Bridging Work and Life: A Bibliometric Perspective on Balance, Integration, Conflict, and Family

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ARTICLE INFO	ABSTRACT
	This study delves into the evolving trends and prospective avenues of research within the domain of work-life balance (WLB). By harmonizing personal and professional spheres, WLB cultivates a favorable organizational culture. This equilibrium propels the effective execution of diverse job responsibilities, subsequently bolstering productivity and drive. The analysis encompassed 654 scholarly articles pertaining to work-life integration, work-life balance, work-family equilibrium, and work-life conflict. These terms were employed to search Scopus for relevant literature. The VOS viewer was deployed to scrutinize the co-authorship network, associations between terms in titles, abstracts, and keywords, and to generate a visual representation of density based on overall link strength. The findings underscore the paramount importance of work-life balance. A disjuncture in this balance can be detrimental to both spheres of one's existence. These outcomes underscore the critical significance of work-life balance and unveil areas where further research is needed in this domain. Future studies my further investigate the remote workers work-life balance.

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1.   Introduction

Work-life balance (WLB) denotes the need for a harmonious equilibrium between an employee's personal and professional life in order to carry out their job effectively without undue stress (Aloulou, Amari, Ramadani, & Alboqami, 2023). WLB serves to mitigate work-life conflicts, foster an appealing organizational culture, and provide clear guidance for employers and employees on optimizing their diverse work roles. Embracing WLB practices bolsters employee performance, mitigates risks, and instills a sense of security that contributes to heightened work engagement (Majumder & Biswas, 2023). WLB is the perspective that personal and professional pursuits should be balanced to promote individual growth and life aspirations (Nugroho, Paskarini, & Pratiwi, 2023; Sirgy, Lee, Park, Joshanloo, & Kim, 2020). In today's dynamic landscape, achieving WLB poses a substantial challenge for both employees striving for efficient job performance and organizations aiming to enhance productivity. Prolonged work hours, including overtime and the blurring of boundaries between work and personal life, can hinder employees from allocating sufficient time to personal matters or quality family time (Beigi, Shirmohammadi, & Stewart, 2018; Klein et al., 2020).

Individuals endeavoring to establish a healthy work-life balance encounter hurdles stemming from limited control over work schedules and environments. Moreover, a profit-driven and unsupportive work culture, prioritizing financial gains over employee well-being, obstructs the pursuit of work-life balance. Individual circumstances, such as parental responsibilities and health concerns, can at times present challenges in balancing work and personal life. These factors, coupled with an aging workforce and the demands of global economic competition, significantly influence the attainment of work-life balance (Grant, Wallace, & Spurgeon, 2013; Majumder & Biswas, 2023).

The proliferation of new technologies in the workplace amplifies the significance of WLB and can disrupt an employee's personal life (De Clercq & Brieger, 2021; Liu, Gao, Zhu, & Jin, 2021; Perreault & Power, 2023). Effective human resources management is paramount for businesses and organizations. By meeting employees' needs, providing facilities, ensuring their well-being, offering training and development, and recognizing their contributions, companies can realize their targeted objectives, ultimately promoting organizational growth (Aloulou et al., 2023; Le, Newman, Menzies, Zheng, & Fermelis, 2020).

This study aims to present a comprehensive overview of the literature on work-life balance, identifying key themes, topics, and trends over time, and assessing the visibility and impact of seminal WLB research publications, authors, and journals. While extensive research has been conducted in the realm of work-life balance, encompassing various concepts, definitions, and both positive and negative aspects, a thorough analysis of the literature's structure, trends, citations, and publication patterns has been notably absent. Thus, this work seeks to bridge this gap by undertaking a bibliometric analysis of current WLB literature, exploring citation frequencies, publication volumes, years of publication, journals of origin, contributing authors, geographic regions of citing authors, and evolving trends and patterns in WLB research. This comprehensive evaluation aims to identify specific areas for future investigation, offering significant suggestions for subsequent inquiries in this pivotal domain.

2. Literature Review

The concept of "work-life balance" was first introduced in the 1990s by (Lewis, Gambles, & Rapoport, 2007). Historically, there has been a prevalent perception that work and personal life are inherently conflicting obligations. Originally, the prevailing notion was that the responsibility for achieving work-life balance rested largely on the shoulders of individuals, while organizational policies predominantly focused on work-related matters (Pensar & Rousi, 2023). Nevertheless, current research indicates that maintaining a balanced integration of work and home life is associated with increased levels of job satisfaction. Satisfied employees play a crucial role in firms, since they have the potential to greatly improve production (Aruldoss, Berube Kowalski, Travis, & Parayitam, 2022; Brough, Timms, Chan, Hawkes, & Rasmussen, 2020).

