

# Review of Literature on the Impact of Emotional Intelligence on Work-Life Balance

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**Abstract:** *Work-life balance is an important topic that has to be discussed and investigated more, particularly in the workplace of today. When working from distant locations during the COVID-19 epidemic, workers are finding it difficult to maintain a work-life balance. For the majority of workers, there are no set working hours, no holidays, etc. Work-family or family-work conflict may contribute to a person's lack of work-life balance. Employee stress increases along with demand to handle both areas well. Many firms implement work-life balance (WLB) rules to address work-life balance difficulties; however, these policies are either inadequate for workers or are unavailable to them because of job pressure. As a result, individuals must choose their own personal strategies for addressing work-life balance concerns. In order to interact with people successfully and get their cooperation in managing their work-life balance, this article will examine emotional intelligence, which fosters both social and self-emotional intelligence. Since Daniel Goleman first coined the phrase "emotional intelligence" in 1995, numerous corporations have explored and even implemented it. This study reviewed the literature on work-life balance, emotional intelligence, occupational stress, work-family conflict, and family work conflict that was accessible from the researcher's PhD research. This survey reveals that, despite workplace policies that support it, working professionals still struggle with work-life balance. With the aid of self-awareness and self-regulation, emotional intelligence enables employees to properly manage their emotions and themselves in the modern workplace. It also enables them to seek out and receive assistance from others in order to effectively manage work-life balance.*

**Keywords:** Work-life Balance, Emotional Intelligence, Occupational Stress, Work family conflict and family work conflict, Employees

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