

WORK LIFE BALANCE: A HOLISTIC REVIEW OF THEORETICAL CONCEPTS

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Abstract

Work-life balance (WLB) has made remarkable development in the field of research during the last decade. Even though there is extensive literature available to support the concept, and contextual attempts have been made thoroughly, the current study shall provide a much more precise and concrete literature for researchers. The review encompasses work from the field of HR, OB and few multidisciplinary research articles as a reference to explain WLB theories. The major theories that have been covered in the paper are Segmentation Theory, Enrichment/enhancement Theory, Facilitation Theory, Spillover Theory, Social identity Theory, Compensation Theory, Congruence Theory, Conflict Theory, Human capital Theory, Instrumental Theory, Resource drain Theory, Conservation of resources Theory, Ecology Theory & Border Theory

Keywords: Work-life balance, WLB, WLB theories.

Introduction

In the context of work and family study, the major challenge is availability of general or universal framework that can define the relationship between both. There is no unique integrated framework or model which is universally accepted (Pitt-Catsouphes et al., 2006). Various researchers have made significant but wide-ranging contribution in compiling the theoretical framework (Zedeck and Mosier, 1990; O'Driscoll, 1996; Clark, 2000; Guest, 2002; Morris and Madsen, 2007), which comprises following major theories (Zedeck and Mosier, 1990; Frone et al., 1992; Clark, 2000; Edwards and Rothbard, 2000; Frone, 2003; Greenhaus and Powell, 2006; Krouse and Afifi, 2007; Bakker et al., 2009). These include:

- Segmentation Theory
- Enrichment/enhancement Theory
- Facilitation Theory
- Spillover Theory
- Compensation Theory
- Conflict Theory
- Border Theory

This research paper is an attempt to stipulate the equation that signifies the cross relationships between the two aspects of an individual's life within the framework of previous literature. Moreover the paper is focused on the basic theoretical approaches that link the work domain and life domain of an employee. Various theoretical frameworks and subsequent suggestions have been made and presented which range from complete separation of both spheres to full integration.

Though some of the theories do overlap in some aspects, ample literature is available to make

distinction between the distinct approaches and their results. This is quite notable that where some theories have been accepted more widely than others, pragmatic results do exist in support of every approach, hence making it problematic for researchers to stick to a single point of view.

The current literature is not comprehensive in nature but a holistic preview of various theoretical approaches designed and implemented in the field of work life balance.

Objectives and Methodology of the Study

Work-life balance is becoming one of the most crucial problems faced by not only employees but also the organization in retaining quality workforce. One the same end, researchers are putting more and more effort into studying issues or work life globally. Having said that, it is still a gap that very few attempts have been made in compiling ample theories (Guest, D. 2001).

Majority of the reviews are either focused on defining the relationship between work and life or conceptualizing variables having impact on work life balance but comparatively less literature is present in the context of stated titles. Though every review provides a new insight and solid results in defining the relationship between the two spheres but fail to provide a comprehensive review of WLB theories. Lack of such literature creates a gap between understanding and application of theories in the field of WLB problems by the researchers.

Hence, the current study is an attempt to fill the gap and furthermore to summarize the theoretical concepts from 1960 to 2014 fulfilling the intention of compiling the theoretical work in chronological order. This literature could provide a theoretical base to other researchers who are willing to contribute in the discipline of WLB research.

For the purpose of collecting relevant data articles were identified using online databases as well as physical journals available in local research facilities. The study has been kept limited to the field of human resources and organizational behavior in order to justify the stated objective.

In nutshell, all the cited reviews have given specific and remarkable contributions in highlighting work related variables and family related variables at the same time. Nevertheless focus is still premised around work family propositions instead of holistic approach towards WLB.

Theories of Work Life Balance

Following theories are the major or commonly discussed propositions defining various sides of work family research that emphasizes work-life balance. Furthermore, the section also discuss is most prominent researches based on specific theories:

Segmentation Theory

Segmentation theory is the oldest approach defining the “relationship between work domain and family domain”. It suggests that both the domains are separate and independent from each other and do not interfere or leave any impact on each other.