Organizations have progressively transitioned from this antiquated perspective, currently prioritizing the significance of both professional and personal spheres. The authors Greenhaus and Allen (2011) acknowledge the interrelated nature of these two dimensions and acknowledge their interdependence, emphasizing the significance of incorporating and harmonizing them for the mutual advantage of both. The contemporary society is witnessing an increasing desire for attaining work-life balance, as individuals endeavor to establish a healthy equilibrium between their professional and familial spheres (Akanji, Mordi, Simpson, Adisa, & Oruh, 2020).

In recent years, there has been a notable increase in the number of publications pertaining to the topic of work-life balance, encompassing a few review articles and bibliometric analyses coupled with systematic literature reviews (SLR). However, in terms of bibliometric analysis, prior studies have predominantly focused on the pre-COVID and COVID-19 periods, often without setting specific search limits and utilizing a limited selection of articles from the Web of Science (WOS) database. Consequently, there remains a need to uncover the most current trends in work-life balance.

Therefore, the main goal of this paper is to provide readers a thorough understanding of the studies done on work-life balance to date. In particular, our goal is to identify the major authors, organizations, and publications in this area and to examine historical patterns in publishing and citation data, so in light of this, the study addresses these questions.

1. What are the key themes, topics, and trends over time in the literature on work-life balance?
2. What are the latest publication trends based on the number of years, affiliated countries, journals, authors and citations?
3. What is the significance of WLB for employees and employers?
4. What are the gaps in the literature and what are the future research directions?

3.   Material and Methods

The data for this bibliometric analysis was obtained from the Scopus database on March 10, 2023. The search terms used to identify relevant studies were based on keywords in the title, including work-life balance, work-family balance, work-life integration, and work-life conflict. We assess the reliability and consistency of the data by verifying that country names and titles, which may have been abbreviated or represented using acronyms or other formats. Scopus database was used for two main reasons. First off, it provides a sizable number of data sources with citations and abstracts from peer-reviewed books and journals (Ali et al., 2020) cited by (Dogra & Parrey, 2022). The second is that, in comparison to the Web of Science, it can find more detailed information, extract literature, and assess references from relevant publications in the field of social science. (Koc & Boz, 2014) cited by (Dogra & Parrey, 2022). To refine our search in Scopus, we used the "limit to" option and narrowed our research to include articles relevant to the subject areas of economics, econometrics, finance, business, management, accounting, and social sciences. Additionally, we restricted our search to articles published in the top 15 journals in these fields as shown in below Table 1.

Table 1: Search Criteria

Steps	Description	Total Articles
Step1	Documents extracted from Scopus database using search keyword work-life integration, work-family balance, life-work balance and work-life balance	9855
Step2	Articles appeared in search result limiting to subject area Economics, Econometrics and Finance, Business, Management and Accounting and social science	5,294
Step3	Search results to documents type: Articles.	4,160
Step 4	Our search was focused on articles that fell within top 15 ABDC journals.	654

Table 2 below summarizes each stage's search strings: In the first stage, we used three synonyms of WLB; in stage two, we limited our search string to economics, econometrics and finance, business, management and accounting and social science subject areas; in stage three, we limited our search string to document-type articles; and in the final stage, the top 15 ABDC journals were our string, in which we received 654 articles.

