WORK-LIFE INTERFACE.
MAPPING KEY TOPICS IN SCOPING REVIEW

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Purpose: To examine the research interest in specific WORK-LIFE constructs in the literature through the number of publications on the topic, as well as to determine their relationships with other topics through the frequency of keywords.

Design/methodology/approach: A scoping review of publications on five work-life constructs from 1999 to 2024, and identification of their links to other topics through keyword frequencies using VOSviewer.

Findings: The most widely described construct is the work-life balance, while the others constitute only a small percentage of it. The analysis of the most frequently occurring keywords indicates that all constructs have one common area (occurring in all 5 constructs) and it is work-life balance. Other common areas with lower frequency of occurrence are burnout, human, job satisfaction, female and wellbeing.

Research limitations/implications: In practice, it is difficult to distinguish between the concepts. Despite the conceptual differences, there is a lack of efforts in the literature to confirm these differences.

Originality/value: This article brings together for the first time all the terms related to the work-life interface. The work-life interface goes beyond the traditional understanding of balance, focusing on the dynamic interaction of both spheres depending on the preceding term, which can be conflict, balance, integration, harmony, or enrichment.

Keywords: work-life conflict, work-life balance, work-life integration, work-life harmony, work-life enrichment.

Category of the paper: Research paper.

1. Introduction

Since the work-life interface includes social, affective, and behavioral dimensions (Morris, 2009), the lack of balance, harmony, or integration between work and private life can cause conflict in behaviors and emotions, which in turn can promote cognitive and emotional dissonance and burnout (Owens et al., 2018). The work-life interface goes beyond the traditional understanding of balance, focusing on the dynamic interaction of both spheres

depending on the preceding term, which can be conflict, balance, integration, harmony, or enrichment. However, the difference between the constructs is not entirely clear, and they are sometimes even used interchangeably, which does not seem to be correct. Given that the topic is a practical phenomenon, it seems important to review and determine the current state of research. This article presents a scoping review of publications on five work-life constructs from 1999 to 2024, and the main aim was to examine the research interest in specific WORK-LIFE constructs in the literature through the number of publications on the topic, as well as to determine their relationships with other topics through the frequency of keywords. The evidence was expected to be diverse and scattered. The review process was conducted by searching the Scopus database, using 10 keywords selected in the initial phase of the narrative. The results show a rapid evolution of the existing literature related to the construct of work-life balance. As for the other discussed constructs such as work-life conflict, work-life integration, work-life harmony or work-life enrichment, the evolution is rather low, but in 2021 it is uninterrupted for the first time.

2. Constructs of the work-life interface

The work-life interface encompasses the relationships that exist between professional and personal life (Griffin, Moorhead, 2010). Within these relationships, we can talk about the following constructs:
   a) work-life conflict,
   b) work-life balance,
   c) work-life integration,
   d) work-life harmony,
   e) work-life enrichment.
Why is conflict mentioned in the first place? In all the constructs presented above, there are two levels - one is work and the other is private life. In principle, we often deal with conflict here, because personal and professional life influence each other, interpenetrate each other, and as a result - incompatible requirements occur between the performed professional and family roles, which makes participation in both roles difficult and may even cause conflicts.

Work-life conflict is understood as the negative or unbalanced combination of work with non-work activities (Godlewska-Bujok, 2019) . The conflict in this case consists of two separate, yet related concepts: work-family conflict and family-work conflict (Chang, McDonald, Burton, 2010), and its result is the overlap of the performed roles. It is considered that the role conflict is bidirectional here:

1. Work-family conflict occurs when work commitments and interests interfere with family life, e.g. irregular or inflexible working hours, work overload, stress, interpersonal conflict at work, unsupportive supervisor or organization (Unruh, Raffenaud, Fottler, 2016; Asiedu et al., 2018).

