

Major Research Project On

**AN EMPIRICAL STUDY ON THE IMPACT OF HOMESICKNESS ON
WORK-LIFE BALANCE AMONG EMPLOYEES**

Submitted by:

LOVELY – 2K23/UMBA/054

Under the Guidance of:

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DELHI SCHOOL OF MANAGEMENT

Delhi Technological University

MAY 2025

CERTIFICATE

This is to certify that the Major Research Project titled “**AN EMPIRICAL STUDY ON THE IMPACT OF HOMESICKNESS ON WORK-LIFE BALANCE AMONG EMPLOYEES**” is the bona fide work of “**LOVELY (2K23/UMBA/054)** batch of MBA Sem 4, batch 2022-2024 and submitted to Delhi School of Management (DSM), Delhi Technological University (DTU), Delhi in fulfillment of the requirement for the award of the degree of **Masters of Business Administration**.

The project is carried out under my supervision and to the best of our knowledge the piece of work is original and the students have submitted no part of this project to any other Institute/University earlier.

Signature of Guide

Dr. Monika Khemani

Date:22/04/2025

Place: Delhi

DECLARATION

We hereby declare that the Major Research Project titled “**AN EMPIRICAL STUDY ON THE IMPACT OF HOMESICKNESS ON WORK-LIFE BALANCE AMONG EMPLOYEES**” submitted by us to the Delhi School of Management (DSM), Delhi Technological University (DTU), Delhi in fulfillment of the requirement for the award of the degree of Master in Business Administration (MBA) is a record of bona fide project work carried out by us under the guidance of Dr. Monika Khemani.

The information and data given in our report are authentic to the best of our knowledge. We have put in effort to complete this project successfully.

We were in regular contact with our project guide and mentor and discussed the contents of the Project. We further declare that the work reported is not being submitted to any other University for the award of any other Degree, Diploma, or Fellowship program.

Signature of the Candidate

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We would like to express my sincere gratitude and special thanks to Dr. Monika Khemani, Delhi School of Management, Delhi Technological University, who despite being so extremely busy with her responsibilities, took time out to hear, guide, and keep me on the correct path and allowed me to carry out my project during my research pursuit and preparing the report.

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Sincerely,
Lovely

Place: Delhi

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EXECUTIVE SUMMARY

This study examines two major and typically connected problems confronted by employees working away from home- work life balance issues and homesickness. In today's more mobile – working population, professionals migrate frequently for improved work , career progression, or greater incomes. While this migration might translate to career advancement, it accompanies emotional distress as well as lifestyles interruptions. This research seeks to identify how the emotional state of homesickness impact employees' capacity to achieve a healthy work – life balance, and how these two variables combined impact overall well- being, performance , and job satisfaction.

Purpose- The main goals of this study are to:

- Evaluate the prevalence and effect of homesickness among staff who work outside their home areas.
- Investigate the degree of work-life balance issues undergone by these people.
- Research the interconnection between homesickness and work-life balance.
- Recommend approaches for organizations to further assist staff emotionally.

Methodology- The study is founded on primary data collection via a structured Google form questionnaire with 15 questions. Both closed and scaled questions are used to measure symptoms of homesickness, work- life balance problems, demographic information, job-related stressors, and perceived organizational support. Convenience sampling was employed for the sampling procedure , focusing on employees who have moved for work . Data were analyzed using basic statistical methods such as frequency counts and percentage analysis to determine recurring trends and patterns .

Preliminary analysis of responses- Initial results show that a considerable number of employees reported feeling homesick, especially during the early months of relocation or during festivals and family occasions. Many participants mentioned missing emotional connections, feeling lonely, and facing difficulties in adjusting to new environments. Simultaneously, a majority of respondents also indicated that they struggle to maintain work-life balance, citing long work hours, high job pressure, and limited time for personal or family life. A notable finding is the interrelation between homesickness and poor work-life balance—employees who frequently feel homesick also tend to report higher stress, emotional fatigue, and dissatisfaction in managing their work and personal responsibilities. While some employees use coping mechanisms like hobbies or regular contact with family, many lack structured support from their organizations.

Conclusion Homesickness and worklife balance problems are highly related and have a significant impact on the overall experience of expatriate employees. These problems, if left unattended, will result in decreased productivity , more stress, and lower job satisfaction. Organizations that commit to knowing and addressing the emotional well – being of their employees have a greater chance of having a healthy work culture and keeping energized talent. This study emphasized the imperative for employees – focused policies that address both emotional well being and work-life balance as fundamental pillars of workforce management.

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INTRODUCTION

Background:

In the new global economy, labor is more mobile and geographically spread than it has ever been. With companies broadening their operations across cities, states, and even country borders, there has been a remarkable increase in work related employee relocation. Professional growth opportunities, improved earnings prospects, company transfers, and studies tend to push individuals out of their home towns and families. While transfer may usher in fresh starts and career development, it also complete numerous emotional, psychological, and social adjustments. Of the most prevalent and deep-seated emotional problems suffered by workers away from home is homesickness.

Homesickness is not a recent phenomenon; it has been common among those who leave behind known environments, particularly student and expatriates. The problem has become recent in the business context as more workers move temporarily or permanently for jobs. Homesickness encompasses emotional distress due to disruption from one's home environment, which consists of family , culture, language, habits and support systems for emotional well- being. For professionals, this feeling of yearning and emotional emptiness can adversely affect mental well- being, concentration, interest, and ultimately, performance in the workplace.

At the same time, work-life balance has become a significant issue in modern organizational life. Work-life balance is the balance between work obligations and personal life commitments. During the last two decades, the line between work and personal life competitive work environments. This imbalance contributes to higher stress, burnout, and reduced overall well- being. Workers frequently struggle to carve out time for leisure, relationships, family, self-care, or even simple rest owing to heavy workloads and strict corporate requirements.

For relocated workers, the interface of homesickness and work-life balance becomes especially vital. Unlike workers living with a family or in familiar environments, relocated workers experience double challenges- emotional disconnection from home and stress of integrating into a new work environment, culture, or way of life. They might not have robust social networks, support systems, or means of unwinding post work, which compounds both work- life imbalance and homesickness. This double burden can result in emotional exhaustion, absenteeism, reduced productivity, and even turnover, particularly among early- career workers who may not have the maturity or resources to manage such stress well.

Though it is a critical phenomenon, corporate homesickness has not been given the due attention. Most of the current research is concerned with homesickness among students, migrants, or soldiers, and relatively little work has been done on how this emotional phenomenon impacts working professionals, especially in the Indian context. Meanwhile, while work life balance has been heavily researched as an organizational problem, its emotional and psychological aspects, particularly those rooted in personal displacement have yet to be explored.

With India experiencing urbanization and the advent of metropolitan work centers at a fast pace, the problem becomes evident. Much of India's working population today consists of young professionals from Tier 2 or Tier 3 cities who travel to metropolitan cities like Bengaluru, Mumbai, Delhi, Pune, Hyderabad, and Chennai for work. Such professionals, in the initial stages of their careers, are also staying away from home for the first time. The absence of family closeness, cultural conflict, and stressful corporate cultures can affect their psychological health. Further, the living expenses in the city might mean that they cannot afford living conditions or that they cannot visit home often enough, thus exponentially increasing feelings of homesickness and dissatisfaction.

Technological progress, as much as it allows greater communication with relatives, has not Fully Eliminated the impact of physical absence. Though phone calls and video call can provide a sense of proximity temporarily, they are unable to replicate the comfort of being physically present or interacting in person. Actually, incessant reminders of home by way of social media or online connectivity can, in some cases, actually heighten the feeling of separation and home-sickness, particularly when employees observe family and friends celebrating festivals, events, or milestones together without them.

Given this backdrop, there is a growing need for employers to acknowledge these hidden emotional challenges. Organizations today focus heavily on productivity, efficiency, and performance metrics, but often neglect the emotional health and lived experiences of their workforce. Homesickness is rarely addressed in onboarding programs, HR policies, or wellness initiatives, despite being a core factor affecting engagement, morale, and retention especially in relocated or remote employees. Likewise, while many companies promote work-life balance as part of their employer branding, the actual implementation of flexible policies, mental health resources, and work-life support systems remains inconsistent and insufficient.

Problem Statement:

In the contemporary dynamic and globalized labor market, organizations are looking more and more for geographically mobile workers who are prepared to move to further their career, the organization, or skills-based postings. While geographical mobility presents a series of professional advantages such as new markets, multicultural teams, and improved learning opportunities, it also poses major personal and emotional difficulties. Perhaps the most under-appreciated yet influential of these challenges is homesickness, a psychological condition defined by feelings of yearning, emotional pain, and social isolation due to being removed from familiar environments, family and cultural standards.

Homesickness has commonly been linked with students or expatriates but its impact on working professionals usually goes unnoticed. Workers who have to move locations for employment commonly feel anxious, lonely, sad and a sense of being emotionally isolated, particularly in the initial phases of relocation. These emotions can become more extreme during culturally or emotionally important moments, like holidays, birthdays, or family crises, and cause a decline in morale, focus, and job involvement.

In spite of the increasing recognition of mental health in the workplace, there is still a shortage of concentrated effort on how homesickness impacts the contemporary workforce, especially in a professional setting.

Parallel to this, another issue that concerns employees is work-life imbalance. In an era where work requirements are increasing and professional and personal life boundaries are becoming more indistinct, particularly in hybrid and remote work arrangements employees are

struggling to disconnect from work and allocate time for family, rest, or recreation. Long working hours, strict company demands, networked connectivity, and pressure on performance tend to induce physical exhaustion, emotional exhaustion, and deteriorating interpersonal relations. The situation gets even tougher for relocated employees, who are also dealing with emotional displacement as well as with a lack of an interpersonal support network.

While both work-life balance issues and homesickness are important in their own right, what is most troubling and comparatively less studied is the interaction between the two. Homesick employees tend to have more severe work-life balance issues since they do not have immediate emotional support, companionship, belonging in the new setting. On the other hand, inadequate work-life balance can worsen loneliness and intensify homesickness, leading to a vicious cycle that adversely affects mental health, work performance, and overall, well-being.

Organizations, although recognizing the value of workers' well-being, do not usually have specific systems to meet the special needs of relocated workers. Mental wellness programs, if established, can be generic and not specifically designed for workers who experience relocation induced emotional distress. In addition, most HR units concentrate considerably on onboarding and business integration, tending to overlook employees' emotional and social adjustment during relocation. The deficit underscores the need for a richer understanding of the interplay of Homesickness and work life conflict and their influence on employees.

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Purpose

The purpose of this research is to compare human behavior in terms of homesickness and work life balance. People who are working and living away from this home and work experiences homesickness. And people who are living away or in the same country but balancing their professional and personal life is work life balance. The criticism focused on home people manage work and family, as well as how they balance their personal life and professional life.

Homesickness have five dimensions: Missing Family, Loneliness, Missing Friends, Adjustment difficulties and ruminations about home. These five dimensions are divided further sub divided into a total of ten statements.

Loneliness indicates that a person is lonely between many people and not unable to enjoy his presence. We gathered data from people living in other countries for our study.

How lonely they are, how empty they are from inside and how depressed they are. Missing family refers to whether or not they miss their families while living away from home do they miss their families? Do they miss their parents? Missing friends is same as missing family. Do people miss their friends? Do they look familiar faces among strangers?