Table 2: Four-stage Search Strategy and Query Strings used in Scopus Database

Refinement Search Stage	Theme	Search For?	Query String Search	Search Output
Stage 1	Central	Work life balance	(TITLE-ABS-KEY ("Work-life balance") OR TITLE-ABS-KEY ("work-family balance") OR TITLE-ABS-KEY ("work-life integration") OR TITLE-ABS-KEY ("work-life conflict"))	9936
Stage 2	Central	Economics, Econometrics and Finance, Business, Management and Accounting and social science	(TITLE-ABS-KEY ("Work-life balance") OR TITLE-ABS-KEY ("work-family balance") OR TITLE-ABS-KEY ("work-life integration") OR TITLE-ABS-KEY ("work-life conflict")) AND (LIMITTO (SUBJAREA," SOCI") OR LIMIT-TO (SUBJAREA," BUSI") OR LIMIT-TO (SUBJAREA," ECON"))	5294
Stage 3	Central	Document type 'Article"	(TITLE-ABS-KEY ("Work-life balance") OR TITLE-ABS-KEY ("work-family balance") OR TITLE-ABS-KEY ("work-life integration") OR TITLE-ABS-KEY ("work-life conflict")) AND (LIMIT TO (SUBJAREA," SOCI") OR LIMIT-TO (SUBJAREA," BUSI") OR LIMIT-TO (SUBJAREA," ECON")) AND (LIMIT-TO (DOCTYPE," ar"))	4160
Stage 4	Central	Top 15 ABDC Journal categorized	(TITLE-ABS-KEY ("Work-life balance") OR TITLE-ABS-KEY ("work-family balance") OR TITLE-ABS-KEY ("work-life integration") OR TITLE-ABS-KEY ("work-life conflict")) AND (LIMIT-TO (SUBJAREA , "SOCI") OR LIMIT-TO (SUBJAREA , "BUSI") OR LIMIT TO (SUBJAREA , "ECON")) AND (LIMIT-TO (DOCTYPE , "ar")) AND (LIMIT-TO (EXACTSRCTITLE , "Community Work And Family") OR LIMIT-TO (EXACTSRCTITLE , "International Journal Of	654

Human Resource Management") OR LIMIT-TO (EXACTSRCTITLE , "Sustainability Switzerland") OR LIMIT-TO (EXACTSRCTITLE , "Personnel Review") OR LIMIT-TO (EXACTSRCTITLE , "Gender Work And Organization") OR LIMIT-TO (EXACTSRCTITLE , "Employee Relations") OR LIMIT-TO (EXACTSRCTITLE , "Gender In Management") OR LIMIT-TO (EXACTSRCTITLE , "Work Employment And Society") OR LIMIT-TO (EXACTSRCTITLE , "Journal Of Marriage And Family") OR LIMIT-TO (EXACTSRCTITLE , "Social Indicators Research") OR LIMIT-TO (EXACTSRCTITLE , "BMC Medical Education") OR LIMIT-TO (EXACTSRCTITLE , "Human Resource Management International Digest") OR LIMIT-TO (EXACTSRCTITLE , "Journal Of Vocational Behavior") OR LIMIT-TO (EXACTSRCTITLE , "Journal Of Surgical Education") OR LIMIT-TO (EXACTSRCTITLE , "Academic Medicine"))

4.   Results and Discussion

Using the keywords work-life balance, work-family balance, work-life integration, and work-life conflict, we obtained a total of 9,855 documents. Of these, 5,782 were published within the last five years, encompassing up to the first quarter of 2023, accounting for 58.1% of the overall documents. To discern the most recent trends in our field of study, we conducted a descriptive analysis of 654 publications. Our initial investigation focused on scrutinizing the distribution of publications by year, journal, and country.

4.1.   Articles based on Subject Area

Figure 1 show that most (37%) of the articles are related to social science subjects and 29 % are from Business, Management and Accounting subject areas.
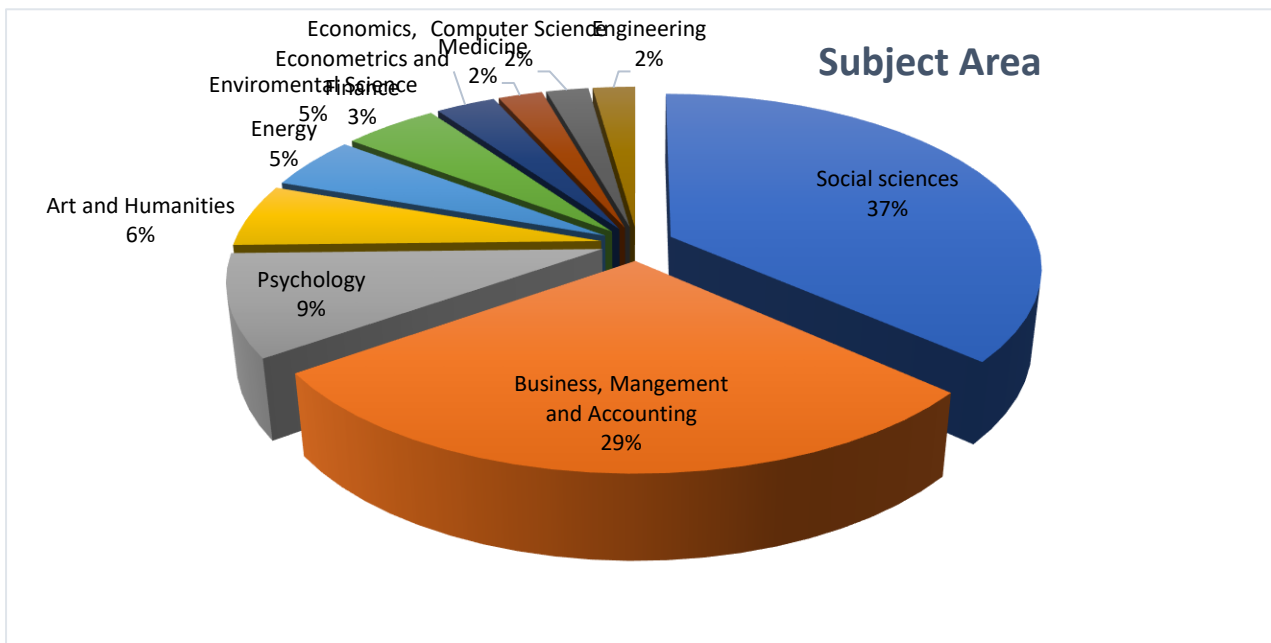

