

## **Conceptualizing work-life balance practices: the case of the healthcare industry in Malaysia**

### **ABSTRACT**

The concept of employee well-being and work-life balance (WLB) practices emerged to be a significant topic in human resource management (HRM). It has received a noteworthy attention from academics, HR practitioners, policy makers and individual employees. The paper intends to revisit these concepts from the perspective of the healthcare sector in Malaysia. The issues of well-being and WLB became significant for the healthcare professionals in Malaysia due to a serious shortage of personnel at both national and state level. This situation has forced doctors and nurses to work in long hours, high work demands with less flexibility. This paper highlighted three WLB practices: flexible working hours, supportive supervision and family-friendly work practices and policies to influence employee well-being. In addition, it also emphasizes gender as a potential moderator to the relationship. The antecedents and consequences affecting WLB are discussed besides the proposed conceptual framework is being put forward for future research.