Adjustment difficulties refer to people's ability to adjust in a new environment while living away from their country or state. So, can they adjust their rules and customs to the new environment they've entered in?

Ruminations about homes indicate that a person believes that an old job or old home is preferable to a new job or home. Do they want to return? Do they have second thought about their decision? Are they ruminating about their past on regular basis? In work life balance we have carried out research, asking them whether they are happy with their relationship between their work and their family.

Do they gain knowledge from their current work and are able to balance their work life and their Family together? Are they able to acquire knowledge, do they feel happy while working in an organization? Do they feel cheerful? Does their job provide them with a sense of accomplishment?

Objective of Study

1. To investigate the effects of homesickness on the mental well-being of workers.
2. To assess the correlation between homesickness and performance at work.
3. To consider the influence of work-life balance on employee fulfillment and performance.
4. To evaluate the coping strategies of workers experiencing homesickness.
5. To determine the causes of bad work-life balance in transferred employees.
6. To investigate the organizational support role in dealing with homesickness and work-life pressure.
7. To assess the impact of demographic factors on homesickness and work-life conflict experiences.

8. To identify employee attitudes towards work-life balance initiatives and flexibility.
9. To investigate the relationship between homesickness and burnout among employees.
10. To suggest measures for organizations to better assist relocated employees.

Scope of the Study

The scope of the study determines the limits within which the research is carried out and assists in defining the areas of focus and constraints. Due to the complex nature of emotional well-being and occupational issues, this study specifically examines two key issues: homesickness and work-life balance, in the case of employees who live and work away from their home towns. The scope has been delimited with careful consideration to make it relevant, manageable, and compatible with the research goals. The research integrates four major dimensions of scope: geographical, demographic, thematic, and organizational scope, which are explained below in detail.

1. Geographical Scope

Geographically, the coverage of this research is not confined to any region or sector. The respondents belong to different locations across the nation, mostly from urban and semi-urban towns where employment migration from rural townships, small towns, or other states of the country to work are at the core of this research. They are employed in the urban cities or industrial centers, where job opportunities are more but support systems like family and close-knit communities are either scarce or non-existent.

This wide geographic representation enables the study to reflect a wide range of experiences, from individuals who relocated to far-off cities for improved professional opportunities to those who relocated within the same state but still feel emotional disconnection. Having participants from various geographic zones provides a richer insight into how cultural, regional and infrastructure variations effect the experiences of homesickness and work life balance, or sector. The respondents belong to different locations across the nation, mostly from urban and semi-urban towns where employment migration is prevalent. Workers who migrated from rural townships, small towns, or other states of the country to work are at the core of this research. They are employees in the urban cities or industrial centers, where job opportunities are more but support systems like family and close-knit communities are either scarce or non-existent.

2. Demographic Scope

- i. The research covers a broad spectrum of employees of varying ages, professions, and individual situations. The population under focus.
- ii. Young professionals and recent graduates, who are most likely to move at the beginning of their careers for career opportunities.

- iii. Mid-level professionals and veteran workers, who might be transferred or promoted to another location.
- iv. Individuals who are single, as they are more susceptible to homesickness and loneliness because of absence of immediate family members.
- v. Married workers or workers with dependents, who have their own challenges regarding continuing family life away from family or dealing with family life in a new urban area.

This demographic diversity allows the study to examine, based on age, gender, marital status, professional seniority, and family obligations, how homesickness and work-life balance difficulties differ. These differences are crucial to developing inclusive and personalized organizational interventions.

3. Thematic Scope

The thematic focus is on the emotional and psychological states of homesickness and occupational stressors of work-life balance. Although homesickness is generally researched in student populations or international migrants, this study situates it in the context of working professionals. The study evaluates:

The reasons for homesickness among workers.

- i. The emotional signs and behavioral consequences, including loneliness, sadness, detachment, or demotivation.
- ii. Employees' coping mechanisms like regular communication with family, activity in hobbies, or social support.

At the same time, the work-life balance component of the research delves into:

- i. The working duration and job pressure felt by the employees.
- ii. Personal or leisure time available outside of work.
- iii. Organizational flexibility level and support extended to employees.
- iv. The effect on physical health, relationships, and general satisfaction in personal life.

The thematic coverage also encompasses the overlap of work-life imbalance and homesickness examining how stress from separation from home aggravates the challenge in achieving a balanced lifestyle and how unresolved stress might manifest as burnout, absenteeism, or employee turnover. examining how stress from separation from home aggravates the challenge in achieving balanced lifestyle and how unresolved stress might manifest as burnout absenteeism, or employee turnover.

4. Organizational Scope

This study has respondents across different organizational industries, such as but not restricted to:

- i. Information Technology and Software Services.
- ii. Banking and Financial Services.
- iii. Manufacturing and Engineering
- iv. Retail and E-commerce
- v. Education and Research
- vi. Hospitality and Healthcare

The Organizations studied in this research vary in size and structure , ranging from startups to mid-sized companies and large companies. This diversity enables the study to determine whether company size, HR practices, or industry demands affect employee's capacity to cope with homesickness and work life balance.

The research takes into account organizational support systems, including onboarding initiatives, employee wellness programs, telecommuting policies, and the availability (or lack thereof) of mental health guidance or peer groups. The intention is to pinpoint areas of gap in existing HR practices and suggest approaches to more effective employee integration and emotional support.

5. Functional Scope

Though not based on clinical diagnosis or medical assessment of mental well being, this study is based on behavior and feedback from employees. The research does not seek to provide therapeutic interventions but aims to identify behavioral trends and organizational factors that affect employee well- being. It is an observational, non-experimental study, and the findings are generated from self- report data gathered using standardized questionnaires.

Significance of the Study

The usefulness and significance of this research project reside in its examination of two essential yet frequently under- emphasized dimensions of employee well-being homesickness and work-life balance. At a time when job mobility is viewed as the rule rather than the exception, employees are more often moving for improved job opportunities, further education, or career advancement. Though the career benefits of such transfers are universally accepted, the affective and personal costs particularly homesickness and work- life dissatisfaction are seldom afforded the significance they ought to be given. The current study, hence, plugs a crucial hole in organizational behavior and human resource management scholarship by examining the interaction effect affective detachment from home and difficulty in maintaining balance between personal and work life.

1. Significance to Employees

The research provides valuable insights to workers who live and work outside their hometowns, most of the professionals' experience emotional and psychological challenges because they are away from their families, cultures, and social support networks. This may result in symptoms like loneliness, anxiety, sadness and feelings of alienation, which may further impact their performance at work and happiness in life. In addition, failure to have a good work-life balance may further exacerbate the situation and lead to burnout stress, and even premature job leavers. By exposing these issues, this study reminds employees to become more cognizant of their own emotional state and inspires them to look for or implement coping strategies like time management, social support, leisure activities, and psychological counseling where needed. It also speaks to a frequently overlooked portion of the workforce that is quietly working through these emotional burdens.

2. Significance to Employers and Organizations

From an organizational standpoint, this study has tremendous practical importance. Today's organizations face high levels of attrition, declining employee engagement, and productivity challenges. One of the root causes of these issues is emotional burnout and lack of work-life harmony. Employees who are emotionally distressed due to homesickness or who are unable to balance work with personal life are less likely to remain productive, innovative, or loyal to their employers. This research can guide companies in identifying these hidden challenges and developing employee-centric policies. Initiatives such as flexible work schedules, relocation assistance programs, mental health support services, virtual family-connect platforms, and a stronger emphasis on employee wellness can significantly improve employee satisfaction and retention. Understanding the role of homesickness and work-life balance in overall employee engagement helps organizations move beyond performance metrics and adopt a more holistic and humanized HR approach.

3. Significance to Human Resource Professionals

Human Resource practitioners can learn immensely from the implications of this research. HR functions are tasked with developing and implementing policies that facilitate workers across various stages of their employment cycle—onboarding, training, performance management, and retention. Nevertheless, conventional HR practices neglect the emotional and psychological aspects of relocation and occupational adjustment. This study empowers HR managers with essential understandings of how homesickness and work-life imbalance appear among workers and how they can actively address them. It offers evidence-based suggestions to develop well rounded employee's wellness programs, create kinder and caregiving workplace cultures, and devise onboarding modules that facilitate easy transition for staff members relocated. Short, it gives HR the authority to perform not only as an administrative team but also a strategic collaborator in workers' achievement and wellness.

4. Significance to Academic and Research Communities

For researchers, teachers, and students of subjects like human resource management, organizational psychology, and business administration, this research brings new depth to the academia. Although research has previously focused on homesickness among students or expatriates and work-life balance the general stress factor, not many studies have taken these two factors together under the umbrella of employees conduct and business organization. This research fills in that gap to some extent, providing a fresh integrated view. It also opens the door to future research such as longitudinal studies, cross-national comparisons, or sector-specific explorations, and thus adds considerably to academic writing.

5. Significance to Policy Makers and Mental Health Advocates

More widely, this research has implications for policy makers, NGOs, and mental health specialists. As labor welfare policies in many countries integrate mental health concerns as a fundamental element, appreciating the psychic burden of movement and work pressure is essential. Policy makers could draw on findings from this research to formulate labor laws or workers' welfare plan that promote mental health activities can also use the findings to advocate for emotional well-being campaigns and offer counseling services specifically aimed at working professionals who experience depression or stress caused by homesickness or work.

LITERATURE REVIEW

INTRODUCTION:

With the ever-growing globalized and dynamic nature of the current workplace, the classical parameters of employment have significantly changes. No longer are employees bound to doing work in their home towns or native lands; rather, they usually move or shift for greener pastures of professional prospects, organizational needs, or financial gains. Although the shift may yield professional advancement and economic gains, it also introduces a range of psychological, emotional and economic gains, it also introduces a range of psychological, emotional, and social issues. Two of the most critical among these, which impact employees' mental well-being and efficiency, are homesickness and the ability to engage in a work-life balance.

Homesickness, however undervalued in the corporate environment, is an actual psychological condition experienced by individuals when removed from the comforts of their home surroundings, families, and well-known social groups. It entails sentiments of isolation, tension, homesickness, and alienation. In employees posted in strange cities or districts particularly those who have transferred to another city for employment homesickness may trigger emotional tension, low job satisfaction, and even absenteeism or high employee turnover.

At the same time, the notion of work-life balance has been at the forefront of academic and organizational thinking over the ten years. As technology has compressed the boundaries between personal and work life, it has become challenging for many workers to demarcate work and personal time. The need to be available 24/7, mounting workload, long travel times, and the lack of proper support systems can lead to burnout, stress, compromised job performance, and poor mental health. For those who are away from home, the lack of personal support can exacerbate these issues.

It seeks to elucidate the correlation between these two phenomena and their effects on employee well-being, organizational performance, and employee retention. Through a critical assessment of previous research, this section will establish a theoretical framework for the current study, highlight overriding themes and trends, and highlight areas of existing knowledge gaps.

The applicability of this review is not only theoretical but also pragmatic. Organizations today need to recognize that worker productivity is emotionally and psychologically connected. Knowing how homesickness and work-life imbalance lead to stress and lower job satisfaction can inform the creation of HR policies that better assist relocated workers. Moreover, the review focuses on cultural and contextual aspects, especially in nations such as india where family dynamics and social connections play an important role in people's mental health.