Figure 1: Publication Patterns Across Disciplines

4.2.   Publication pattern-in terms of years

Figure 2 below illustrates the notable and historic growth in research on Work-life balance, depicting a substantial increase in the volume of research articles published from 1998 to 2023. Previous literature has predominantly focused on the conflict perspective rather than the balance perspective, as observed by Casper et al. (2018) and noted by (Rashmi & Kataria, 2022).

The visual representation in Figure 2 provides a clear overview of the trajectory of research publications on work-life balance over the years. The graph highlights a significant surge in articles published in 2022 compared to preceding years. The years 2016 through 2022 stand out as periods with the highest number of article publications. Notably, the data demonstrates an average of 18 articles published annually prior to 2016, which then substantially increased to an average of 48.25 articles annually after 2016.
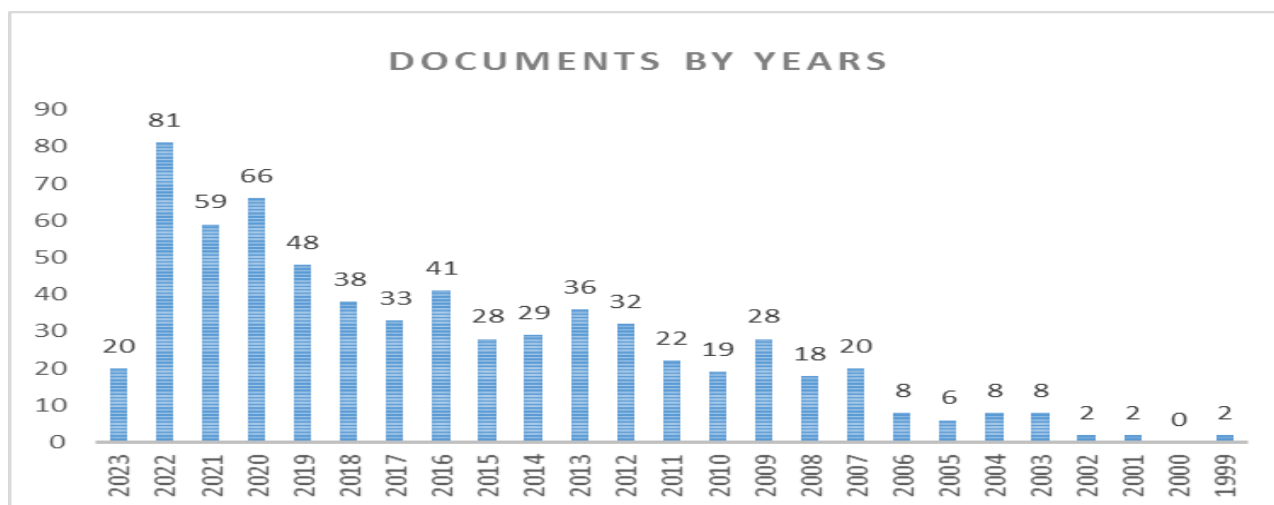
Figure 2: Documents Publishes from 1999 till 2023

4.3. Journal wise Publication Trend

Table 3 shows the number of journals that have made the most contributions to this field and their number of articles, publishers, and ABCD categories. Community Work and Family and the International Journal of Human Resource Management are two periodicals that have contributed more than 75 articles to this field. Switzerland is the journal with more than 50 articles; the details of the remaining journals are presented in (Table 3).

