Work-Life Balance and Work-Life Conflict : A Bibliometric Analysis

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Abstract

Purpose : The primary focus of the study was to explore and provide a critical evaluation of work-life balance (WLB) and work-life conflict (WLC) literature and their publishing trends via bibliometric analysis.

Methodology : The current analysis was based on a bibliometric analysis VOSviewer software, and through this, 449 articles were retrieved from the Scopus database covering the 2018–2022 time span. The following techniques of bibliometric analysis were used in this research: Citation analysis, cocitation analysis, and a thematic overview of WLB and WLC corpus (cooccurrence analysis). Additionally, coauthorship analysis was based on authors, institutions, and countries of published papers.

Findings : The study's findings unearthed the most essential and potent journals, the top cited authors, thematic structure, and five thematic clusters of WLB and WLC. It additionally rendered data of the prominent authors, journals, institutions, and nations that have shaped the previous review in this field of research.

Originality : This analysis depicted that the concept is yet to be consumed, and more studies are still required to continue the analysis. Limitations and further recommendations were also highlighted in the current study.

Keywords : work-life balance, work-life conflict, bibliometric analysis

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Maintaining a pleasant state of equilibrium amid the occupational and nonoccupational domains is a significant concern in daily discourse (Greenhaus & Allen, 2011). However, this concept still needs to be studied despite its popularity. Work-life balance (WLB) has shown its impact on individuals' well-being, families, and overall satisfaction with life. Usually, it involves equal time, recognition, participation, or dedication to multiple roles. Now, it has become an essential field in management and social science. Employees engaging in various parts become highly effective and perform better, leading to satisfaction in distinct areas of life. The problem arises when there is contention amid professional and nonprofessional lives, and work-life conflict (WLC) occurs as an outcome. Harmony among these two domains is one of today's workforce's most significant challenges (Valcour, 2007). WLC and WLB are both opposing notions. In today's turbulent work environment, as well as fast-developing economies around the globe, finding harmony between professional and nonprofessional authorities is practically impossible due to prolonged work hours and high demands of employment (Nadeem & Abbas, 2009).

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Conflict becomes inevitable when employees' professional life vitality, schedule, or functional requirement starts hampering their personal life, leading to work-to-life conflict. Whereas, when personal life, such as entertainment, childcare, and social life, starts hampering professional life, it leads to life-to-work conflict (Germeys & De Gieter, 2017; Kossek & Lee, 2017). Several studies have been conducted to depict a positive and robust association between working hours, workload, erratic work time, and work-family conflict among employees (Burke, 2002). In the present analysis, we implemented the VOSviewer software to perform bibliometric assessment methods such as citation analysis, cocitation analysis, coauthorship, and keyword cooccurrence. This software induces graphical representations for analyzing data after gathering the data files.

Literature Review

The WLB was initially brought to light in the United Kingdom during the 1960s and 1970s by female working professionals. After the mid-1980s, the issue was turned over to the US government. Then, it became popular as part of HR administration in the 1990s (Bird, 2006). As a result of the rise in concerns between people and firms, the concept of WFB was introduced in 1986, and soon after, it was the notion of work-family conflict (WFC) that was introduced and vice versa. It is an exclusive and comprehensive concept with many connotations and distinct phenomena. Even studies give more importance to WFC than WLB (Rashmi et al., 2021). A day can be bifurcated into three prerequisite elements: work, personal, and spare time. While one of these components takes control of other elements, little scope is available for the other two. If people focus more on their professional life, their private life gets hampered, and vice versa. Thus, it takes to disequilibrium amid professional and personal life. Contrarily, it has also been discovered that WLB is significantly promoted by the workplace and family (Sudhindra et al., 2020). Moreover, the association between work-life balance, intention to leave, and organizational support is significant. A significant variation is also reported among male and female personnel regarding WLB and the support of organizations for WLB (Jnaneswar, 2016).

Several analyses have indicated that WLB leads to high managerial accomplishment, work contentment, and sturdy organizational loyalty (Allen et al., 2000). In addition to promoting WLB and reducing work pressure (Williams, 2008), promoting flex-time and poor staff resignation rates are associated with enhanced staff experience and contentment, according to WorldatWork (2011). Chandel and Kaur (2015) discovered that compatibility between occupational and nonoccupational domains can be boosted through organizational initiatives. It also highlighted work-life stressors and other antecedents that may lead to WLB. Nwachukwu (2022) mentioned using the Web of Science (WoS) data by providing a comprehensive view of WLB. Furthermore, this analysis suggested the examination of the intersection of the two domains. The idea of balancing personal and professional domains is a critical issue. This method assists workers in achieving a comprehensive feeling of well-being by maintaining equilibrium between paid job and family and other personal responsibilities such as household happiness, psychological wellness, and general fulfillment in life (Le et al., 2020).

Work-life conflict is viewed as an extension of WFC, demonstrating that a job may hinder an individual's private responsibilities and passions. (Kossek & Lee, 2017). For many years, researchers have discussed " work-life balance," "work-life conflict," and, most recently, "work-life balance." The conflict between work and home was firmly linked with impartial or miserable self-inflicted well-being, physical symptoms, and insignificant mental morbidity (Emslie et al., 2004). Disharmony and imbalance amid the professional domain (experiences and organizational commitments) and personal domain lead to WLC (Chan & Ao, 2019; Greenhaus & Beutell, 1985), adaptability issues or rigid office time (Las Heras et al., 2017), complex social structure of the workplace, overstrain, and other kinds of anxiety at workplace (Ekawarna, 2019). There are umpteen repercussions of WLC, including job dissatisfaction (Parasuraman & Simmers, 2001) and lack of organizational commitment (Conte et al., 2019), escalated intent to quit (Rubenstein et al., 2020), lack of efficiency and

achievement (Buonocore & Russo, 2013), stress (Mittal et al., 2017), anxiousness and psychological state (Jensen & Knudsen, 2017), and burnout (Wu et al., 2019). Many organizations strive to subside WLC by rendering flex-time, daycare, elder care leave, and other perks or rewards (Anuradha & Pandey, 2015; Hon & Chan, 2013). Arora and Pratibha (2022) revealed a significant association between flexible work arrangements, personal and family well-being, and employee performance. Employees have perceived that receiving support from organizations may aid them in working efficiently.