Blood and Wolfe (1960), the forerunners of the theory or view firstly applied this to the blue collar workers and suggested that workers who are dissatisfied with their jobs, segmentation is a usual process. According to (Young and Kleiner, 1992), work and family drives separately and are distinct entities and possess “no relationship between work life and family life”. This theory clarifies zero impact in both experiences.

Lambert (1990) highlighted that segmentation is not a natural process but occurs because an individual strives to separate work and family to cope up with work related stress. Parasuraman et al. (1992) presented a very in depth yet concrete study defining the dual career of couples. He found relation among work related variables and family related variables but within itself only. He explained work variables like role ambiguity, overload and conflict does have an impact on job satisfaction but these variables were not related to family satisfaction. Similarly family issues or parental problems affect family satisfaction but not job satisfaction. This study is a true explanation to the segmentation theory for the sample under study.

Since segmentation theory is based on independent functionality of every domain, it is exactly opposite to spillover theory. Moreover this theory provides an insight as to how one can sort his/her work life from personal life. Family life is always counted by affection, intimacy, love and care whereas work life is a mirror of competition, productivity and materialistic goals (Piotrkowski, 1978).

The literature also provided relative terms like independence, detachment, separateness, compartmentalization and disengagement in support of the theory (Edwards and Rothbard, 2000).

Enrichment/Enhancement Theory

The theory was proposed by Seiber (1974) in a way which entails engagement of multiple roles which offers wide resources to be utilised by workers in a variety of roles. Marks (1977) proposed that humans have an infinite amount of energy and while participating in a distinct role it expands and therefore individuals utilise the energy in activities they enjoy.

Work life balance is not about the conflict that comes between work and family but also the positivity that transfers from one domain to another Frone (2003). According to (Verbrugge, 1986; Gove and Zeiss, 1987; Stephens et al., 1997) workers involvement in one sphere can leave a positive impact on the other.

Enrichment theory explains the continuum between instrumental sources like knowledge and skills and affective sources like satisfaction and how it leads to enhancing the values of other spheres (Morris and Madsen, 2007).

According to Greenhaus and Powell (2006) enrichment can be explained as the degree to which employees experience positivity in one domain due to another domain.

Facilitation Theory

This theory by far is an extension to the enrichment theory. The degree to which an employee's involvement in work domain may bring happiness and pleasure to the personal life domain (Marks, 1977; Thoits, 1991; Barnett and Hyde, 2001) or become easier by the knowledge and experiences one gains with involvement in another domain (Frone, 2003; Grzywacz, 2002) and is known as "work-family" facilitation. Work-family facilitation is a dual approach to define both "work-to-family and family-to-work facilitation". Work facilitates monetary resources and family facilitates emotional quotient.

Spillover Theory

A number of researchers highlighted that individuals carry emotions and values that develops at home within their work-life and vice-versa (Piotrkowski, 1979; Piotrkowski and Crits-Christoph, 1981; Crouter, 1984; Belsky et al., 1985; Kelly and Voydanoff, 1985). Staines (1980) explains the

spillover as a “dual zone relationship between work and family”, where positive experience in work would result in positive attitude in family and vice versa. According to Doby and Caplan (1995) perspective spillover creates a threat of reputation in an individual's mind. The study hypothesized that an employee experiences tension due to criticism or bad reputation and brings the behaviour in personal life.

Williams and Alliger (1994) suggested in their study that negative moods spill way too easily than positive moods. According to Sirgy et al. (2001) there are two types of spillover namely horizontal and vertical spillover. Horizontal spillover defines the connection between neighboring spheres whereas vertical spillover suggests the connection from top to bottom or vice versa in a single domain.

Compensation Theory

Piotrkowski (1979) suggested that male employees consider their home as a source of pleasure or satisfaction that is lacking in their work domain. Compensation theory intends to explain that workers compensate for their dissatisfaction in one domain by searching the satisfaction in other domains (Lambert, 1990). The theory also suggests that work and family life are pieces of same envelope but have a compensating sense on each other. If one finds distress in one domain the same could be compensated by another domain (Young and Kleiner, 1992).