This literature review is organized to first introduce the idea and effects of homesickness at work and then discuss work-life balance challenges across various groups and cultural environments. It will then proceed to explore the ways in which these two areas intersect, studying their joint effect on employee performance and retention. Lastly, it will not organizational reactions, strategic intervention, and calls for future research to explain the changing character of workforces challenges in a post-pandemic and hybrid-working world.

Homesickness among Employees

Homesickness, once a cultural association with expatriates and students, has come into prominence in organizational literature, by (Choudhury in 2020) points out that employees who are working away from their hometown face psychological penalties such as homesickness, negatively affecting job performance. The research proposes that flexibility in vacations so that employees may participate in key family events would offset these and enhance performance.

Additionally, the psychological burden of homesickness is not a matter of personal concern but an organizational issue. Homesick employees can show less engagement, can show less engagement, greater absenteeism, and increased turnover. Organizations should acknowledge homesickness as a serious concern impacting employees' well-being and productivity.

Work-life balance (WLB) is an important predictor of employee well-being and mental health seven-culture study discovered that WLB is positively related to job and life satisfaction and negatively related to anxiety and depression. The study also reported that cultural variables, including individualism and gender egalitarianism, moderated these relationships.

In the context of India, a survey also found that 90% of workers find the flexible work setting to be essential for performance. The research reported that longer travel times cut back on family time and well-being, and thereby the importance of flexible work practices to improve job satisfaction and performance.

The overlap of work-life balance and homesickness is a double-edged sword for relocated staff. Staff outside their support networks can find it difficult to juggle work requirements with personal demands, heightening feelings of isolation and stress. This double whammy can cause emotional exhaustion, reduced job satisfaction, and compromised performance.

Companies need to tackle homesickness and work-life balance as a way to create a supportive workplace. Having flexible work arrangements, emotional support resources, and encouraging empathetic culture can help to ease the problems.

Successful organizational practices play a crucial role in preventing homesickness and supporting work-life balance. Studies have shown that an effective work-life balance culture reduces employees' emotional exhaustion directly. Organizations that promote positive work-home relationships and offer resources for coping with personal obligations experience enhanced employee well-being and performance

In Addition, access to work family policies like flexible working hours and places indirectly improve job performance by enhancing the well-being of employees. Having these policies in place is not enough, employees need to have real access and support to gain from them.

Demographic and cultural considerations play a major role in the perception of homesickness and work-life balance. In collectivist societies, like India, family and community relationships are close, so relocation is more emotionally demanding. Workers from such backgrounds might feel increased homesickness and need support mechanism that are customized.

Emotionally demanding Workers from such backgrounds might feel increased homesickness and need support mechanisms that are customized. Also, demographic factors such as age, marital status, and family obligations influence work-life balance attitudes. Younger workers or those without family obligations might be more easily adaptable to relocation, whereas others might require more extensive support systems.

Although current research offers useful insights, more research is required to understand the complex relationship between work-life balance and homesickness. Longitudinal studies on the long-term impact of relocation on employees' well-being, as well as the effectiveness of organizational interventions, would be valuable additions to the literature.

In Addition, research from diverse cultural contexts and industries can provide a broader understanding of these issues and enable more effective organizational interventions. The literature highlights the critical role of homesickness and work-life balance in employee well-being and organizational performance. Identification and mitigation of these issues through supportive policies and cultures are critical to developing a productive and satisfied workforce. Organizations need to take a holistic approach, taking into account cultural, demographic, and individual considerations , to effectively assist their employees in managing the challenges of relocation and work-life integration.

Work-Life Balance and Its Impact

Work-Life Balance (WLB) is the balance a person keeps between work and personal life. The term has gained popularity as a critical element of employees' well being, commitment, and productivity over the last decade. As work has become more complex, with added contributions of technology and changing expectations, WLB is longer an individual requirement but also a key strategic issue for organizations.

An original work by (Greenhaus and Allen in 2011) defined WLB as "the extent to which an individual is equally engaged in and equally satisfied with – his or her work role and family role." Their work highlighted that imbalance results in work-family conflict, which negatively impacts the health, performance, and general life satisfaction. This conflict has subsequently increased with remote work patterns and gig economy dynamics.

In a 2013 empirical piece by (Kossek et al.) in Human Resource Management Review, researchers analyzed the organizational support mechanisms that shape WLB. Their findings indicated flexible work hours, control over time, and supervisor support as having the greatest positive impact on maintaining balance. Concluding Their piece, the authors found that effective WLB initiatives are more effectively implemented when introduced within organizational culture instead of isolated policies.

In India, the scenario regarding WLB is changing fast. A survey conducted by (ASSOCHAM in 2015) showed that close to 78% of Indian employees were suffering from regular work stress, attributing it mainly to a bad work-life balance. The report identified long working hours, absence of boundary between work and personal life, and inadequate management as causative factors. Female employees suffered more due to prevalent gender roles and double duties at home and at work.

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The advent of digital connectivity has also further eroded distinctions between work and non-work domains. Excessive use of smartphones for work outside of office hours contributes to “tele pressure” and causes emotional exhaustion, as seen in a study conducted by (Derks et al. in 2017). Their study was adamant about the necessity of “digital detox” interventions to ensure mental well-being.

A more global view was presented (by Haar et al. in 2014), who did a cross-national study in seven nations, including India, China, and the USA. Published in Journal of Vocational Behavior, the study revealed a robust positive correlation between WLB and job satisfaction as well as life satisfaction. Further, poor WLB was also significantly linked to increased anxiety and depression across cultures. Notably, the research discovered that the detrimental effect of WLB on mental well-being was strongest in collectivist cultures such as India, where identity and expectations are centered on the family.

A 2020 Economic Times India report asserted that 90% of Indian workers view work life balance as an important consideration for career choices. The report mentioned that companies that have flexible workplaces, like TCS and Infosys, achieve lower attrition rates and improved employee satisfaction. Workers also attributed WLB with increased productivity, innovation, and decreased burnout.

In addition, a study by (Allen et al. in 2021) revealed that employee engagement and loyalty are positively related to a positive WLB. They believed that when workers are helped in balancing their non-work life, they respond with higher organizational commitment. However, when there is no support, it results in emotional disengagement, absenteeism, and even presenteeism being physically present but psychologically absent.

Apart from this, a study conducted by (Deloitte in 2022) India found that Generation Z workers value work life balance over pay. As per the report, 66% of Gen Z employees were prepared to change jobs or take pay reductions in exchange for enhanced WLB. They also anticipate employers to recognize mental health issues and provide a adaptable, understanding policies.

Another recent research by (Gupta and Sharma in 2023) investigated the connection between WLB and organizational resilience after COVID-19. Their evidence revealed that businesses that maintained or brought in WLB policies during the pandemic has faster recoveries, increased productivity, and better employee trust. This finding emphasizes that WLB is not just an advantage but a requirement in constructing sustainable workforces.

Academic researchers have also attributed poor WLB to physiological health consequences. A longitudinal study by (Frone in 2022) associated chronic work-life conflict with sleep disorders, cardiovascular disease, and compromised immunity. These results further corroborate that WLB is a key component of overall employee health not just psychological but also physiological.

Interplay Between Homesickness and Work-Life Balance

The co-occurrence of homesickness and work-life imbalance has become a key issue in employee well-being research, particularly in the context of rising job-related migration and globalization. Although previously studied independently, recent scholarly interest emphasizes that homesickness and work-life imbalance tend to co-occur, reinforcing each other's impact and presenting complex challenges for employees and organizations.

Homesickness, or the state of emotional distress due to separation from home and familiar surroundings, is no longer limited to students or expatriates. A dramatic change in workforce demographics characterized by intercity or intercountry transfers has led this emotional state into mainstream human resource issues. In a seminal study by Choudhury (2020), it was established that homesickness has a negative impact on employee productivity, especially among migrant workers or workers who are geographically distant from their homelands. The psychological impact is experienced as anxiety, depression, sleep problems, and loneliness, which directly affects work concentration and performance. Concurrently, work-life balance generally defined as the balance between work responsibilities and personal satisfaction with life has been found in several studies (e.g., Greenhaus & Allen, 2011; Haar et al., 2014) to have a significant impact on mental health, job satisfaction, and general life satisfaction.

The convergence of these two ideas is that homesickness tends to interfere with work-life balance. When people are separated from their support networks friends, close loved ones, familiar environments they remove themselves from access to natural sources of stress reduction that usually benefit the upkeep of a balanced work-life relationship.

For example, Haar et al.(2014) carried out across country analysis in seven nations and reached the conclusion that workers with poor work-life balance were more vulnerable to emotional exhaustion, with home away from work individuals reporting much higher levels of stress. Similarly, (Park and Fritz in 2015) explored how emotional exhaustion acts as a mediator between home-longing and work engagement in a study carried out in 2015. Their findings showed that homesick students reported less job involvement and a lower sense of control over their work-life balance, thus generating a feedback loop of dissatisfaction and decreasing well-being.

In addition, cultural expectations and family obligations are central to this process. In collectivist societies such as India, where family bonds are especially strong, the psychological cost of separation can be compounded. A qualitative study conducted by (Sharma & Ghosh in2018) identified that Indian workers who migrated to urban cities complained of long-term emotional dissonance and unsuccessful adaptation to urban work cultures, primarily because of the lack of family support. The workers often complained of clashes between personal aspirations and organizational expectations, thus compromising both their psychological well-being and performance. This is in line with the argument applied across the board but need to take into consideration individual, cultural, and emotional factors and homesickness.

Technology and remote work tendencies have presented partial solutions, notably during and after the COVID-19 pandemic. Nonetheless, as evidence by Allen, Golden, and Shockley (2021) shows, remote work without corresponding support structures for emotional lives continues to expose workers to homesickness and loneliness, particularly when they are geographically away from home. Although flexible work arrangements enhance time management and minimize traffic-related stress, they cannot by themselves overcome the emotional emptiness driving poor work-life integration.

From the organizational policy point of view, the dynamic relationship between homesickness and work-life balance calls for more integrated interventions. Providing flexible working hours or work from home might not suffice to meet the underlying emotional needs of workers. Hammeretal. (2016) stressed the crucial role of emotional support initiatives, buddy systems, and psychological counseling in the solution of homesickness as a root cause. These interventions, when complemented by strong work-life balance program, have been found to significantly enhance employee morale and retention. In conclusion, the literature establishes a clear and significant connection between homesickness and work-life balance, revealing that these issues are deeply intertwined.

The emotional void created by separation from home amplifies work-life imbalance, while lack of balance intensifies feelings of isolation and homesickness. For employers and HR professionals, understanding this complex relationship is critical in designing inclusive and supportive workplace policies that not only improve productivity but also promote long-term employee satisfaction and loyalty.

Cultural and Demographic Considerations

The confluence of demographics and culture is significant in determining how employees balance work and life. Cultural expectations shape not just the assumptions employees have about family and work roles, but also how organizations design their policies and support systems. Concurrently, demographic traits age, gender, marital status, parental obligations, and career stage strongly influence the extent to which people are vulnerable to homesickness or work-life.