Various investigations have already been conducted in the "WLB" and "WLC" corpus to highlight distinct core concepts, estimations, and antecedents. Nevertheless, they need integration between them due to a lack of enlightenment. This analysis strives to highlight the extant reviews on WLB and WLC and provide an elaborated view of the same through bibliometric analysis from 2018 to 2022. The current analysis has mentioned some research problems to give a vivid idea of the current topic's literature, such as:

↳ What are the publication trends of WLB and WLC from 2018 to 2022?

↳ What are the top cited authors, institutions, countries, journals, and articles from 2018 to 2022?

↳ What was the thematic overview of WLB and WLC corpus via cooccurrence analysis?

↳ What were the cited references via cocitation analysis?

↳ What is the coauthorship analysis based on authors, institutions, and nations?

The above segment has shown the introduction and literature review of the research. The next segment depicts the methodology, followed by determining the techniques and gathering the data for the bibliometric analysis. Finally, the study has mentioned the conclusion and suggestions for future research.

Methodology

Otlet (1934) coined the term 'bibliometric.' Then Broadus (1987) defined it as "the quantitative research of physically published units, or bibliographic units," which is widely used in academic analysis (Diem & Wolter, 2013; Merigó et al., 2019). This is a statistical method of qualitatively analyzing previous studies in a particular field (Mayr & Scharnhorst, 2015). This analysis's methods have widely been used to render an extensive and meticulous structure of the information structure in a particular arena (Kraus et al., 2014; López-Fernández et al., 2016) or inside a specific journal (Laudano et al., 2018). These methods can aid researchers in probing the latest developments and patterns of behavior in a specific arena (Chen, 2006). This research is rooted in the visualization of similarities (VOS) technique (Van Eck & Waltman, 2007, 2010), which is helpful in creating, visualizing, and text-mining bibliometric networks. In the current paper, the methodology is applied to meticulously analyze the bibliographic features of the articles issued during 2018–2022.

This report extracted data from Scopus, which serves as the world's leading scholarly database. This selection was made because it is Elsevier's citation database and a prominent index. Different bibliometric indicators were evaluated from distinct perspectives for this study using a bibliometric method. A bibliometric performance analysis examined the citation structure, top-cited papers, leading authors, institutions, nations, and the journal's total number of publications and citations (Xiao et al., 2022). Regarding science mapping analysis, we examined all keywords: Articles, journals, authors, institutions, nations, and references based on citations, cocitations, cooccurrence, coauthorship, and the trends in a specific arena (Abramo et al., 2011). In the first place, almost every possible source and keyword has been incorporated into the data collection process to prevent the possibility of missing any helpful content. We extended the search to document titles, abstracts, and keywords of the entire Scopus data set using the search term "WORK-LIFE BALANCE" and "WORK-LIFE CONFLICT." Second, the

Table 1. *Article Selection and Filtering Requirements*

Filtering Rules	Reject	Accept
Search Rules		
Search Engine: Scopus	–	–
Search Date: 20ᵗʰ March 2022	–	–
Search Terms: "WORK-LIFE BALANCE" and "WORK-LIFE CONFLICT."	–	1,644
Publication Stage: "final"	126	1,518
Years of Publication: 2022, 2021, 2020, 2019, and 2018	693	825
Document Type: "Articles"	131	694
Subject Field: "Business, Management, and Accounting" and "Social Sciences"	211	483
Article Selection		
Language Screening: Include documents in English only	12	471
Source Type: "Journals"	22	449

Note. Table 1 presents an overview of the systematic approach to determining the final corpus of 449 articles.

research selected the publication stage, i.e., "final." Third, the current research was selected between 2018 and 2022, limiting the acquired data set to document type, i.e., "Articles." To ensure diversity and concentration in the database, our search results show that only two of the most relevant subject fields are selected on this topic, namely "Business, Management, and Accounting" and "Social Sciences." Eventually, filtering this data set to only English language and "Journals." This study applies VOSviewer software for measurement and discussion of the outcomes of bibliometric analysis (Van Eck & Waltman, 2010). Thus, 449 articles have been analyzed in the present analysis (see Table 1). WLB and WLC are topical, and it is essential to review these domains to unearth the conflicts between career and personal life and strike a balance between them.

Descriptive Analysis and Results

Performance Analysis

Publication Trends of the Study

The publication trend of the WLB and WLC study is shown in Figure 1, where the total number of articles is represented by their particular year of publication. It is indicated that the studies on the current topic have escalated only in recent years. The most copious years will be 2022, 2021, 2020, 2019, and 2018. From 2018 to 2022, 449 articles were retrieved from the Scopus database: in 2022 (20 articles), 2021 (119 articles), 2020 (128 articles), 2019 (100 articles), and 2018 (82 items). According to research, the tendency will continue to rise until 2020, with 128 articles. It is found from the analysis that the researchers were intrigued by WLB and WLC in 2018, and after that, there was a random increment in the publication of articles. There was a slight decrement in the year 2021 as compared to the year 2020. At the beginning of the year 2022, there were 20 articles. Furthermore, the top research areas associated with WLB and WLC include social sciences and business, management, and accounting. Moreover, all the publications unearthed are in the form of articles (see Figure 1).

