

Impact of Work–Life Balance on Employee Performance among Public banking sector of Kabul, Afghanistan

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Abstract: This study investigates the impact of work–life balance (WLB) on employee performance among public sector banks of Kabul Province, Afghanistan. Using a quantitative research approach, data were collected from 155 employees through a structured questionnaire measuring key WLB factors—flexible working hours, workload management, and family support—and their influence on employee performance indicators such as productivity, quality of work, and efficiency. Data were analyzed using SPSS through descriptive statistics, correlation, and regression analyses. Findings indicate that higher levels of WLB are significantly associated with improved employee performance. The study highlights the importance of implementing practical WLB policies in public sector banking institutions, emphasizing flexible scheduling, workload management, and employee support programs to enhance both individual well-being and organizational outcomes.

Keywords: Work–life balance, Employee performance, working hours; Workload; Family support, public sector banks, Kabul Province