

## **The Effect of Work-Life Balance on Organizational Commitment of Accountants**

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In today's working environments many people have a hard time to create a balance between work and personal life. If there is an unbalance in allocation of time, problems might arise even if employees earn better than the industry average. In a sustainable work environment policies that will ensure better work quality by giving people more time to research and a reasonable schedule have to be accepted.

This research is unique in combining work life balance and organizational commitment. The motivation is that accountants work with an intense schedule and their commitment in work might be related to work life balance. The research includes a survey with the participation of 498 accountants working in Istanbul, Turkey. Based on the results the main hypothesis that there is a relationship between work life balance and organizational commitment is accepted.

There are also differentiation analysis of work life balance and organizational commitment based on personal characteristics .In the research work life balance is explained with the variables, the effect of work to personal life, the effect of personal life to work, work life growth and the effect of working with husband/wife or other relative. The personal characteristics are number of children, level of income, number of clients, taking mental therapy and occupational experience. The results are tabulated and discussed for each analysis.

A general evaluation of the research findings reveals that there is a significant effect of work life balance on organizational commitment. An unbalanced work and life of accountants leads to less organizational commitment. Therefore accountants need to be educated on policies that protect work life balance.

The big companies of the industry need to reconsider job descriptions and requirements which will improve the intense work load of the employees. There will be more time to motivate and focus on employees. The problems with managers can be discussed and resolved.

When the job requirements are revisited, the standards such as level of education can be increased. A more research oriented work environment can be built. These suggestions lead to a more career oriented rather than a money oriented approach by the accountants.

For further research, we suggest to work with more variables such as performance and motivation to understand work life balance. A survey with the involvement of different cities and countries would also benefit to understand cross cultural dynamics of the research.

*Keywords:* Work-life balance, Organizational Commitment, Accounting Profession.

*Jel Codes:* H83, J81, M40

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