Prominent Authors, Institutions, and Nations of the Study

Table 2 represents the top authors, along with their institutions and nations, in WLB and WLC research during the
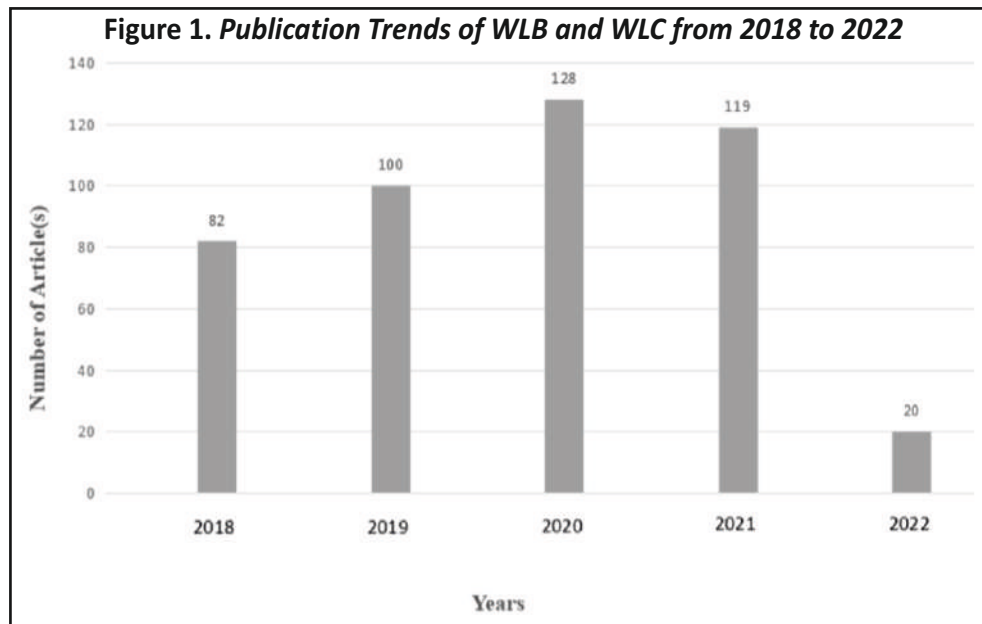
Figure 1. *Publication Trends of WLB and WLC from 2018 to 2022*

Table 2. *Prominent Authors, Institutions, and Nations*

TC	Author	TP	TC	Institutions	TP	TC	Nations	TP
161	Inceoglu	2	118	University of Surrey, United Kingdom	1	821	United States	104
129	Abdallah	4	118	University of Exeter Business School, United Kingdom	1	493	United Kingdom	36
60	Bowen	3	108	University of Oxford, Oxford Internet Institute, United Kingdom	1	287	Germany	35
56	Gao	2	79	Simon Fraser University, Beedie School of Business, Canada	1	270	Canada	21
53	Suifan	2	79	Purdue University, Krannert School of Management, United States	1	248	Australia	33
48	Schieman	2	48	School of Business, The University of Jordan	2	190	China	19
35	Ahmad	2	48	University of Gothenburg, Sweden	1	183	Netherlands	18
34	Sthapit	2	46	The University of Liverpool, United Kingdom	1	142	Spain	23
32	Beham	2	46	University of Cape Town, South Africa	2	126	Sweden	14
31	Chen	2	46	School of Education, University College Dublin, United Kingdom	1	121	Finland	11

period of authorship. As stated in the number of citations, Inceoglu is the most highly influential author in WLB and WLC research, with 161 citations, followed by Abdallah, with 129 citations. In terms of publication productivity, Abdallah is the most productive author, with four publications, followed by Bowen and Kim, each with three. The University of Surrey, the University of Exeter Business School, and the University of Oxford are the most prominent institutions in terms of citations, with 118, 118, and 108, respectively. Following the number of publications, the University of Jordan and the University of Cape Town are the most important institutions along with two publications. The United States has made the most contributions to WLB and WLC research, with 104 publications and the highest number of citations, 821 (see Table 2).

The Top Journals for WLB and WLC Between 2018 and 2022

The top 10 journals that publish WLB and WLC studies are presented in Table 3, with more than three publications. *The Academy of Management Annals* and *Sustainability (Switzerland)* are the two most important journals in terms of citations, with 169 and 164 citations, respectively. Despite this, the two most productive journals, according to the publication's perspective, are *Sustainability (Switzerland)* and *Community, Work, and Family*, with 19 and 11 publications successively (see Table 3).

Most Prolific and Influential Articles on WLB and WLC

Table 4 depicts the author-wise and year-wise distribution of WLB and WLC articles. Most articles were published in 2018, with 118 and 108 total citations (TC). According to the present investigation, an increment can be seen in the research articles from 2018 to 2022. In 2018, the paper introduced by Inceoglu et al. (2018), having the maximum number of citations (118) in Scopus, was considered the most potent article, followed by Lehdonvirta (2018) and Kossek and Lautsch (2018) with 108 and 79 citations, respectively. According to the list of top-cited publications, the esteemed subject field of analysis includes the approach to leadership behavior and workforce health and safety (Inceoglu et al., 2018), flexibility (Lehdonvirta, 2018), work-life flexibility (Kossek & Lautsch, 2018), time pressure (Thulin et al., 2019), precarity & gender (Ivancheva et al., 2019), WFC (Bowen et al., 2018), and perceived organizational support (Suifan et al., 2018).

