

To cite this paper:

Belekhova G.V. (2020) Work-life balance: subjective evaluation and influence on labor potential. *Human Progress*. 6 (1): 3. URL: http://progress-human.com/images/2020/Tom6_1/Belehova.pdf. DOI 10.34709/IM.161.3

WORK-LIFE BALANCE: SUBJECTIVE EVALUATION AND INFLUENCE ON LABOR POTENTIAL

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Abstract. Work-life balance is an important component of a decent quality of life and has a positive effect on the qualitative and quantitative indicators of labor. The article presents the study of subjective assessment work-life balance and its influence on the labor potential of population. Different approaches to studying the work-life balance are systematized. The empirical base of this study is data of sociological survey of the working-age population of the Vologda Oblast. According to the subjective approach adopted in the study, work-life balance is assessed through the level of satisfaction with the ability to combine work and family responsibilities. The study reveals socio-demographic features of the perception of work-life balance, considers the relationship of the subjective work-life balance and the labor potential of population. A direct relationship between work-life balance satisfaction and higher labor productivity and wage levels is revealed. It was found that satisfactory assessments of the possibility of combining work and family responsibilities correlate with higher assessments of components of the quality of labor potential of population.

Keywords: work-life balance; labor; employment; life satisfaction; opinion poll.

JEL codes: J28, J81.

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