Cultural expectations shape not just the assumptions employees have about family and work roles, but also how organizations design their policies and support systems. Concurrently, demographic traits age, gender, marital status, parental obligations, and career stage strongly influence the extent to which people are vulnerable to homesickness or work-life imbalance. Scholars have more and more underscored the importance of situating both concepts within cultural and demographic contexts in order to appreciate their meaning for employees and organizations.

Cultural Factors: A landmark cross-cultural study conducted by Spector et al. (2010) compared work-life balance across over 30 nations and revealed strong differences driven by cultural values like individualism, masculinity, and uncertainty avoidance. For instance, in collectivist cultures like India, China and Brazil, workers align personal and familial commitments with career requirements. Therefore, work migration tends to simulate more intense emotional tensions, and so work-life harmony becomes more of a challenge (Spector et al., 2010).

More recent research by (Beigi and Shirmohammadi in 2017) in the *International Journal of Human Resource Management* highlighted how expectations based on cultural gender roles affect work-life balance profoundly. Women in conventional cultures frequently absorb the caregiving role even if working full-time. In such cultural settings, women employees who commute for work could have dual loads coping with work pressures while psychologically bearing the loss of family due to relocation.

A report by Hofstede Insights (2016) associated high power distance cultures with low employee empowerment, which limits the availability of flexible work arrangements. In nations such as India or Mexico, where there is a strong culture of hierarchy, employees are less likely to ask for or be granted accommodations like telecommuting or family leave. This, in turn, worsens homesickness and work-life imbalance, especially among employees who are physically distant from their families.

Demographic Factors: Demographic factors also strongly mediate the work-home and psychological outcome relationship. In a 2015 study by Haar et al. in the *Journal of Vocational Behavior*, age was found to be an important factor in how employees view work-life balance. Younger workers, especially those in the early stages of their careers, tend to be more open to moving and may view geographic mobility as a chance. But they could also lack the emotional maturity or support groups to deal with the psychological effects of homesickness, resulting in premature career burnout.

In contrast, employees with dependents such as children or elderly parents—face more complex work-life dilemmas. A study by Allen, French, and Dumani (2016) in the *Journal of Management* demonstrated that parental status significantly predicts work-family conflict. Relocated employees with young children often struggle to establish a new support system in the new city, increasing emotional strain and affecting job performance.

Gender also intersects with homesickness and work-life challenges in profound ways. A Kossek et al.(2012) longitudinal study showed that women particularly those living in dual- earner families, have greater work-family conflict. Women tend to feel guilt and emotional pain when they are not with their families and experience more homesickness as a result . Additionally, their ability to access flexible work arrangements is frequently inhibited by workplace stereotypes that categorize such accommodations as indicators of reduced commitment.

Marital status is also a significant demographic characteristic. Single workers might be more likely move physically, but tend to experience increased loneliness and absence of emotional support in the new location. Married workers, by contrast, might experience logistical difficulties concerning partner work and children's schooling when relocating, contributing to stress and work-life imbalance. Role conflict is most prevalent among dual-career couples and particularly when a partner moves away while the other stays behind, as per research conducted by Powell and Greenhaus in 2020.

Moreover, socioeconomic status and educational attainment can play a role in determining coping strategies for homesickness and work-life stress. Workers who come from rural or disadvantaged backgrounds might feel more cultural shock when they migrate to metropolitan or urban settings. This is usually followed by higher levels of homesickness and reduced organizational commitment, as suggested by research done by Sharma and Tripathi (2019) among migrant workers in tier-1 Indian cities.

Intersectionality of Culture and Demographics: It also becomes necessary to account for the fact that culture and demographic aspects usually intersect and exacerbate each other's impacts. For example, a woman employee from a collectivist society who moves with no family member would not only be subjected to emotional dissonance but also to cultural judgement and organizational misunderstanding. This intersectional framework is reinforced by Greenhaus and Allen (2011), who propose an integrated model to analyze how multiple identity factors combined shape work-life experiences.

Observation: The literature here clearly demonstrates that cultural and demographic factors profoundly shape the ways in which employees experience homesickness and balance work-life. These effects are closely intertwined and cannot be addressed in isolation. Organizations that seek to create a positive work environment have to acknowledge the heterogeneity of employee backgrounds and adjust their policies accordingly. This involves providing flexible work options, cultural sensitivity training, emotional well- being programs, and relocation assistance that is inclusive and sympathetic to diverse employee needs.

The literature highlights the strong influence of homesickness and work-life balance on employee health and organizational performance. Identification and migration of these issues through supportive cultures and policies are critical to developing a productive and contented workplace. Organizations need to embrace a comprehensive strategy, taking into account cultural , demographic, and individual differences, to successfully facilitate their employees through the challenge of relocation and work-life integration.

RESEARCH METHODOLOGY

The methodology offers a framework for data collection, analysis, and interpretation. It specifies the research design, the instruments used for data gathering, sampling techniques, data analysis methods, and ethical issues. The aim is to make the research systematic, objective, and reliable to provide valid conclusions.

1. Research Design:

The present study adopts a hybrid approach combining both descriptive and exploratory research designs, which is well-suited for investigating complex human experiences such as homesickness and the challenges of maintaining work-life balance. These dual research designs complement each other by offering both surface-level understanding and deeper insight into the behavioral, emotional, and professional dynamics that employees face particularly those who have migrated or relocated for work purposes.

The descriptive research design aspect of this study is employed to systematically capture the current conditions and observable patterns among employees. This design seeks to answer specific “what” and “how” questions related to the prevalence and intensity of homesickness, the existing trends in work-life balance, and the emotional and professional challenges encountered by relocated employees. It provides a clear snapshot of the respondents’ demographic and occupational backgrounds, such as age, gender, job role, working hours, and work environment. This design does not manipulate variables but instead observes and records behaviors, perceptions, and responses as they naturally occur in the participants’ lives. This makes it ideal for gaining accurate, real-world insights into how employees manage their roles while grappling with feelings of displacement and workload stress.

In addition to describing current situations, the exploratory research design component is applied to uncover deeper patterns, causes, and relationships between variables that are not yet well understood or previously researched in depth. In the context of this study, exploratory research helps examine the less tangible effects of homesickness on mental health, job performance, and personal life satisfaction. It also assists in identifying emerging issues and trends that may not have been the primary focus of the study but are closely connected, such as emotional burnout, isolation, and the need for flexible work arrangements.

This research is fundamentally quantitative in nature, with data collected through structured questionnaires distributed online via Google Forms. The questionnaire was carefully designed to include close-ended and Likert-scale questions, ensuring the collection of consistent and measurable responses across all participants. Using this method allowed for efficient data gathering from a larger and diverse sample of employees from different sectors and locations. The structured nature of the tool ensures objectivity and allows for easy quantification and comparison of responses, facilitating statistical analysis to identify trends, correlations, and patterns within the data.

The choice of a structured questionnaire as the primary tool of data collection aligns well with the descriptive and exploratory aims of the study. It enables the researcher to capture data that is both standardized and varied, allowing for the generalization of findings while also identifying unique or emerging themes. Furthermore, by using **Google Forms**, the research process remains time-efficient, cost-effective, and accessible, particularly relevant in a post-pandemic professional world where digital communication is increasingly normalized.

In summary, this research design enables a comprehensive and nuanced examination of homesickness and work-life balance. It not only provides a factual representation of the current conditions experienced by employees but also offers valuable exploratory insights into how these conditions interrelate. By adopting this dual approach within a quantitative framework, the study achieves both breadth and depth in understanding the emotional and occupational dynamics that shape employee well-being in today's demanding work environments.

b) Exploratory Research Design:

This study incorporates an exploratory research design to investigate the lesser-known intersection between homesickness and work-life balance—an area that remains underexplored in both academic literature and corporate practice. Exploratory research is particularly suitable when the goal is to delve into a relatively new or complex phenomenon where limited prior research exists. In this case, the emotional and psychological implications of homesickness, especially in relation to employees' ability to manage their personal and professional roles, present an opportunity to uncover fresh insights and patterns.

The exploratory aspect of this study is employed to understand the underlying causes of emotional stress experienced by employees in the workplace. It aims to explore how feelings of disconnection, displacement, and lack of belonging common among those who have relocated for work—can affect their ability to maintain a stable work-life balance. Moreover, the design allows for the discovery of new variables or dimensions that may not have been initially anticipated but emerge through data interpretation. These findings can contribute to the development of theoretical frameworks for future studies and may inform practical interventions and policies within organizations seeking to improve employee well-being.

By combining exploratory and descriptive methods, this research is designed to capture both observable trends and the deeper, often unquantified experiences that influence employee satisfaction, productivity, and emotional resilience. While descriptive research helps quantify the prevalence and effects of homesickness, the exploratory approach adds value by seeking to understand the 'why' behind those patterns, leading to a more holistic understanding of the issue.

Quantitative Research Approach –

The research follows a quantitative research approach, which is centered on collecting numerical data that can be objectively analyzed using statistical tools. This method is well-suited for measuring attitudes, behaviors, and experiences in a structured and consistent manner, especially when dealing with a broad and varied sample of participants.

A quantitative design was chosen for several key reasons. Firstly, it enables the researcher to assess employees' emotional and professional experiences—such as stress, burnout, homesickness, and time management—using standardized, close-ended questions. This ensures that all respondents interpret the questions similarly, resulting in data that is uniform and comparable across different demographic and occupational segments. Secondly, the quantitative nature of the study allows for the identification of correlations between key variables—for instance, how the level of homesickness may influence one's ability to maintain work-life balance.

Another critical benefit of the quantitative approach is its ability to generalize findings. By gathering responses from a representative sample of employees, the results can offer broader insights applicable to larger populations. Additionally, this approach supports the use of statistical analysis to draw meaningful conclusions and validate patterns within the data.

The primary data collection tool used was a **structured questionnaire**, distributed via **Google Forms**, which included **close-ended** and **Likert-scale questions**. This format was selected for its efficiency in collecting quantifiable data and its simplicity in analyzing trends, preferences, and opinions. It also facilitates clear comparisons between various demographic groups—such as **age**, **gender**, **job role**, and **working hours** making the research findings more actionable and relevant for organizational application.

In essence, the quantitative approach enhances the reliability, clarity, and scalability of the research, allowing for a thorough and empirical understanding of how homesickness and work-life balance interact in today's dynamic work environment.

Cross-Sectional Time Horizon-

This research adopts a cross-sectional time horizon, which involves the collection of data at a single point in time rather than across an extended duration. This approach is particularly suitable for academic studies with time constraints, such as student research projects, and offers a practical and efficient means of obtaining data. A cross-sectional study provides a "snapshot" of employees' current experiences, emotional states, and attitudes toward homesickness and work-life balance.

It allows for the measurement of real-time perceptions, capturing the immediate sentiments and psychological well-being of individuals within their working environment. Although cross-sectional studies are limited in their ability to establish causality over time, they are highly effective for identifying patterns, correlations, and trends—which aligns with the primary objectives of this study.

The research was conducted in a natural and non-contrived setting, without any artificial manipulation or control over the environment or participants. Employees across various sectors—including IT and software development, finance and banking, manufacturing, education, and retail and services—volunteered to participate in the survey. This diversity in industry representation enriches the data and offers a broader understanding of how homesickness and work-life balance challenges manifest in different professional contexts.