Inceoglu et al. (2018) found a link between leadership behavior and distinct varieties of employee well-being by considering meditation processes. Previous studies used leadership effectiveness and employee performance models as the default perspective. It has been examined that the well-being of employees is influenced by the process of administration action/behavior (i.e., change, relational, task, and passive). This study has mentioned five mediator units: Social-cognitive, motivational, affective, relational, and identification for conceptualizing employee well-being (mental and physical). Lehdonvirta (2018) represented two constraints, such as structural constraints (job availability and dependability on work) and cultural cognitive constraints (procrastination and

Table 3. *Top Journals Between 2018 and 2022 for WLB and WLC*

Journals	TC	MGT	TP	2018–2019	2019–2020	2020–2021	2021–2022	2022 Onwards
The Academy of Management Annals	169	X	5	2	–	3	–	–
Sustainability (Switzerland)	164	–	19	–	3	6	8	2
Journal of Marriage and Family	74	–	4	1	–	2	–	1
Gender, Work, and Organization	70	–	7	–	3	2	2	–
Social Indicators Research	68	–	5	1	–	4	–	–
Human Resource Management	67	X	5	4	–	–	1	–
Community, Work, and Family	60	–	11	1	2	3	3	2
International Journal of Stress Management	58	X	5	2	3	–	–	–
Journal of Happiness Studies	55	–	4	1	1	2	–	–
International Journal of Productivity and Performance Management	47	X	4	–	1	2	1	–

Table 4. *Most Prolific and Influential Articles*

Authors	Year	Title	TC
Inceoglu et al.	2018	Leadership Behavior and Employee Well-being : An Integrated Review and a Future Research Agenda	118
Lehdonvirta	2018	Flexibility in the Gig Economy : Managing Time on Three Online Piecework Platforms	108
Kossek & Lautsch	2018	Work-life Flexibility for Whom? Occupational Status and Work-life Inequality in Upper, Middle, and Lower-level Jobs	79
Thulin et al.	2019	New Telework, Time Pressure, and Time Use Control in Everyday Life	48
Ivancheva et al.	2019	Precarity, Gender, and Care in the Neo-liberal Academy	46
Bowen et al.	2018	Work-related Contact, WFC, Psychological Distress, and Sleep Problems Experienced by Construction Professionals : An Integrated Explanatory Model	45
Suifan et al.	2018	The Impact of Transformational Leadership on Employees? Creativity : The Mediating Role of Perceived Organizational Support	45
Schlachter et al.	2018	Voluntary Work-related Technology Use During Non-work Time : A Narrative Synthesis of Empirical Research and Research Agenda	43
Perrigino et al.	2018	Work-family Backlash : The Dark Side of WLB Policies	41
Ricciardelli et al.	2020	Playing the System : Structural Factors Potentiating Mental Health Stigma, Challenging Awareness, and Creating Barriers to Care for Canadian Public Safety Personnel	40

presenteeism), which restrain employees from controlling their time and schedule. The hardship and rigorousness of these constraints are discrete amid programs, and those programs that have official autonomy represent significant structural and cultural-cognitive restrictions.

It is depicted that employees have formulated friendly policies, instruments, and groups to handle these restrictions. Therefore, it is concluded that heeding repercussions instead of employees is an effective way of achieving flexible working arrangements. Bowen et al. (2018) unearthed the factors of WFC, such as work liberty, work control, and workload. WFC, job strain, and workplace experience play an influential role in determining mental adversity resulting from sleeping disorders. Compared to males, females experience a high level of job pressure and a lack of workplace connection. Furthermore, interventions are helpful in reducing mental disorders, sleep disorders, office connections, and WFC among less qualified experts (see Table 4).

Cocitation Analysis

Cocitation Analysis Based on References

Whenever two documents are cited by the same third document from different journals, this is known as a cocitation of references (Small, 1973). An effective way to define and demarcate foundational knowledge is through this analysis (Boyack & Klavans, 2010).

Thirty-five references are represented in Figure 2. The vibrant circles are known as nodes. Based on thematic similarity, each node represents a cited reference, and the color of each node represents a semantic cluster of references. Furthermore, their size depicts the level of local citations, with bigger nodes reflecting the greater intensity of local citations. The linkage amid nodes depicts cocitations. In Figure 2, the colored nodes and lines depict the references and their colinkages with other references. The degree of cocitations is represented through the size of the link amid nodes, with thicker links reflecting greater cocitation intensity. Similarly, the circle size represents the citation weight (Guleria & Kaur, 2021).