2. Work-family conflict occurs when family commitments interfere with work life, such as childcare or eldercare responsibilities, interpersonal conflict within the family, and unsupportive family members (Jahan Priyanka et al., 2024). The idea of overlap (interference) between home and work roles means that the challenges and expectations on one side are in some way contradictory (conflict-generating) to the other – a phenomenon that occurs because work and private life responsibilities compete for resources such as physical energy, psychological resources, time and others, which are limited (Greenhaus, Beutell, 1985). It becomes apparent that devoting resources to one domain is considered to take resources from the other, which leads to a constant dispute (Hill et al., 2007; Ong, Jeyaraj, 2014) . The role conflict described here is important for organizations and employees because it is often associated with negative consequences: burnout, stress and deterioration of health, organizational commitment and work performance (Amstad et al., 2011; Akkas, Hossain, Rhaman, 2015).

Work life balance

Work-life balance (WLB) focuses on equal division of time and energy between work and private life. The key goal is to separate these two spheres so that neither dominates the other. In practice, this means, for example, clearly defined working hours, after which the employee completely cuts off from professional duties to spend time with family, rest or devote themselves to their interests.

The concept of WLB has gained much attention in recent years due to the growing importance of flexible, family-friendly working hours (Small et al., 2011). It is usually defined as the extent to which people achieve equal levels of satisfaction with their work and life (Greenhaus, Powell, 2003) and the boundary theory views work and life as separate domains, each satisfying different needs.

A slightly different definition of WLB indicates that the balance is in line with individual values, meaning that it is defined by each individual at the individual level. It cannot therefore be defined as an equality between the domains of work, family, and life (Wayne et al., 2017), but as the desired balance between the domains at a given point in a person's life and career. As such, it represents a personal ideal that may or may not be actually achieved (Adkins, Premeaux, 2019).

Work-life integration

Work-life integration (WLI) focuses on the interpenetration of professional and private life in a flexible manner. In this approach, work and personal tasks are carried out in a schedule tailored to individual needs, e.g. remote work, dealing with personal matters during working hours or performing professional duties at non-standard times. The essence is efficiency and the ability to freely switch between professional and private roles.

This process has become particularly visible through the adoption of remote work at home, and is therefore, among other things, the result of technological changes, although considerations on this subject have appeared more widely since the pandemic, which forced work from home. From the employee's point of view, this type of integration may threaten their independence through the possibility of the employer deciding how the work is to be performed by the employee without observing the standards provided for in the national labor law system (Godlewska-Bujok, 2020). In practice, remote and hybrid work options may be beneficial to some extent, but this way of performing work may blur the boundaries between professional and private life.

Integrative behaviours refer to the actual ways in which an individual manages the boundaries between work and personal life (Foucreault, Ollier-Malaterre, Ménard, 2018).

Work life harmony

As some researchers point out, work and personal life can actually be complementary to each other (rather than competing) and then we can talk about harmony rather than conflict or the search for balance (Hill et al., 2007; McMillan, Morris, Atchley, 2011). The concept of work-life harmony (WLH) introduces the perception of these spheres as integrative rather than competitive elements and includes understanding and sharing the responsibilities related to roles (Ong, Jeyaraj, 2014).

Others view work-life harmony as the ability to combine work and life dimensions and as a harmonious arrangement of work and life roles that are integrated with each other (McMillan, Morris, Atchley, 2011). Harmony occurs when resources are successfully coordinated and utilized in both spheres and negotiation and sharing of responsibilities are practiced (Grzywacz, Carlson, 2007).

Hughes and Bozionelos (2007) point out that ensuring work-life harmony relies on "the ability of individuals, regardless of age or gender, to find a rhythm that allows them to combine work with responsibilities, activities and aspirations outside of work".

Using the concept of work life harmony gives employers and their employees greater opportunity to push boundaries as needed to effectively adjust work parameters and maintain employee life harmony. It is important to note that the boundaries between tasks, levels of authority, and other traditional constraints and an employee's life are not always as clear and reliable (Murphy, Manocha, 2024).

The advantage of using this concept is the emphasis on building an internal sense of balance and fulfillment, in which work and private life are perceived as mutually supporting elements. It is not about equal division of time, but about a sense of satisfaction and emotional balance. For example, a job that gives satisfaction can be a source of energy and motivation in personal life, instead of being a competition for free time. In this context, it is indicated that it is possible to achieve synergy between life and work. Consequently, for an employer, a higher level of work-life harmony among its employees may be associated with less frequent plans to leave the company (Lindfelt et al., 2018).

