

"Does High Salary Mitigate the Negative Impact of Long Working Hours on Work-Life Balance?"

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Abstract

Work and life conflict has become a major problem in modern businesses, especially in high-salary occupations where people work hours at a time. In our study, we find that if the employees are paid more, they feel less depressed about their work/life balance because they've worked so long. Even in the midst of an increasingly competitive labour market, those working in finance, consulting, law or tech sometimes have to compromise between a good-paying job and family. This research explores whether the financial gain of working long hours is more valuable than individual costs to mental health, family and wellbeing.

So, we surveyed 200 employees with high salaries who work long hours to find out what salary, working hours and work-life balance are related to. Researchers employ descriptive and inferential statistics as well as techniques such as regression to study how salary influences the work-life balance during the high hours.

The results are clear: a good salary ensures employment, but it doesn't erase the negative effect of long hours on workers' private lives. Organizing help, work flexibility and having the flexibility to detach from work are other important components of a good work-life balance.

This paper ends by suggesting ways for organizations and workers to improve the work-life balance and says that salary will not help alleviate the effects of long hours.

Keywords: Work-life balance, High salary, long working hours, Employee well-being, Job satisfaction, Organizational policies, Job stress, Work flexibility, Mental health, Productivity.

1. Introduction

Working life balance has been a topic of considerable interest in recent decades. And as work has changed, the pressures placed on employees to do well and be good people while also balancing life at home. In high-paid occupations such as finance, law, consulting, and technology, workers have to slog it out over hours. For all its money-making potential, being pushed to perform all the time results in burnout, decreased output, and broken relationships. The question, then, is: does a good salary mitigate against the harm of these extended hours in terms of work-life balance?

Even if money is the most widely viewed incentive for executive level workers, it may not necessarily translate into workplace happiness. In this essay, we would like to ask whether a great pay scale will help to compensate for the adverse effects of long hours – stress, health and family dissension.

This demand for a better life has prompted various institutional measures of working-life balance such as flexible hours, remote working, and health programmes. But the balance of work hours against pay hasn't been reformed. This research aims to investigate whether the employment value of big salaries, long working hours and work-life balance are causally related.

2. Research Objectives

1. To see whether higher wages reduce the negative effects of extended hours on work/life balance.
2. To find out what helps employees keep their working hours down.
3. iii. To determine whether high pay makes the workers' mental health, family and work satisfaction worse
4. To discover organizational approaches to manage the time for high performers.
5. To understand whether the salary-work-life balance of workers at high-paid work is associated with work-life balance.

3. Literature Review

Work-Life Balance: *Greenhaus and Beutell (1985)* defined work-life balance as a person's ability to balance work and life. The concept has been increasingly popular in recent years as businesses know how wellbeing relates to productivity of workers.

Long Working Hours: *Kelliher and Anderson (2009)* pointed out that the long hours are associated with work-life conflict, stress and burnout especially when you are working in high-pressure environments.

Pay and Job Fulfillment: Research by *Judge et al. (2010)*, pay accounted for the greatest percentage of job satisfaction. But work satisfaction was also determined by other measures, such as work-life balance and job choice, the authors also noted.

Contribution of Organizational Support: Organizational support as a mediator of work-life conflict was discussed by *Allen et al. (2013)*, which suggest flexibility and employer consideration can make working lives more livable for workers.

Compensation vs Work-Life Balance: According to *Clark (2000)*, higher salaries don't necessarily promote better work-life balance because the higher-paying positions put more pressure and stress on workers.

Long Hours Have Health Consequences: According to *Virtanen et al. (2012)*, working hours are associated with many health issues such as cardiovascular disease, stress and depression.

Work Flexibility: Flexible work has been cited as one of the important aspects of work-life harmony *Kossek & Ozeki, (1998)*.

Burnout and Workplace Stress: *Maslach et al. (2001)*, burnout is a typical consequence of long hours, especially in high-pressure jobs.

Work-Life Integration vs. Work-Life Balance: According to *Anderson and Kelliher (2009)*, work-life integration (the merging of work and personal life) could be more efficient than strict work-life balance practices.

Proportion of Work-Life Balance and Productivity: Research such as *Kim et al. (2006)* report that workers who have a good WLB are more productive and are highly engaged in their workplace.

4. Hypothesis

H1: The correlation between high income and employee work-life balance in highly paid, long hours job is highly positive.

H2: Prolonged hours are bad for the mental health and families of high-earning employees.

H3: Corporate assistance (like flexible hours) counters the impact of long hours on WLB.

5. Research Methodology

5.1 Sample Size: 200 employees in high-earning industries (finance, law, technology, consultancy).

5.2 Data Collection

- Primary data was collected through a questionnaire. The survey was released online.
- Employee pay, work schedule, work-life balance, job satisfaction, stress and mental health was evaluated through questions.

