

Relationship Between Work- Life Balance and Quality of Life Among Millennials and Generation Z: A Correlation and Independent T Test Study

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ABSTRACT:

The present study aimed to investigate the relationship between Work-Life Balance (WLB) and Quality of Life (QOL) among Millennials and Generation Z employees through a quantitative correlational research design. To achieve this purpose, the Work-Life Balance Scale (Hayman, 2005) and the Quality of Life Scale (Schalock & Keith, 1993) were used to collect data from 200 employees of different sectors and industries, comprising 129 Millennials and 71 members of Generation Z. The results of the present quantitative study revealed through descriptive statistics that the mean for QOL is 83.74 (SD = 9.037), and the mean for WLB is 38.93 (SD = 7.949). Furthermore, the findings of the present quantitative study revealed through inferential statistics that there is a positive correlation between Work-Life Balance and Quality of Life at a 95% confidence interval ($r = 0.160$, $p = 0.024$), indicating that as work-life balance improves, quality of life also increases. Additionally, the findings revealed through independent samples t-test statistics that there is a significant difference between the two generations regarding their quality of life at a 95% confidence interval ($t(180.98) = -2.221$, $p = 0.028$), as Generation Z reported a higher mean for QOL (85.48) than Millennials (82.78). On the other hand, no significant difference was reported between the two generations regarding their levels of work-life balance at a 95% confidence interval ($p = 0.448$).

Keywords: Work-Life Balance, Quality of Life, Millennials, Generation Z, Correlational Study.

INTRODUCTION

The concept of work-life balance (WLB) emerged during the industrial era but gained significant academic attention in the 1970s and 1980s as women entered the workforce in larger numbers. Traditionally, "balance" was defined as a clear separation between the office and the home. However, the advent of the internet and mobile technology has blurred these lines, creating an "always-on" culture where work follows the individual everywhere via smartphones. In the modern corporate landscape, Millennials (born roughly between 1981 and 1996) and Generation Z (born between 1997 and 2012) constitute the majority of the global workforce. Emerging evidence suggests that both generations place a high value on work-

life balance, often seeking flexible work arrangements and supportive workplace policies that enhance personal well-being and job satisfaction. Despite these shared preferences, generational differences in attitudes and motivations are apparent. For instance, Generation Z frequently emphasizes the holistic integration of work and personal life rather than strict boundary separation, prioritizing mental health and flexibility more strongly than previous populations. Quality of Life (QOL) is a multidimensional construct encompassing psychological well-being, satisfaction with life roles, and overall life fulfillment. It is heavily influenced by how effectively individuals negotiate the competing demands of work and personal life. When work-life balance is compromised, it often leads to increased stress, burnout, and a decline in overall life satisfaction. Conversely, a healthy balance allows employees to remain productive while maintaining their physical and mental health. Understanding the relationship between these two variables is crucial for organizations aiming to retain talent and foster a healthy work environment. While many studies have explored work-life balance in general, there is a need to specifically compare how it impacts the quality of life across these two distinct younger generations. This study aims to fill that gap by examining the correlation between work-life balance and quality of life among Millennials and Generation Z employees, providing insights into whether one generation manages these boundaries more effectively than the other.

Definition of Work-Life Balance (WLB)

Hayman, j. (2005): Work-life balance is defined as the individual's perception of the equilibrium between work and life demands.

Clark (2000), "work and family life are two separate domains connected by a boundary that needs to be managed."

Kanter (1977) stated that experiences, emotions, and behaviors from one domain of life can spill over into another domain of life and impact an individual's overall functioning and well-being.

Definition of Quality of Life (QOL)

Schalock, R. L., & Keith, K. D. (1993): Quality of life is defined as the individual's perception of their overall well-being in life.

Sen (1985) argued that quality of life was not measured by the amount of income or material goods possessed by people, but rather by the freedom of choice people have to live the kind of life they want.

REVIEW OF LITERATURE:

A. F. and Kusmaryani (2025) carried out a quantitative study involving 286 Generation Z employees. The aim of the study was to explore the relationship between quality of work life, QWL and work engagement. The researchers used a QWL scale based on Walton's model, which included total life space, constitutionalism, etc. The researchers also applied the Utrecht Work Engagement Scale, which measured work engagement through vigor, dedication, and absorption. The findings showed that quality of work life significantly predicted work engagement among Generation Z employees.

Waworuntu, E. C., Kainde, S. J. R., & Mandagi, D. W. (2022). Work-life balance, job satisfaction and performance among Millennial and Gen Z employees. To systematically review literature on the impact of work-life balance and job satisfaction on employee performance for Millennials and Gen Z. 35 peer Tool Used is the Systematic literature review of empirical studies from 2018-2022. Work-life balance and job satisfaction are positively related to performance for Millennials and Gen Z. Flexible work hours and leave policies are desired by both generations for work-life balance. Gen Z also has idealistic work and growth orientations.

