

Relationship among Leadership Behavior, Work Life Balance, Work Environment to Employee Engagement and their Impact on Organizational Sustainability

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Abstract: This study examines how leadership behavior, work–life balance, and the work environment relate to employee engagement and organizational sustainability. Research on what drives engagement and sustainability within the diverse workforce of Chhattisgarh is still limited; this created a clear need for this investigation. The core objective was to understand how these organizational factors interact with employee engagement and how they collectively influence sustainability outcomes. The study was carried out among employees from different sectors across Chhattisgarh. Data were gathered through structured questionnaires, and responses were received from 104 participants. The dataset was analyzed using descriptive statistics such as mean, standard deviation, and correlation coefficients. Reliability testing ensured the consistency of the measurement tools. Regression analysis was then applied to assess the influence of leadership behavior, work–life balance, and work environment on employee engagement and organizational sustainability. The results indicate that leadership behavior, work–life balance, and a supportive work environment are positively associated with employee engagement. The findings also highlight that employee engagement acts as an important channel through which these factors contribute to organizational sustainability. In other words, higher engagement strengthens the connection between organizational practices and long-term sustainability outcomes. The study suggests that future research could benefit from longitudinal approaches, cross-cultural comparisons, and mixed-method designs to build a deeper understanding of these relationships. The insights from this research are useful for managers, HR professionals, and organizational leaders, as they underscore the value of integrating employee-centric HR practices into broader sustainability strategies. Engaged employees play a crucial role in enhancing an organization’s resilience, adaptability, and long-term competitiveness.

Keywords: Employee Engagement, Leadership Behavior, Work life Balance, Work Environment, Organizational Sustainability

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