By collecting data from real-life organizational settings, the research ensures authenticity and relevance, reflecting employees' genuine experiences and emotional realities. The selected research design is supported by several practical and methodological justifications.

Firstly, the integration of descriptive and exploratory elements allows the study not only to quantify emotional and professional experiences but also to investigate deeper relational and contextual dynamics.

Secondly, the use of a quantitative research method enhances objectivity and ensures that the data collected is both analyzable and statistically valid.

Thirdly, the cross-sectional approach aligns with the limited timeframe and resource constraints of academic research, while still fulfilling the broader research aims. These include identifying critical challenges faced by employees, understanding behavioral and emotional trends, exploring the connection between homesickness and work-life balance, and suggesting actionable interventions for organizations.

Overall, the methodological framework effectively supports the study's goal of exploring a significant yet under-researched area in modern workforce dynamics.

2. **Objectives of the Methodology**

The research design is intended to realize the following aims:

- To measure the degree of homesickness felt by transferred employees.
- To examine the degree of work-life balance attainable by employees.
- To explore the interrelationship among homesickness and work-life difficulties.
- To recognize the demographic trends shaping such experiences.

To suggest organizational interventions for regulating emotional well-being and enhancing work-life integration.

3. **Sampling Design**

Sampling design plays a crucial role in the overall research process, as it determines the framework for selecting participants from the larger population. The reliability, accuracy, and overall relevance of the study outcomes are largely influenced by the appropriateness of the chosen sampling method. In this study, the sampling design is constructed to specifically capture the perspectives of employees who have relocated from their hometowns or native regions for employment and who may be experiencing varying degrees of homesickness and challenges related to work-life balance. These individuals are more likely to offer meaningful insights into the emotional and logistical adjustments required when balancing professional and personal life in a new environment.

The target population for this research includes working professionals from diverse sectors such as **IT, manufacturing, healthcare, education, finance, and service** industries. The participants encompass individuals who are either currently living away from their home region or undergoing emotional transitions due to work-related stress. The demographic range is intentionally broad covering **males and females** of all age groups, marital statuses, work levels, and regional backgrounds across India.

This diverse sampling framework ensures that the research captures a wide array of experiences, thereby offering a richer understanding of how homesickness and work-life imbalances manifest in different professional and social contexts.

To gather responses, the study utilizes a non-probability purposive sampling technique. In this method, participants are deliberately selected based on specific characteristics relevant to the research objectives namely, their employment status and relocation history.

The purposive approach is highly effective for studies aiming to explore a particular subgroup within a population, especially when the goal is to investigate nuanced emotional or social phenomena.

Additionally, in some cases, snowball sampling was employed to extend the sample base. Respondents who met the inclusion criteria were encouraged to share the questionnaire with peers who also matched the profile, leading to an organic increase in participation while preserving relevance to the study topic.

The sample size targeted for this study is of **50 respondents**. This range is considered adequate for identifying meaningful patterns, conducting descriptive and correlation analyses, and maintaining manageability within the time and resource constraints of an academic project. Despite being a relatively small sample, the focused nature of the selection criteria ensures that the data is contextually rich and highly aligned with the study's aims.

The inclusion criteria for participant selection were clearly defined to maintain relevance and quality of data. Participants were required to be full-time employees or working in hybrid/remote settings, to have relocated from their original place of residence for work, and to be **aged between 20 and 50 years** representing the active working demographic. Voluntary participation through an online questionnaire was also a prerequisite, ensuring that respondents engaged willingly and thoughtfully with the research instrument.

This strategic sampling design contributes significantly to the credibility and depth of the study, enabling the researcher to draw meaningful insights into how relocation impacts emotional well-being and work-life integration among modern professionals.

4. Data Collection Method

The data collection process plays a pivotal role in the research, as it directly influences the accuracy, validity, and reliability of the study's outcomes. In this study, the primary goal of data collection is to gather quantifiable, structured, and reliable data from employees who have undergone relocation and may be experiencing the effects of homesickness and work-life balance challenges.

To ensure the comprehensiveness and authenticity of the data, both primary and secondary data collection methods were employed, with primary data being the focus for this research. Primary data refers to the first-hand information collected directly from the respondents for the purpose of this study, making it original and unmediated. The data collection process involved designing a structured questionnaire that was distributed online to reach a wide variety of employees across different industries. The questionnaire was created using Google Forms to enable easy access and seamless data entry, and it was shared through multiple platforms, including **email, WhatsApp groups, LinkedIn**, and other **professional networking sites**, to ensure broad and diverse participation.

The research instrument, the questionnaire, was meticulously designed to collect both quantitative and qualitative data in a structured manner, allowing for in-depth exploration of the research topic.

The questionnaire is divided into multiple sections, each addressing a specific aspect of the study's focus.

The **first section** focuses on demographic information, which is crucial to understanding the characteristics of the respondents. This includes age, gender, marital status, line of work, location of work, birthplace, years of working experience, and whether the respondent is currently living away from home for work purposes.

This demographic data is essential for analyzing potential patterns or differences based on personal and professional backgrounds and understanding how these factors may influence the experiences of homesickness and work-life balance.

The **second section** of the questionnaire is designed to investigate homesickness-related factors, which are central to this study. This section includes both quantitative questions, which allow for measurable data, and perception-based questions, which provide a deeper understanding of how respondents feel and cope with homesickness. The questionnaire explores the emotional impact of homesickness, such as feelings of sadness, loneliness, or longing, and examines how these emotions affect employees' daily lives and work performance. It also investigates the prevalence and duration of homesickness, including how frequently employees experience these feelings and how long they persist.

Respondents are asked about specific stimuli that may trigger homesickness, such as public holidays, weekends, or personal milestones like birthdays and anniversaries. Furthermore, the questionnaire probes into the coping strategies employed by employees to manage homesickness, such as maintaining contact with family and friends, engaging in social activities, pursuing hobbies, or utilizing other personal coping mechanisms.

Lastly, this section explores the impact of homesickness on work performance and mental health, examining how these emotional challenges may interfere with productivity, concentration, and overall well-being.

The **third section** of the questionnaire is dedicated to assessing work-life balance, which is another key focus of this study. The work-life balance section aims to capture a detailed picture of the work-related factors that may contribute to stress, burnout, or difficulty in maintaining personal and family commitments.

The questions address the structure of employees' work schedules and workload, asking how much time is spent on work-related tasks compared to personal and family responsibilities. This section also examines the level of flexibility in employees' job roles, as job flexibility has been identified as a critical factor in achieving work-life balance.

Additionally, the questionnaire probes into the level of stress and burnout caused by job-related activities and the overall satisfaction employees have with their current work-life balance. The role of the organization in supporting work-life balance is also explored, focusing on employee-friendly policies, such as flexible working hours, remote work options, and the presence of supportive management.

The **fourth and final section** of the questionnaire focuses on the combined impact of homesickness and work-life balance. This section explores how the emotional challenges of homesickness interact with the demands and stressors of work-life balance. It asks respondents whether they believe homesickness negatively impacts their ability to manage their work-life balance and whether they feel emotionally drained after work due to a lack of social or family support. These questions aim to provide insight into how homesickness and work-life balance challenges may compound each other, creating a cycle of emotional exhaustion that affects both personal and professional well-being.

To ensure a comprehensive understanding of the respondents' experiences, the questionnaire uses a variety of response formats. **Multiple-choice questions** are employed for gathering objective, factual information, such as demographic details (e.g., age, gender, occupation sector). **Likert scale statements** are used to measure the respondents' agreement or disagreement with various aspects of their emotional experiences and work-life balance.

Respondents rate their level of agreement on a scale ranging from "**Strongly Agree**" to "**Strongly Disagree**." Rating scales (ranging from 1 to 5) are used to assess the frequency or intensity of specific emotions, stress, and burnout, providing measurable data on how often respondents experience certain feelings or situations. Finally, optional open-ended questions are included to allow respondents to share qualitative insights and personal experiences. These open-ended responses provide valuable context and depth, helping to uncover the nuanced ways in which homesickness and work-life balance affect employees on an individual level.

By combining both structured quantitative data and qualitative personal experiences, the questionnaire ensures that the study can capture a holistic view of the challenges employees face when dealing with homesickness and balancing work and personal life.

This multifaceted approach to data collection allows for a comprehensive analysis of the underlying factors contributing to homesickness, its impact on work-life balance, and the strategies employees use to cope with these challenges. The responses gathered will be instrumental in identifying patterns, drawing meaningful conclusions, and providing recommendations for organizations seeking to improve the work-life balance and emotional well-being of their employees.

The data collection for this study was carried out over a span of 2 to 3 weeks, providing ample time to gather sufficient responses and ensure diverse representation across various job sectors and geographic locations. Given the online nature of the research, Google Forms was chosen as the most efficient and accessible platform for distributing the questionnaire.

To maximize the reach and diversity of the sample, the form was shared through several channels, including professional alumni and email lists of working professionals, popular professional networking sites such as LinkedIn, and work-related WhatsApp and Telegram groups. Additionally, individual contacts within different companies were approached to further enhance the breadth of participation. This multi-faceted distribution strategy allowed the study to gather comprehensive data from a wide range of employees, ensuring that the findings reflect a broad spectrum of experiences related to homesickness and work-life balance.

- **Secondary Data Collection**

In addition to the primary data collected through the questionnaire, secondary data was also gathered to provide a broader context and further enrich the research. The secondary data collection aimed to supplement the primary research findings by offering theoretical and empirical insights that could support or contrast the data obtained from employees. The secondary sources were carefully selected to ensure their relevance and reliability in addressing the key themes of homesickness, work-life balance, and employee well-being.

A key source of secondary data consisted of academic papers and articles that explored various aspects of homesickness, work-life balance, and workplace well-being. These scholarly works provided valuable theoretical foundations, offering an in-depth understanding of how emotional challenges, such as homesickness, can affect employees' personal and professional lives. These sources also helped to identify existing research gaps, allowing the study to contribute new insights into how relocation impacts employees' emotional and work-life experiences. Articles that discussed the psychological and emotional effects of living away from home for work were particularly useful in framing the research questions and in interpreting the responses gathered through the questionnaire.

In addition to academic papers, books on organizational behavior, the psychology of relocation, and human resource practices were examined to gain a more comprehensive understanding of the dynamics at play when employees face homesickness and work-life balance challenges. These books provided both theoretical frameworks and practical perspectives on managing employee well-being, stress, and engagement in the workplace.

They also helped to contextualize the findings from the questionnaire by offering established theories and models that explain how organizations can support employees in balancing work demands with personal needs. Insights from these books informed the development of specific questions in the questionnaire, particularly those addressing coping strategies, organizational support, and the emotional impact of relocation.

The secondary data played a significant role in underpinning the construction of the questionnaire. By reviewing existing literature, the research team was able to refine the questions to ensure they aligned with established theories and concepts in the fields of homesickness, work-life balance, and organizational behavior. Furthermore, the secondary data provided important points of comparison when interpreting the results. By comparing the primary data with secondary sources, the study was able to validate its findings, offer a deeper understanding of the phenomena being investigated, and highlight areas where the study contributed new insights to the academic and professional discourse.

