A Study Work Life Balance and Employee Engagement among Female Medical Professionals in Kingdom of Saudi Arabia

AFROZE NAZNEEN
College of Business,
University of Jeddah, Jeddah,
SAUDI ARABIA

Abstract: - The present research intended to ascertain the effect of work life balance and its facets on employee engagement after covid-19 among female medical professionals in Kingdom of Saudi Arabia. The study was conducted on 155 female medical professionals. The results revealed the fact that perceived high flexible working condition significantly increased affective engagement, social engagement and overall engagement among female medical professionals. The perceived high work and total life space has significant positive impact on employees' intellectual and affective engagement. Perceived high family support significantly enhanced affective engagement and overall engagement. The results suggested that the influence of Work Life Balance on employee engagement increases commitment, loyalty, and employee productivity which is needed for sustainable development of any organization. The finding of the result can be used by the organization to plan and make changes in the procedures and policies so that sustainable work life balance can be developed that will lead to high employee engagement and hence good performance. This paper helps in identifying ways and means of managing work life balance among female medical professional and its impact on employee engagement.

1 Introduction

1.1 Employee Engagement
There are various ideas, definitions and parts related to employee engagement. [1], characterizes employee engagement as "how dependent an employee is on someone or something in their union, how hard they work, and how loose they are because of that responsibility". [2], characterize employee engagement as "a positive attitude placed by the employee towards the organization and its characteristics. An engaged employee recognizes about the business setting and working with assistants." does so as to develop performance within the gig. To help the relationship." While, [3], characterized employee engagement as "preparing coalition members for their work occupations". Have done; in engagement, people use and present their ideas genuinely, mentally and truly during the position show.

As shown by the hypothesis, the top positions of a union must ensure that all their employees are fully engaged, that they are fully operational in their positions. At the same time that we put a lot of effort into employee engagement or accountability, we'll tackle the three parts of engagement; Huge, educational and social. [4], delineate the different importance of employee engagement into three categories which are academic engagement, felt engagement and social engagement. Rapid engagement coordinates the person's handicap to consider the work and make sensible upgrades. Critical attribution conjures up the notion of feeling much better when you've accomplished a great job. Whereas social engagement is certain conduct that the employee is expected to pursue or have an opportunity to discuss.

There is no clear or observed definition of employee engagement. Staffing and Improvement's

contracted Groundwork takes on a three-tiered framework for characterizing employee engagement:
• **Intellectual Engagement**: finding an entry way to consider work and how to proceed. Smart connection is an amazing, imaginatively capable focus that elicits evaluation, assessment, reasoned reasoning, and above all a tremendous personal commitment to keep up with the times.
• **Affective Engagement**: Feeling determined about working really hard.
• **Social Engagement** - actually taking action to see the redesign related to work with others at work

1.2 Work Life Balance
Figuring out work-life balance involves understanding how people approach work and the amount of time spent at work in the past. Previous work affiliations, family obligations, and other outside interests may involve regulating and loosening work. Processes for the sole purpose of meeting the entirety of their work and life demands encompass their work-life balance. Work-life balance is the state of congruence where a person revolves around the business of his business and refers to his own particular life as well as the division of his time and determination between work and family or leisure.

[5], characterized WLB as improving the five pieces of life of any one expressed other, explicitly, work, family, friends, prosperity and self. [6], reviewed the work lives of speakers of non-state funded schools in Bangladesh with the fundamental goal of researching the factors influencing general perspective on QWL. The features of QWL taken under study form fair test, human cutoff point, progress safety, social curriculum, work and life framework, social significance. It was observed that women were basically satisfied with defining QWL ideas when moving away from individuals. Assets with experience shy of a year tend to be more certain of their QWL and associated attitudes when isolates and trainers have more data. [7], emphasized other QWL drivers, which have an impact on top affiliation collusion, job satisfaction in other research. [8], in their view on open and solicited banks take nine approaches to examine QWL, namely, social conformity of work, settlements and union structure. [9], characterized work-life balance as a form of control. It would be generally conventional genius life. He also added that to work on the nature of your life, add one word 'no' to your language. [10], in their

audit observed the following excerpt from the nature of work life among women professionals.
Flexible Working Conditions: The work environment is a social and dynamic environment in which employees are connected with people through partnership, and understanding of work needs.
Welfare and Recreational Activities: WLB is ensured by the doors given by the relationship for the development of the employees and the sponsorship given by the relationship to keep the dependable and healthy outlook of its employee.
Work and Total Life Space: Work and general presence are generally embraced within the confines of social engagement and the opportunity for personal affiliation turns into an incredible piece of work life balance.
Family Support: An employee is fully supported by the association, even though in case of support from the family.

