

## Abstract Details

**Title:** Impact of Working Hours on Work-Life Challenges Faced by Working Couple- An Empirical Investigation

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**Abstract:** The overarching purpose of the study was to know the impact of working hours on the work-life balance challenges faced by working couple. WLB from an employee perspective is the most important strategy of organisation. This article reports that the working hours have a significant relationship with the challenges faced by working couple. Data was collected from various countries like USA, India, Australia, and Canada. A total of 70-80 participants (working couples) indicated that long and odd working hours make their work-life imbalanced. Due to which they are unable to spend time with family and negatively effecting their organisation commitment. Also, these time constraints create more stressful conditions to work and giving unproductive results to organisations. We therefore, recommend all the organisations to implement work-life balance strategies which are family friendly policies and simultaneously, reaping benefits for the organisations too.

**Keywords:** Working Couples, Work-Life Balance, Flexible Working Hours, Flexibility.