Table 3: Highest Contributing Journal on Work-Life Balance

	Journal Name	ABCD Category	Number of Publications (%)	Cite 2022	Score	Publisher
1	Community Work And Family	C	78	3.9		Taylor & Francis
2	International Journal Of Human Resource Management	A	76	9.9		Taylor & Francis
3	Sustainability Switzerland	A	59	5.7		Multidisciplinary Digital Publishing Institute (MDPI)
4	Personnel Review	A	49	6.0		Emerald Publishing
5	Gender Work And Organization	A	45	7.8		Wiley-Blackwell
6	Employee Relations	B	43	5.1		Emerald Publishing
7	Gender In Management	C	38	4.7		Emerald Publishing
8	Work Employment And Society	A	38	8.3		SAGE
9	Journal Of Marriage And Family	A	36	7.9		Wiley-Blackwell
10	Social Indicators Research	A	36	5.7		Springer Nature
11	BMC Medical Education	A	35	4.4		Springer Nature
12	Human Resource Management International Digest	C	34	0.1		Emerald Publishing
13	Journal Of Vocational Behavior	A*	31	12.6		Elsevier
14	Community Work And Family	A	29	5.0		Elsevier
15	International Journal Of Human Resource Management	A	26	5.7		Wolters Kluwer Health

4.4. Geographical Contribution

The analysis encompassed a total of 654 research documents. The distribution across continents is as follows: Asia contributed 122 publications, accounting for 18.68% of the total. Africa's contribution was 16 papers, equivalent to 2.45%. America provided 196 documents, representing 30.1%. Europe emerged as the most substantial contributor, providing 392 papers, which constituted 60.03% of the total.

This distribution emphasizes a significant focus on Europe in the bibliometric study. Australia also made a noteworthy contribution, with 88 documents, or 5.32% of the total. Additionally, 38 documents were uncategorized, constituting 5.81% of the research without clear geographical classification.

While Europe led in document count, it's worth noting that Asia, Africa, America, and Australia also made substantial contributions. The presence of undefined documents underscores the importance for future studies to provide clarity and categorization. The geographical contributions of the continents are summarized in Table 4 below.

Table 4: Contribution Based on Geographic Origin

Continent	Geographical Region	No. of documents	Percentage Contribution (%)
Asia(Red)	India, China, South Korea, Malaysia, Pakistan, Hong Kong, Japan, Turkey, Oman, Philippines, Singapore, Taiwan, Macao, Saudi Arabia Serbia, United ARAB emirates, Bangladesh, Iran, Israel Kuwait, Lebanon, Libyan Arab Jamahiriya, Morocco, Qatar, Sri lank, Syrian Arab Republic, Thailand, Viet Nam	122	18.68
Africa(Green)	Nigeria, South Africa, Egypt, Ghana	16	2.45
America(Blue)	United States, Canada, Peru, Brazil, Mexico, Argentina, Bolivia, Chile, Colombia, Dominican Republic, Ecuador, Guatemala, Honduras, Panama, Paraguay, Uruguay, Venezuela	196	30.1
Europe(Yellow)	United Kingdom, Spain, Netherlands, France, Germany, Sweden, Italy, Ireland, Norway Belgium, Finland, Poland, Portugal, Romania Slovenia, Austria, Denmark, Switzerland, Greece, Hungary, Cyprus, Estonia, Iceland, Lithuania, Malta, Croatia, Georgia	392	60.03
Australia(Violet)	Australia, New Zealand, Fiji	88	5.32

4.5. Author Influence Analysis

The assessment of author influence, also referred to as publishing activity analysis, is crucial for evaluating an author's impact and productivity within a specific field. In this study, the VOS viewer was employed to examine the contributions of researchers in the realm of work-life balance (WLB). Through bibliometric analysis, the impact of the top contributors' publications and citations was determined. Suzan N.C. Lewis emerged as the most prolific author with 88 WLB publications, which have garnered 3463 citations. This extensive body of work and high citation count attests to Lewis's substantial influence in the research community.

Table 5 in the study provides a spotlight on the top ten influential and productive authors, listing their names alongside the number of publications they have produced. Despite authoring 50 articles, Wendy J. Casper received a notable 4633 citations, indicating the visibility and impact of Casper's WLB research, despite a comparatively smaller publication output.