2 Literature Review
[11], found that work-life balance and state of mind structure intervention and sorting using 372 senior Chinese employees worked in different places and observed that at a very basic level associated with employees are likely to show IWBs and have WLBs.
[12], conducted a study with 100 female employees revealed that unusual and proven work-life balance so it can massively affect employee engagement for women employees and pay can actually affect employee engagement and moreover employee engagement work-life among women employees Can mediate between payment with balance and employee performance.

[13], analyzed whether life satisfaction influences work-life balance. Ideas for results from assessment and practice have been explored to the extent that their responsibility in the field of employee advances.

[14], investigated and separated the effect of work-life balance towards work engagement. The respondents used in this study were 190 employees from different verticals. With validation and dependency testing for data quality testing, data evaluation of this framework loses the main direct confidence. Thus, work should be comprehensible on target without overpowering existing employees.

[15], outlined comparatively attempts to give the meaning of the function of flourishing and perspective or outcome from the establishment. It is

an up close and personal arrangement whose assessment was conducted using structured interviews. The event of this study included gathering of leading students, meeting of meritorious students in Researcher (taking into account CGPA) and zapping students in co-educational arrangement. Survey data were deconstructed using NVivo10 programming. Revelations reveals that there are three major themes wrapping up the six points which are general control, caring, motivation driving life, self-recognition, opportunity, and positive relationships with others. Robust strategy for the mental advancement of the student in building an age that can harness the power to achieve improvement. The field is there and ready for it. [16], rightly state that by testing the likelihood of the data through validity and immutable quality testing, the evaluation of direct used data loses confidence.

[17], found respondents to the assessment were 285 millennials from Java, Indonesia. Data were examined using the Hidden Away Condition Model – Analysis of Second Plans (SEM AMOS). Employee motivation mediates salary but not work-life balance. The novelties of this test are respondents to this framework from the millennium era in Java Island, Indonesia.

[18], reviewed as performers in various positions promote work engagement of trainers by employees and thus acting on teacher productivity and adding employee methods to managing work, to the district.

[19], highlighted that employees will be the things that really affect the relationship in the performance of the HR board. Thus the association needs more employee commitments to make the vision and mission of the connection a reality. Delayed results of the assessment observed that WLB is one of the factors that affects employee relationship at age z. In one respect employee liability may be affected by the WLB. Higher employee engagement was observed with higher employee WLB levels. This determination should be detectable from the test. Motivation for employee obligation is 0.983 and work-life balance is 0.942, two characteristics more pronounced than Cronbach's alpha. Ignoring reality testing, it clearly appears that the entirety of each of the variables isolated is verifiable.

[20], examined the effect of work-family balance on work-engagement through the personal effects of both explicit and implicit support for work-family balance. The results showed that the Association's

Work-Family Balance Framework and Practices, similar to the help of trailblazers, partners, and family-committed ways of thinking and practices, unquestionably affect the work-family balance of singles, who are more likely to work-family Indicates an improvement in balance. Special perspectives on work-family balance support of work participation, and affiliations indicate an expansion in work participation.

[21], note that the majority of employees in the alliance are millennials. For some, the millennial age has given up on them when they have not yet experienced being in a coalition. Employee engagement is one of those relationships in which the employee may be forced to stay on the connection. Employee engagement which includes strength, commitment and ingrained attitudes is known to strongly influence employee productivity. It was decided to explore the data to lose a sensible short faith. Affiliations that are thought to support the public power of employees' own personal lives and work lives are shown as a way of influencing the level of employee engagement in the alliance.

[22], revealed that work-life balance practices can reduce authentic work-life conflicts and positively evaluate employee extensions within the association. Creating and maintaining a culture that interferes with and maintains an opportunity for an ideal work life balance, as well as inspires the expected growth of the employee and the alliance. Putting an end to the fundamental work-life balance approach should be linked to thoroughly examined plans of the relationship as it helps the relationship to reap benefits through the option of attracting and retaining individuals with remarkable cutoff marks and experience. The continuous paper is an undertaking to review various examinations that have been done by experts related to different parts of work-life balance and to consider these assessments to record the frameworks that may work on the actual performance. Furthermore, it contended that building a sustainably developing society that supports work-life balance is a long cycle for animal affiliation. It affects how people think and examine their ongoing work-life balance to see how multifaceted working decisions and other work-life drives are used and are unique to everyone, which differ- Pay less attention to their position, position within the different level or individual responsibilities.

[23], found that problems that are significant sources of work life conflict , impurity, minor

foundations that fall short of the ability to screen and stay aware of business regulations, high unemployment degree, pain, development and much more. The audit recommended that affiliations give hope to implement customizable work expectations by emergent guidelines that will attract employees to truly wonderful work plans, that consideration of affiliations protect workers' opportunities for various holiday drives Develop staffing and managerial strategies to ensure official support for these technology deals that are scaled up for potential growth and increase engagement among employees.

