



Exploring Differences in Work-Life Balance among Entrepreneurs and Corporate Workers

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Abstract

This study examines the work-life balance experiences of corporate employees and entrepreneurs, highlighting distinct patterns in work hours, income, and stress factors. Corporate employees usually work 6–8 hours, while entrepreneurs often exceed 10 hours, with more variation in income. Entrepreneurs frequently deal with financial stress and weekend work, whereas corporate employees face workload pressure and extended hours. Both groups agree that work-life balance strengthens relationships and helps reduce stress. Setting clear boundaries improves productivity for employees and work quality for entrepreneurs. Statistical analysis shows no significant link between occupation, age, or education level. Overall, the findings emphasize the need for role-specific strategies to support work-life balance.

Keywords: work-life balance, entrepreneurs, corporate employees

Introduction

Work-life balance has emerged as a critical issue in today's fast-paced, high-demand work environment. As the boundaries between personal and professional life blur, individuals across professions strive to maintain equilibrium between their work responsibilities and personal well-being. Among the diverse working population, entrepreneurs and corporate employees represent two distinct occupational groups with contrasting lifestyles, work demands, and autonomy levels. Entrepreneurs are often seen as risk-takers and visionaries, operating with flexible schedules but under constant pressure to sustain and grow their ventures. In contrast, corporate employees generally work within structured environments, with defined job roles and comparatively stable income, but often with limited control over their time.

This study aims to explore and compare the work-life balance experiences of entrepreneurs and corporate employees by examining key factors such as time management, stress levels, personal



satisfaction. By identifying similarities and differences in their challenges and coping mechanisms, the research seeks to provide meaningful insights for individuals, organizations, and policymakers to promote healthier and more productive work environments. Ultimately, understanding these differences will help tailor support systems that enhance overall well-being and performance across occupational contexts.

Work-life balance is essential for maintaining mental, emotional, and physical well-being. When work pressures become overwhelming, it can lead to burnout, stress, and deteriorating personal relationships. On the other hand, a well-maintained balance can lead to higher productivity, improved job satisfaction, and overall life satisfaction.

The balance is often dependent on various factors, including the type of job, the workplace culture, the level of autonomy, and personal circumstances. For example, entrepreneurs may have more flexibility but also face significant pressures to ensure their business succeeds, often working longer hours with little downtime. Corporate employees, while benefiting from more structured hours, can still experience high levels of stress due to workload demands, expectations, and organizational pressures.

Work-Life Balance of Entrepreneurs

The work-life balance of entrepreneurs refers to the ability of business owners to manage their work responsibilities and personal life in a way that neither one overwhelms the other. Entrepreneurs often face long hours, stress, and many tasks, but having good work-life balance means finding time for both work and personal activities, like family, health, and relaxation. It's about avoiding burnout by making time for rest while still focusing on growing and managing the business. Ultimately, it's about creating a healthy balance that supports both personal well-being and professional success.

Importance of Work-Life Balance for Entrepreneurs:

Entrepreneurs play a crucial role in the economy and society. Their importance extends across various dimensions, as they bring innovation, create jobs, and contribute to economic growth. Here's a breakdown of why entrepreneurs are so important:

Enhanced Productivity

Being more productive can lead to achieving your goals efficiently. Here are some strategies to



enhance productivity:

- **Time Management:** Utilize techniques like the Pomodoro Technique, where you work for a set period and then take a short break.
- **Prioritization:** Identify and focus on high-priority tasks first.
- **Minimizing Distractions:** Create a work environment that reduces interruptions and distractions.
- **Goal Setting:** Set clear, achievable goals to stay motivated and on track.
- **Organized Workspace:** Keep your workspace tidy and organized to improve focus.

Healthier Relationships

Building and maintaining healthy relationships is crucial for a fulfilling life. Key aspects include:

- **Effective Communication:** Open and honest communication is the foundation of strong relationships.
- **Empathy and Understanding:** Being empathetic and understanding others' perspectives strengthens connections.
- **Quality Time:** Spending quality time with loved ones fosters deeper bonds.
- **Conflict Resolution:** Addressing conflicts constructively and finding mutually beneficial solutions is important.
- **Boundaries:** Setting and respecting boundaries ensures that relationships are healthy and balanced.

Increased Creativity

Creativity can be nurtured through various activities and mindsets. Ways to increase creativity include:

- **Exploring New Experiences:** Trying new activities and exploring different fields can spark creativity.
- **Collaborating with Others:** Working with others can bring fresh ideas and perspectives.
- **Creative Outlets:** Engage in creative activities like drawing, writing, or playing music.
- **Relaxation and Daydreaming:** Allowing yourself time to relax and daydream can lead



to innovative ideas.