Figure 2. *References Cited by a Reference (Cocitation) on WLB and WLC Analysis*
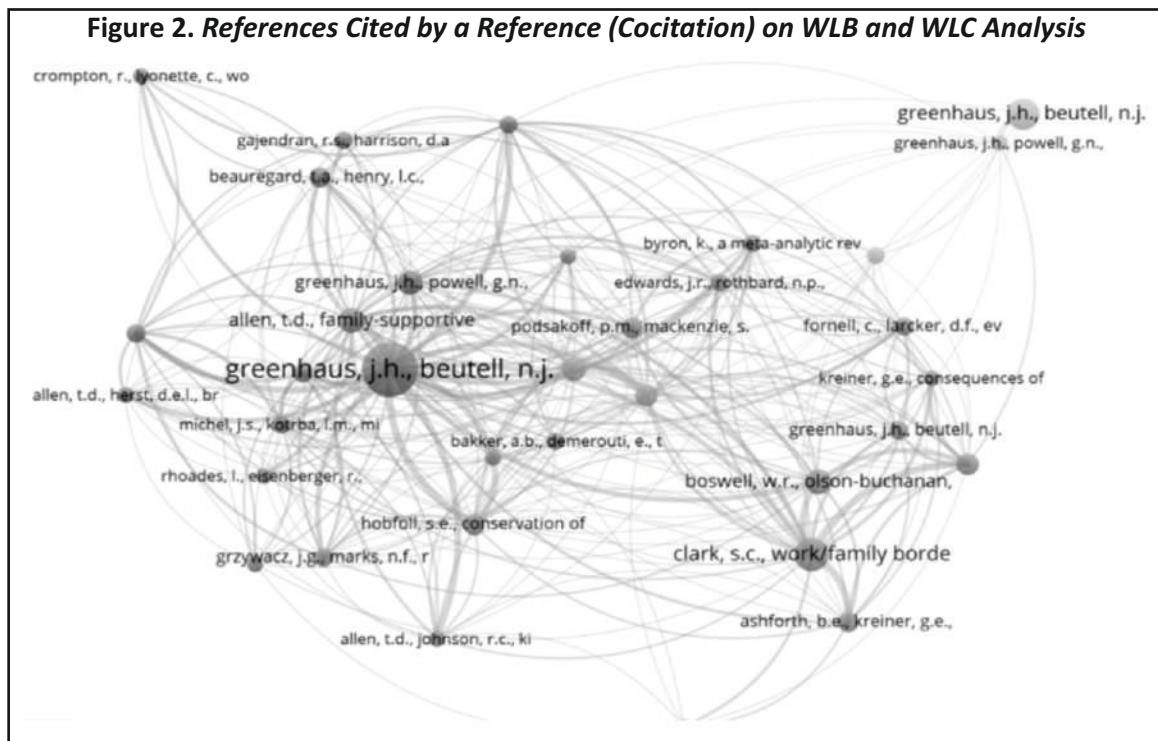
Thematic Clusters of Keywords Based on Cooccurrence Analysis

When two words occur together, cooccurrence analysis can reveal how often they occur together and their relationships. As a result, each domain depicts a term, and the sizes of the domains indicate how often each term appears. The associations amid the domains highlight the link amidst words: The broader the line, the firmer the link (cooccurrence). The program determines the cluster of words often mentioned or cited together and commonly directed to a similar topic (Turatto et al., 2021). This network renders a swift way for people to comprehend the WLB and WLC knowledge structure in previous studies with authors' keywords as antecedents. As shown in Table 5 and Figure 3, there is a cooccurrence network and the most commonly used keywords in this field.

Table 5. *Thematic Clusters Formed by Keywords*

Theme	Author(s)	Title	TC
WLB	Lehdonvirta (2018)	Flexibility in the Gig Economy : Managing Time on Three Online Piecework Platforms	108
	Thulin et al. (2019)	New Telework, Time Pressure, and Time Use Control in Everyday Life	48
	Johari et al. (2018)	Autonomy, Workload, WLB, and Job Performance Among Teachers	35
Human	Sarker et al. (2018)	WLC of Globally Distributed Software Development Personnel : An Empirical Investigation Using Border Theory	24
	Mustapa et al. (2018)	Why Can't We Have Both? A Discussion on WLB and Women's Career Advancement in Malaysia	14
	Alkhaldi & Abdallah (2020)	Lean Management and Operational Performance in Health Care : Implications for Business Performance in Private Hospitals	11

Employee	Suifan et al. (2018)	The Impact of Transformational Leadership on Employees' Creativity : The Mediating Role of Perceived Organizational Support	45
	Soomro et al. (2018)	Relation of WLB, WFC, and Family-work Conflict With the Employee Performance-moderating Role of Job Satisfaction	31
	Bufquin et al. (2021)	Employee Work Status, Mental Health, Substance Use, and Career Turnover Intentions : An Examination of Restaurant Employees During COVID-19	21
Workplace	Bowen et al. (2018)	Work-related Contact, WFC, Psychological Distress, and Sleep Problems Experienced by Construction Professionals : An Integrated Explanatory Model	45
	Foy et al. (2019)	Managing Job Performance, Social Support and WFC to Reduce Workplace Stress	26
	Cañibano (2019)	Workplace Flexibility as a Paradoxical Phenomenon : Exploring Employee Experiences	21
Well-Being	Song & Gao (2020)	Does Telework Stress Employees Out? A Study on Working at Home and Subjective Well-being for Wage/Salary Workers	35
	Sthapit et al. (2019)	Extending the Memorable Tourism Experience Construct an Investigation of Memories of Local Food Experiences	28
	Young & Schieman (2018)	Scaling Back and Finding Flexibility : Gender Differences in Parents' Strategies to Manage WFC	22

Figure 3. *Influential Topics or Titles During the Year 2018 – 2022*

Note(s). **Node:** Keywords are used to represent titles. The link's thickness: Cooccurrences between nodes.

The cooccurrence network of WLB and WLC literature has been categorized into five clusters according to the author's keywords. Cluster 1 is constructed with the broader phrases associated with WLB and WLC perspectives, such as WFB, job satisfaction, job stress, and turnover intention. Cluster 2 focuses more on the keywords mostly analyzed, such as human, female, male, adult, and family conflict. Cluster 3 is formulated around employees, stress, and the work environment. Cluster 4 includes the workplace, perception, and work-to-family conflict.