Edwards and Rothbard (2000), presented two different kinds of compensation in their literature. Primary one is that an individual may decrease the engagement in dissatisfying domains while increasing the portion in comparatively satisfying one (Lambert, 1990). Secondly the individual may react to dissatisfaction by thriving for rewards in other domain (Champoux, 1978).

This theory also explains the compensatory outcomes between two forms of psychological interference: “work-to-family and family-to-work” (Greenhaus and Beutell, 1985; Lambert, 1990; Kossek and Ozeki, 1998; Kossek et al., 1999; Mac Dermind et al., 2002; Krouse and Afifi, 2007).

Conflict Theory

Conflict can be defined as a result of a clash between roles at work and home when one finds it difficult to fulfil the demands of one domain due to the other and also sometimes known as inter-role conflict theory (Greenhaus and Beutell, 1985). In few reviews the theory has also been termed as opposition or incompatibility theory (Edwards and Rothbard, 2000).

Guest (2002), proposed a model that explains how an individual has to take some hard choices due to high degree of demands in all domains of life. In other words an individual at times needs to sacrifice in one domain due the unfulfilled demands of other domain (Zedeck and Mosier, 1990).

Border Theory

This theory was an alteration to spillover and compensation theories which failed to explain the circumstances in which this situation occurs Clark (2000). He argued that though work and family are different but an interconnection still exists and individuals tend to overlap these domains to a certain level.

Key Researches Based on Work-life Balance Models

This section highlights a brief of various researches conducted on the basis of various work-life balance models over the years. A concrete tabular review is presented including the sample of study and measures used.

Author(s)	Year of Study	Sample	Measures
Segmentation Theory			
Yang, Zhang, Shen, Liu, & Zhang	2019	350 Married employees from 81 distinct companies in China A representative group of 3-10 employees was chosen from each unit.	<ul style="list-style-type: none"> • Work-family Segmentation Preference (scale used developed by Kriener, (2006)) • Work-related ICT Use (scale used developed by Boswell & Olson-Buchanan, (2007)) • Work-family Conflict (scale used developed by Netemeyer et al., (1996)) • Group Segmentation Norm (scale used developed by Park, Fritz, & Jex, (2011))
Derks, Bakker, Peters, & Van Wingerden	2016	71 Dutch employees	<p>Trait Measures:</p> <ul style="list-style-type: none"> • Segmentation Preference (scale used developed by Kriener, (2006)) • Workload (scale used developed by Bakker, Demerouti, Taris, Schaufeli, & Schreurs, (2003)) • Demographics (gender, age, level of education, marital status and no. of children at home) <p>State Measures:</p> <ul style="list-style-type: none"> • Daily work-related smartphone use during off-job time (scale used developed by Derks & Bakker, (2014)) • Daily Work-family Conflict (subscale used from the scale developed by Netemeyer et al., (1996)) • Daily Family Role Performance (FRP scale developed by Chen et al., (2014)).
Koch and Binneweis	2015	237 white-collar employees along with 75 supervisors working in an German organization	<p>Supervisors:</p> <ul style="list-style-type: none"> • Work-home segmentation behaviour (Boundary strength at home scale used developed by Hecht & Allen, (2009)) • Exhaustion and Disengagement (Oldenburg Burnout Inventory scale used developed by Demerouti, Bakker, Vardakou, & Kantas, (2003)) <p>Employee:</p> <ul style="list-style-type: none"> • Work-life friendly role modelling (FSSB scale used developed by Hammer, Kossek, Yragui, Bodner, & Hanson's, (2009)) • Employees' Job Involvement (scale used developed by Kanungo, (1982a))