In this construct, a special role can be attributed to the phenomenon of mompreneurship, which describes female entrepreneurs who seek harmony between their professional and private lives, combining the roles of mothers and businesswomen, and thus putting family and full-time professional work first (Ekinsmyth, 2013).

Work-life enrichment

According to Friedman and Greenhaus (2000), balance is a flawed metaphor that assumes that employees must negotiate between work and the rest of their lives. Instead, the authors propose striving for a more satisfying goal than balance, namely enrichment, which is not related to trade-offs but to synergy, occurring when work and family help an individual cope better in other areas of life, such as work (Friedman, Greenhaus, 2000; Friedman, 2014).

The basic assumption behind the concept of work-life enrichment (WLE) is that both work and family provide individuals with resources (e.g., self-esteem, income, etc.) that can help them cope better in various areas of life (Carlson et al., 2006).

According to this approach, the work-life interface may be easier when involvement in one role spills over into another (Greenhaus, Powell, 2006). As an example, employees believe that their family/personal life has taught them, among other things, how to interact better with coworkers or how to multitask. Conversely, employees who learn conflict resolution techniques during training at work can use the knowledge to effectively resolve conflicts at home (Ruderman et al., 2002).

Interestingly, work-family conflict and enrichment are opposites (Allen, 2012). Family involvement may produce positive spillovers into the workplace, but these positive spillovers do not compensate for the conflict that the workplace introduces into the family, which contributes to lower job performance (Weer, Greenhaus, Linnehan, 2010).

The term WLE aims to focus the research field away from the conflicts and tensions that typically characterize other work-life constructs, towards the positive outcomes of participation in work and private life (Pitt-Catsouphes et al., 2004).

The key differences between the constructs discussed include:

- Work-Life Balance seeks to separate work and life, while Work-Life Integration brings them together into a coherent whole.
- Work-Life Balance is about time proportions, and Work-Life Integration is about the freedom to manage activities.
- Work-Life Harmony places greater emphasis on the subjective sense of fulfillment and synergy between different spheres of life.

3. Methodology

This article attempts to conduct a scoping review of the existing literature (Tricco et al., 2018) related to the WORK-LIFE interface to gain insight into the research interests in the individual WORK-LIFE constructs over the years and their relationships with other topics and each other. It was expected that the evidence would be diverse and scattered. The exclusion Criteria were as follows:

a) the search was performed using a combination of keywords containing the interfaces described at the beginning of the article, taking into account their different spellings: "WORK LIFE CONFLICT" OR "WORK-LIFE CONFLICT", "WORK LIFE BALANCE" OR "WORK-LIFE BALANCE", "WORK LIFE INTEGRATION" OR "WORK-LIFE INTEGRATION", "WORK LIFE HARMONY" OR "WORK-LIFE HARMONY", "WORK LIFE ENRICHMENT" OR "WORK-LIFE ENRICHMENT",

b) after identifying the key words, an international database was selected and a search was conducted in the Scopus database using the following fields: Article Title, Abstract, Keyword,

c) the review period was not time-limited in terms of the start of the scope - indexed documents were requested until 2024,

d) was used filters based in the Business, Management and Accounting knowledge discipline,

e) accepted OPEN ACCESS criterion,

f) documents written in a language other than English were excluded from the study,

g) from research disabled materials in press and note, short survey, erratum, letter, conference review, conference paper, editorial,

h) the decision was made to include the following document types: article, book, book chapter, review.

The bibliometric analysis was conducted using the preferred reporting items for systematic reviews and meta-analyses (PRISMA-ScR) guidelines (Tricco et al., 2018). PRISMA outlines essential steps for systematically reviewing scientific literature, including the selection of

indexed papers from bibliographical databases while excluding nonrelevant materials (Moher, 2009) . The results of searches and process of article selection are presented in the PRISMA diagram (Table 1) below.