[24], expressed that the commitment of lecturers to the organization is needed for the development and sustainability of universities in the global era. The purpose of this study is to determine the effect of work life balance, job satisfaction and work engagement to the commitment organizatation of lecturers. Data were collected using questionnaires developed based on the dimensions or indicators of each variable. The research method used a quantitative descriptive approach and path analysis. The results showed that there is a positive and significant influence between work life balance, job satisfaction and work engagement on organizational commitment. Increased commitment organization of lecturers with the policy of work life balance between family, social and to fulfill the desire and requirement of lecturer in working to increase lecturer's engagement.

[25], examined the effect of work-life balance and individuals' ability to make sense of information at an extra-critical level on medium through work engagement. This is what the results showed; (1) work-life balance affects work engagement, (2) the ability to exert a great degree of control over individuals affects work engagement, (3) moderate responsibility decisively affects work-life balance, (4) the ability to see the value of any in their center actually affects the actual gambling, (5) work engagement affects fundamentally different levels of liability, (6) work engagement acts on legitimate responsibility -Expects a class in mediating the effect of life balance.

[26], analyzed that a sustainable work-life as seen by the employees is fulfilling, this will lead to increased job satisfaction. (b) Work-life variables impact employee engagement. It shows that job satisfaction is built up, thereby increasing employee engagement. Accordingly, standing position satisfaction increases, thus increasing employee engagement.

[27], revealed that the widespread imbalance between work and customary everyday attendance of teachers is a troubling issue nowadays. The Pearson Connection and Break Confidence model is designed considering this dataset to prevent results. The results showed that a large number of trainers saw that speaking of responsibility to their union was a useful outcome of exceptionally work-life balance. In addition, further evaluation is encouraged to examine the impact of work-life balance by organizing each participant of an alliance that may help summarize the risks of this audit.

[28], recognized that some establishments, especially in the training sector, have adopted a monetary incentive framework to cover work-life imbalances for employees. Anyway, the challenges lie ahead and require consideration. This study found that with advances in adaptive work style, employees respond in a positive way to non-interfering personal life and what's more, when the environment becomes concrete, employees for the most part continue with their work. culture as a result of which their shows will be affected. This utilitarian information is also combined with the location of flood speculation that best applies to specific parts between home and work. As a result, the results of the new assessment suggest planning what many consider to be feasible between work and describe the space to achieve solid performance.

2.1 Objective
The present research aimed to determine the impact of work life balance and its aspects on employee engagement and its components following Covid-19 among medical professionals in the Kingdom of Saudi Arabia.

2.2 Hypothesis
H01: There will be no significant effect of flexible working conditions on employee engagement and its dimensions.

H02: Welfare and recreational activities will not have a significant effect on employee engagement and its dimensions.

H03: Work and total living space will not have a significant effect on employee engagement and its components.

H04: There will be no significant effect of family support on employee engagement and its dimensions.

Life balance will not have a significant effect On employee engagement and dimensions.

3 Research Methodology

3.1 Sample
The sample consisted of female professionals working in various government and private organizations in the medical fields of the Kingdom of Saudi Arabia, who had more than two years of experience, were used as subjects. The questionnaire was distributed using Google Surveys among medical professionals using purposive random sampling technique. The sample consisted of 155 filled-in responses which were found complete in all respects and were used for the proposed study. The age range is 26–55 years with a median of 37 years and work experience is 3–26 years with a median of 13 years.

3.2 Process
Women professionals working in various government and private hospitals in KSA were selected as a sample for data collection keeping in view the availability of data, cost and distance. Only medical professionals were taken into account. Data was collected using survey method and Google survey forms were used for the purpose. Each respondent was contacted online by the researcher and data was collected through a questionnaire. They were asked to fill the questionnaire after carefully reading the instructions given separately for each scale. They were also assured of confidentiality of their answers.

3.3 Tools Used
- **The Work Life Balance of Working Women Professionals developed by, [10] was used** to collect the data. This scale is a 5 rating scale measuring different dimensions of work life balance among women.

- **Employee Engagement Scale,** [29], ISA Engagement Scale was used. The scale has nine items and three types of employee engagement have been identified.

3.4 Data Analysis
The collected data were tabulated according to the research design to meet the objectives of the study and appropriate statistical tools such as Mean, Median, SD and T-test were applied using SPSS software. It was found more appropriate to compare the groups formed on the basis of median.

4 Results and Discussion
Results shown in the corresponding table after interpretation with hypothesis:

Table 1. Showing the effect of flexible working conditions on dimensions of employee engagement.