Table 5: Contributions by Top Authors

S/N	Author	Scopus author ID	Year of 1st publication	Total publication	Document h-index	Total citation	Current affiliation	Country
1	Adisa, Toyin Ajibade	571902 99861	2016	27	10	267	Royal Docks School of Business and Law, London	United Kingdom
2	Lewis, Suzan N.C.	740404 0499	1994	88	32	3463	Middlesex University, London	United Kingdom
3	Mordi, Chima	353624 37300	2010	35	11	392	Brunel Business School, Uxbridge	United Kingdom
4	Craig, Lyn	127608 15500	2004	73	28	3445	University of Melbourne, Parkville	Australia

5	Haar, Jarrod M.	562559 88500	2004	105	27	2320	Auckland University of Technology, Auckland,	New Zealand
6	Casper, Wendy J.	700354 0238	1998	50	27	4633	The University of Texas at Arlington, Arlington,	United States
7	Cegarra-Leiva, David	370605 85700	2010	13	7	311	Universidad Politecnica de Cartagena, Cartagena	Spain
8	Chambel, María José	650717 8503	2005	119	25	2021	Faculdade de Psicologia, Universidade de Lisboa, Lisbon	Portugal
9	Chung, Heejung	553173 85200	2008	47	19	1226	University of Kent, Canterbury,	United Kingdom
1 0	Gbadamosi, Gbolahan	559074 35200	2001	33	14	486	Bournemouth University, Bournemouth,	United Kingdom

Figure 3 illustrates the co-authorship analysis across various countries, with weighted connections between nodes indicating collaborative relationships in research on work-life balance. The strength of these connections reflects the level of collaboration between nations in this field. Each node represents the number of research papers on work-life balance published by authors from that particular country. Larger nodes indicate a higher volume of research articles, with the UK, USA, and Australia making significant contributions to this topic. Additionally, the number of documents and citations serves as a measure of each nation's research impact. Heavier weights signify a greater quantity of documents and citations, indicating that the research from these nations has garnered considerable scholarly attention.
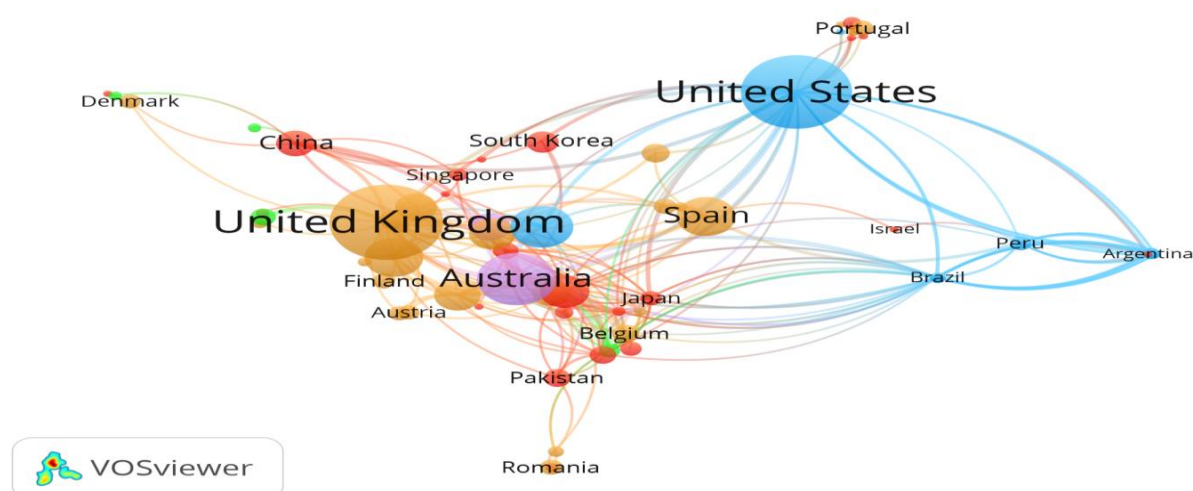
Figure 3: Country Wise Co-Occurrence Map

4.6. Keyword analysis and building of Co-Occurrence map

Keyword co-occurrence analysis employs text mining to establish connections between terms. This method is adept at handling large volumes of unstructured data and helps address the challenges inherent in data mining. By identifying keywords that frequently appear together in a text (Jalal, 2019), researchers and analysts can discern meaningful associations through the examination of co-occurrence patterns. This approach reveals underlying connections and enhances comprehension of textual content (Aloulou et al., 2023). Utilizing keyword extraction and text mining techniques, natural language texts can be classified and analyzed. The search

for co-occurrences and anomalies in textual information enables efficient document processing (Kostoff, Toothman, Eberhart, & Humenik, 2001).