In summary, the secondary data collection was an integral component of the research methodology, offering valuable theoretical context, guiding the design of the research instrument, and enhancing the interpretation of the study's findings. By combining both primary and secondary data, the research is able to provide a well-rounded

analysis of the challenges employees face due to homesickness and work-life balance, as well as the strategies organizations can employ to support their workforce in managing these issues.

5. Research Instrument

The primary research instrument used in this study is a specifically designed structured questionnaire, which serves as the main tool for collecting quantitative data on homesickness and work-life balance challenges faced by employees. The questionnaire was created using Google Forms to facilitate easy access and streamline the data collection process. It consists of a mix of close-ended questions and Likert scale-based questions, ensuring standardized responses that are straightforward to analyze and quantify.

The questionnaire is organized into multiple sections, each targeting different aspects of the research focus. The first section gathers demographic information, including the respondent's age, gender, marital status, occupational sector, place of current employment, and whether they have relocated for work.

This section is essential for understanding the profile of the respondents and for examining any correlations between demographic factors and the experiences of homesickness and work-life balance. The second section focuses on homesickness, exploring the emotional impact of being away from home. It includes questions about how frequently and intensely the respondent experiences feelings of homesickness, what triggers these emotions, how they cope with them, and whether they have access to emotional support.

This section aims to capture both the emotional and practical aspects of homesickness, examining how it affects employees' well-being and work performance.

The third section delves into work-life balance, addressing factors such as daily work hours, time spent with family, flexibility of work schedules, perceived stress levels, and overall job satisfaction.

It also explores subjective experiences, such as feelings of loneliness, difficulties in managing personal life, and the level of support provided by the employer in achieving work-life integration. Likert scale-based questions ranging from "**Strongly Agree**" to "**Strongly Disagree**" are used to assess these aspects, allowing for a nuanced understanding of how employees perceive their work-life balance and the challenges they face. The survey was designed to be concise yet thorough, ensuring that it addresses the key constructs of the research while promoting accurate and truthful responses.

To enhance the reliability of the tool, the questionnaire was pretested to ensure that each item was clear, relevant, and aligned with the research objectives. The pretest also ensured that the questions were easily understandable and suitable for the target audience, which helped in refining the questionnaire before its distribution. This careful design and pretesting process ensured that the research instrument would effectively capture the necessary data and provide valuable insights into the homesickness and work-life balance issues among employees.

6. Data Analysis Technique

In this research study, various data analysis techniques, particularly the use of charts and bar graphs, play a crucial role in the inferential analysis process, helping to visually interpret and present the relationships between variables such as homesickness and work-life balance. While statistical calculations provide numerical findings, visual representations such as **charts** and **bar graphs** make the complex data patterns easier to understand and interpret. Bar graphs, in particular, are effective in comparing the distribution of responses across categories. For example, they can reveal the number of respondents who experience high levels of homesickness versus those who report a well-balanced work-life routine.

Grouped bar charts are especially useful for illustrating comparisons among different demographic variables, such as gender, age group, or marital status, helping to show how these factors may influence individuals' experiences with homesickness and work-life balance. Stacked bar charts can further enrich this analysis by demonstrating how various response items—such as emotional distress, work hours, and family time—co-occur across specific respondent groups, providing a deeper understanding of how different elements interact.

Additionally, pie charts, though more commonly used in descriptive statistics, complement the bar graphs by displaying proportional distributions. For example, they can represent the proportion of employees who receive organizational support to manage emotional well-being, providing a clear visual of the data's spread.

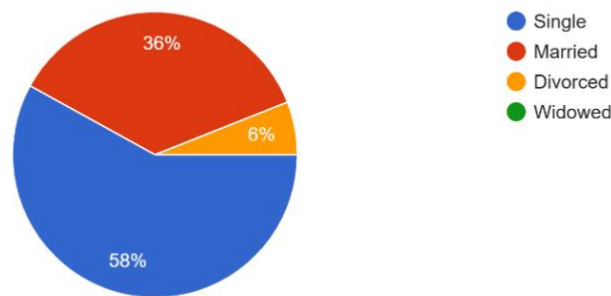
These graphical aids enhance the presentation of data while also supporting inferential analysis by highlighting trends, patterns, and relationships that may not be immediately apparent from raw numerical data. For instance, bar charts can help infer whether increased homesickness is more prevalent among unmarried or relocated workers, or whether employees in organizations with flexible working arrangements report better work-life balance. By integrating these visual tools with quantitative data, the study offers a comprehensive explanation of the interconnectedness between work-life balance challenges and homesickness.

Ultimately, these visual techniques aid in deriving evidence-based conclusions and formulating actionable suggestions for organizations to support their employees more effectively.

DATA VISUALIZATION

i. Figure 1.1

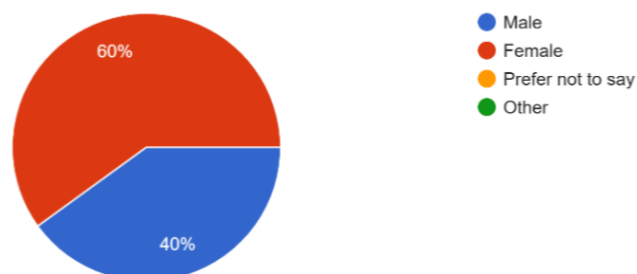
Marital Status:
50 responses



Marital Status Distribution: -When it comes to marital status, the data shows that a majority, 58% of the respondents are single, followed by 36% who are married. A small percentage, 6%, reported being divorced, while none identified as widowed. This distribution is important as marital status often influences one's emotional and social needs, support systems, and time management all of which can affect both homesickness and work-life balance. For instance, single employees may experience homesickness more intensely due to the lack of immediate family support, whereas married individuals might face challenges in balancing professional responsibilities with family obligations.

ii. Figure 1.2

Gender
50 responses

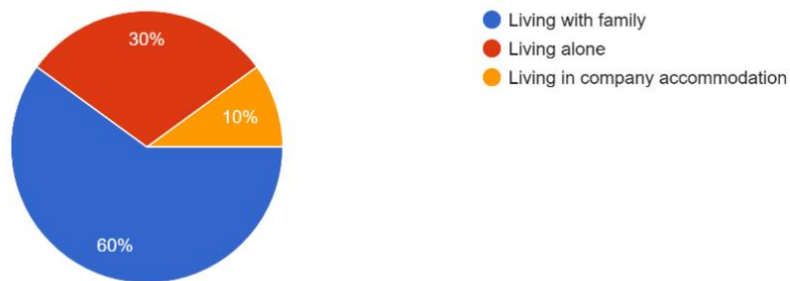


Gender Distribution: The survey gathered responses from 50 participants. Among them, 60% identified as female, while 40% identified as male. This suggests a greater female representation in the respondent pool.

This gender distribution provides valuable insight, especially when analyzing if gender plays a role in experiences of homesickness or maintaining work-life balance. Understanding how these experiences may differ across genders can enhance the depth of the research.

iii. Figure 1.3

Current Living Situation
50 responses

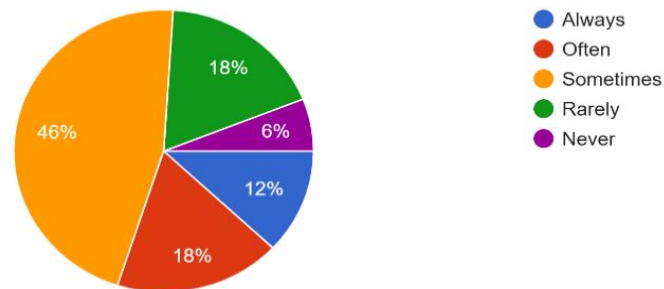


Current Living Situation:- According to the survey data, 60% of respondents live with their family, while 30% live alone, and 10% reside in company-provided accommodation. This indicates that the majority of employees are still able to maintain a close physical connection with their families, which may serve as a buffer against homesickness and contribute positively to work-life balance. On the other hand, those living alone or in company accommodations might face more challenges in maintaining emotional well-being, as the absence of a familial support system can increase feelings of isolation or stress.

iv. Figure 1.4

Do you feel homesick while staying away from your family/home?

50 responses

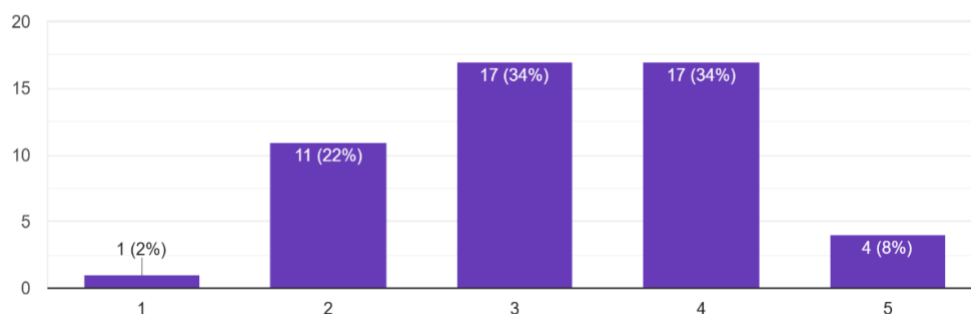


Feelings of Homesickness:-When participants were asked about experiencing homesickness, 46% mentioned they sometimes feel homesick, making it the most common response. This is followed by 18% who feel homesick often, 18% who rarely feel homesick, 12% who always feel homesick, and a small fraction, 6%, who never experience it. These findings suggest that homesickness is a prevalent emotional concern among employees, with varying intensity. The fact that a significant portion of the respondents experience it either “sometimes” or “often” underlines the need for organizations to be sensitive toward employees’ emotional and psychological needs, especially for those who are away from their home environments.

v. Figure 1.5

On a scale of 1 to 5, how well are you able to balance your work and personal life?

50 responses

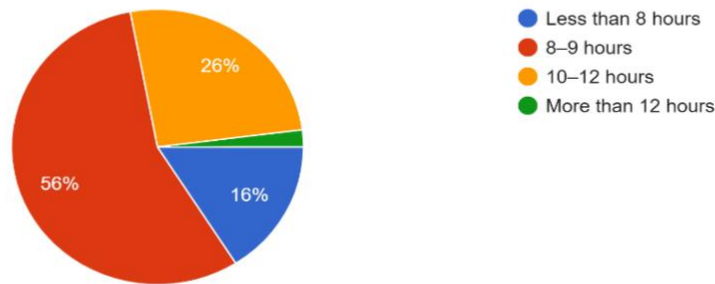


Work-Life Balance Rating: Participants were asked to rate their ability to balance work and personal life on a scale of 1 to 5, with 1 being the poorest balance and 5 being excellent. A significant portion of respondents selected 3 (34%) and 4 (34%), indicating a moderate to good level of work-life balance.