Table 1.
Screening process

	WORK LIFE CONFLICT	WORK LIFE BALANCE	WORK LIFE INTEGRATION	WORK LIFE HARMONY	WORK LIFE ENRICHMENT	
IDENTYFICATION	6134	42 326	3530	259	292	
SCREENING	740	11 586	374	43	54	tems for Title, Abstract& Keyword screen
SCREENING	490	8968	276	33	22	excluded studies (as described above)
INCLUDED	250	2618	98	10	32	

Source: own study based on Moher, 2009, p. 264.

Following a preliminary literature review on the WOR-LIFE INTERFACE, the following research questions were identified:

1. Which of the constructs discussed is most widely described in the literature?
2. What key themes are associated with each construct?
3. What are the themes common to all constructs?

In accordance with the objectives, all data from the included sources will be presented in the form of graphs and a narrative summary. The results will be discussed in relation to the research questions.

4. Results

The WLB interface is most widely described in the literature, followed by WLC, WLI, and recently WLH and WLE (Fig. 1). Analysis of publication time reveals a general increase in WLB-related documents published since 1998, although five stages were identified: 1. weakly increasing growth from 1998 to 2004; 2. A sharp increase in 2005-2007; 3. a steadily increasing number of publications observed between 2012 and 2017; 4. A critical decline just before the pandemic in 2018; 5. A systematic, large increase since 2019.

For the remaining constructs, a significantly smaller number of documents were identified, however, starting from 2021, all topics have been continuously present in scientific publications, which was not the case before.
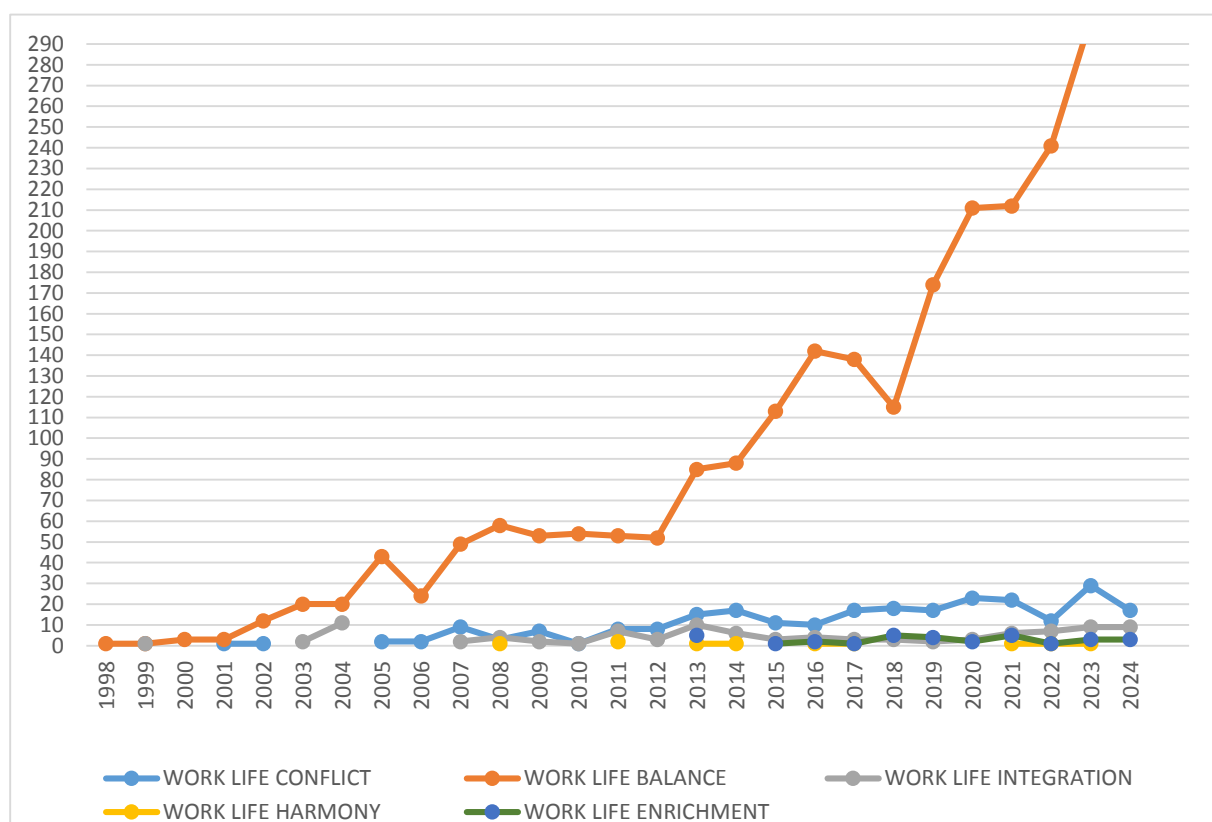
**Figure 1.** Total number of publications per year.