<p>Derks, van Mierlo & Schmitz</p>	<p>2014</p>	<p>268 data points collected from 70 participants for 4 successive days through diary questionnaire working in a German Company</p>	<ul style="list-style-type: none"> ● Daily smartphone usage after working hours (scale used developed by Derks & Bakker, (2014)) ● Daily psychological detachment from work (psychological detachment subscale extracted from Recovery Experiences Questionnaire used developed by Sonnentag & Fritz, (2007)) ● Daily work-related exhaustion (subscale of the Maslach Burnout Inventory (MBI) scale used developed by Byrne,(1991)) ● Perceived segmentation norm (scale used developed by Kriener, (2006)) ● Daily workload (scale used developed by Bakker, Demerouti, Taris, Schaufeli, & Schreurs, (2003))
<p>Park, Y., Fritz, C., & Jex, S. M.</p>	<p>2011</p>	<p>431 alumni of U.S university with exclusive criteria of being a full-time employee commuting to work</p>	<ul style="list-style-type: none"> ● Segmentation Preference (scale used developed by Kriener, (2006)) ● Perceived segmentation norm (scale used developed by Kriener, (2006)) ● Psychological detachment from work (scale used developed by Sonnentag & Fritz, (2007)) ● Demographics (age, marital status number of children under 18years of age) ● Level of Job Involvement (scale used developed by Kanungo, (1982a))
<p>Enrichment/enhancement Theory</p>			
<p>Adriel, K. S.</p>	<p>2013</p>	<p>306 Hotel employees (in Sarawak, Malaysia)</p>	<ul style="list-style-type: none"> ● Work-Family Enrichment (scale used developed by Carlson et al., (2006)) ● Job Satisfaction (index used developed by Agho, Price, & Mueller, (1992)) ● Family Satisfaction (scale (modified) used developed by Aryee, Luk, Leung, & Lo (1999))
<p>Jaga & Bagraim</p>	<p>2011</p>	<p>336 employee working at a national retail chain (in South Africa)</p>	<ul style="list-style-type: none"> ● Job Satisfaction (scale used developed by Clark, (2001)) ● Career Satisfaction (scale used developed by Greenhaus, Parasuraman, & Wormley, (1990)) ● Work-Family Enrichment (scale used developed by Carlson et al., (2006)) ● Family Satisfaction (scale used developed by Greenhaus et al. (1990)) ● Demographics

<p>Carlson, Hunter, Ferguson, & Whitten</p>	<p>2014</p>	<p>310 full-time employees in USA selected using Zoomerang (an internet-based service providers)</p>	<ul style="list-style-type: none"> ● Time frame 1 <ul style="list-style-type: none"> ○ Work-Family Enrichment (scale used developed by Carlson et al., (2006)) ● Time frame 2 <ul style="list-style-type: none"> ○ Positive mood (scale used developed by Watson, Clark, & Tellegen (1988)) ○ Psychological distress (scale used based on Ilfeld, (1976)) ○ Job satisfaction (scale used developed by Camman et al., (1979)) ○ Family Satisfaction (scale used developed by by Camman et al. (1979))
<p>Carlson, Grzywacz, & Zivnuska</p>	<p>2009</p>	<p>685 full-time employees selected from Study Response database (working for 40 hours per week or more)</p>	<ul style="list-style-type: none"> ● Work-family balance (scale used developed by Grzywacz & Carlson, (2007)) ● Work-family conflict (scale used developed by Carlson et al., (2000)) ● Work-Family Enrichment (scale used developed by Carlson et al., (2006)) ● Job satisfaction (scale used developed by Camman, Fichman, Jenkins, & Klesh, (1979)) ● Organizational commitment (scale used developed by Balfour & Wechsler, (1996)) ● Intention to turnover (scale used developed by Seashore, Lawler, Mirvis, & Cammann, (1982)) ● Family satisfaction ● Family performance (scale used developed by Williams & Anderson, (1991)) ● Family functioning (Family Assessment Device (FAD) scales based on McMaster model of healthy family functioning developed by Epstein, Ryan, Bishop, Miller, & Keitner, (2003)) ● Demographics
<p>Michel and Clark</p>	<p>2009</p>	<p>187 employees from diverse industries in USA selected using Study Response</p>	<ul style="list-style-type: none"> ● Negative and positive affect (scale used developed by Watson et al. (1988)) ● Work-family conflict (scale used developed by Carlson et al., (2000)) ● Positive and Negative Affect Schedule (PANAS)) ● Work-Family Enrichment (scale used developed by Carlson et al., (2006)) ● Family and Job Satisfaction (Job Diagnostic Survey and family satisfaction developed by Hackman & Oldham, (1975))

