

Impact of Green Work-Life Balance on Employee Productivity and Satisfaction in the Real Estate Sector: An Empirical Study

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Abstract: This study analyses the impact of green work-life balance (GWLB) on employees' productivity and satisfaction by determining the factors that influence work-life balance in the real estate sector. It further explores the relationship between these factors and demographics of the employees in the Delhi-National Capital Region (Delhi-NCR). A survey was conducted by employing a structured questionnaire to collect data from 156 respondents who are currently working in the real estate sector. Multivariate techniques like the relative importance index, ANOVA and factor analysis have been used to analyse the data. Results report that five constructs, viz., job autonomy, organizational support, leadership role, work-family conflict and HR policy on green concepts accounting for 70.4% variation. Further, it is revealed that people above 40 years are more satisfied. The results may however differ for the rest of the country because of different perception, personality and lifestyle beyond the population under study at the Delhi-NCR.

Keywords: Green Work-Life Balance, Employee Productivity, Employee Satisfaction, Demographics, Real Estate Sector

JEL Classification Number: J1, R3, Q5, Q2

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