In Figure 4, the size of a dot corresponds to the frequency of occurrence of a given keyword, while its placement indicates which other keywords it is associated with. According to the data, the most frequently occurring keywords in the literature are "work-life balance," which appears in 144 documents with a total link strength of 187, and "gender," which occurs in 143 documents with a total link strength of 91.

The most dominant theme/ items in the co-occurrence map are described below:

i. Harmonizing Work and Life: Parental leave, part-time work, flexible work arrangements, and work-family balance emerge as crucial aspects in various clusters. This underscores a concerted effort to comprehend the dynamic between professional responsibilities and personal life, as well as to explore policies and strategies for their seamless integration.

ii. Gender Equality and Inclusivity: Keywords associated with gender, gender equality, and gender inequality point to a research emphasis on disparities between genders in both professional and personal spheres. This focus advocates for further investigation into promoting gender equity and fostering diversity within organizations.

iii. Employee Well-being and Resilience: Terms like burnout, stress, well-being, and work-life conflict highlight a dedicated attention to the welfare of employees in the study. This area reflects a growing interest in scrutinizing variables that influence the psychological and physical well-being of employees, as well as in formulating measures to foster a healthy workplace environment.

iv. Professional Growth and Performance: Keywords encompassing career choice, career development, work performance, and job satisfaction indicate a concentrated exploration of factors influencing career trajectories, performance outcomes, and job contentment. This theme underscores the role organizations play in aiding employees' professional development and enhancing their performance.

v. Balancing Family and Work Life: Terms such as families, work, paternity, and childcare indicate a research interest in the intersection of family life and work responsibilities. This theme encompasses the study of challenges and opportunities in effectively managing family commitments alongside professional obligations.

vi. Work-life balance, gender equality, employee well-being, and career development are notable research areas based on their total link strength. These terms exhibit substantial co-occurrences in the corpus, underscoring their significance and potential for further investigation.
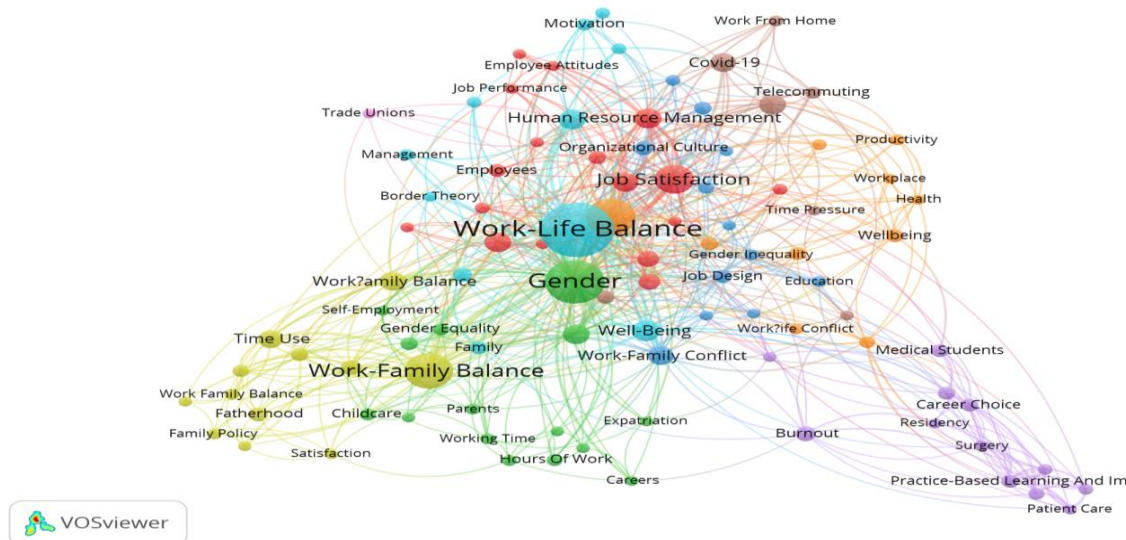

Figure 4: Keywords Co-occurrence Map

5.   Discussion

This study employed bibliometric analysis to delve into the present landscape of work-life balance, examining the contributions of researchers in terms of authors, countries, journals, subject areas, identifying trends, and pinpointing gaps in this domain. Work-life balance has

garnered substantial attention in the past two decades owing to its paramount importance. The study's results highlight Adisa, Lewis, Mordi, Craig, and Haar as the most prolific contributors to this field. Among countries, the United Kingdom (UK) emerges as the most influential, closely followed by the United States of America and Australia, both exhibiting a significant volume of publications.

