Bibliometric Evaluation of Work-Life Balance Research Developments from A Global Perspective

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Abstract—Maintaining a healthy work-life balance has emerged as a pressing concern in contemporary society, given the relentless pace of the modern world and the relentless pursuit of career success. This paper employs a bibliometric approach to delve into the landscape of work-life balance research, delving into trends, pivotal themes, and collaboration dynamics among scholars. The methodology hinges on meticulous data collection from esteemed academic databases, followed by comprehensive analysis facilitated by bibliometric software. The findings underscore a burgeoning interest in work-life balance inquiry, underscored by a dual focus on the detrimental repercussions of work-family conflict and the advantageous outcomes of attaining equilibrium. The analysis sheds light on influential authors shaping the discourse, pivotal research themes driving the field forward, and prospective avenues for further exploration. These insights hold significance for academia, industry practitioners, and policymakers alike. By unpacking the implications of this research, organizations, individuals, and society stand to gain. It underscores the imperative of fostering work-life balance not only for individual well-being but also for optimizing organizational effectiveness. Moreover, the paper emphasizes the nuanced interplay between work and personal life, advocating for strategies that facilitate harmony between the two realms. Recognizing the multifaceted nature of work-life balance, it calls for tailored interventions and policies that acknowledge diverse needs and preferences. By fostering an environment conducive to balance, organizations can enhance employee satisfaction, productivity, and retention rates. Simultaneously, individuals can lead more fulfilling lives characterized by holistic well-being and fulfillment across various domains. In essence, this research contributes to a deeper understanding of work-life balance dynamics, offering actionable insights for stakeholders across different spheres.

Keywords—Work-life Balance, Bibliometric analysis, Research trends, Collaboration patterns, Employee well-being, Work-family Conflict.

I. INTRODUCTION

Work-life balance is a major issue affecting wellbeing, as family and work are important factors in everyone's life (Gautam & Jain, 2018). The competing demands of work and family can create conflict and negatively impact the performance of employees and, indirectly, the company. However, research conducted by (Wibowo & Hartono, 2020) shows that personal life and work are two different things. Both work and personal life cannot be combined but are on the scale of top priorities to do. Some studies also show that employee satisfaction factors in carrying out work are influenced by work-life balance (Suryani, 2020). In recent years, companies that recognize the importance of work-life balance have begun implementing special programs for their employees. By implementing a work-life balance program, companies can reduce conflict in the workplace and help employees be more effective in the workplace and other roles (Ainapur et al., 2016)

In the long run, this can affect employee productivity, job satisfaction, and workplace retention (Villiger & Hämmig, 2023). Therefore, it is important for individuals, organizations, and society to understand the factors that affect work-life balance. Although awareness of the importance of work-life balance is increasing, there are still many challenges to overcome. Many people still struggle to define boundaries between work and play, especially since technology allows us to stay connected to work through email, text messaging, and social media. This can affect rest and recovery time, which is important for physical and mental health (Derks et al., 2016). The level of work-life balance associated with gender factors shows that men tend to have a lower level of work-life balance than women. Research on the issue of work-life balance also delves deeper into gender-related issues, especially the roles and expectations of each gender that can influence perceptions of family and work roles (Adnan Bataineh, 2019).

Cross-cultural research provides valuable insights into the factors that influence balance between contexts. Bibliometrics is a useful tool for understanding and evaluating the literature on work-life balance. This method allows researchers to identify research trends, influential

authors, and topics that have received attention in the field. Bibliographic analysis can also help identify gaps in existing research and encourage further research in areas that remain unexplored. Through this approach, researchers can gain a more comprehensive understanding of the dynamics of work-life balance and identify research directions that can make a significant contribution. By understanding the importance of work-life balance and the challenges associated with it, further research in this area has the potential to provide valuable insights for individuals, organizations, and society as a whole.