Spillover Theory			
Powell and Greenhaus	2010	580 Part-time MBA students of US university	<ul style="list-style-type: none"> ● Femininity (Bem Sex Role Inventory-BSRI scale used developed by Beere, (1990)) ● Family role salience (job involvement scale used developed by Lodahl & Kejnar,(1965) ● Preferred and actual segmentation of the work domain from the family domain (scale used developed by Kreiner, (2006)) ● Work–family conflict (scale used developed by Carlson et al., (2000)) ● Work-to family positive spillover (measure of positive spillover scale used developed by using Hanson et al., (2006)) ● Career Success ● Family Structure ● Human Capital ● Life Stage ● Gender Identity
Allis & O' Driscoll	2008	In New Zealand, 938 government employees working in 86 different government workplaces in various departments and posts.	<ul style="list-style-type: none"> ● Positive (facilitation) ● Negative (conflict): spillover from two nonwork domains (family and personal benefit activities) to work ● Psychological involvement: in work, family and personal benefit activities
Kinnunen, Feldt, Geurts, & Pulkkinen	2006	In the ongoing Jyväskylä Longitudinal Study of Personality and Social Development (JYLS) in Finland, 151 men and 134 women took part.	<ul style="list-style-type: none"> ● Work -life interface (scale used developed by Frone et al., (1992a) and Netemeyer, Boles, & McMurrin (1996)) ● Well-being Indicators (burnout inventory scale used developed by Maslach et al., (1996)) ● Marital Satisfaction (Dyadic Adjustment Scale (DAS) developed by Spanier's (1976))
Scholarios & Marks	2004	333 employees from two IT Companies in Scotland	<ul style="list-style-type: none"> ● Controlled Variables <ul style="list-style-type: none"> ○ Age ○ Marital Status ○ Child Care or Dependent responsibilities ○ Skill acquisition (scale used developed by Sturges, Guest, & Mac Davey, (2000)) ● Dependent variables <ul style="list-style-type: none"> ○ Organizational commitment (scale used developed by Allen & Meyer, (1990)) ○ Extrinsic job satisfaction (Minnesota Satisfaction Questionnaire) ● Inter mediating variables: <ul style="list-style-type: none"> ○ Work-life boundary flexibility ○ Negative work-to-non-work spillover (scale used developed by Greenhaus & Beutell, (1985)) ○ Trust in the organization (scale used developed by Cook & Wall (1980))

Grosswald	2003	U.S. workforce from 1997 National Study of the Changing Workforce (Families and Work Institute, 1999)	<ul style="list-style-type: none"> ● Parameters of: <ul style="list-style-type: none"> ○ Mood ○ Energy ○ Time for family as functions of one's job ● Effect of Negative Work-to-Family Spillover (NWFSp) on: <ul style="list-style-type: none"> ○ Education level ○ Occupation ○ Children ○ Spouse support ○ Age ○ Household Income ○ Ethnicity
Sumer & Knight	2001	481 employees in mid-western universities in USA	<ul style="list-style-type: none"> ● Work-Family Linkage (Work-Family Linkage Questionnaire (WFLQ) adapted from Kopelman et al. (1983)) ● Attachment style (scale used developed by Bartholomew & Horowitz, (1991)) ● Job satisfaction (Minnesota Satisfaction Questionnaire developed by Weiss et al., (1967)) ● Life satisfaction (Satisfaction With Life Scale (SWLS) developed by Diener, Emmons, Larsen, & Griffin, (1985)) ● Home and relationship satisfaction ● Demographics
Grzywacz & Marks	2000a	The National Survey of Midlife Development in the United States included 1547 adult employees.	<ul style="list-style-type: none"> ● Spouse affectional support (scale used developed by Schuster, Kessler, & Aseltine, (1990)) ● Spouse disagreement (National Survey of Families and Households) ● Family effectual support (scale used developed by Schuster et al., (1990)) ● Family criticism or burden (scale used developed by Schuster et al., (1990))
Hart	1999	479 police officers deputed in Victoria Police Department, Australia working on all ranks and work sections	<ul style="list-style-type: none"> ● Positive and negative work experiences (Police Daily Hassles Scale and Police Daily Uplifts Scale developed by Hart, Wearing, & Headey, (1993, 1994)) ● Positive and negative non work experiences (Non-work Daily Hassles Scale and a Nonwork Daily Uplifts Scale developed by Kanner, Coyne, Schaefer, & Lazarus (1981)) ● Job satisfaction (Minnesota Satisfaction Questionnaire developed by Weiss et al., (1967)) ● Non-work satisfaction