Leading and highly influential journals in this domain include Community Work and Family, International Journal of Human Resource Management, Sustainability Switzerland, Personnel Review, and Gender Work and Organization. These publications have played a pivotal role in shaping the discourse surrounding work-life balance. Within the realm of subject areas, a significant majority (36.6%) of the publications fall under the umbrella of social science, particularly within the domains of business, management, and accounting (29%), as well as psychology (9%).

The study's findings underscore that terms such as WLB, gender, work-family balance, and job satisfaction have been extensively explored in the literature and have garnered considerable recognition over the years. Work-life integration, work-life conflict, and work-family balance have emerged as dominant themes, with work-life integration and work-life conflict warranting further exploration due to their relatively lower research emphasis.

Recent data indicates a surge in research focused on work-life balance and work-family balance, underscoring the critical importance of these topics and suggesting the need for further investigation. In the future, additional research is crucial for a deeper comprehension of the intricate interplay between work and life and how they mutually influence one another. It's essential to note that this study is based on literature available up until March 10, 2023. Given the dynamic nature of research, it's important to acknowledge the possibility of new publications emerging beyond our knowledge cutoff date.

5.1. Limitations and Future Research Directions

Analyzing the impact of work-life balance policies and programs is essential for assessing their influence on both employee well-being and organizational outcomes. This scrutiny can offer valuable insights into the effectiveness of these initiatives, enabling companies to design more impactful work-life balance programs. Additionally, advancing workplace gender equality necessitates a comprehensive examination of how gender dynamics influence career progression, job satisfaction, and work-life equilibrium. By delving into these aspects, researchers can develop inclusive policies and strategies that foster employee career advancement and overall well-being.

For organizations striving for a thriving and efficient workforce, it is imperative to explore the correlation between employee well-being and job performance. Effectively managing stress, preventing burnout, and mitigating work-life conflicts can lead to enhanced productivity and higher job satisfaction levels. Employing longitudinal studies can shed light on how family-friendly policies and practices shape employees' work-life balance and career trajectories over time. This research aids organizations in understanding the enduring advantages and potential policy refinements.

Achieving personal and professional growth hinges on grasping how company culture and leadership contribute to an inclusive work environment. By comprehending the impact of leadership and culture on work-life balance, gender parity, and employee well-being, organizations can make meaningful strides in creating more conducive workplaces.

These future research directions hold the potential to empower scholars in deciphering the intricate interplay between work, life, and organizational dynamics. This, in turn, can lead to evidence-driven practices and policies that yield benefits for both individuals and organizations alike. Lastly with the transformation of work practices, future studies should focus on the work-life related aspects on remote workers that is ignored in the literature.

6. Conclusion

In this research paper, a comprehensive bibliometric analysis was conducted to delve into the concept of work-life balance. The study encompassed a diverse range of topics to offer

a thorough illumination of the subject matter. Initially, the investigation centered on discerning patterns of collaboration and the geographical dispersion of countries and publications. This provided a comprehensive overview of the interactions among authors and documents in the global realm of work-life balance research. The findings yielded valuable insights into international collaboration and the exchange of knowledge within this field.

Furthermore, the study pinpointed pivotal publishing institutions and delved into their networks of cooperation. This analysis unearthed significant information regarding the noteworthy institutions and their contributions to the advancement of work-life balance research. Lastly, the research paper shed light on the co-word analysis of keywords, spotlighting current trends in work-life balance research themes. By assessing the co-occurrence of terms, the investigation unearthed major themes and interconnections within the academic literature. These insights offer vital recommendations regarding the burgeoning trends and focal points within the field.

In sum, this bibliometric analysis of work-life balance research provides a more nuanced understanding of the global landscape, collaboration networks, and emerging trends in the field. The findings serve as a foundational platform for future research endeavors, offering substantial guidance to scholars and practitioners as they delve into pertinent themes and expand the body of knowledge in the realm of work-life balance.

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