & Mohabir, S. E. (2024). Corporate social responsibility knowledge base: A bibliometric analysis. *Modern Finance, 2*(1), 101–120. https://doi.org/10.61351/mf.v2i1.123

Palumbo, R. (2020). Let me go to the office! An investigation into the side effects of working from home on work-life balance. *International Journal of Public Sector Management, 33*(6/7), 771–790. https://doi.org/10.1108/IJPSM-06-2020-0150

Priyan, P. K., Nyabakora, W. I., & Rwezimula, G. (2023a). A bibliometric review of the knowledge base on capital structure decisions. *Vision, 27*(1), 1–13. https://doi.org/10.1177/09722629221140190

Priyan, P. K., Nyabakora, W. I., & Rwezimula, G. (2023b). A bibliometric review of the knowledge base on financial inclusion. *SN Business & Economics, 3*(58), 1–21. https://doi.org/10.1177/09722629221140190

Priyan, P. K., Nyabakora, W. I., & Rwezimula, G. (2023c). Firm's capital structure decisions, asset structure, and firm's performance: Application of the generalized method of moments approach. *PSU Research Review*. https://doi.org/10.1108/PRR-06-2022-0069

Rashmi, K., & Kataria, A. (2021). Work–life balance: A systematic literature review and bibliometric analysis. *International Journal of Sociology and Social Policy, 42*(12), 1028–1065. https://doi.org/10.1108/IJSSP-06-2021-0145

Robertson, K. M., Lautsch, B. A., & Hannah, D. R. (2019). Role negotiation and systems-level work-life balance. *Personnel Review, 48*(2), 570–594. https://doi.org/10.1108/PR-11-2016-0308

Shabir, S., & Gani, A. (2020). Impact of work–life balance on organizational commitment of women health-care workers: Structural modeling approach. *International Journal of Organizational Analysis, 28*(4), 917–939. https://doi.org/10.1108/IJOA-07-2019-1820

Sirgy, M. J., & Lee, D. (2017). Work-life balance: An integrative review. *Applied Research in Quality of Life, 13*, 229–254. https://doi.org/10.1007/s11482-017-9509-8

Tetteh, E. N., & Attiogbe, E. J. K. (2018). Work–life balance among working university students in Ghana. *Higher Education, Skills and Work-Based Learning, 9*(4), 425–437. https://doi.org/10.1108/HESWBL-08-2018-0079

Utoft, E. H. (2020). "All the single ladies" as the ideal academic in times of covid-19? *Gender, Work & Organization, 27*(5), 778–787. https://doi.org/10.1111/gwao.12478

Valenzuela-Fernandez, L., Merigó, J. M., & Lichtenthal, J. D. (2019). A bibliometric analysis of the first 25 years of the Journal of Business-to-Business Marketing. *Journal of Business-to-Business Marketing, 26*(1), 75–94. https://doi.org/10.1080/1051712X.2019.1565142

Voydanoff, P. (2005). Toward a conceptualization of perceived work–family fit and balance: A demands and resources approach. *Journal of Marriage and Family, 67*, 822–836.

Weale, V., Oakman, J., & Wells, Y. (2020). Can organisational work–life policies improve work–life interaction? A scoping review. *Australian Psychologist, 55*(5), 425–439. https://doi.org/10.1111/ap.12469

Williams, J. C., Berdahl, J. L., & Vandello, J. A. (2016). Beyond work-life "integration." *Annual Review of Psychology, 67*, 515–539. https://doi.org/10.1146/annurev-psych-122414-033710

Zupic, I., & Cater, T. (2013). Bibliometric methods in management and organization. *Academy of Management Proceedings, 2013*(1), 1–45. https://doi.org/10.5465/AMBPP.2013.13426abstract