Kirchmeyer	1993	221 experienced Canadian managers	<ul style="list-style-type: none"> • Coping Strategies (Hall's 16 strategies developed by Hall, (1972)) • Nonwork Domain Involvement (Job involvement scale developed by Lodahl & Kejnar, (1965)) • Nonwork Domain Satisfaction, Time Commitment (Hours per week) • Positive spillover (scale used developed by Sieber, (1974)) • Negative Spillover (Interdomain conflict developed by Greenhaus & Beutell, (1985))
Compensation Theory			
Singh & Selvarajan	2013	165 employees in a mid-size organization in Mid-western US	<ul style="list-style-type: none"> • Organizational Diversity Climate (scale used developed by McKay, Avery, & Morris, (2008)) • Employee Intent to Stay (scale used developed by Kim, Price, Mueller, & Watson, (1996)) • Community Diversity Climate (community diversity climate index (CDCI) used developed by Ragins, Gonzalez, & Singh, (2010)) • Self-reported Race Individual racial affiliations • Organization Tenure (In Months)
Liou, Sylvia, & Brunk	1990	1473 adults in USA were surveyed using National Opinion Research Center's General Social Surveys for 1984.	<ul style="list-style-type: none"> • Life Satisfaction • Social Trust • Social Equity • Institutional Confidence • Governments Handling of National Problems, Social Involvement
Conflict Theory			
Jamaludin, Ibrahim, & Dagang	2018	248 individual between the age group of 21-59 years from 8 different private company in Kuala Terengganu and Kemaman, Malaysia	<ul style="list-style-type: none"> • Demographics • Work Family Conflict (Work Family Conflict Scale used developed by Carlson et al., (2000)) • Family Satisfaction (scale used developed by Edwards & Rothbard, (1999)) • Job Content (Job Content Questionnaire (JCQ) used developed by Karasek, (1985))
Bell, Rajendran, & Theiler	2012	139 academicians employed in universities Australia wide	<ul style="list-style-type: none"> • Job stress (Stress in General scale (SIG) developed by Stanton, Balzer, Smith, Parra, & Ironson, (2001)) • Well Being and Ill- Being (Multidimensional Health States Scale – Short Form developed by (Hardie, Kashima, & Pridmore, (2005)) • Work- Life Balance (scales used developed by Hill, Hawkins, Ferris, & Weitzman, (2001)) • Work Life Conflict (Reworked the Work and Family Relations subscale developed by O'Neil, Helms, Gable, David, & Wrightsman, (1986))

<p>Boyar, Maertz, Mosley, & Carr</p>	<p>2008</p>	<p>698 University employees</p>	<ul style="list-style-type: none"> ● Dependent Variables: <ul style="list-style-type: none"> ○ Work interfering with family (WIF) and family interfering with work (FIW) (scales used developed by Carlson et al., (2000)) ● Antecedent Variables: <ul style="list-style-type: none"> ○ Work autonomy (scales used developed by Sims, Szilagyi, & Keller, (1976), Thomas & Ganster, (1995) and Cutrona & Russell, (1987)) ○ Work and family demand (Perceived work demand (PWD) and perceived family demand (PFD) evaluated by scales developed by Boyar, Carr, Mosley, & Carson, (2007)) ○ Work/Family Centrality (work centrality scale used developed by Paullay, Alliger, & Stone -Romero, (1994))
<p>Elloy & Smith</p>	<p>2003</p>	<p>347 lawyers from West Australian Law Society and 331 accountants from Institute of Chartered Secretaries, Australia</p>	<ul style="list-style-type: none"> ● Stress (scale used developed by Cohen, Kamarck, & Mermelstein, (1983)) ● Work-family Conflict (scale used developed by Kopelman et al., (1983)) ● Overload, Role Conflict and Role Ambiguity (scale used developed by Rizzo, House, & Lirtzman, (1970)) ● Family Conflict (scale used developed by Kopelman et al., (1983))
<p>Carlson & Frone</p>	<p>2003</p>	<p>534 adult employees with families</p>	<ul style="list-style-type: none"> ● Work-Family Interference (self-developed) ● Psychological Involvement (scale used developed by Kanungo, (1982a)) ● Behavioral Involvement (question based assessment of Work involvement and Family involvement)
<p>Adams & Jex</p>	<p>1999</p>	<p>522 part-time students from the age group of 19-74 years enrolled in 3 mid-sized universities in US</p>	<ul style="list-style-type: none"> ● Work to family conflict & Family to Work conflict (Bidirectional Work-Family Conflict Scale (two items) used developed by Frone et al., (1992b)) ● Job satisfaction (scale adapted from Job Diagnostic Survey developed by Hackman & Oldham, (1975)) ● Health complaints (General Health Questionnaire developed by Goldberg, (1978)).