- **Continual Learning:** Learning new skills and acquiring knowledge can inspire creative thinking.

Setting a Positive Example

Being a role model can have a positive impact on those around you. Ways to set a positive example include:

- **Consistency:** Demonstrate consistency in your actions and values.
- **Positive Behavior:** Exhibit behaviors such as kindness, honesty, and integrity.
- **Encouragement:** Encourage others to strive for their best and support their growth.
- **Leading by Example:** Practice what you preach and embody the qualities you advocate for.
- **Positive Attitude:** Maintain a positive attitude and approach challenges with optimism.

Challenges Faced by Entrepreneurs in Achieving Work-Life Balance:

- **Unpredictable income:** Irregular income can create financial stress and uncertainty.
- **Long working hours:** Entrepreneurs often work long hours, including evenings and weekends.
- **Blurred boundaries:** Difficulty separating work and personal life can lead to burnout.
- **High stress levels:** Financial pressures, uncertainty, and responsibility can cause high stress levels.
- **Limited resources:** Limited time, money, and support staff can make it challenging to achieve work-life balance.
- **Constant availability:** Feeling obligated to be constantly available to clients, customers, or employees.
- **Lack of benefits:** Entrepreneurs may not have access to benefits like health insurance, retirement plans, or paid time off.

Work-Life Balance of Corporate Employees

Work-life balance for corporate employees refers to the ability to manage the demands of their job while also having enough time and energy to focus on personal activities, like spending time with family, hobbies, and self-care. It means not allowing work to take up all their time



and mental space, so they can lead a fulfilling personal life outside of their job. A good work-life balance helps employees stay healthy, reduce stress, and improve job satisfaction while maintaining productivity at work. It's about finding the right mix of professional responsibilities and personal well-being.

Importance of Work-Life Balance for Corporate Employees:

The importance of **work-life balance** for corporate employees cannot be overstated. It has a profound impact on their well-being, productivity, and the overall success of the organization. A good work-life balance is crucial not only for individual employees but also for the company as a whole. Here's why it matters:

1. Improved Mental and Physical Health

- **Reduced Stress and Burnout:** When employees are able to balance their work and personal lives, they are less likely to experience chronic stress, burnout, and anxiety. Long working hours and constant pressure can lead to mental exhaustion, which negatively impacts productivity and engagement.
- **Better Physical Health:** A healthy work-life balance gives employees time to rest, exercise, and focus on their health. Poor work-life balance can lead to physical health problems like insomnia, high blood pressure, and cardiovascular issues. By allowing time for self-care, employees are healthier and more energized.

2. Increased Productivity and Efficiency

- **Focused Work Hours:** Employees who have a proper balance are more likely to be productive during their working hours. By having time to recharge and manage personal commitments, they come to work more focused and motivated, leading to higher output.
- **Reduced Absenteeism:** When employees maintain a good work-life balance, they are less likely to need sick days or time off due to stress-related illnesses. This leads to higher attendance and better overall productivity.

3. Improved Employee Engagement and Morale

- **Increased Motivation:** Employees who maintain a healthy work-life balance feel valued by their employer, which enhances their overall morale and motivation to contribute effectively to the company's goals.



- **Creativity and Innovation:** When employees have time to rest and recharge, they come back with fresh ideas and a greater ability to think creatively. A balanced lifestyle allows them to find new solutions to challenges and contribute to the company's innovation.

4. Long-Term Career Success

- **Sustainable Performance:** Long-term success at work depends on consistent performance over time. A balanced approach helps employees avoid burnout and maintain steady productivity, leading to a longer and more fulfilling career.
- **Personal Growth:** Having time for personal pursuits and family can help employees grow as individuals, which in turn can enhance their ability to contribute professionally. People who have a healthy balance often possess better time management and stress management skills, which benefits their professional life.

5. Flexibility in the Modern Workplace

- **Adaptability:** In today's digital world, employees can work from almost anywhere. Offering flexible working hours and remote work options helps employees balance their professional and personal lives more effectively. This adaptability is essential for attracting and retaining talent in the modern workplace.
- **Technological Solutions:** With advances in technology, companies can offer employees more flexibility while still maintaining productivity. Virtual meetings, cloud-based collaboration tools, and project management software allow employees to work remotely without sacrificing the quality of their work.

