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A PROJECT REPORT
ON
THE ROLE OF WORK-LIFE BALANCE INITIATIVES IN EMPLOYEE
WELL-BEING IN SHERATON OMAN HOTEL.

By

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Guided by

FESTUS ODHIGU.

A project report submitted in partial fulfillment of
the requirements for the award of
Bachelor of Arts (Honours) in Business Administration
(Human Resource Management)



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ABSTRACT

This study examines the role of work-life balance initiatives in the well-being of employees at the Sheraton Amman hotel. The study also uses a survey questionnaire to collect datagram employees. The results indicated that work-life balance initiatives such as flexible working hours, teleworking, parental leave, and wellness programs are positively associated with employee well-being. In addition, employees who participate in work-life balance initiatives have the highest levels of job satisfaction, lower burnout, and higher levels of mental and physical health. The study examines the impact of work-life balance initiatives on the well-being of employees at the Sheraton Amman hotel, identifies effective strategies, identifies factors affecting their effectiveness, and provides practical recommendations to hotel managers. In addition, the study provides valuable insights for organizations seeking to improve the well-being of their employees through work-life balance initiatives.

Keywords:

Work-life balance initiatives, Employee well-being, Sheraton Oman Hotel.

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CHAPTER 1

INTRODUCTION.

1.1. Background of the Study

By work-life balance is meant professional responsibilities and personal life, which include leisure, social activities, self-care and family. There should also be a healthy work-life balance, which in turn is of great importance in achieving general well-being because it improves overall satisfaction, prevents fatigue, and reduces stress in all work and personal areas (Teo, 2023).

Moreover, the organization can use many strategies that, in turn, will contribute to achieving a work-life balance and employee well-being. One of those strategies is determining working hours, where working hours are spelled out in the complex contract between the parties and what rights and duties the employee is obliged to in those hours of work. The organization can also use a flexible work strategy, which means that it allows the employee to work remotely in some emergency circumstances that do not allow them to be inside the organization. Moreover, an organization can use several strategies that, in turn, will contribute to the achievement of work-life balance and employee well-being. One such strategy is the limitation of working hours, since working hours are spelled out in the complex contract between the parties and what rights and duties the employee is obliged to perform in those working hours. The organization can also use a flexible work strategy, which means that it allows the employee to work remotely in some emergency circumstances that do not allow him to be mentioned above, it will contribute to achieving work-life balance and achieving well-being for their employees (Brouge, 2023).

There are many benefits that organizations reap when they follow work-life balance initiatives, including the following:

-Improve productivity.

Improving productivity is one of the benefits of following work-life balance initiatives. When an organization works to provide work-life balance to their employees, they will

feel a sense of belonging and loyalty to the organization, which improves the performance of employees well. Finishing all the required work also helps to finish the work on time. This also contributes to increasing competitiveness in the labor market when the organization has employees with high productivity and efficiency. For example, when an organization engages employees in their events and listens to their problems, understands them, and comes up with appropriate solutions, they then feel like they belong to the organization, which makes them work well. When managers notice that an employee needs training in some area to develop his skills, this improves the productivity of the employee himself (Teo, 2023).

-Attracting the best talent.

Work-life balance initiatives work to attract the best talents available in the labor market, as these initiatives work to provide a work environment commensurate with the requirements of those talents, such as providing easy systems at work and flexibility in working hours, while also providing vacations, compensation, and promotions for other jobs. For example, an organization can activate remote work in some emergency cases where it is not necessary for the employee to come to the organization; the organization can also offer a flexible work schedule that allows the employee to share their family events, which makes them feel appreciated by the organization; the organization can also allow employees from parents to work from home sometimes; and the organization can allow them to bring their children to work from time to time (Teo, 2023).

-Reduced absenteeism from work.

Reduced absenteeism is one of the benefits that organizations gain when they use work-life balance initiatives, as these initiatives reduce the rate of absenteeism in the organization and allow employees to work remotely. For example, when an employee is unable to go to his workplace because of a circumstance where he can work while he is in it, or if the employee is stressed, he can also work from home when he enjoys a new health (Teo, 2023).

By understanding the meaning of work-life balance, working on the implementation of strategies, understanding the benefits of having that balance, and overcoming the

challenges that complicate achieving that balance, an organization can reach the well-being of its employees by achieving all the above. When an organization works to create a work-life balance, it means making employees live in absolute well-being and not wanting to abandon that organization in any way. Therefore, it is necessary to have a work-life balance in all organizations to satisfy and keep their employees in their jobs and improve their productivity, which will raise the level of competitiveness in the labor market.

1.2. Statement of the Research Problem

The hospitality industry is known for its long working hours, shift work, and high levels of stress, which leads to employees being affected in a very negative way and reduces their well-being. At the Sheraton Oman hotel, it is necessary to work on understanding the current state of employee well-being and the role of work-life balance initiatives in strengthening employee well-being. In addition, this study aims to explore the effectiveness and role of work-life balance initiatives in enhancing the well-being of employees at the Sheraton Oman hotel due to the high demands and increasing pressures in the working environment faced by hotel employees. On the other hand, the statement of the research problem provides a clear direction for the project in highlighting the need to ensure the work-life balance initiatives used in the enterprise, which in turn contribute to the well-being of employees and identify best practices for their implementation.

Aims and Objectives of the Study

The aim and purpose of this study is to investigate the role of work-life balance initiatives in enhancing employee well-being.