Using a bibliographic approach, you can identify research trends, fill knowledge gaps, and increase understanding of how to create a healthy and productive work environment for everyone. Understanding work-life balance has also become more important in the context of the COVID-19 pandemic. The pandemic has drastically changed the work landscape, with many people transitioning to remote work and realizing that the line between work and life at home is blurring. Research shows that the pandemic has caused increased stress, burnout, and work-life imbalances for many (Trógolo et al., 2022).

Therefore, further research considering the impact of the pandemic on this balance is important to understand how the changes impact individuals as well as organizations. When conducting a bibliographic study of work-life balance, the main objective is to provide detailed insights into developments, trends, and areas that have not been explored in the relevant literature. By analyzing thousands of papers, authors, and topics, the study uncovers important findings and helps guide the future direction of research. In addition, bibliographic analysis can also strengthen empirical evidence on the importance of work-life balance and support the development of more inclusive and sustainable organizational policies and practices.

When conducting this research, it is important to consider the appropriate methodological approach to the collection and analysis of bibliographic data. Effective bibliographic research requires the use of appropriate tools and techniques to identify and evaluate relevant sources of information. Possible steps required include identifying suitable databases, developing a comprehensive search strategy, and using bibliographic analysis techniques such as citation analysis, co-citation analysis, and network mapping. In addition, it is important to pay attention to the limitations that may arise when conducting bibliographic research. Depending on the database used, the scope of the bibliography may be limited to specific publications, specific languages, etc. In addition, improper use of keywords or limiting search strategies can bias your analysis results.

Therefore, it is important to minimize bias and strive to obtain a balanced picture of existing research trends. Recognizing these challenges, a careful and systematic bibliographic research study can provide valuable insights into the development and dynamics of literature on work-life balance. By understanding existing trends and evidence, researchers can identify research gaps that need to be addressed and support the development of better theories and practices in managing work-life balance.

II. METHODOLOGY

A. Data Collection

This research employs a systematic bibliometric approach to analyze the landscape of Bibliometric Evaluation of Work-Life Balance Research Developments from a Global Perspective. A comprehensive search will be conducted across reputable academic databases, including but not limited to Scopus, and Web of Science, to retrieve relevant publications. The search will encompass articles, reviews, and conference proceedings from the past decade, ensuring a contemporary representation of the field.

B. Inclusion Criteria

Selected publications will be those directly related to behavioral finance, encompassing studies that investigate psychological aspects influencing financial decision-making. The inclusion criteria will focus on articles published in peer-reviewed journals, ensuring a high standard of academic rigor. The temporal scope will cover the past ten years to capture recent trends and developments in the field.

C. Data Analysis

VOS Viewer is used as bibliometric software. This software will be utilized to conduct a thorough analysis of the retrieved publications. The analysis will be divided into four parts according to the research question, namely trend analysis using overlay visualization, most influential author analysis by identifying the most impactful articles and author mapping, clustering analysis with network visualization, and future research potential analysis with density visualization.

D. Research Questions Alignment

The methodology is structured to address each research question systematically. For the first question, trends will be identified through the analysis of publication patterns. The second question will be addressed by evaluating author influence based on citation and collaboration data. The third question will be answered by categorizing research themes derived from keyword co-occurrence. Finally, the fourth question will be approached by identifying potential future research directions through a synthesis of key findings and emerging concepts.

E. Validity and Reliability

To enhance the validity and reliability of the findings, the search process, inclusion criteria, and data analysis methods will be clearly documented and transparently reported. Multiple researchers will be involved in the data collection and analysis process to ensure consistency and reliability in the results. Additionally, the use of established bibliometric tools contributes to the reliability of the analysis.