Dimensions of Employee Engagement	High Flexible Working Condition (N=76)		Low Flexible Working Condition (N= 79)		t- value
	Mean	Sd.	Mean	Sd.	
Intellectual Engagement	10.9737	3.22479	10.6709	3.26882	0.580
Affective Engagement	12.6316	1.82824	11.3608	2.12877	3.991**
Social Engagement	11.4342	2.60428	9.2911	2.67540	5.053**
Overall Employee Engagement	33.5395	5.00251	32.6456	6.03842	3.254**

**df-153, significant at .01 levels

Table 1 is showing the perceived intellectual, affective, social and overall employee engagement of female medical professionals working in various government and private organizations as the effect of flexible working condition. The results obtained from highly versatile and less adaptable working conditions were observed on all aspects of employee engagement. The mean values of high and low versatility employees working on Talent Engagement were observed uncorrected as 10.97 and 10.67 standard deviations 3.22 and 3.26. The two parties of female employees did not significantly differentiate (t = .58). The results translated that the degree of multifaceted working environment did not affect the behavioral engagement of employees. Undoubtedly, academic engagement adds to the individual's enthusiasm for considering work and making sensible updates, [4]. High and low adaptive working conditions have influenced the rapid engagement of women employees. The results remain consistent with past findings that work-life balance and its perspective did not affect employee engagement, [14], [21], [30]. High and low adaptive working conditions fundamentally affect employee engagement. A clear effect of adaptive working conditions has been observed on the employee stack with feeling connected. Independently spilling over with emotion attachment observed mean scores were 12.63 and 11.36 for high and low adaptive working conditions with standard deviations 1.82 and 2.12. The two associations of female employees basically dominated at the .01 level of significance (t= 3.991, P<.01). In any case, employees are directly affected by diverse working conditions. The party of employees with highly adaptable working conditions frees up more space and the approach to work actually leads to employees gambling, [2], and, [1],

represents Social engagement is a part of employee engagement that gives employees a gateway to participate in and evaluate work-related advancements with employees at the workplace. Employees who perceived highly adaptable working conditions generally favored organized engagement compared to employees in less adaptable work environments. The sensible high and low degree of multifaceted working conditions showed mean scores around unreserved organized engagement 11.43 and 9.29 with standard deviations 2.60 and 2.67. Two meetings of female employees reviewed on conscientiousness engagement, what effect (t = 5.05) was found to be significant at .01 levels of significance. The critical degree of adaptive work environment deals with social cohesion as well as information changes within congregations. The mean score on employee engagement for the high-versatile party was observed to be 33.53 with standard deviation 5.00 while the mean score for the less adaptable party of employees was observed to be 32.64 with standard deviation 6.06. Employees' two social case breakdown as a rule, competence (t = 3.25) was observed to be significant at .01 levels of significance. What is happening post COVID-19 is that customizable work environments have affected the general employee engagement at a very basic level. The proposed null hypothesis H01 was rejected. Some evaluations found an effect of work life balance on employee engagement, [24], [25], and, [26]. It affects how people think and assess their endless work life balance by accepting the use of versatile working conditions and other work-life drives, [22].

Table 2. Showing the effect of welfare and recreational activities on employee engagement among female medical professionals (H0$_2$)

Dimensions of Employee Engagement	High Welfare and Recreational Activities (N=68)		Low Welfare and Recreational Activities (N= 87)		t- value
	Mean	Sd.	Mean	Sd.	
Intellectual Engagement	11.6041	3.15960	10.0132	3.30952	3.046**
Affective Engagement	12.7847	1.85776	11.2671	2.06536	4.804**
Social Engagement	10.4265	2.51156	10.3103	2.73781	1.647
Overall Employee Engagement	33.9753	4.94633	32.3347	5.96625	1.870*

significant at .05 levels
** significant at .01 levels

Table 2 represents the effect of welfare and recreational activities on employee engagement among female medical professionals. Women professionals perceived higher government help and employment practices revealed an average score of 11.60 on canny engagement, while other get-togethers of women professionals perceived less government help and redirection practices given by the association revealed practical engagement with a standard deviation of 3.15. But showed an average score of 10.01. and 3.30 independently. Competence was observed between the two groups of employees (t= 3.04, P<.01). The results revealed that more fundamental degrees of government support and wear practices absolutely affect the intelligent engagement of employees. Longer smart engagement is the result of government help and moving practices that help employees maintain an anticipated stronger state of mind, [10]. Although, [14], found that work-life balance had no effect on work engagement. Government support and clothing improvements have a clear effect on the employee's own special engagement. The mean score on spillover to feeling connected was found to be 12.78 and 11.26 as an effect of high and low government support and employment activity with standard deviations 1.85 and 2.06 independently. The two cohorts of female employees did not significantly change at the baseline level (t = 4.80, p < .01). Results show that improvements in work-life balance significantly correlate with life and work satisfaction, indicating an improvement in employee sense of engagement, [13] which can improve employee rationality, responsibility and Enables continuous quality more.