Challenges Faced by Corporate Employees in Achieving Work-Life Balance:

- **Limited flexibility:** Inflexible work schedules can make it difficult to balance work and personal life.
- **High expectations:** Meeting high performance expectations can lead to long working hours and stress.
- **Office politics:** Navigating office politics and bureaucracy can be challenging and time-consuming.
- **Limited autonomy:** Having limited control over work schedules and tasks can be frustrating.



- **Commuting time:** Long commutes can reduce time available for personal activities.
- **Pressure to be constantly connected:** Feeling obligated to be constantly available to colleagues, managers, or clients.
- **Burnout:** Prolonged stress and pressure can lead to burnout.

Literature Review

(Kio, okoro, George, & Emmanuel, p. 2024). The research studies about the ethical principles and moral codes of conduct by both entrepreneurs and employees shows a modest but positive relationship with financial performance, market performance, and customer satisfaction among SMEs. In today's dynamic and competitive business environment, upholding moral standards is essential for sustaining business objectives and contributing to broader economic growth. While the immediate impact may appear limited, consistent adherence to ethical practices can foster trust, enhance reputation, and lead to improved performance over time. Therefore, it is vital for both entrepreneurs and their teams to strengthen their commitment to ethical conduct. This long-term investment in moral principles can serve as a catalyst for sustainable business success and societal development.

(Tahir, 2022) Entrepreneurship presents a distinct career path with unique work-life balance (WLB) challenges and opportunities. This study, focused on the UAE, explores how entrepreneurs manage personal and professional boundaries, emphasizing the role of boundary-management strategies and subjective experiences. It reveals that achieving role balance can enhance self-esteem and satisfaction, offering benefits beyond traditional WLB models. The findings highlight the need to examine entrepreneurial WLB separately from that of employees, as their experiences and pressures differ significantly. Overall, the study contributes to a deeper understanding of WLB in entrepreneurial contexts through a more nuanced, qualitative lens.

(Aruldoss , Kowalski, & Parayitam, 2021) The hierarchical regression results indicated that QWL is negatively related to job stress, positively related to job satisfaction and positively related to job commitment. The results also indicated that job stress is negatively related to WLB, job satisfaction is positively related to WLB and job commitment is positively related to WLB. The results also show partial mediation of job stress, job satisfaction, and job commitment in the relationship between QWL and WLB.

(Christy, et al., 2021) The study concludes that entrepreneurs significantly influence their own work-life balance, largely through their self-efficacy and mental resilience. Male entrepreneurs, in particular, should focus on strengthening these qualities. Higher levels of psychological



capital (PSYCAP) are linked to better health, stronger social support, and effective time management. Educational institutions have a key role to play—not just in teaching business skills, but also in building students’ psychological strengths. Enhancing PSYCAP can better prepare future entrepreneurs to manage both business challenges and personal well-being.

(Rekha, 2021) Rural entrepreneurship plays an important role for economic development in developing countries like India. Rural entrepreneurship helps in developing the backward regions and thereby removing poverty. Government should go for appraisal of rural entrepreneur development program in order to uplift rural areas and thereby increasing economic development. Without rural industrialization it would not be easy to solve the problems of unemployment in rural areas. Rural entrepreneurship can be considered one of the solutions to reduce poverty, migration, economic disparity, unemployment and to develop rural areas and backward regions.

(Pathiranage, Jayatilake, & Abeysekera, 2020) The conclusion of the paper emphasizes that organizational culture plays a crucial role in enhancing corporate performance and serves as a source of sustainable competitive advantage. It highlights that a lack of cultural integration among member companies is a key factor contributing to the failure of corporate groups. The paper suggests that strengthening organizational culture can lead to improved performance. It also points out that while many business managers acknowledge the importance of organizational culture, a significant gap remains in aligning culture with business strategy. Further research is recommended to explore how to establish an effective organizational culture and its impact on corporate performance.

Literature Review Gap:

Although interest in work-life balance (WLB) is increasing, key research gaps persist. There is a shortage of direct comparisons between entrepreneurs and corporate employees, especially in terms of stress, job satisfaction, and working hours. Gender-specific experiences and the impact of work on family life are also under-researched. Additionally, data on actual work hours across both groups is limited.



Significance of the Study

1. The study will help entrepreneurs learn to manage stress and workload.
2. The study will help corporate companies explore flexible work policies to support employees.
3. The study will help future entrepreneurs and employees by providing insights into suitable work styles.
4. The study can contribute to better productivity, job satisfaction, and overall quality of life.
5. The study will help businesses design policies that enhance employee well-being.
6. The study will help policymakers create regulations that support healthier work environments.