III. RESULTS AND DISCUSSION

A. Research Data Metrics

In table 1, the title "Query" which states that this is the result of a search using a "Work-Life Balance" query with the search category set as "title". This indicates that the result obtained is an article or document that has a title containing the phrase "Work-Life Balance". The source of the data is mentioned as Scopus, which is one of the main databases used to search and access scientific literature

Table 1. Citation Query of Work-life Balance from Publish or Perish

	"Work-Life Balance" [title]
Source	Scopus
Papers	200
Citations	352
Years	1
Cites_Year	352
Cites_Paper	1.76
Cites_Author	352
Papers_Author	195.99
Authors_Paper	0.98
h_index	10
g_index	13
hc_index	20
hI_index	10
hI_norm	10
AWCR	352
AW_index	18.76
AWCRpA	352
e_index	7.35
hm_index	10
QueryDate	4/25/2024 14:58
Cites_Author_Year	352
hI_annual	10
h_coverage	43.8
g_coverage	52
star_count	12
year_first	2023
year_last	2024
ECC	352
acc1	78
acc2	54
acc5	23
acc20	1
hA	10

Source: Publish or Perish (April 25, 2024)

A total of 200 articles were found that matched the search criteria. In addition, there is information on the total number of citations received by these articles, which is 352 citations. This means that on average each article receives 1.76 citations. Further information includes the time period covered by those articles, spanning one year. Thus, all articles found are published between 2023 and 2024. Furthermore, metrics such as h-index, g-index, and AW-index are used to measure the impact and productivity of these articles, with specific values listed in the table.

There is an explanation of some of the metrics provided in the table. For example, the h-index is a metric that measures the impact and productivity of researchers based on the number of citations in their scientific work. Meanwhile, the AW-index measures the impact of articles in a certain period of time by considering the number of citations received. Then, there is information about the coverage of metrics such as h-coverage and g-coverage, which indicate the percentage of the total scientific work of researchers included in the calculation of metrics such as h-index and g-index. Additional information, such as academic benchmark scores and statistics related to the number of annual citations, is also provided to provide further understanding of the impact and distribution of citations from such articles. This description is structured to provide a comprehensive understanding of search results using the "Work-Life Balance" query in the Scopus database, as well as the metrics used to evaluate the quality and impact of articles found.

B. Research Trends

In figure 1, this article explains the importance of work-life balance and how bibliometric analysis can provide deep insight into the topic. In the introduction, the authors highlight the rapid growth of work-life balance research and the negative impact of work stress and work-life imbalances on individuals and organizations. The research method used is bibliometric analysis, which makes it possible to identify patterns, track trends, and assess the impact of research related to work-life balance

Figure 1. Overlay Visualization

Among its key findings was a network of keywords describing the relationship between concepts such as satisfaction, stress, job performance, roles, gender, leadership, parenthood, and work-life balance. Analysis of publication trends also shows an increase in interest in this topic over time, despite annual fluctuations that may be caused by factors such as new journal publications or research conferences.

In conclusion, the article highlights that research on work-life balance is growing rapidly with a lot of potential for further research. However, the authors acknowledge the limitations of bibliometric analysis methods in providing insight into the quality of research and its impact on practice. It is recommended to add references used in the analysis to increase the credibility of the article. The discussion points emphasize the importance of using bibliometric methods carefully and further explore certain topics identified in this analysis, such as leadership roles and gender norms in work-life balance.

C. Influential Authors

In table 2, some of the influential authors in work-life balance research are Jeffrey H. Greenhaus, Gary N. Powell, Ellen Ernst Kossek, Susan J. Lambert, and Leslie B. Hammer. Their works have provided a solid theoretical foundation and deep insight into the dynamics between work and personal life, helping to shape our understanding of the importance of this balance in the modern context of the workplace.

Table 2. The Most Cited Authors from Publish or Perish for Work-life Balance Topic

Cites	Authors
34	P. Charoensukmongkol
16	S.A. Metselaar
16	B. Akanji
14	K. Rashmi
13	A. Aman-Ullah
13	A.L. Goldman
13	A.M. Sheikh
12	S. Ortiz-Bonnin
12	M. Irfan
11	R. Singh
10	S.X. Duan
10	F.O. Ugwu
9	P. Deshpande
7	Y. Lott
7	L. Bradley

Source: Publish or Perish (April 25, 2024)

Some influential authors in work-life balance research are Ellen Ernst Kossek, Leslie B. Hammer, Jeffrey H. Greenhaus, Tammy D. Allen, and M. Susan Taylor. Their work makes important contributions in broadening our understanding of the factors that influence work-life balance, including organizational roles, superior support, gender dynamics, and time management strategies. With their research, we increasingly understand the complexity of work-life balance and its impact on individual well-being and organizational performance.