This was an attempt to see the apparent impact of high and low levels of government support and ripple activity on organized engagement especially of women professionals. The mean and standard deviation of the staff, observed high government help and development was found to be 10.42 and 2.51 on the mean and standard deviation of the staff, observed low government help and wear activity had all reserves of 10.31 and 2.73. The two groups of female medical workers observed a particularly organized association, the split (t = 1.64) did not appear huge. Considering all the things, the effect of government help and wearing activity has not been seen all of a sudden. Employees share everything that really matters, the exchange of information inside gatherings along with obscure speculation and advance social cohesion.

This assessment attempts to look at the impact of government support and access practices on overall employee engagement among female medical professionals. The employee get-together saw higher government help and activities given by the association showed an average score of 33.97 on the larger employee engagement scale, while the other party of employees saw less government help and redirecting practices given by the coalition showed an average score of 32.33 shown independently on the overall employee engagement scale with a standard deviation of 4.94 and 5.96. Competence was found to be significant between the two groups of employees (t= 1.87, P<.05). The results translated to a more fundamental degree of government help and customary practices having a marked effect on customary employee engagement. The effect of work life balance has been seen on the engagement of most of the employees. Work-life variables impact employee engagement. Work-life balance surprisingly affects employee engagement, according to government help-and-wear practices, strongly and as a general view. The proposed null hypothesis H0 $_2$ was rejected.

Table 3. Showing the Effect of Work and Total Life Space on of Employee Engagement among female medical professionals (H0$_3$)

Dimensions of Employee Engagement	High Work and Total Life Space (N=68)		Low Work and Total Life Space (N= 87)		t- value
	Mean	Sd.	Mean	Sd.	
Intellectual Engagement	11.6780	3.07129	10.0002	3.37740	3.229**
Affective Engagement	11.2088	1.91816	12.7379	2.03557	4.794**
Social Engagement	10.6176	2.58023	10.1609	2.67144	1.077
Overall Employee Engagement	33.8265	5.14946	32.4161	5.86779	1.591

**df-153, significant at .01 levels

Results are showing in Table 3 revealed the effect of perceived high and low work and total life space on intellectual engagement of employees. The mean on intellectual engagement are found 11.67 and 10.00 with standard deviation 3.07 and 3.37 for perceived high and low total life space. The difference between the two groups of employees observed (t=3.229) significant at .01 levels of significance. Higher levels of employee's work life balance increased the intellectual engagement that lead to more innovation and organization try to maintain a balance between employees work and personal life. The employees perceive high on work and total life space significantly more engaged in intellectual activities as compared to their counterparts. As far as effect of Work and Total Life Space is concern the mean score of perceived high work and total life space group on affective engagement found 11.20 with standard deviation 1.91 and mean score of perceived low work and total life space observed 12.73 with standard deviation 2.03. The difference between two groups of female employees on affective engagement found (t=4.794) significant at .01 levels of significance. The employees perceive high on work and total life space showed less affective engagement as compared to their counterpart who perceived low work and total life space. It is observed that when individuals have positive work and total life space, it increases affective engagement, [31]. The present study established a relation between affective engagement and work and total life space construct, [32], [33]. Several employee engagement studies have found evidence to support the idea that factors in the employee's personal life have a significant impact on their engagement, [34] , [35]. There is no significant difference observed between the two groups on social engagement and overall engagement of employees. Though individuals have positive feelings about their work role at work, they are more likely to perceive

work life balance aspects positively. The proposed null hypothesis H03was partially rejected. It is evident from the results shown in Table 4 that family support as one of the dimensions of work life balance does not influence intellectual engagement and social engagement. Increases Both cohorts of employees with high family sponsorship and low family support tended to work hard and do their best to get the job done well, and their academic views and movements would hold additional engagement, [36]. The present assessment highlighted the ways that unquestionably high and low family support affects an individual's work–family balance, with work–family balance indicating expansion in work engagement, and association with work–family balance. Solitary outlook on support indicates improvement in work engagement, [14]. This assessment explored the impact of family support on multiple organizational engagements that helps foster employee good energy in a workplace where employees are encouraged to share their understanding and ideas. Family support strongly influenced the female medical master's engagement, spilling over with feeling. The mean and standard deviation of low family support on high family sponsorship and very close affiliation are seen as 12.53 and 11.73 with SD. 1.96 and 1.97 autonomously. The two get-togethers turn into a whole (t = 1.94, p < .05) on this count of employee engagement. However, higher family support clearly affected overall employee engagement. A large separation (t = 1.76, p < .05) was observed between high family sponsorship and low family support in daily employee engagement. Family support helps the employee to develop positive energy. The proposed null hypothesis $H0_4$ was partially rejected.