However, 22% rated it as 2, and 2% gave the lowest rating of 1, suggesting that a notable portion of employees face challenges in maintaining balance. Only 8% rated it as 5, showing that very few feel they have an excellent balance between work and personal commitments. This highlights the need for better support systems and flexible work policies to help employees manage both aspects of their lives more effectively.

vi. Figure 1.6

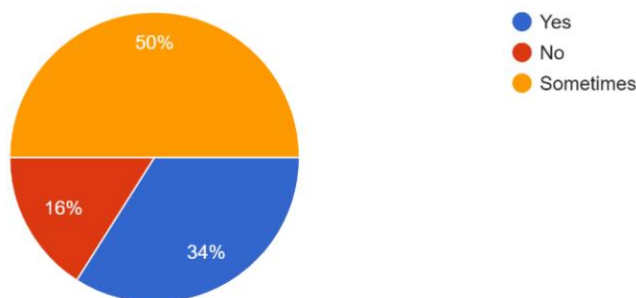
What is your average working hours per day?
50 responses



Average Working Hours: In terms of daily work hours, 56% of the respondents reported working between 8–9 hours per day, which aligns with standard full-time work expectations. Meanwhile, 26% work 10–12 hours, and 2% reported working more than 12 hours a day, indicating a portion of the workforce experiencing extended work hours. On the other hand, 16% work less than 8 hours daily. The data suggests that long working hours could be a contributing factor to difficulties in maintaining a healthy work-life balance, especially for those working beyond the standard schedule.

vii. Figure 1.7

Do you get enough time to rest and recover during weekends or holidays?
50 responses

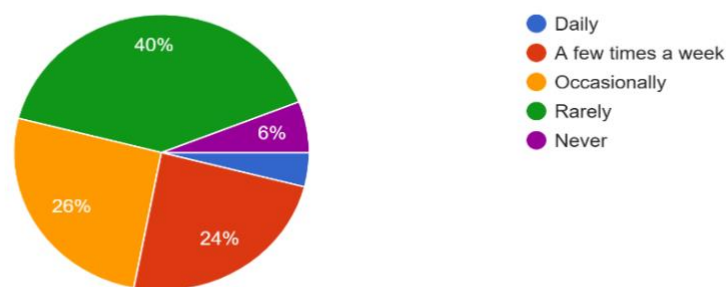


Rest and Recovery on Weekends/Holidays: When asked whether they get enough rest during weekends or holidays, 50% of respondents said they only ‘sometimes’ get

adequate rest, indicating inconsistency in downtime. 34% reported that they do get sufficient rest, while 16% said they do not. This suggests that while some employees are able to unwind, a large proportion either struggles to consistently rest or feels overworked even during designated time-off. This can lead to fatigue, burnout, and difficulty in managing personal responsibilities, affecting both well-being and productivity.

viii. Figure 1.8

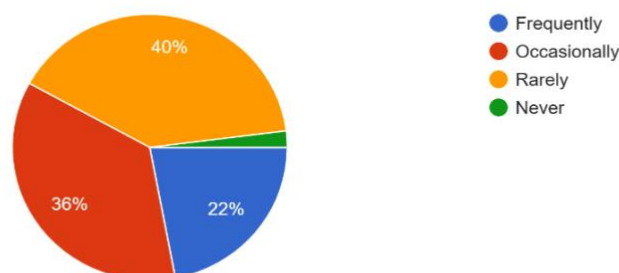
How often do you have to bring work home or work beyond office hours?
50 responses



Frequency of After-Hours Work: Regarding the necessity to work beyond official hours or bring work home, 40% of employees stated they 'rarely' do so, which is encouraging. However, 26% do it occasionally, and 24% work beyond hours a few times a week, which highlights that nearly half the workforce is extending their workday somewhat regularly. A small percentage, 6%, even work beyond hours daily, and another 6% never need to do so. These responses show that extended work hours are a reality for many, which can blur the boundaries between professional and personal life and contribute to work-life imbalance.

ix. Figure 1.9

How often do you feel burned out due to work pressure?
50 responses

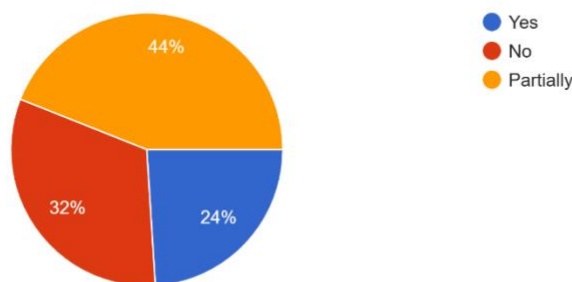


Burnout Due to Work Pressure: The survey reveals that 22% of respondents frequently feel burned out, while 36% experience burnout occasionally, and 40% report rarely

feeling it. Only 2% indicated they never feel burned out. This data clearly shows that a significant portion of employees (more than half) are impacted by work-related stress to varying degrees. The frequent or occasional experience of burnout may hinder employee performance, motivation, and overall mental well-being, which in turn can affect both professional and personal life.

x. Figure 1.10

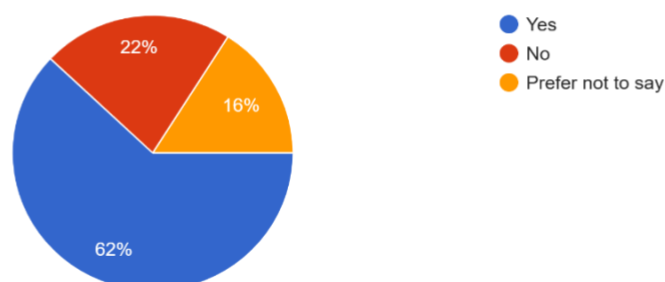
Do you feel your current job allows you to maintain a healthy lifestyle (sleep, diet, exercise)?
50 responses



Ability to Maintain a Healthy Lifestyle: In terms of maintaining a healthy lifestyle—including sleep, exercise, and proper diet—only 24% of participants feel their current job supports this goal, while 32% disagree, and 44% responded that they can only maintain it partially. These numbers reflect that for a majority of employees, the demands of their job limit their ability to follow a balanced and healthy routine. This indicates a need for better organizational support systems that promote health and wellness.

xi. Figure 1.11

Have you ever faced any mental or physical health issues due to poor work-life balance?
50 responses



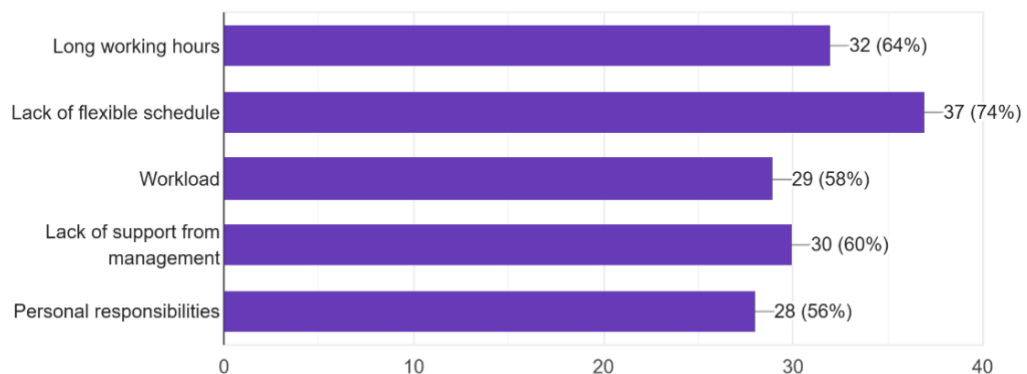
Health Issues Due to Poor Work-Life Balance: The data reveals that 62% of respondents have experienced mental or physical health issues as a result of poor work-

life balance. This is a significant proportion, indicating that the imbalance between personal and professional commitments can lead to serious health concerns. Meanwhile, 22% reported not experiencing any such issues, and 16% preferred not to disclose. These results highlight the urgency for organizations to prioritize employee well-being.

xii. Figure 1.12

What are the main barriers you face in maintaining work-life balance?

50 responses



The survey identified several prominent barriers that employees face in their effort to maintain a healthy work-life balance. Each of these barriers reflects unique aspects of workplace culture, job structure, and personal obligations. Below is a detailed breakdown:

1. **Lack of Flexible Schedule (74%) – 37 Respondents**- This was the most frequently cited barrier, indicating that a rigid or inflexible work schedule is a major concern. Employees who do not have control over their working hours often struggle to attend to personal or family commitments. This lack of flexibility can:

- Increase stress and anxiety, especially for those with caregiving responsibilities or long commutes.
- Lead to missed opportunities for rest, social activities, or personal development.
- Reflect a traditional work culture that doesn't adapt to modern needs like remote or hybrid working models.

Implication: Organizations must consider offering flexible work hours, remote work options, or results-oriented work environments to empower employees and reduce stress.

2. Long Working Hours (64%) – 32 Respondents- Long working hours are the second most significant barrier. When work stretches beyond the standard hours consistently, it:

- Leaves employees with little time for relaxation, family, or personal pursuits.
- Contributes to mental fatigue and physical exhaustion.
- Reduces time for essential activities like sleep, meal preparation, exercise, and social engagement.

Implication: This trend suggests a potential issue with overwork or unrealistic job demands. Organizations may need to reassess workload distribution and ensure employees are not expected to be “always on.”

3. Lack of Support from Management (60%) – 30 Respondents- A significant number of respondents indicated that support from leadership is inadequate. This could manifest in:

- Managers not being empathetic to personal issues.
- Lack of policies or systems in place that promote work-life balance.
- An organizational culture that prioritizes productivity over employee well-being.

Implication: Effective leadership involves understanding the personal challenges of employees and fostering a supportive environment. Training managers to recognize burnout symptoms and encouraging open communication could be beneficial.

4. Workload (58%) – 29 Respondents- Heavy workloads directly affect the ability to disconnect from work and attend to personal needs. High workload can stem from:

- Understaffing or poor delegation.
- Unrealistic performance targets.

- Frequent deadlines or emergencies.

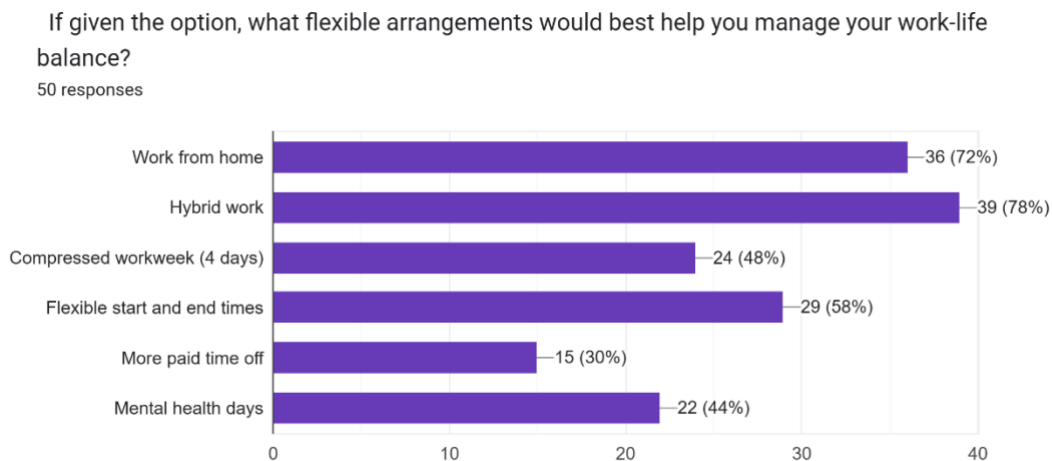
Implication: This indicates a need for better workload planning, task prioritization, and perhaps even automation of repetitive tasks. Employees need adequate resources and clear expectations to manage their responsibilities effectively.