Eventually, Cluster 5 will include well-being, human experimentation, and more. The cooccurrence network shows that these clusters are interlinked and also explains which is the most related. Cluster 1 is the most cocited in documents. It is revealed via this network that several surveys have been conducted in this field to examine WLB, WFC, job satisfaction, stress, and job performance (see Table 5; Figure 3).
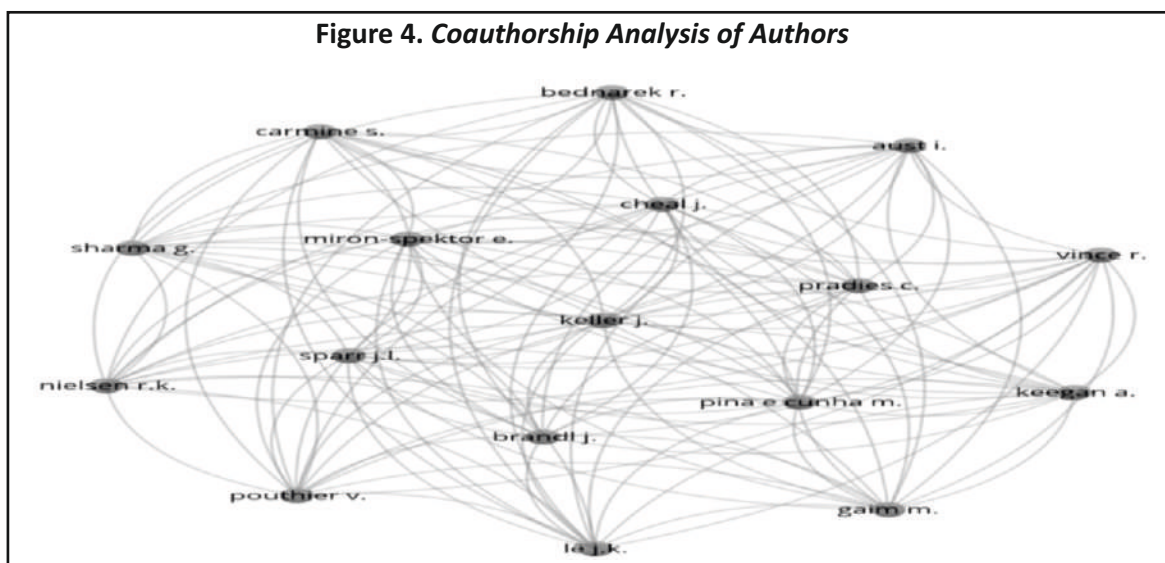
Coauthorship Analysis

Coauthorship Relations Among Authors

The coauthorship analysis of authors (see Table 6; Figure 4) reveals that, of the 1,175 authors, 947 satisfy the threshold with the fewest documents for author one and the most citations for author 1. Nonetheless, the most

Table 6. *Coauthorship Network Based on Authors*

TC	Authors	TP
161	Inceoglu	2
129	Abdallah	4
118	Chu	1
118	Gerbasi	1
118	Plans	1
118	Thomas	1
108	Lehdonvirta	1
79	Kossek	1
79	Lautsch	1
60	Bowen	3
56	Gao	2
53	Suifan	2
48	Johansson	1

Figure 4. *Coauthorship Analysis of Authors*

extensive group of linked materials includes 17 authors. Furthermore, this study is organized into one cluster with 17 (items) authors: Bednarek, Sparr, Keller, Vince, and so on. In the coauthorship analysis, the most frequently cited top co-authors are mentioned in Table 6, along with the highest significant amount of their TC in the range of 100–170.

Coauthorship Relations Among Institutions

Table 7 and Figure 5 show the coauthorship of the institutions. It is depicted in this table which institution has contributed the maximum number of citations based on coauthorship. Out of 915 institutions, 755 met the threshold, with the lowest quantity of documents and citations for Institution 1. Nonetheless, the most

Table 7. *Coauthorship Network Based on Institutions*

TC	Institutions	TP
118	Surrey Business School, University of Surrey, United Kingdom	1
118	Business School, University of Exeter, United Kingdom	1
108	Oxford Internet Institute, University of Oxford, United Kingdom	1
79	Beedie School of Business, Simon Fraser University, Canada	1
79	Krannert School of Management, Purdue University, United States	1
48	Department of Business Management, School of Business, The University of Jordan	2
48	Unit for Human Geography, Department of Economy and Society, School of Business, Economics, and Law, The University of Gothenburg, Sweden	1
46	Centre for Higher Education Studies, School of Histories, Languages, and Culture, The University of Liverpool, United Kingdom	1
46	Department of Construction Economics and Management, The University of Cape Town, South Africa	2
46	School of Education, University College Dublin, United Kingdom	1