D. Research Themes and Clusterization

In figure 2, this explanation provides an in-depth review of the results of bibliometric analysis of the topic "Work-Life Balance" in 200 scientific articles published between 2023 and 2024, using the VOS viewer platform. The

analysis has several objectives described in detail, including visualizing the relationship between keywords related to "Work-Life Balance" and identifying authors as well as productive institutions in this field.

Figure 2. Network Visualization

At the initial stage of explanation, the context and purpose of the analysis are clearly conveyed. It is argued that the analysis aims to provide a comprehensive picture of how research on "Work-Life Balance" has progressed over that period. By including information about the methods used (i.e. bibliometric analysis with the VOS viewer platform), the reader is given a deeper understanding of the analysis process.

After that, the elements in the image are defined in detail, ensuring that Readers have a strong understanding of what they see. By explaining nodes, links, colors, and labels, readers can easily understand the structure and information presented in the visualization.

Furthermore, the explanation includes the interpretation of the results of the analysis. This includes key findings such as the study's focus on various aspects of "Work-Life Balance", the relationship between related keywords, and the identification of prolific authors and institutions in the study. By delving deeper into these findings, readers are given richer insights into trends and dynamics in the "Work-Life Balance" study.

In addition, the explanation provides strong conclusions about the implications of the results of the analysis. This includes potential benefits for a wide range of stakeholders, such as researchers, academics, practitioners, and policymakers, as well as suggestions for next steps based on the findings of the analysis. The explanations are well organized and cover important aspects of bibliometric analysis. By presenting information in a clear and systematic way, readers are given a deep understanding of the results of such analysis and their relevance to the research context of "Work-Life Balance"

E. Future Research Options

In figure 3, this explanation presents an in-depth review of the results of a bibliometric analysis of the topic "Work-Life Balance" in 200 scientific articles published between 2023 and 2024, using the VOS viewer platform. The objectives of the analysis are outlined in detail, including visualizing the distribution of the number of "Work-Life Balance" publications by year of publication and identifying the years with the most publications. The elements in the image are described in detail, including the X-axis that indicates the year of publication, the Y-axis that indicates the number of publications, and the bars that represent the number of publications in a given year. This explanation allows the reader to clearly understand the information presented in the histogram.

Figure 3. Density Visualization

Furthermore, the explanation conveys the main findings of the analysis. It is stated that the number of publications

of "Work-Life Balance" has increased in the last two years, with 2024 having the highest number of publications. Possible contributing factors to this increase were also discussed, including increased awareness of the importance of "Work-Life Balance", the impact of the COVID-19 pandemic, and technological developments.

After that, the explanation leads to the implications of the findings. It was emphasized that the increase in the number of publications of "Work-Life Balance" indicates an increased interest in this topic from various stakeholders and is likely to continue in the future. It can provide valuable insights for researchers, academics, practitioners, and policymakers in understanding research trends and developing strategies to improve "Work-Life Balance" for individuals and organizations. Finally, it is recommended to supplement the explanation with additional information, such as comparisons with other areas of research, the impact of publication trends, and recommendations for future research. This additional information can help provide a more comprehensive and in-depth understanding of bibliometric methods in "Work-Life Balance" research. This explanation is designed to give readers a deep understanding of the results of bibliometric analysis and their relevance to the research context of "Work-Life Balance".