Objectives of the Study

1. To identify the main challenges to achieving work life balance in both sectors.
2. To examine how work life balance affects relationship and social life in both professions.
3. To identify the reason that distract work life balance
4. To identify the relation between occupation and age.
5. To identify the relation between education qualification and occupation.
6. To check if the variation in education levels is the same and to see if different education levels affect opinions on work-life balance among Entrepreneurs.
7. To check if the variation in education levels is the same and to see if different education levels affect opinions on work-life balance among corporate employees.

Research Methodology

Research Design: Descriptive research and Hypothesis testing.

Data Sources:

Secondary Data: Secondary data sources are journals, Web Portals, etc. of previous year.

Primary Data: Individuals from different regions of Ahmedabad. Via. Google form

Research Approach: Survey method

Research Instrument: Structured questionnaire

Data Collection Tool: Google Form for Questionnaire Distribution



Sampling Design:

Sampling Frame: work-life balance of entrepreneurs and corporate employees

Sampling Unit: Age group starting from 18 years and above

Sample Size: 400

Sampling Technique: Simple Random Sampling Method

Scope of the Study

1. Comparative Analysis:

The study focuses on comparing the daily work routines of corporate employees and entrepreneurs to understand how their work-life balance differs.

2. Challenges Identification:

The research aims to identify the main challenges faced by both corporate employees and entrepreneurs in achieving a healthy work-life balance.

3. Impact on Relationships:

The study examines how work-life balance affects personal relationships and social life in both professional settings.

4. Workplace Environment:

It assesses the influence of workplace environment on work-life balance, exploring factors like workplace culture, support systems, and organizational policies.

5. Personal and Family Commitments:

The research explores how both corporate employees and entrepreneurs prioritize family time and personal commitments amidst their professional responsibilities.

6. Women Entrepreneurs:

A specific focus is given to understanding the family-related factors influencing women entrepreneurs in micro-enterprises.

Limitations of the Study

1. The analysis is completely based on the information provided by the entrepreneurs and corporate employees and hence could be biased.
2. The study may focus on a small area and miss other important factors.
3. Limited time can prevent detail research or long-term analysis.

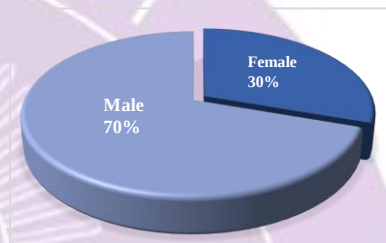


4. Personal opinions or biases may influence the responses.
5. Findings may not apply to all people, jobs, or locations.
6. Some data may be inaccurate if based on personal opinions.
7. Privacy rules may limit the type of data that can be collected.
8. There may not be enough past research to compare with the findings.

DATA ANALYSIS & INTERPRETATION

Gender

Particular	Frequency	Percent
Female	121	30
Male	279	70
Total	400	100.0

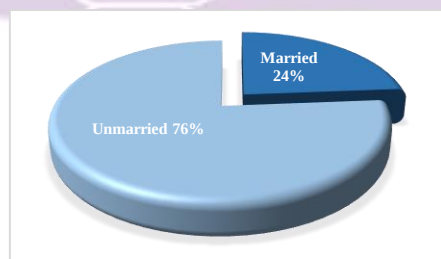


Interpretation:

From the data of 400 respondents, more than respondents are males 70% and rest are females 30%. This highlights a significantly higher proportion of male participants as compared to females.

Marital status

Particular	Frequency	Percent
Married	95	23.7
Single	305	76.3
Total	400	100.0



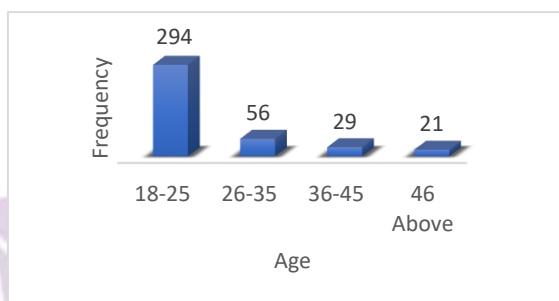
Interpretation:

The data shows the marital status of 400 people. 23.7% are married, while 76.3% are single. This means that most people in the group are single, while a smaller portion is married.