Figure 5. *Coauthorship Analysis of Institutions*
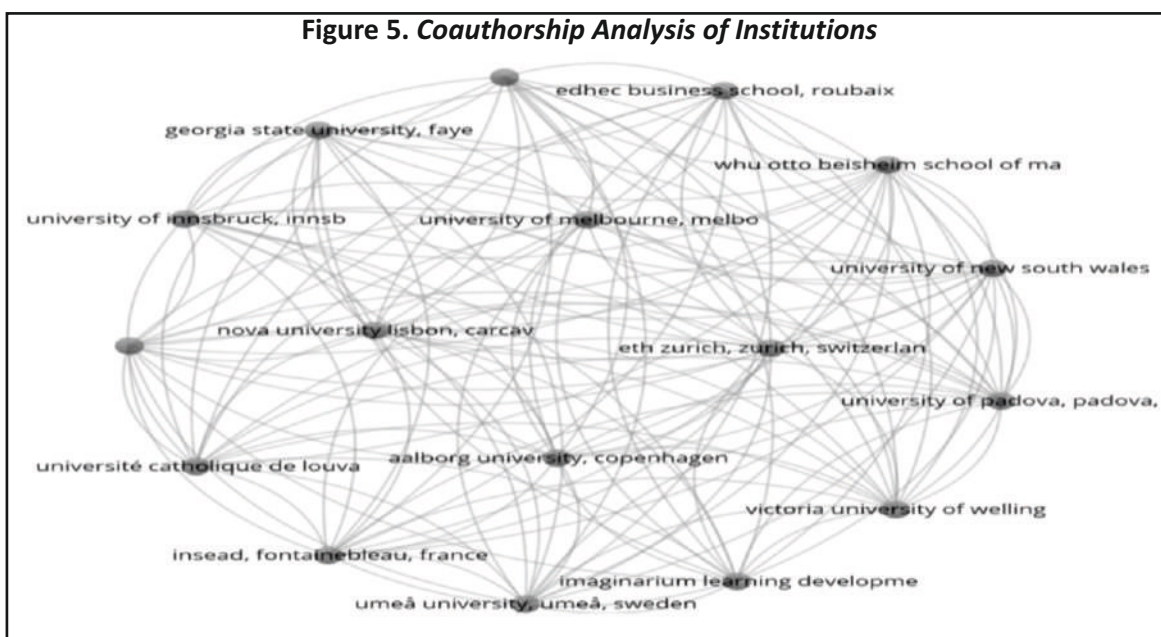
comprehensive set of connected goods consists of 17 institutions. Furthermore, the coauthorship analysis of institutions results in a single cluster of 17 (items) institutions: Georgia State University, Aalborg University, Victoria University, and so on. In coauthorship analysis, the University of Oxford, the University of Surrey, and the University of Exeter Business School have the largest number of TC, namely (118, 118, and 108) (see Table 7; Figure 5).

Coauthorship Relations Among Nations

The coauthorship analysis of nations represented in Table 8 and Figure 6 indicates that out of 69 nations, 61 meet the threshold with the lowest number of documents per nation (1) and the lowest number of citations per nation (1). However, the most extensive set of connected items consists of 51 nations. Further, this analysis forms 11 clusters, and among these nations, Cluster 1 includes eight nations such as Austria, Belgium, and Denmark. Cluster 2 consists of Bulgaria, China, Georgia, Hong Kong, Taiwan, and the United States. Cluster 3 comprises of Bangladesh, Ethiopia, Malaysia, India, Thailand, and Vietnam. Cluster 4 contains Germany, Hungary, Netherlands, Luxembourg, Russian Federation, Switzerland, etc., followed by Cluster 5, consisting of Brazil, Czech Republic, Ghana, Pakistan, and Saudi Arabia.

   Moreover, the residue clusters include Australia, Finland, South Korea, Norway, Canada, France, etc. These clusters represent the link between these nations in the coauthorship analysis of countries. The United States is a nation that is widely connected with other countries via the network. Within these nations, the research on the

Table 8. *Coauthorship Network Based on Nations*

TC	Nation	TP
821	United States	104
493	United Kingdom	36
287	Germany	35
270	Canada	21
248	Australia	33
190	China	19
183	Netherlands	18
142	Spain	23
137	Jordan	5
126	Sweden	14
121	Finland	11
116	South Africa	12
100	Malaysia	16
89	Pakistan	9
83	India	33
75	Ireland	11
71	Italy	9
65	Norway	7
61	Austria	6
56	Switzerland	10

Figure 6. *Coauthorship Analysis Based on Nations*
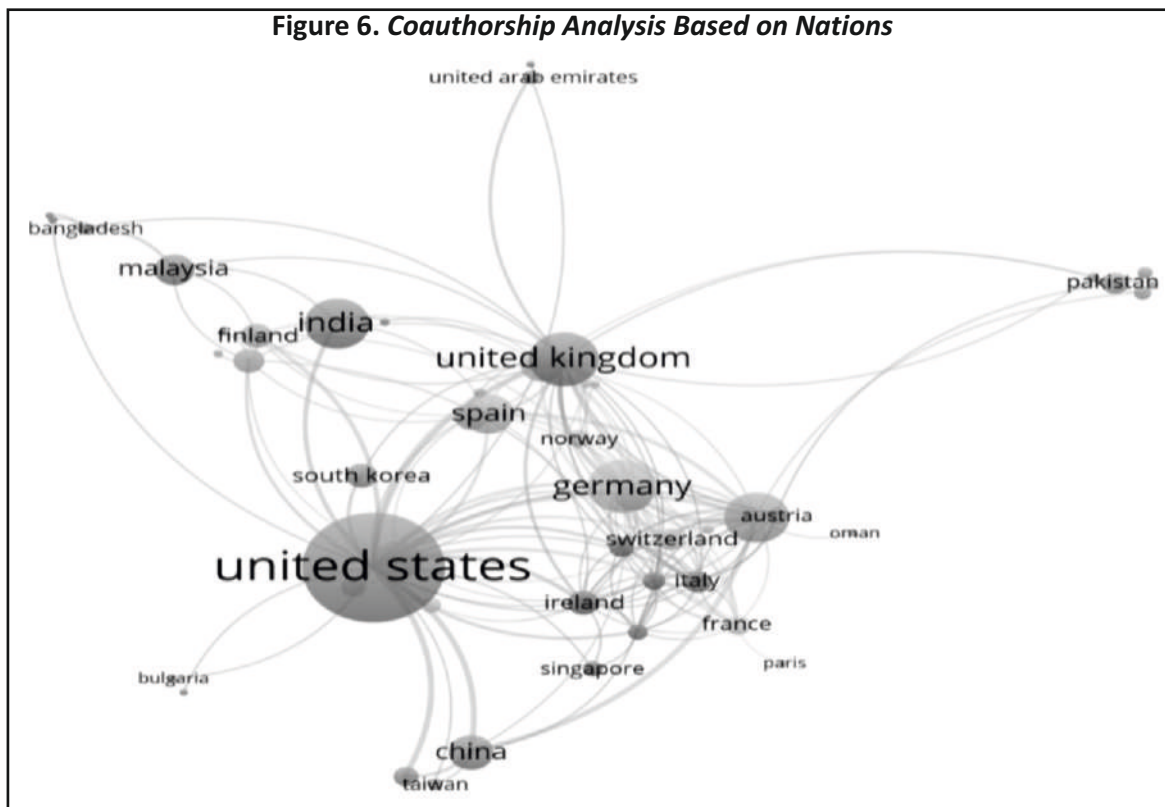
current concept has been gradually escalating to nab the working personnel's attention. Considering the value of its previous studies, more countries need to elevate their precise curiosity in unearthing the antecedents related to the topic (see Table 8).