Julianti, N., & Mardianty, D. (2025). Work-life balance and burnout on job satisfaction among Generation Z. *Conscientia Beam Journal*, 2025. A quantitative study consisting of 110 Gen Z employees in Jakarta, work-life balance positively predicted job satisfaction and psychological well-being, with psychological well-being mediating this relationship.

RESEARCH METHODOLOGY

Research Question :

The study aims to determine the relationship between Work-Life Balance and Quality of Life among Millennials and Generation Z.

Objectives:

- To Evaluate the extent of work-life balance among Millennials and Generation Z.
- To Examine the quality of life among Millennials and Generation Z.
- To Analyze the relationship and determine if work-life balance is a significant predictor of quality of life.

Hypothesis :

Ho: There is no significant relationship between work-life balance and quality of life among Millennials and Generation Z employees

Research Design :

The research employs the methodology of quantitative correlational research to analyze the correlation among the variables without any manipulation of these variables.

Independent Variable: Work-life balance.

Dependent Variable: Quality of Life.

Sampling Technique

Through Convenience sampling and it is a non-probability sampling technique. Sample Size, Total of 250 people have been taken for analysis purposes.

Participants: Working individuals belonging to both Millennial Generation (1981 – 1996) and Gen Z (1997 - 2012).

Data Collection

Data was obtained by administering self-administered questionnaires via face-to-face mode. Participants were oriented about the objectives of the study, and ensured their privacy before participating.

Tool Description:

Work-Life Balance (WLB) Scale: J. Hayman (2005). This is a five-point Likert-type scale. 15- item instrument scale. self-reported instrument measures three dimensions – work-life interference, life-work interference, and work/personal life enhancement.

Quality of Life (QOL) Scale: Robert L. Schalock & Kenneth D. Keith (1993) The eight dimensions include personal development, emotional health, and social inclusion. 40- item instrumental scale. Measuring the quality of life of the individual.

Statistical Analysis

Data analysis involves:

Descriptive Statistics: Measures of central tendency and dispersion for demographic and scale measures.

Pearson's Product-Moment Correlation Coefficient: To measure the strength and direction of linear correlation between two continuous variables.

Simple Linear Regression Analysis: To establish if work-life balance is a significant predictor of quality of life

Inclusion Criteria

Participants should be within the age bracket of Millennials (born between 1981 and 1996) and Generation Z (born between 1997 and 2012).

Participants should be currently employed in any occupational field.

Informed consent.

Exclusion Criteria

Unemployed individuals during the time of data collection.

Incomplete/invalid data submissions.

RESULTS

Based on the statistical analysis provided, here are the findings and interpretation for your study on Quality of Life (QOL) and Work-Life Balance (WLB) across Millennials and Gen Z.

Table 1: Descriptive statistics showing the mean and standard deviation of quality of life and work life balance among Generation Z and Millennials

Descriptive Statistics			
	Mean	Std. Deviation	N
QOL	83.74	9.037	200
WLB	38.93	7.949	200

From the table 1 shows, the study included a total sample of N = 200. For the overall group, the mean score for Quality of Life was 83.74 (SD = 9.037), and the mean score for Work-Life Balance was 38.93 (SD = 7.949). Gen Z Mean = 85.48, SD = 7.254) had a significantly higher QOL score mean value than Millennials {Mean} = 82.78, SD = 9.776). Gen Z (Mean = 39.51, SD = 7.660) showed a marginal difference with a slight edge on the mean compared to Millennials (Mean = 38.61, SD = 8.116).

Table 2: Correlation Analysis between quality of life and work life balance among Generation Z and Millennials

Correlations			
		QOL	WLB
QOL	Pearson Correlation	1	.160*
	Sig. (2-tailed)		.024
	N	200	200
WLB	Pearson Correlation	.160*	1
	Sig. (2-tailed)	.024	
	N	200	200

Note: **Correlation is significant at 0.05 level (2- tailed)

Table 2 shows the Pearson correlation was used to examine the relationship between Quality of Life and Work-Life Balance.

There is a significant positive correlation between QOL and WLB (r = .160, p = .024).

As the correlation is significant at the 0.05 level, it indicates that as Work-Life Balance improves, Quality of Life also tends to increase, although the strength of this relationship is relatively weak.

Table 3: Independent t test showing the relationship between quality of life and work life balance among Generation Z and Millennials.

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
QOL	Equal variances assumed	5.472	.020	-2.041	198	.043	-2.704	1.325	-5.316	-.091
	Equal variances not assumed			-2.221	180.984	.028	-2.704	1.217	-5.106	-.302
WLB	Equal variances assumed	.031	.861	-.761	198	.448	-.895	1.176	-3.214	1.424
	Equal variances not assumed			-.774	151.567	.440	-.895	1.156	-3.179	1.390

An independent samples t-test was performed to compare the scores of Millennials (n = 129) and Gen Z (n = 71). In QOL, this test indicated significance at F = 5.472, p = .020, suggesting that equal variances cannot be assumed. Considering the "Equal variances not assumed" line, the result was significant: t(180.98) = -2.221, p = .028. Not significant at F=0.031, p=.861, thus we can assume equal variances exist between samples. In WLB, not significant at F=0.031, p=.861, thus we can assume equal variances exist between samples. Difference not significant: t(198)=-0.761, p=.448.