Age

Particular	Frequency	Percent
18-25	294	73.5
26-35	56	14.0
36-45	29	7.3
46 Above	21	5.3
Total	400	100.0

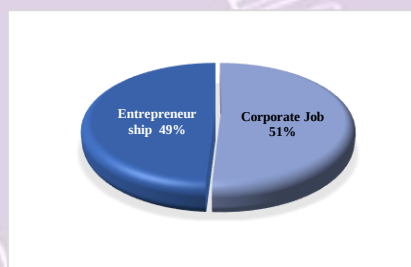


Interpretation:

The data shows the education qualifications of 400 individuals. Most people 58.8% are graduates, followed by 12th-pass 18.8% and postgraduates 16.5%. The smallest group 6.0% completed only the 10th grade, showing that most have higher education.

Occupation

Particular	Frequency	Percent
Corporate Job	204	51.0
Entrepreneurship	196	49.0
Total	400	100.0

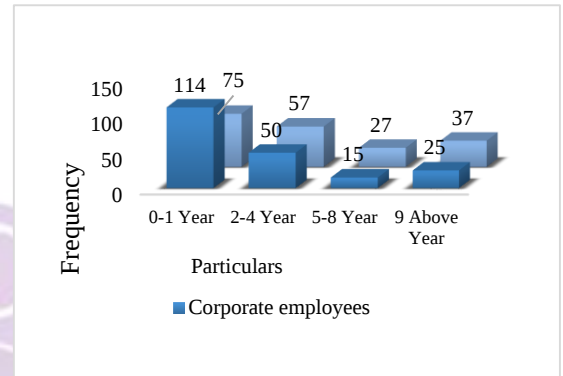


Interpretation:

The data represents the distribution of 400 individuals between two career paths: corporate jobs and entrepreneurship. A majority of the participants 51%, are employed in corporate jobs 49% have pursued entrepreneurship.

Work Experience

Particulars	Corporate employees		Entrepreneurs	
	Frequency	Percent	Frequency	Percent
0-1 Year	114	55.9	75	38.3
2-4 Year	50	24.5	57	29.1
5-8 Year	15	7.4	27	13.8
9 Above Year	25	12.3	37	18.9
Total	204	100.0	196	100.0

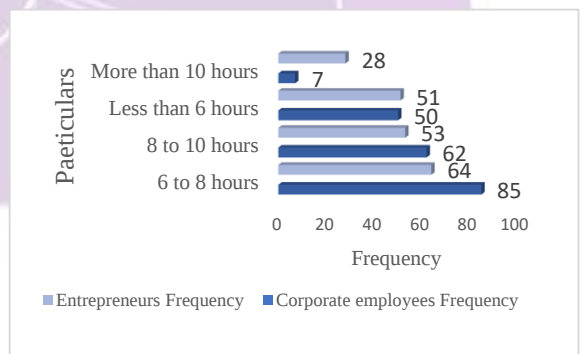


Interpretation:

The data shows that most corporate employees 55.9% have 0-1 year of experience, while fewer have 9+ years 12.3%. Entrepreneurs have a more balanced spread, with 38.3% in 0-1 year and 18.9% in 9+ years. This suggests that corporate jobs attract more fresher's, while entrepreneurship has more experienced individuals.

Working Hours per day

Particulars	Corporate employees		Entrepreneurs	
	Frequency	Percent	Frequency	Percent
6 to 8 hours	85	41.7	64	32.7
8 to 10 hours	62	30.4	53	27.0
Less than 6 hours	50	24.5	51	26.0
More than 10 hours	7	3.4	28	14.3
Total	204	100.0	196	100.0



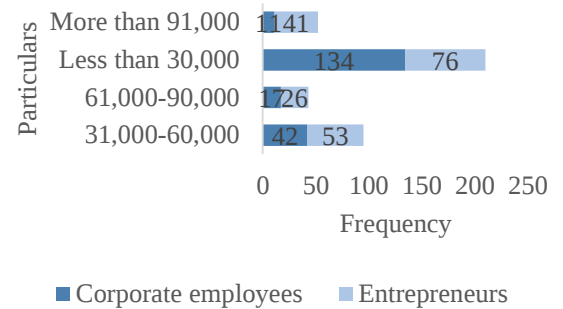
Interpretation:

Most corporate employees 41.7% and a large portion of entrepreneurs 32.7% work a standard 6-8 hours per day. A significantly larger percentage of entrepreneurs 14.3% work over 10 hours compared to corporate employees 3.4% .