Grandey & Cropanzano	1999	132 paid faculty from a Land-grant state university campus, USA	<ul style="list-style-type: none"> ● Work role stress - Role conflict and role ambiguity in the workplace (scales used developed by Kopelman et al., (1983)) ● Family role stress (scale used developed by Pleck, Staines, & Lang, (1980)) ● Work to family conflict (scale used developed by Kopelman et al., (1983b)) ● Family to work conflict ● Job distress (scale used developed by House and Rizzo, (1972)) ● Family distress (job satisfaction scale used developed by Hackman & Lawler, (1971)) ● Life distress (scale used developed by Diener et al., (1985)) ● Poor physical health (general health and somatic tension scale developed by House and Rizzo's (1972)) ● Turnover intentions (scale used developed by Cropanzano, James, & Konovsky, (1993)) ● Self-esteem (10-item global measure of self-esteem developed by Rosenberg, Schooler, Schoenbach, & Rosenberg, (1995)) ● Critical change event.
Adams, King, & King	1996	163 full-time workers cum part-time students enrolled in mid-sized comprehensive university in Michigan, USA.	<ul style="list-style-type: none"> ● Work interfering with family (scale used developed by Kopelman et al., (1983)) ● Family interfering with work (scale used developed by Burley, (1989)) ● Job involvement (scale adapted from Kanungo, (1982a)) ● Family involvement (five parallel items developed by Frone et al., (1992a)) ● Job satisfaction (Job Diagnostic Survey developed by Hackman & Oldham, (1975))
Kopelman et al.	1983	<p>Study 1: 494 male alumni from an eastern technological college (13 alumni randomly chosen from each graduating class from 1941 to 1978)</p> <p>Study 2: Spring of 1981 to graduate and undergraduate students from three colleges in United States</p>	<ul style="list-style-type: none"> ● Study 1 <ul style="list-style-type: none"> ○ Work Conflict (role conflict scale (4-items) used developed by Rizzo et al.,(1970)) ○ Family Conflict (scales used developed by Blumstein & Schwartz, (1978)) ○ Inter-role Conflict (inter-role conflict scale used developed by Pleck et al., (1980)) ○ Satisfaction (General Job Satisfaction scale modified by 3-items) which was part of the Job Diagnostic Survey developed by Hackman & Oldham, (1975)) ● Study 2: (same scales) <ul style="list-style-type: none"> ○ Work Conflict ○ Family Conflict ○ Inter-role conflict ○ Satisfaction scales