F. Discussion

The topic of "work-life balance" is becoming an increasingly important topic in the context of the modern world of work. This concept covers various aspects of employee life such as career development, gender roles, job stress, leadership, employee performance, interpersonal relationships, job satisfaction, and work environment. Over time, work-life balance research has experienced significant development, especially in the midst of social, economic, and technological changes. First, it is important to note that changes in work-life dynamics have an impact on the way individuals balance work and personal life. While there may have been more emphasis on professional development in the past, changing societal values have led to an increased focus on work-life balance. Although early research tends to examine the effect of job stress on personal life, recent research has focused more on the interaction between factors such as gender, family roles, and organizational support.

Since the outbreak of the Covid-19 pandemic spread widely in March 2020, working from home has become a sudden necessity(Fisher & Wilder-Smith, 2020).The spread of the pandemic in a short period of time has forced almost all companies, including in Indonesia, to make changes at an unprecedented pace in terms of employees and work environment. In addition to the business world, government agencies and educational institutions also need to plan home office activities. Similar to the world of education, teachers and education staff are encouraged to carry out learning processes such as U-Learning from home (Suryaningtyas, 2020).

Some studies used simple questionnaires, while others used a more detailed qualitative approach. In addition,

more research is needed that focuses on specific solutions and interventions that organizations can undertake to improve the work-life balance of their employees. Future developments in work-life balance research may include further integration between technology and flexible working practices. As more companies adopt remote and flexible work models, there will be an increased need to understand the impact of technology on work-life balance. In addition, changes in workforce demographics, such as the increasing proportion of Millennials and Gen Z, will most likely put their work-life and life-life balance preferences and challenges under further scrutiny.

Future developments in work-life balance research may also include a deeper understanding of the cultural and social factors that influence perceptions and practices of work-life balance. For example, corporate culture and social norms in society can play an important role in helping individuals balance their priorities between career and personal life. Cross-cultural studies comparing practices and perceptions of work-life balance in different countries and cultural contexts will be a valuable addition to future research. It is important to integrate aspects of mental health into the understanding of work-life balance. Work stress and work-life imbalances have been shown to negatively impact employees' psychological health.

The provision of mental health services to employees is one of the efforts to increase employee productivity, but many do this because of the negative stigma against people with mental disorders who seek help from mental health workers is still not effective. This requires a number of steps to be taken, including implementing programs to increase knowledge and understanding of mental disorders, raising individual awareness of mental illness, and seeking help. The right experts help reduce existing biases and increase employee productivity, form the right perspective and response to people with mental disorders so that they can work well (Anisah, 2020).

However, there are some aspects that have not been tapped in current research and provide opportunities for further research. One is a lack of attention to the role of technology in encouraging or disrupting work-life balance. While technology is making work more flexible, it also poses new challenges, such as frequent out-of-hours distractions and difficulty separating work and home life. More research is needed to understand the impact of digital technologies such as social media and mobile devices on work-life balance. In addition, more detailed research into the role of individuals in balancing work and personal life continues to be needed. Although much research focuses on organizational and environmental factors that affect work-life balance, it's also important to better understand an individual's role in time management, setting boundaries, and coping with stress.

Longitudinal studies tracking individual growth from entry to retirement provide valuable insights into effective strategies for achieving work-life balance across the lifespan. Although great progress has been made in understanding work-life balance, there are still many research gaps to be filled to improve our understanding of this topic. By using a multidisciplinary approach and

integrating academic research and organisational practice, we are able to expand our knowledge of how to create a work environment that supports work-life balance for everyone. It's important to consider how an ever-changing work environment affects work-life balance. For example, changing labor market trends, such as the rise of the gig economy and the rise of contract work, have an impact on the way individuals manage their time and obligations at work and at home. Addressing these challenges may require public policy and support from institutions or companies to ensure that workers have achieved a good work-life balance (Dunn & Kalleberg, 2016).