Earning per month

Particulars	Corporate employees		Entrepreneurs	
	Frequency	Percent	Frequency	Percent
31,000-60,000	42	20.6	53	27.0
61,000-90,000	17	8.3	26	13.3
Less than 30,000	134	65.7	76	38.8
More than 91,000	11	5.4	41	20.9
Total	204	100.0	196	100.0



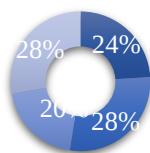
Interpretation:

Most corporate employees 65.7% earn less, while fewer 5.4% make high incomes. Entrepreneurs have a wider income range, with 38.8% earning less and 20.9% making more than 91,000, showing greater income potential in entrepreneurship.

Challenges in achieving work-life balance?

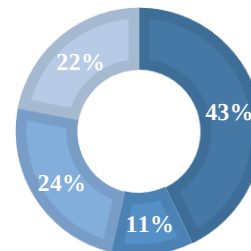
Particulars	Corporate employees		Particulars	Entrepreneurs	
	Frequency	Percent		Frequency	Percent
Difficulty in taking time off	49	24.0	Balancing personal and business responsibilities	84	42.9
High workload and pressure	58	28.4	Difficulty in delegating tasks	21	10.7
Limited support from colleagues or management	40	19.6	High stress and pressure	48	24.5
Long working hours	57	27.9	Unpredictable work hours	43	21.9
Total	204	100.0	Total	196	100

Corporate employees



- Difficulty in taking time off
- High workload and pressure
- Limited support from colleagues or management
- Long working hours

Entrepreneurs



- Balancing personal and business responsibilities (વ્યક્તિગત અને વ્યવસાયિક જવાબદારીઓનું સંતુલન)
- Difficulty in delegating tasks (કાર્યો સોંપવામાં મુશ્કેલી)
- High stress and pressure (ઉચ્ચ તણાવ અને દબાણ)
- Unpredictable work hours (અણધારી કામના કલાકો)

Interpretation:

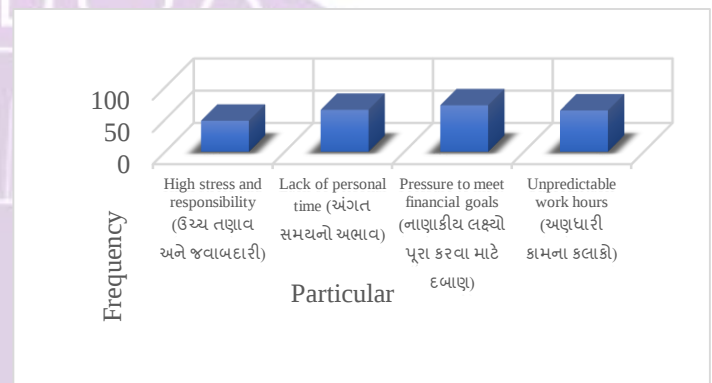
Corporate employees face the most difficulty with high workload and pressure (28.4%), while the least issue is limited support (19.6%).

Interpretation:

Entrepreneurs struggle most with balancing personal and business responsibilities (42.9%), while the least concern is difficulty in delegating tasks (10.7%).

Causes of work life imbalance

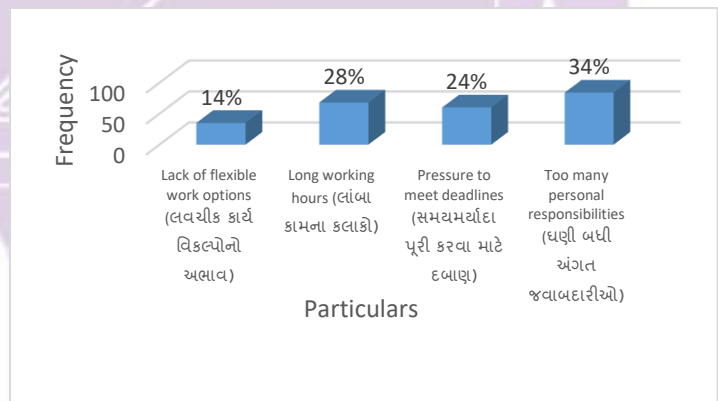
Entrepreneurs		
Particular	Frequency	Percent
High stress and responsibility	48	19.28
Lack of personal time	65	26.10
Pressure to meet financial goals	72	28.92
Unpredictable work hours	64	25.70
Grand total	249	100.00



Interpretation:

Entrepreneurs face the most challenge with pressure to meet financial goals (28.92%), while high stress and responsibility (19.28%) is the least concern. Lack of personal time and unpredictable work hours are also major issues.

