

## **WORK-LIFE BALANCE IN THE PUBLIC SECTOR: STRATEGIES FOR IMPROVING EMPLOYEE WELL-BEING**

**Petinez, Lovely Jimfrely A.**

World Citi Colleges; Quezon City

**PHILIPPINES**

Email: lovejptnz.20@gmail.com

**Donah Mae B**

World Citi Colleges; Quezon City

**PHILIPPINES**

Email: donahmaereyes@gmail.com

**San Antonio, Noime P**

World Citi Colleges; Quezon City

**PHILIPPINES**

Email: noimesanantonio@gmail.com

### **ABSTRACT**

The study therefore looks at the issue of work-life balance in the public sector and identifies effective strategies for enhancing employee well-being. Based on a comprehensive analysis of the demographic profiles of public sector employees, some key factors affecting their work-life balance are outlined, including role conflict, role overload, role clarity, autonomy support, competence development, and fostering relatedness. We find that most of the employees in our sample experience significant role conflict and overload, leading to stress and lower job satisfaction. Conversely, clear roles and strong interpersonal relationships contribute positively to employee well-being. The results thus highlight the need for public organizations to introduce supportive measures such as autonomy promotion, provision of skill development opportunities, and enhancing teamwork to improve overall employee engagement and satisfaction. This supports the personal life besides the professional responsibilities of an individual and thus creates a healthier work environment.

**Keywords:** Autonomy support, Employee well-being, job satisfaction, public sector, Role conflict, Teamwork, Work-life balance.