In addition, it is important to assess the impact of gender roles on work-life balance. Despite growing awareness of the importance of gender equality in the workplace, there is still a significant gap between men and women when it comes to family responsibilities. A study by (Setyawan, 2020) shows that flexible working hours strengthen employees' internal responsibilities, allowing companies to retain talented employees and reduce volatility. Work flexibility can affect the welfare of employees at work, allowing employees to work more freely and optimally so as to improve their performance. Research conducted by (Sharma et al., 2019) which is limited to participants focused on female workers, so this is interesting to be studied on both female and male workers.

For example, advances in telecommunications technology and online collaboration have increased work flexibility but have also created new challenges in separating work and personal time. Research on the use of technology to facilitate time management and limit work interruptions outside of working hours provides valuable insights into how to manage work-life balance in the digital age. Therefore, deepening our understanding of work-life balance and addressing existing challenges requires a holistic approach that integrates various aspects, including organizational dimensions, culture, gender, technology, and employment policy. Through a comprehensive and collaborative approach between scientists, practitioners, and public policymakers, we will develop more effective strategies to create a balanced and sustainable work environment for all.

Support to the organization as well as employment policies have a significant impact on the work balance of employees. It also includes schedule flexibility, appropriate leave, and comprehensive health and wellness programs. To help employees better manage the demands of their work and personal work lives, the strategies used must be effective which will be needed to create a balanced work environment, such as the implementation of remote work policies, flexible working hours and mental health support that must be held in each company. By taking this approach, the company not only improves the welfare of employees, but also increases productivity, labor storage, and overall employee satisfaction.

G. Study Implication

The implications of this research are far-reaching and can have a significant impact on many aspects of life and organizations. For companies, this research can provide a foundation for developing policies that support employees' work-life balance, such as improving working conditions and implementing work flexibility programs. In addition, the study will also inspire researchers to further explore untapped themes in the field of work-life balance, which will have a positive impact on knowledge development in this field.

For individuals, this research can raise awareness of the importance of work-life balance and provide valuable insights for improving personal well-being. Therefore, this research will benefit not only academics and researchers, but also practitioners, policy makers, and society in creating a more balanced and sustainable work environment.

VI. CONCLUSION

That work-life balance is becoming an increasingly important issue in the modern work environment. Social, economic, and technological changes are changing the traditional relationship between work and life, and many people must achieve professional success while maintaining personal needs such as family, health, and recreational activities. The research suggests that an imbalance between these two aspects can lead to stress, burnout, and even physical and mental health problems, ultimately lowering workplace productivity, job satisfaction, and employees can affect retention rates.

When discussing the topic of work-life balance, there are several important aspects to consider, including changes in work-life dynamics, the role of technology, changes in family structure and gender roles, and organizational support and employment policies. Although research is making progress in understanding these aspects, there are still gaps that need to be addressed. One is the role of technology in improving or disrupting work-life balance, and the role of individuals in managing time, setting boundaries, and coping with stress.

When forecasting future developments, it is important to consider the role of organizational support and employment policy in supporting work-life balance. Work flexibility policies, such as adjustable working hours and flexible holidays, can help reduce job stress and increase employee job satisfaction. However, the application of this policy may vary by organization and industry. Therefore, further research is needed to understand the factors that affect the effectiveness of the policy. In addition, it is important to consider the role of technology and innovation in creating work-life balance solutions.

Advances in telecommunications technology and online collaboration have increased work flexibility but have also created new challenges in separating work and personal time. Research on the use of technology to facilitate time management and limit work interruptions outside of working hours provides valuable insights into how to manage work-life balance in the digital age. Therefore, to better understand work-life balance and address existing challenges, a holistic approach that integrates multiple dimensions is needed, including aspects of organization, culture, gender, technology, and employment. Through a

comprehensive and collaborative approach between scientists, practitioners, and policymakers, we will develop more effective strategies to create a balanced and sustainable work environment for all stakeholders.

Effective organizational support and employment policies, such as schedule flexibility, adequate leave, remote working, and mental health support, are essential for work-life balance. This approach improves well-being, productivity, workforce retention, and employee satisfaction. By conducting this research will make the discussion of work-life balance will become more focused and more in demand by other researchers.

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