Source: own study.

To answer the remaining two research questions, a visualization map was used, which displays keywords in the data file based on clustering techniques available in VOSviewer. The approach is based on keyword mapping and clustering (van Eck, Waltman, 2010). For mapping the minimum number of keyword occurrences was assumed to be 5. Results are shown in figures 2-6.

As indicated by maps created with VOSviewer:

a) The WLC interface is most often related to the WLB topic, job satisfaction, gender and wellbeing (Fig. 2).

b) The WLB interface is most often associated with the job topic satisfaction, human, female, article, male and burnout (Fig. 3).

c) The WLI interface is most often associated with the work-life balance, human, female, article, burnout (Fig. 4).

d) The WLH interface is most often related to the topics of work-life balance, human, wellbeing and burnout (Fig. 5).

e) The WLE interface is most often associated with the WLB and WLC topic (Fig. 6).
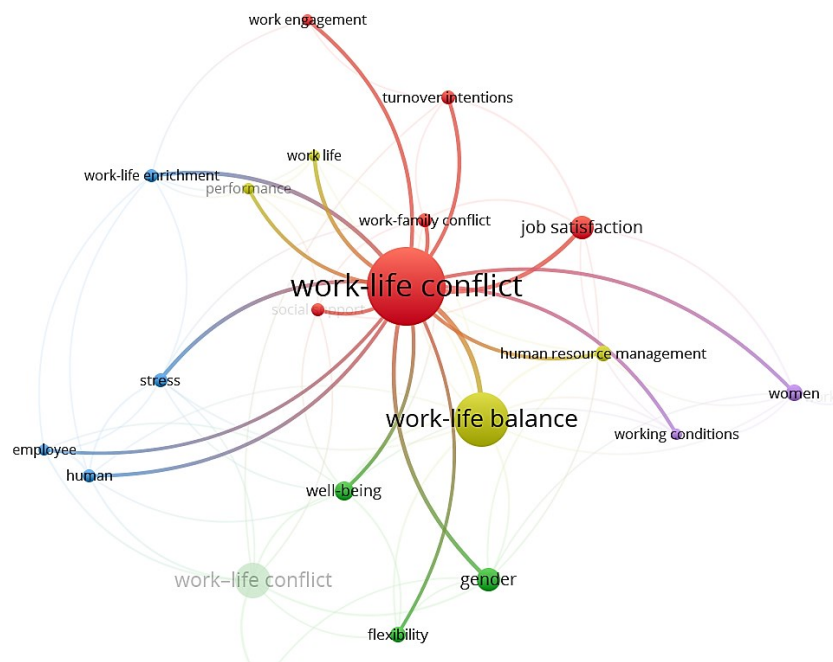
Figure 2. Work life conflict.

Source: own study by VOSviewer.

Figure 3. Work life balance.

Source: own study by VOSviewer.