Table 4. Showing the Effect of Family Support on the Dimensions of Employee Engagement among female medical professionals ($H0_4$)

Dimensions of Employee Engagement	High Family Support (N=64)		Low Family Support (N= 91)		t- value
	Mean	Sd.	Mean	Sd.	
Intellectual Engagement	10.9375	3.35647	10.7363	3.17222	0.376
Affective Engagement	12.3594	1.96289	11.7363	1.97110	1.943*
Social Engagement	10.5156	2.73131	10.2527	2.57161	0.604
Overall Employee Engagement	33.9725	5.11417	32.4114	5.81787	1.766*

df -153, significant at .05 levels

Table 5. Showing the Effect of Work Life Balance on the Dimensions of Employee Engagement among female medical professionals (H0$_5$)

Dimensions of Employee Engagement	High Work Life Balance (N=52)		Low Work Life Balance (N= 103)		t- value
	Mean	Sd.	Mean	Sd.	
Intellectual Engagement	11.8423	3.06411	10.1049	3.29549	3.248**
Affective Engagement	12.7308	1.86417	11.3738	2.04210	4.142**
Social Engagement	10.4808	2.39681	10.3010	2.75409	0.419
Overall Employee Engagement	34.5538	4.65426	32.1437	5.90576	2.566**

***df-153, significant at .01 levels*

Table 5 is representing the effect work life balance on various dimensions of employee engagement such as intellectual, affective, social and overall employee engagement of female medical professionals. The work-life balance stuck in highs and lows; this study attempted to assess the effect of observed high and low work life balance on engagement. The party of employees had a high work life balance, showing a mean score of 11.84 with SD. showed a mean score 10.10 with a low work-life balance s.d. of 3.06 on rapid engagement during teamwork. 3.29 on academic engagement. Discrimination between parties of employees was observed epicateurically (t = 3.24, p < .01). The result was that employees with high work-life balance are more aware of the state of congruence between their work assignments and their own significant life pursuits and are reviewed for greater academic engagement and creative thinking, improving with work orientation and Inspire the content observed high work-life balance and low work-life balance observed effects of 12.73 and 11.37; and standard deviation 1.86 and 2.04 on the large join. The closed division between the two parties was observed as significant (t=4.14, P<.01). The result recommends that the apparent increased level of work life balance is fundamentally more basic than the very close engagement in their right hand side. This reflects the impact of WLB on the critical engagement that builds commitment, commitment, and employee competence, [37]. Improvements in work-life balance have been credited with a marked impact on employee life and work satisfaction, and life satisfaction drives growth in valuable engagement, [14]. The effect of work life balance on warm engagement has not been observed. The framework examines overall employee engagement as a consequence of high and low work life balance and found a stark dichotomy on the overall engagement of female medical professionals.

The overall employee engagement mean scores for the high and low work balance groups of employees were observed as 33.55 and 32.14 with standard deviations of 4.65 and 5.90. Clearly the difference between the two get-togethers appeared to be significant (t = 2.56, p < .01). [25], and, [30], found that work-life balance strongly influenced work engagement and moderate responsibility in the union. Accordingly, it is important for bosses to constantly step up the game in ways that further encourage employees' work life balance, [23], in order to increase employee engagement. The proposed null hypothesis H05 was rejected. It is critically concluded that a work-life balance course should be included, [22], in relationship wellness plans as it is a Helps in attaining significant status and familial and social mention of the individual to attract and retain individuals with exceptional cutoff marks and experience.

5 Conclusion and Suggestions

The survey highlighted the incredible impact of adaptable working conditions on bits of employee engagement such as social interaction and, for the most part, interaction among female medical professionals. Highly customizable working conditions revive employee engagement at an amazingly prime level. In the light of literature reviewed certain null hypotheses formulated and verified by obtained results. Data were analyzed by mean, median, Sd. and t-ratio with the help of SPSS package. Comparisons groups formed based on median. The effect of work life balance seen on employee engagement and its components.

The results revealed significant effect of flexible working condition on the dimensions of employee engagement such as affective engagement, social engagement and overall engagement among female medical professionals. High flexible working

condition significantly enhanced employee engagement. Welfare and recreational activities appeared important factor that showed significant impact on Intellectual engagement, affective engagement and overall engagement. The perceived high work and total life space has significant positive impact on employees' intellectual and affective engagement among female medical professional after covid-19. Perceived high family support significantly enhanced affective engagement and overall employee engagement of female medical professionals. It was observed that perceived high work life balance has significant effect on intellectual, affective and overall employee engagement among female medical professionals in Saudi Arabia after covid-19. The results suggested that the influence of WLB on affective engagement increases commitment, loyalty, and employee productivity. The effect of work life balance has not been observed on social engagement. The results suggested that the impact of WLB on Stacked with a sense of engagement enhances accountability, dependability and employee competence which is regular for viable development. In the light of obtained results it is suggested that to increase the employee engagement among female medical professionals organization provide flexible working conditions in which employees interact freely with each other and also provide freedom to choose their work timings according to their feasibility, definitely increase employee engagement and make full effort to achieve the target. Organization should provide adequate welfare and recreational activities to ensure work life balance for the progress of the employees to maintain a stable and sound state of mind of its employee.