5.3 Statistical Tools

- Demographic Facts: To present demographic statistics and employees' work/life balance perceptions.
- Regression Analysis: Test the hypothesis and determine the influence of salary on work-life balance.
- Chi-square test: To measure the connection between work-life balance and satisfaction of employees for various work-life balance variables.

5.4 Sample Survey

Variable	Survey Questions
Salary	"What is your annual salary?"
Working Hours	"How many hours do you work per week on average?"
Work-Life Balance	"How satisfied are you with your current work-life balance?" (Scale: 1 to 5, where 1 = Very Dissatisfied and 5 = Very Satisfied)
Mental Health	"Do you experience stress or burnout due to your work?" (Yes/No)
Job Satisfaction	"On a scale of 1 to 5, how satisfied are you with your job overall?"
Family Life	"How much time do you spend with your family or loved ones during the week?" (Scale: 1 to 5)
Organizational Support	"Does your organization provide flexibility to manage personal life and work? (Yes/No)"

5.5 Results

Descriptive Statistics:

- **Average Salary:** \$90,000 per annum

This means the sample includes workers in high-paying jobs like finance, law, and technology who make on average more than the median for most occupations.

- **Average Working Hours:** 55 hours per week

It's much more than the average 40-hour week due to the fact that most high-paid careers require extended hours to accomplish goals and deadlines

- **Work-Life Balance Satisfaction:** 3.5/5

This means that, although most high-paying workers are moderately satisfied with work-life balance, they are still highly dissatisfied, perhaps because of the hours.

- **Percentage of Employees Reporting Stress:** 70%

70% of the employees suggests stress i.e., working overtime plays a significant role in workplace stress, which adversely impacts the psychological and physical wellbeing of workers.

- **Family Life Satisfaction:**

The average employee satisfaction with family life was **3.2/5**.

This suggests that extended working hours may be causing workers to spend less time with their families, and so are moderately dissatisfied with family life.

Regression Analysis:

- **Beta Coefficient (β)** for Salary: 0.45, p-value < 0.01 (Significant)

This means that work-life balance satisfaction goes up by 0.45 points with every \$10,000 salary increase (other things being equal). This shows that wages help with work-life balance. A bit more money means you're a little happier with work-life balance.

Significance: With the p-value of less than 0.01 it is evident that salary influences work-life balance in a statistically significant way

- **Beta Coefficient (β)** for Working Hours: -0.40, p-value < 0.01 (Significant)

Interpretation: This means that work-life satisfaction drops by 0.40 points for every hour worked per week more, if the rest is equal. These are the direct opposites of long working hours and work-life balance.

Statistical Relevance: The p-value is below 0.01 which suggests that the negative effects of working too much hours on work-life balance are statistically significant

- **R² Value:** 0.65, indicating that 65% of the variance in work-life balance can be explained by salary and working hours.

Analysis: So, 65 % of the difference in satisfaction with work-life balance can be traced to the independent variables salary and hours worked. The other unquantified causes are other factors like stress at work, culture and adaptability at work, for the other 35%.

Chi-Square Test:

HYPOTHESIS	CHI-SQUARE VALUE	CRITICAL VALUE	p- VALUE	RESULT
H1: High salary and work-life balance	8.24	9.488	>0.05	Fail to reject H ₀ (No significant relationship)
H2: Long working hours and mental health/family life	14.85	5.991	<0.05	Reject H ₀ (Significant negative impact)
H3: Organizational support and work-life balance	10.36	9.488	<0.05	Reject H ₀ (Significant positive effect)

6. Findings

Salary and Work-Life Balance:

Pay raise helps work-life balance, but not much. Workers in high-paid careers have higher work-life balance satisfaction, but not nearly enough to overcome the issues of working a long day.

Working Hours and Work-Life Balance:

Extended working hours deprive employees of work-life balance. If an employee works more than 50 hours a week, he/she is stressed and unhappy in their job and in their personal life.

Organizational Support:

Work-life balance has a hugely beneficial impact from organizational support (flexibility in working hours, remote work, etc.) Workers who receive flexible working were found to be more satisfied with their work-life balance.

Mental Health:

A large proportion of people (70%) said they were stressed out due to working overtime. This result indicates that high pay, while it might seem like a nifty bonus, does not reduce the mental health risks of high-stress careers.

Family Life:

The time worked and family life satisfaction were negatively related. Those working over 55 hours per week had less time with their families, and they weren't as satisfied with their families.

7. Recommendation:

For Companies: Provide flexible hours and work from home to the employees. Have work-life and mental health policies in place.

To Employees : Employees should Negotiate for more flexible hours and explore roles that offer a better balance between professional life and personal life.

For Governments: Introduce tax benefits or subsidies for companies that implement effective work-life balance policies to encourage better work environments.

Conclusion

This research shows that salary is good for work-life satisfaction, but it is not enough to prevent negative effects of excessive working hours. Highly paid workers work long hours, leading to stress, burnout, and less time with family. Work-life balance is also helped by organizational benefits like flex time. Work flexibility and a culture of respecting personal time should be increased by employers for better employee satisfaction and wellbeing.

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