Discussion

This paper conducts a comprehensive bibliometric study from WLB and WLC perspectives. The analysis is conducted on 449 research articles bifurcated into two subject fields: business, management, and accounting, and social sciences, published in leading journals from 2018 to 2022. In this study, citations and cocitations, thematic maps, coauthorship, cooccurrences, and publication trends (2018–2022) have been extensively analyzed. This study has represented the most influential journals, such as the *Academy of Management Annals* and *Sustainability (Switzerland)*. Inceoglu and Abdallah are the top-cited authors (161, 129) in citation analysis. Using cocitation analysis, we infer the knowledge and thematic structure of WLB and WLC from 2018 to 2022. We further identify five thematic clusters of WLB and WLC that are roughly equivalent to cocitation analysis. Cluster 1 is created with familiar words related to WLB and WLC perspectives, such as WLB, job satisfaction, job stress, and turnover intention. Cluster 2 pays more attention to the keywords that are tremendously probed, such as human, female, male, adult, and family conflict. Cluster 3 is formulated around the employee, stress, and work environment. Cluster 4 includes the workplace, perception, work-to-family conflict, etc. Cluster 5 eventually covers well-being, human experimentation, and other topics. Furthermore, cooccurrence network analysis reveals that these clusters are interconnected. WLB and WLC research trends and directions are presented. Through our findings, researchers can evaluate the thriving value of WLB and WLC. Moreover, through the coauthorship analysis, we represent the top cited authors (Inceoglu, Abdallah, Chu, Gerbasi, Plans, Thomas, and

Lehdonvirta) and institutions (the University of Surrey, University of Exeter Business School, Oxford Internet Institute, and University of Oxford) and nations (United States, United Kingdom, Germany, and Canada).

Managerial and Theoretical Implications

The findings of the paper have theoretical and managerial implications in both domains, such as WLB and WLC. Copious clusters have emerged, each with its own set of managerial implications. Based on the findings of Cluster 1 (WLB) papers, implementing new working life structures, such as worker-centric flexible scheduling, new socio-material practices, online communities, and work alert algorithms, are needed to maintain equity in professional and family life. Using automated work alerts, employees can report their job's day-to-day or night-to-night scheduling to employers. Telework and adequate autonomy can also be coping strategies to control daily commitments and obligations in work and family life. All these strategies enable employees to work undisturbed and more efficiently.

Furthermore, papers in Clusters 2 and 3 (human and employee) have suggested best practices and programs (working shifts, furloughed days, coaching, social interaction, and leisure time) to help employees manage their WLC, prioritize their well-being, reduce stress, and ensure their retention. Clusters 4 and 5 (workplace and well-being) are additionally discussed in the papers. To dwindle loneliness and pressure at the workplace, cope with WLC, enhance workforce performance and life quality, promote a suitable WLB, and maintain harmonious family relationships, the implementation of some strategies such as social support and work-life strategies, flexible work, overtime work, potential pathways, and flexible work arrangements are imperative for both employees and employers.

Conclusion, Limitations of the Study, and the Way Forward

All in all, our review paper provides valuable insights into WLB and WLC through a bibliometric analysis. The present study has some limitations despite investigating the theme. To avoid duplication, only the Scopus database is used in the study. However, removing valuable publications from the WLB and WLC may be caused by failing to include databases such as WoS, Science Direct, and others. Furthermore, because this study focuses on journal publications, the quantity of articles for inquiry has decreased. Many publications have been written about these specific research areas. Moreover, the current study has only adopted VOSviewer software for the bibliometric analysis. Therefore, other software can also be used for further analysis. Despite its limitations, this study may serve as an initial introduction to studying WLB and WLC, its current stages, and the thematic flow of cognition. Through this bibliometric analysis, influential authors and publications were identified. This study also allows researchers to identify the most important papers that should be further explored.

Authors' Contribution

Soni Rathi conceived the idea, and Dr. Praveen Kumar helped with data collection. Soni Rathi and Dr. Praveen Kumar helped with the formal analysis. Dr. Praveen Kumar verified and supervised the study. Soni Rathi assisted in proofreading and drafting the final manuscript in consultation with the other author.

Conflict of Interest

The authors certify that they have no affiliations with or involvement in any organization or entity with any financial or non-financial interest in the subject matter or materials discussed in this manuscript.

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