5. Personal Responsibilities (56%) – 28 Respondents - Finally, a notable portion of employees reported that their own personal or family obligations interfere with their ability to maintain balance. This includes:

- Childcare, elder care, or household duties.
- Health concerns or other personal commitments.

Implication: While this barrier lies more on the personal side, employers can still assist by offering flexible hours, family support programs, or wellness initiatives that cater to employees' holistic needs.

xiii. Figure 1.13



Participants were asked which flexible options they believe would help them better manage work-life balance. The responses provide insight into employees' evolving expectations in the modern workplace:

1. **Hybrid Work (78%) – 39 Respondents**- Hybrid work emerged as the most preferred option, combining the benefits of both in-office and remote work. Employees likely favor this model because:

- It allows for face-to-face collaboration and team bonding on certain days.
- Provides flexibility and convenience when working from home on others.
- Helps reduce commuting stress and time, thereby improving productivity and mental well-being.

Insight: Companies that offer hybrid models can attract and retain talent more effectively while also promoting a healthier work-life balance.

2. **Work from Home (72%) – 36 Respondents**-Close behind hybrid work, working entirely from home is highly favored:

- Particularly useful for those who have long commutes, family obligations, or health considerations.
- Reduces distractions for some employees and provides a controlled environment for focused work.

Insight: Employees clearly value the autonomy and time savings remote work offers. However, to maintain engagement and accountability, clear communication systems and outcome-based performance metrics are necessary.

3. **Flexible Start and End Times (58%) – 29 Respondents**-A majority of respondents also emphasized the importance of flexible working hours:

Helps accommodate personal responsibilities like childcare, doctor appointments, or other commitments.

Allows employees to work during their most productive hours (e.g., early morning or late night, depending on preference).

Insight: Providing this flexibility signals trust and allows employees to align work with their natural rhythms, boosting morale and output.

4. **Compressed Workweek (48%) – 24 Respondents**-Nearly half the participants showed interest in a 4-day workweek or compressed schedule, which condenses full-time work into fewer days:

- Offers a full day off weekly to rejuvenate or manage personal tasks.
- Can improve focus and efficiency if implemented properly.

Insight: This modern approach, when trialed, has shown benefits in employee well-being and productivity in several organizations globally.

5. **Mental Health Days (44%) – 22 Respondents**- Employees also recognized the need for designated days off for mental wellness, separate from sick or vacation leaves:

- Signals a company culture that prioritizes mental health.
- Encourages open dialogue around stress, burnout, and emotional well-being.

Insight: Introducing and normalizing mental health days could reduce long-term burnout and absenteeism.

6. **More Paid Time Off (30%) – 15 Respondents**-Although fewer selected this option compared to others, it still shows a significant demand:

- Suggests employees may already be under strain and feel regular leave isn't enough to recharge.
- Indicates the need for better vacation utilization or longer leave entitlement.
-

Observation-

The survey conducted among 50 respondents sheds light on the significant challenges employees face in managing work-life balance, particularly when dealing with homesickness and workplace stress. A majority of participants (50%) reported that they only sometimes get enough rest during weekends or holidays, while 16% felt they do not get sufficient recovery time at all. Additionally, work often extends beyond official hours, with 60% of respondents indicating that they occasionally or frequently have to bring work home. Burnout is a recurring issue, with 22% experiencing it frequently and 36% occasionally, revealing that most employees are affected by work pressure. Furthermore, only 24% of respondents believed their jobs allowed them to maintain a healthy lifestyle involving adequate sleep, exercise, and diet, while 44% felt this was only partially possible. Alarming, 62% of participants admitted to facing mental or physical health issues due to poor work-life balance. The key barriers identified include a lack of flexible schedules (74%), long working hours (64%), lack of support from management (60%), heavy workloads (58%), and personal responsibilities (56%). When asked about preferred flexible work arrangements, the majority favored hybrid work (78%) and work-from-home options (72%), along with flexible start and end times (58%). Other favored options included compressed

workweeks, mental health days, and additional paid time off. Qualitative feedback revealed that some employees find it difficult to manage both work and home responsibilities, suggesting that organizations should offer more breaks and time off. Overall, the survey highlights a growing need for companies to adopt more flexible and employee-friendly policies that prioritize mental health, rest, and adaptability to help maintain a healthy and sustainable work-life balance.

FINDINGS AND CONCLUSION

Here are some key findings from the research survey on work-life balance and homesickness:

Work-Life Balance is Moderate to Poor: A significant portion of respondents rated their work-life balance between 2 and 3 on a scale of 1 to 5, indicating a struggle to manage personal and professional commitments effectively.

Long Working Hours Are Common: Over half of the respondents (56%) work between 8–9 hours a day, and 26% work 10–12 hours daily, showing that extended work hours are a common challenge.

Rest and Recovery Time is Inadequate: Only 34% of respondents felt they get enough rest during weekends or holidays, while half stated they get rest only "sometimes," suggesting that recovery time is insufficient for many.

Work Beyond Office Hours is Prevalent: 56% of employees reported working beyond office hours at least occasionally, with 6% doing so daily and 24% a few times a week. **Burnout is a Significant Issue:** A combined 58% of employees frequently or occasionally feel burned out due to work pressure, reflecting high levels of stress in the workplace.

Healthy Lifestyle is Hard to Maintain: Only 24% of respondents felt their job allows them to maintain a healthy lifestyle, indicating that most struggle to balance work with personal well-being activities like sleep, diet, and exercise.

Health Issues Linked to Work-Life Imbalance: Alarmingly, 62% of participants admitted experiencing mental or physical health problems due to poor work-life balance.

Lack of Flexibility is the Top Barrier: The most commonly cited barriers to maintaining work-life balance include lack of flexible schedules (74%), long working hours (64%), and lack of managerial support (60%).

Employees Favor Flexible Work Options: The majority of respondents showed strong support for hybrid work (78%), work-from-home arrangements (72%), and flexible start/end times (58%) to better manage their responsibilities.

Qualitative Insights Support the Need for Change: Comments indicated a desire for more breaks, family time, and policies that recognize the difficulty of balancing home responsibilities with work demands.

The findings of this research survey shed light on the significant challenges employees face in maintaining a healthy work-life balance, which is further complicated by homesickness, especially among those living away from their families. The data reveals that a majority of employees are burdened by long working hours, rigid schedules, and inadequate managerial support, all of which contribute to stress and burnout.

Over half of the respondents reported frequently working beyond office hours, and many acknowledged experiencing physical or mental health issues linked to work-related pressures. Furthermore, only a small percentage of participants feel that their current job allows them to sustain a healthy lifestyle, including maintaining proper sleep, diet, and exercise.

The survey also highlights a growing demand for more flexible working arrangements such as hybrid work models, work-from-home options, and compressed workweeks. These preferences indicate that employees are seeking greater autonomy over their time and responsibilities in order to create a better balance between personal and professional life. Qualitative responses further emphasize the emotional and practical toll of balancing work and household duties, with some participants suggesting that regular breaks and additional support from organizations could improve their overall well-being.

In conclusion, the survey underscores the pressing need for companies to revisit their work culture and implement employee-centric policies that prioritize flexibility, mental health, and work-life integration. Addressing these concerns not only enhances employee satisfaction and productivity but also contributes to a more sustainable and resilient workforce in the long term.

LIMITATIONS

- Geographical and Cultural Limitations -Most participants in this study would be from a particular country or region, which could impact their views about work-life balance and homesickness. Cultural values, family dynamics, and norms at work vary across countries greatly, and the study might not represent such variations globally in its full extent.
- Dependence on Self-Reported Information-Data gained from self-report questionnaires can be biased by social desirability bias or recall bias. Respondents can underreport or overreport their feelings of homesickness or work-life conflict based on personal perception, affect while filling out the questionnaire, or fear of judgment.
- Cross-Sectional Nature of the Study-This research is cross-sectional, meaning that data was collected at one point in time. It does not account for changes in the respondents' emotional state or work-life balance over time. Longitudinal studies would provide a better understanding of how homesickness and work-life challenges evolve throughout an employee's tenure.
- Lack of Qualitative Insights- The research is largely quantitative based on the responses in closed ended questionnaires. Although this facilitates statistical analysis, it reduces the richness of understanding individual experiences, coping mechanisms, and emotional nuances surrounding homesickness and work life balance. Adding interviews or open-ended questions could have enhanced the data.
- Generalization Across Industries and Job Roles- Workers from various industries (e.g. manufacturing, healthcare, IT) have specialized working conditions and pressures. Industry-specific experiences may not be well separated by this research, which reduces the values of extending findings to numerous working environments.
- Influence of External Factors Not Accounted For-A number of outside variables like finances, past relocation experience, personality, organizational culture, and home support systems might affect homesickness and work life balance but were not fully examined or controlled in this research.
- Potential Response Bias- Individuals who are more severely impacted by homesickness or work-life imbalance are likely more motivated to complete the survey, which might bias the results towards more extreme results.

RECOMMENDATIONS

Implement Flexible Work Arrangements- Organizations should adopt flexible work models such as hybrid setups, remote work options, and flexible start/end times. These practices allow employees to manage their personal responsibilities more effectively while maintaining productivity.

Introduce Mental Health Support Programs- Employers should prioritize employee well-being by offering access to mental health resources, counseling sessions, and regular wellness workshops. Recognizing and addressing burnout early can improve overall morale and job satisfaction.

Promote a Healthy Work Culture- Encourage a culture where taking regular breaks, utilizing vacation time, and disconnecting after work hours is normalized. This can be achieved through management-led initiatives and by setting clear expectations around work boundaries.

Offer Paid Mental Health Days and Additional Leave Options- Introducing specific leave policies such as mental health days, recharge breaks, or quarterly travel/home visits can help employees, especially those living away from their families, to cope with homesickness and stress.

Optimize Workloads and Reduce Overtime- conduct regular assessments of employee workloads to ensure tasks are distributed evenly and efficiently. Reducing unnecessary overtime can help employees recover adequately and improve overall engagement.

Encourage a Results-Oriented Work Environment- Shift the focus from hours worked to outcomes achieved. A performance-based approach allows employees more autonomy in how they manage their time while still meeting goals and deadlines.

Provide Resources for Personal Development and Self-Care- Companies can offer online wellness programs, fitness memberships, or workshops on time management, stress reduction, and nutrition, helping employees adopt a more balanced lifestyle.

Conduct Regular Feedback Surveys- Periodic employee feedback can help track work-life balance concerns over time and identify new areas for improvement. This also makes employees feel heard and valued.

Foster Social Connection in the Workplace- Creating a sense of community through team-building activities, peer support groups, and social events can help reduce feelings of isolation and homesickness, especially for those living away from home.

Conduct Periodic Employee Wellness Assessments- Regular surveys and feedback mechanisms should be used to monitor employee stress, satisfaction, and mental health. This can help organizations identify early signs of burnout or emotional withdrawal due to homesickness or work-life imbalance.

Train Managers to Provide Empathetic Leadership- Supervisors and team leads should be trained to recognize signs of emotional distress and manage teams with empathy. A supportive manager can make a significant difference in an employee's ability to adapt and maintain balance.

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