Border and Boundary Theory			
König & Caner de la Guardia	2014	190 Swiss office workers employed in distinct job sectors (construction, hotels, restaurants and credit sectors) in Switzerland	<ul style="list-style-type: none"> ● Personal internet use at work ● Private demands ● Border strength ● Influence (empowerment scale used developed by Clark, (2002)) ● Identification with the job (nine-item job involvement scale used developed by Kanungo, (1982a)) ● Supervisory support for border-crossing (communication with family about work scale adapted from Clark, (2002)) ● Work–Non work balance (scale used developed by Valcour, (2007))
Hecht & Allen	2009	793 Canadian employees from an organization	<ul style="list-style-type: none"> ● Work–nonwork boundary strength (items from appendix of the paper) ● Job- identification (ten-item Job Involvement Questionnaire used developed by Kanungo, (1982a)) ● Personal life identification and Inter role conflict (WFC and FWC scales used developed by Netemeyer et al. (1996))
Vodanovich, Lambert, Kass, & Piotrowski	2006	95 married employees working below managerial positions in a biotechnology company in southern California, USA	<ul style="list-style-type: none"> ● Work-family conflict (scales used developed by Clark, (2001) and Kopelman et al., (1983)), ● Central Participation and Supportive Communication (scales used developed by Carlson et al., (2000)) ● Life Satisfaction, Work Satisfaction and Organizational Commitment (scales used: Clark (2001), Hill et al. (2001), Carlsson & Hamrin (2002)) and Life Satisfaction Questionnaire developed by Ironson, Smith, Brannick, Gibson, & Paul, (1989))
Facilitation Theory			
Karimi & Nouri	2009	250 male employees working in two distinct organizations in Iran	<ul style="list-style-type: none"> ● Work-to-Family Influence, Job Demands and Autonomy, Social Support (scales used adapted from Grzywacz & Marks, (2000b)) ● Working Hours ● Demographic Characteristics
Seery, Corrigan, & Harpel	2008	347 participants including nurses and childcare workers associated with 49 health centers in North-eastern Pennsylvania, USA	<ul style="list-style-type: none"> ● Self-Focused Emotional Labor (measure of emotional labor developed by Kruml & Geddes, (2000)) ● Other-Focused Emotional Labour (scale used developed by Seery & Crowley (2000)) ● Work–family conflict and Family-work conflict (scale used developed by Carlson et al., (2000)) ● Work-to-Family Facilitation/Family-to Work Facilitation (facilitation scale developed by Grzywacz & Marks (2000b)) ● Control variables: Children, time at work and residence

<p>Van Steenberg, Ellemers, & Mooijaart</p>	<p>2007</p>	<p>352 employees from a financial service organization in Netherlands</p>	<ul style="list-style-type: none"> • Work–family conflict (scale used developed by Carlson et al., (2000)) • Work-family facilitation (38 items scale used developed by Wagena & Geurts, (2000) and Grzywacz & Marks (2000b)) • Work outcomes (items developed using scale developed by Wanous, Reichers, & Hudy (1997); Nagy (2002); Meyer et al. (1993); Williams & Anderson (1991) and Ellemers, de Gilder, & van den Heuvel, (1998)) • Nonwork outcomes: <ul style="list-style-type: none"> ○ Home satisfaction - (scale used developed by Quinn & Staines, (1979)) ○ Relationship commitment (scale used developed by Rusbult, (1980)) ○ Home performance (scale used developed by Williams & Anderson, (1991)) ○ Stress outcomes (a. Emotional exhaustion measured using scale developed by (Schaufeli & Van Dierendonck, (2000) and b. Depressive complaints measured using CES-D developed by Kohout, Berkman, Evans, & Comoni-Huntley, (1993)).
<p>Hill</p>	<p>2005</p>	<p>1,314 telephonic interviews of employed adults in 1997 in USA</p>	<ul style="list-style-type: none"> • Work/Family/Individual characteristics-Stressors • Work/Family/Individual characteristic-Resources and support • WF conflict and facilitation • Work/Family/Individual outcomes
<p>Voydanoff</p>	<p>2004</p>	<p>2,507 employed respondents from the 1995 National Survey of Midlife Development in the United States</p>	<ul style="list-style-type: none"> • Work-to-family conflict and Facilitation • Work and community demands • Work and community resources • Demographic characteristics

Conclusion

The main aim of the study is to assist and provide a comprehensive literature to future researchers in the field of 'work-life balance'

Even though the theories mentioned do not include all the possible scenarios yet the distinct measures used in the studies across various boards do help in concluding a coherence in usage of these measures.

With the emergence of new aspects of technology in day to day lives, fresh perspectives in terms of evaluating the effects of technology and related aids on the work-life balance can be studied and explored. Furthermore, various studies and associated measures are focused on gender but in today's time the landscape of family setup in terms of childcare and eldercare has changed drastically which leaves a scope to cover gender oriented studies using these measures.

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