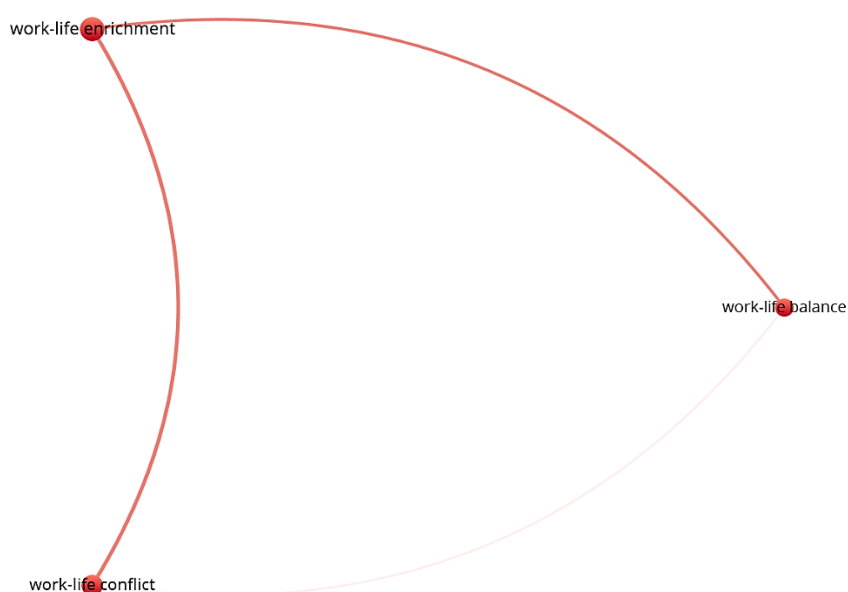**Figure 4.** Work life integration.

Source: own study by VOSviewer.
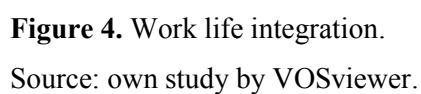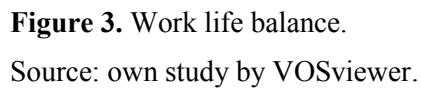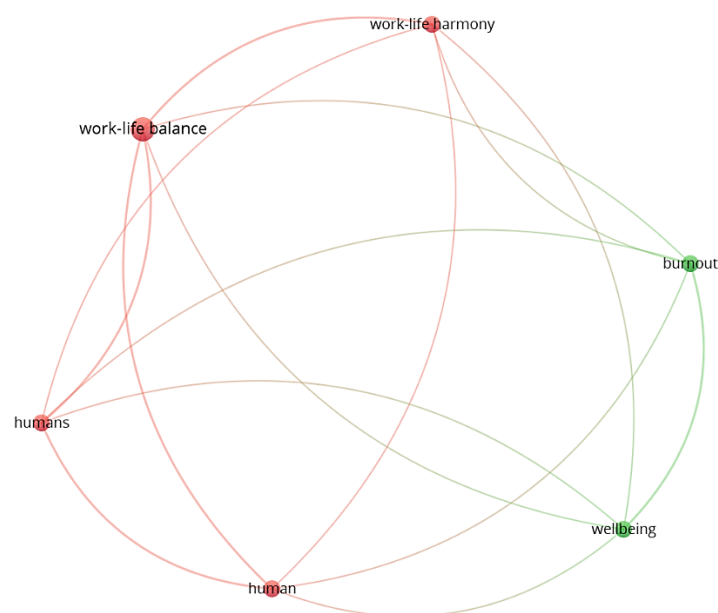
Figure 5. Work life harmony.

Source: own study by VOSviewer.

Figure 6. Work life enrichment.

Source: own study by VOSviewer.

The analysis of the most frequently occurring keywords indicates that all constructs have one common area (occurring in all 5 constructs) and it is work-life balance. Other common areas with lower frequency of occurrence are burnout, human, job satisfaction, female and wellbeing.

5. Summary

Each of the constructs discussed in the article responds to different needs and lifestyles, therefore their selection depends on individual preferences and the working and living conditions of an individual. In practice, it is difficult to distinguish between the concepts, although it is worth noting that all of these constructs, the distinctions of which are not always clear, express the mutual benefits of integrating work and family/personal life. Despite the conceptual differences, there is a lack of efforts in the literature to confirm these differences. Moreover, some previous studies often consider the above-mentioned terms as similar. This is confirmed by the results of the presented review, where a huge difference in the number of publications depending on the construct is visible. The most widely described construct is the work -life balance, while the others constitute only a small percentage of it. Interestingly, despite the differences in the names of the constructs, they often contain the same key words.

The lack of empirical evidence substantiating conceptual differences between constructs constitutes a significant research gap that requires further attention.

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