References:
[1] Thakur, P (2014). A Research Paper on the Effect of Employee Engagement on Job Satisfaction in IT Sector. Journal Of Business Management & Social Sciences Research, Vol-3, 31-39.
[2] Robinson, D., Perryman, S., & Hayday, S. (2004). The drivers of employee engagement. Brighton: Institute for Employment Studies. https://www.researchgate.net/publication/2705 08822_Reconceptualising_Employee_Engage ment.
[3] Kahn, W A (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. The Academy of Management Journal, Vol 33 (4), 692-734.
[4] Alfes, K, Truss, C, Soane, E C and Gtenby M (2010). Creating an Engaged Workforce CIPD Research Report.
[5] Byrne, Una (2005). Work-life balance: Why are we talking about it at all? Business Information Review, Vol 22(1) 53-59.
[6] Ayesha Tabassum, Tasnuva Rahman, Kursia Jahan (2012). An Evaluation of the Quality of Work Life: A Study of the Faculty Members of Private Universities in Bangladesh. ABAC Journal, Vol. 32 (3)
[7] Anwar, J, Hansu, SAF and Yousaf F.(2013). Work-Life Balance: What Organizations Should do to Create Balance? World Applied Sciences Journal, Vol24(10) 1348-1354.
[8] Reddy, D. M. L., & Reddy P, D. M. (2014). Comparative analysis of quality of work life among public and private sector bank employees. International Journal of Organizational Behaviour & Management Perspectives, 2(4), 641-648.
[9] Isaacs, D. (2016). Work-Life Balance. Journal of Paediatrics and child health, 52(1): 5–6. 1367-8868, DOI: 10.1080/13678868.2012.72654
[10] Sharma, S., Gangwani, S and Alfryan, L.H. (2019). Work Life Balance of Working Women Professionals: Scale Development. International Journal of Scientific & Technology Research, Vol 8,(11), 3504-3511.
[11] Ali H, Li M and Qiu X (2022) Employee Engagement and Innovative Work Behavior Among Chinese Millennials: Mediating and Moderating Role of Work-Life Balance and Psychological Empowerment. Front. Psychol. Vol-13: 942580. doi: 10.3389/fpsyg.2022.942580
[12] Arianti, A. , Soekemi, W. and Dewi, R. (2022) The Effect of Work Life Balance and Compensation on Employee Performance through Employee Engagement as Intervening Variable (Study on Married Women Employees That Have Children in the Production Section of PT Sukuntex Spinning). Journal of Human Resource and Sustainability Studies, 10, 705-718. doi: 10.4236/jhrss.2022.104041.
[13] Znidarsic, J., Vukovic, G. and Maric, M., (2020). The relationship between work-life

balance and job engagement: life satisfaction as a moderator. In *Proceedings of FEB Zagreb International Odyssey Conference on Economics and Business* (Vol. 2, No. 1, pp. 706-719). University of Zagreb, Faculty of Economics and Business.

[14] Lestari, D. and Margaretha, M., (2021) Work life balance, job engagement and turnover intention: Experience from Y generation employees. *Management Science Letters*, *11*(1), pp.157-170.

[15] Shah, K.M., Padli, J., Talib, J.A. and Mukhtar, F.(2020). The Psychological Well-Being from The University Students 'perspective And Culture. *PalArch's Journal of Archaeology of Egypt/Egyptology*, *17*(9), pp.2981-2994.

[16] Silaban, H. and Margaretha, M., 2021. The Impact Work-Life Balance toward Job Satisfaction and Employee Retention: Study of Millennial Employees in Bandung City, Indonesia. *International Journal of Innovation and Economic Development*, *7*(3), pp.18-26.

[17] Setiyani, A., Djumarno, D., Riyanto, S. and Nawangsari, L.,(2019). The effect of work environment on flexible working hours, employee engagement and employee motivation. *International Review of Management and Marketing*, *9*(3), p.112.

[18] Žnidaršič, J. and Marič, M., (2021.) Relationships between Work-Family Balance, Job Satisfaction, Life Satisfaction and Work Engagement among Higher Education Lecturers. *Organizacija*, *54*(3), pp.227-237.