Corporate Employees		
Particulars	Frequency	Percent
Lack of flexible work options	35	14
Long working hours	68	28
Pressure to meet deadlines	60	24
Too many personal responsibilities	84	34
grand total	247	100

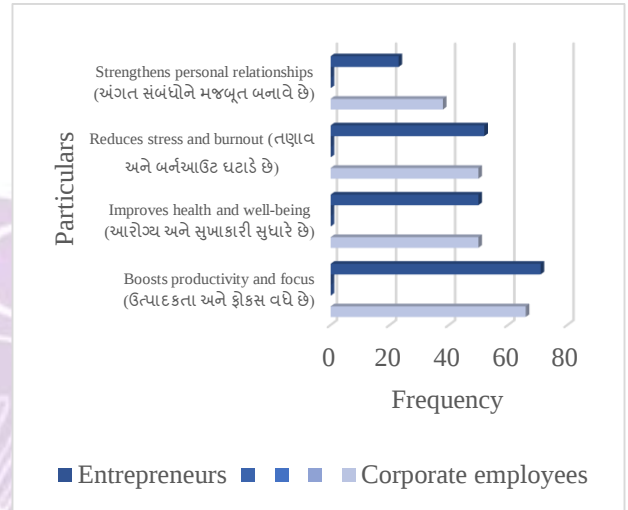


Interpretation:

Corporate employees face the biggest challenge with too many personal responsibilities (34%), while lack of flexible work options (14%) is the least concern. Long working hours and pressure to meet deadlines are also major issues.

Benefits of work-life balance

Particular	Corporate employees		Particular	Entrepreneurs	
	Frequency	Percent		Frequency	Percent
Boosts productivity and focus	66	32.4	Improve mental and physical health	71	36.2
Improves health and well-being	50	24.5	Increases productivity and focus	50	25.5
Reduces stress and burnout	50	24.5	Reduces stress and burnout	52	26.5
Strengthens personal relationships	38	18.6	Strengthens personal relationships	23	11.7
Total	204	100.0	Total	196	100.0



Interpretation:

For corporate employees, the most common response is "sometimes" (53.9%), while the least common is "always" (6.9%).

Among entrepreneurs, "sometimes" (50.0%) is also the most common, while "always" (8.7%) is the least frequent.

Hypothesis Testing

Chi-Square

H_0 : There is no association between Occupation and Age.

H_1 : There is an association between Occupation and Age.



Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.008 ^a	3	.571
Likelihood Ratio	2.012	3	.570
N of Valid Cases	400		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 10.29.			

Interpretation:

As $p (0.571) > 0.05$, We **Accept H_0** and conclude that there is no association between Occupation and Age. (Corporate Job or Entrepreneurship).

H_0 : There is no association between Occupation and Education Qualification

H_1 : There is an association between Occupation and Education Qualification.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.788 ^a	3	.122
Likelihood Ratio	5.844	3	.119
N of Valid Cases	400		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 11.76.			

Interpretation:

As $p (0.122) > 0.05$, We **Accept H_0** and conclude that there is no association between Occupation and Education Qualification. (Corporate Job or Entrepreneurship).

Analysis of Variance (ANOVA)

H_0 : Variance of various Education Qualification is same.

H_1 : Variance of various Education Qualification is not same.



Test of Homogeneity of Variances			
Education Qualification			
Levene Statistic	df1	df2	Sig.
.886	3	192	.450

$p - value (0.450) = 0.05$ We **Accept H_0** and conclude that the variance of various education qualification is same.

H_0 : The mean opinion about work life balance is equal in relation with Educational Qualification.

H_1 : The mean opinion about work life balance is not equal in relation with Educational Qualification. (Entrepreneurs)

ANOVA					
Education Qualification					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.979	3	.326	.712	.546
Within Groups	88.082	192	.459		
Total	89.061	195			

$p - value (0.546) > 0.05$, we **Accept H_0** and conclude that the mean opinion about work life balance is equal in relation with Educational Qualification.

H_0 : Variance of various Education Qualification is same.

H_1 : Variance of various Education Qualification is not same.

Test of Homogeneity of Variances			
Education Qualification			
Levene Statistic	df1	df2	Sig.
1.411	3	200	.241

$p - value (0.241) = 0.05$ We **Accept H_0** and conclude that the variance of various education qualification is same.