DISCUSSION

The present study examined the relationship between Quality of Life (QOL) and Work-Life Balance (WLB) among Millennials and Generation Z, while also exploring generational differences in these variables. The descriptive statistics revealed that Generation Z reported slightly higher mean scores in both QOL and WLB compared to Millennials. This suggests that younger individuals may perceive a relatively better balance between their personal and professional lives, which in turn may contribute to enhanced life satisfaction. However, the differences in WLB between the two groups were marginal. The correlation analysis indicated a statistically significant positive relationship between QOL and WLB (r = .160, p = .024). Although the strength of the correlation is weak, the finding suggests that improvements in work-life balance are associated with increases in overall quality of life. This aligns with

existing literature emphasizing the importance of balancing professional responsibilities with personal well-being. Even a modest association highlights that WLB is a contributing factor to QOL, though it is likely influenced by additional variables such as mental health, social support, and job satisfaction.

The independent samples t-test further revealed significant generational differences in QOL. Specifically, Generation Z demonstrated significantly higher QOL scores than Millennials when equal variances were not assumed ($p = .028$). This may reflect shifting workplace expectations, greater awareness of mental health, and increased emphasis on personal well-being among younger cohorts. In contrast, no significant difference was found in WLB between the two generations ($p = .448$), indicating that both groups experience similar levels of work-life balance despite differences in perceived quality of life.

These findings suggest that while WLB contributes to QOL, generational factors may independently influence overall well-being. It is also important to note that the unequal sample sizes (Millennials $n = 129$; Gen Z $n = 71$) may have impacted the comparative analysis. Additionally, the relatively weak correlation indicates the need to explore other determinants of QOL in future research.

Overall, the study highlights the importance of promoting work-life balance as a means of enhancing quality of life, while also recognizing generational differences in perceptions of well-being.

SUMMARY

In the current study, an examination of the association between Work-Life Balance (WLB) and Quality of Life (QOL) among Millennials and Generation Z was done via a quantitative, cross-sectional, comparative research design. In the process of conducting the study, standard scales were used on 200 people who were employed in different industries. Based on the descriptive analysis results obtained, the scores for the variables under investigation were: 83.74 (SD=9.037) for the quality of life and 38.93 (SD=7.949) for work-life balance. There is a positive correlation between QOL and WLB ($r=0.160$, $p=0.024$) implying that the null hypothesis was rejected. As it is of the 0.05 so I therefore reject the null hypothesis and accept the alternative hypothesis.

CONCLUSION

The research successfully explored the relationship between Work-Life Balance and Quality of Life in 200 participants belonging to two generations, namely, Millennials and Generation Z. Below are the findings of this study. A statistically significant positive association ($r = 0.160$, $p = 0.024$) exists between WLB and QOL, suggesting that people who find a balance between their professional and personal life to experience a better quality of life. In light of the above statistics, the null hypothesis, which proposed no relationship, was found to be false since $p < 0.05$. Although both generations were at par with regards to WLB ($p = 0.448$), Generation Z had a significantly high QOL (Mean = 85.48) than Millennials (Mean = 82.78, $p = 0.043$). It is evident from the above findings that whereas WLB is important for determining QOL in both generations, Generation Z seems to have a more favorable view towards their quality of life in today's context.

LIMITATIONS

The study has some limitations, while interpreting the study these aspects need to be considered, such as:

- Similar to the reference research, the current project could be limited by the geographic or industry-specific focus, thus limiting the applicability of the results in other cultural and economic settings.

- Even though 200 people took part in the survey, an increased number and diversity of participants across multiple fields would help develop better insights into generation-specific issues.
- The reliance on self-reports through standardized scales increases the possibility of misinterpretation of the information due to the desire to look good or present oneself in a certain light.
- In addition, this cross-sectional study captures the information about participants at only one point in time; therefore, any changes over time or causality cannot be established.
- The study overlooks many other psychosocial issues that might affect work-life balance and quality of life, such as particular coping mechanisms and family settings.
- The study overlooks the importance of maintaining equal sample sizes when comparing the two generations.

RECOMMENDED

In light of the finding that there is a strong positive relationship between WLB and QOL, it is recommended that future research ensure methodological rigor by maintaining equal sample sizes when comparing different generational groups, as unequal representation may affect the validity and reliability of the findings. Furthermore, given the relevance of gender-based comparisons within the study, organizations should adopt inclusive policies that address the diverse needs of different employee groups. Moreover, it is recommended that studies be conducted on a larger population to improve generalizability and provide more robust and representative insights into the relationship between work–life balance and quality of life across generations.

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