[19] Rachmadini, F. and Riyanto, S (2020), The Impact of Work-Life Balance on Employee Engagement in Generation Z. *IOSR Journal of Humanities and Social Science*, *25*(5), pp.62-66.

[20] Žnidaršič, J. and Bernik, M.(2021) Impact of work-family balance results on employee work engagement within the organization: The case of Slovenia. *Plos one*, *16*(1), p.e0245078. DOI: 10.1371/journal.pone.0245078

[21] Larasati D.P. and Hasanati, N., 2019, March. The effects of work-life balance towards employee engagement in millennial generation. In *4th ASEAN Conference on Psychology, Counselling, and Humanities (ACPCH 2018)* (pp. 390-394). Atlantis Press.

[22] Verma, Nancy, Dhiman, Bhaskar and Kaur, Jatinder (2020) Work-Life Balance Approaches to Improve Organizational Performance, International Journal of Creative Research Thoughts, Volume 8, Issue 11 November 2020, 199-205.

[23] Tamunomiebi, M.D. and Oyibo, C., 2020. Work-Life Balance and Employee Performance: A Literature Review. *European Journal of Business and Management Research*, *5*(2).

[24] Harini, S., Luddin, M.R. and Hamidah, H., 2019. Work life balance, job satisfaction, work engagement and organizational commitment among lecturers. *Journal of Engineering and Applied Sciences*.

[25] Marseno, W.A. and Muafi, M.(2021) The effects of work-life balance and emotional intelligence on organizational commitment mediated by work engagement. *International Journal of Business Ecosystem & Strategy (2687-2293)*, *3*(2), pp.01-15.

[26] Arief, N.R., Purwana, D. and Saptono, A., 2021. Effect of Quality Work of Life (QWL) and Work-Life Balance on Job Satisfaction through Employee Engagement as Intervening Variables. *The International Journal of Social Sciences World (TIJOSSW)*, *3*(01), pp.259-269.

[27] Akter, A., Hossen, M.A. and Islam, M.N., 2019. Impact of work life balance on organizational commitment of university teachers: Evidence from Jashore University of Science and Technology. *International Journal of Scientific Research and Management*, *7*(04), pp.1073-1079.

[28] Babatunde, S.O., Olanipekun, W.D., Lateef, S.A. and Babalola, H.B., 2020. Work Life Balance and the Performance of Academic Staff at the Selected Tertiary Institutions in Kwara State, Nigeria. *Journal of Southwest Jiaotong University*, *55*(6).

[29] Soane, Emma, Truss, Catherine, Alfes, Kerstin, Shantz, Amanda, Rees, Chris and Gatenby,

[30] Sorenson, S. (2013). How employee engagement drives growth. *Gallup business journal*, *1*, 1-4.

[31] Marais, E., de Klerk, M., Nel, J. A., & de Beer, L. (2014). The antecedents and outcomes of work-family enrichment amongst female workers. SA Journal of Industrial Psychology, 40(1), 1–14.

[32] Marais, E., de Klerk, M., Nel, J. A., & de Beer, L. (2014). The antecedents and outcomes of

work-family enrichment amongst female workers. SA Journal of Industrial Psychology, 40(1), 1–14

[33] Shankar, T., & Bhatnagar, J. (2010). Work life balance, employee engagement, emotional consonance/dissonance & turnover intention. Indian Journal of Industrial Relations, 46, 74–87

[34] Timms, C., Brough, C., O'Driscoll, M., Kalliath, T., Siu, O.-L., Sit, C., & Lo, D. (2015). Positive pathways to engaging workers: Work-family enrichment as a predictor of work engagement. Asia Pacific Journal of Human Resources, 53(4), 490–515

[35] Halbesleben, J. R. (2010). A meta-analysis of work engagement: Relationships with burnout, demands, resources, and consequences. In A. B. Bakker & M. P. Leiter (Eds.), Work engagement: A handbook of essential theory and research (pp. 102–117). Psychology Press.

[36] Zaharuddin, N.S. and Zainol, L.N., 2019. The impact of work-life balance on job engagement and turnover intention. *The South East Asian Journal of Management*, *13*(1), p.7.

[37] Topaloglu, E.O., Sonmez, R. and Yazgan, A.E.(2019) Relationship Between Work Engagement and Work Life Balance: On Bank Employees. *Journal of BRSA Banking and Financial Markets*, *13*(1), pp.59-76.

Contribution of Individual Authors to the Creation of a Scientific Article (Ghostwriting Policy)

The author confirms sole responsibility for present research, at all stages from the formulation of the problem to the final findings and solution.

Sources of Funding for Research Presented in a Scientific Article or Scientific Article Itself
No funding was received for conducting this study.

Conflict of Interest
The authors have no conflicts of interest to declare that are relevant to the content of this article.