H_0 : The mean opinion about work life balance is equal in relation with Educational Qualification.

H_1 : The mean opinion about work life balance is not equal in relation with Educational Qualification.



ANOVA					
Education Qualification					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.729	3	.910	1.533	.207
Within Groups	118.722	200	.594		
Total	121.452	203			

$p - value (0.207) > 0.05$, we **Accept H_0** and conclude that the mean opinion about work life balance is equal in relation with Educational Qualification.

FINDINGS

1. According to our research, corporate employees and entrepreneurs have different experiences. Most work 6-8 hours, but entrepreneurs often work over 10. Entrepreneurs also have a wider income range, with more high earners.
2. According to our research, corporate employees face workload pressure and long hours, while entrepreneurs struggle to balance business and personal life, with financial stress being their biggest challenge.
3. According to our research, both corporate employees and entrepreneurs believe that a positive work-life balance helps strengthen relationships rather than causing issues.
4. According to our research, both corporate employees and entrepreneurs feel stressed at times. Setting clear work-life boundaries helps, boosting work quality for entrepreneurs and productivity for employees.
5. According to our research, a good work-life balance helps people spend time with family and build strong relationships. However, many, especially entrepreneurs, often work on weekends.
6. According to our research, statistical analysis shows no significant relationship between occupation and age.
7. According to our research, statistical analysis shows no significant relationship between education qualification and occupation.
8. According to our data, education level does not significantly impact opinions on work-life balance, as there is no major difference in variance or mean opinions.



9. According to our data, education level does not significantly impact opinions on work-life balance among corporate employees, as there is no major difference in variance or mean opinions.

Recommendations

For Entrepreneurs:

1. Set Boundaries for Working Hours:

Entrepreneurs often feel the pressure to work constantly, but setting clear work hours helps manage energy and time effectively. Designate specific hours for work and personal time to avoid burnout.

2. Delegate and Outsource:

Recognize that you can't do everything. Delegate tasks that others can handle or outsource areas that don't require your direct attention. This reduces stress and frees up time for personal activities.

3. Prioritize Self-Care:

Make time for physical activity, meditation, or hobbies. Taking care of your mental and physical health improves decision-making, creativity, and productivity.

4. Establish Support Systems:

Surround yourself with a reliable support system, including mentors, advisors, family, and friends, to reduce stress and share burdens.

For Corporate Employees:

1. Set Clear Work Hours:

Like entrepreneurs, corporate employees should establish boundaries between work and personal life. Use tools like calendars and alarms to signal the end of work hours.

2. Limit After-Hours Work Communication:

Avoid checking emails or taking calls after work hours unless absolutely necessary. Disconnecting allows for better mental recovery.

3. Prioritize Tasks:

Focus on completing high-priority tasks during work hours. Use productivity techniques such as the Pomodoro method to stay focused and efficient, reducing the need for late-night work.



4. Maintain a Healthy Social Life:

Engage in social activities outside of work to nurture personal relationships and avoid isolating yourself in the work environment.

For Both Groups:

1. Time Management:

Effective time management tools (e.g., to-do lists, task prioritization) are essential for both entrepreneurs and employees to balance professional and personal lives.

2. Learn Stress Management:

Techniques like mindfulness, breathing exercises, and regular physical activity can help mitigate stress from work.

3. Set Realistic Expectations:

Whether you're running a business or working for a corporation, setting realistic goals helps reduce unnecessary pressure and fosters healthier work habits.

4. Focus on Quality Over Quantity:

Prioritize tasks that provide value. Focusing on important tasks rather than overloading yourself with unimportant ones ensures that you can maintain both productivity and well-being.

Conclusion

The research highlights distinct differences in the work-life balance experiences of corporate employees and entrepreneurs. While corporate employees generally work 6–8 hours a day, entrepreneurs often exceed 10 hours, with the latter also showing a broader and more variable income range. Corporate employees commonly face workload pressure, whereas entrepreneurs deal with financial stress and challenges in maintaining personal time, often working on weekends. Despite these challenges, both groups strongly agree that a healthy work-life balance contributes positively to personal relationships and overall well-being. Stress is prevalent across both groups, but establishing clear boundaries between work and personal life improves productivity and work quality. Importantly, statistical analysis shows that neither occupation nor age, nor education level significantly affects perceptions of work-life balance. This suggests that the value placed on work-life harmony is broadly shared, regardless of demographic



factors. Ultimately, maintaining balance through mindful time management and prioritizing personal well-being is essential for both professional success and personal fulfillment.

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