1.2.1. Aims

This study aims to ascertain the role of work-life balance initiatives in enhancing the well-being of employees at the Sheraton Oman hotel. The study also aims to identify effective work-life balance initiatives that can enhance the well-being of employees, reduce turnover rates, and reach the highest levels of job satisfaction. This study also explores the factors that may facilitate or hinder the effectiveness of work-life balance initiatives and provides practical recommendations to hotel managers to enhance and maintain the well-being of employees.

1.4. Research Objectives.

1. To examine the role of work-life balance initiatives in employee well-being in Sheraton Oman Hotel.
2. To evaluate the types of work-life balance initiatives in Sheraton Oman Hotel.
3. To analyze the factors that affect work-life balance initiatives and employee well-being Sheraton Oman Hotel.
4. To examine the strategies that enhance employee well-being.

1.5. Research Questions

1. What is the role of work-life balance initiatives in employee well-being in Sheraton Oman Hotel?
2. What are the types of work-life balance initiatives in Sheraton Oman Hotel?
3. What are the factors that affect work-life balance initiatives and employee well-being Sheraton Oman Hotel?
4. What are the strategies that enhance employee well-being?

1.6. Scope of the Study

The scope of the study defines the boundaries within which the research project will be implemented and clarifies the exact study objectives, tasks, features and deadlines that the research technology will cover to reach reasonable results and conclusions to provide satisfactory answers to research questions (Bosal and Bosel, 2023). This research is a case study of the role of work-life balance initiatives in the well-being of employees at Sheraton Oman hotel: the study will focus on the role of work-life balance initiatives in the well-being of employees at Sheraton Oman hotel. The types of work-life balance initiatives at Sheraton Oman will also be evaluated. It will also analyze the factors that affect the work-life balance initiatives and the well-being of employees at the Sheraton Oman hotel. In addition, strategies that promote employee well-being will be studied. It will take at least two to three months for the information collection process to end in June 2024, to get more, deeper, and better information. The scope of this study will include the Sheraton Oman Hotel in the Sultanate of Oman, where the survey will be sent in the ninth week via Google form in May. The HR management department will also be subjected to answering the survey questions posed to improve and develop the role of work-life balance initiatives in the well-being of employees at the hotel.

1.7. Significance of the Study

1.7.1 The Company:

This study helps the hotel to improve its initiatives to achieve a work-life balance, which contributes to improved employee satisfaction, reduced staff turnover, and increased employee well-being. The presence of these initiatives in the hotel also helps to retain experienced employees, reduce recruitment and training costs, and increase the productivity of the company.

1.7.2 The Government:

On the government side, the study can provide an insight into the policies and regulations that the government may need to put in place to improve work-life balance and protect the well-being of employees in the hospitality industry. Having these initiatives at the hotel can also help the government in Oman maintain a healthy workforce, attract, and retain quality human capital, and promote the country's socio-economic development.

1.7.3 The Researchers:

It is possible that this study will contribute to the existing body of knowledge about work-life balance initiatives and their impact on the well-being of employees in the hospitality industry. This can also help researchers develop theories and frameworks that can guide future studies related to employee well-being. In addition, the results of the study can provide insight into the effectiveness of specific work-life balance initiatives, leading to the development of new and effective approaches to enhancing employee well-being.

1.8. Limitation of the Study

There are many limitations to this project study About the role of work-life balance initiatives in the well-being of employees at Sheraton Oman hotel. The most prominent limitation that limits the search is the inability to obtain accurate information from the company for data collection because it maintains strict confidentiality. In addition, the researcher will face other challenges while collecting data, such as the following:

1.8.1 sample size

The study is limited to one hotel, which may not represent the largest number of hospitality workers in Oman. This may reduce the generalization of the results.

1.8.2 limited scope of the study:

The study focuses on work-life balance initiatives and their impact on employee well-being. However, there are other factors that can affect the employee's well-being, such as job requirements, leadership style and organizational culture, which were not taken into account in the study.

1.8.3 limited time:

The time allocated to research and conduct this study is very limited, and not enough. Classes also started at the beginning of February and will continue until mid-June, as well as the advent of Ramadan, changing working hours and reducing school hours. Therefore, it is a short period of time to prepare a research paper covering many aspects of the role of work-life balance initiatives in the well-being of employees at Sheraton Oman hotel.

1.9. Operational Definition of Terms

1.9.1 Work-life balance initiatives:

She explains to her " organizational policies, programs and practices that seek to enable employees to achieve a better balance between their work-related activities and their personal life outside of work " (greenhouse and Powell, 2018, P.3).

1.9.2. Employee welfare:

They denote" a state of rest, health or happiness at work, or a feeling of confidence and satisfaction in life and work " (World Health Organization, 2010).

1.10. Structure of the Research

1.10.1. Chapter 1 Introduction

The first chapter is known as the introduction, which contains many topics related to the research, including the background of the study, the statement of the research

problem, the goals and objectives of the study, the objectives, the objectives of the research, research questions, the scope of the study, the importance of the study, the limitation of the study, the operational definition of terms, the structure of the research, summary summing up the chapter and presenting the next chapter.

1.10.2. Chapter 2 Literature Review

The second chapter is known as literature reviews, where the researcher will provide many different literature reviews related to the research topic, including the following, a comprehensive introduction to what this chapter will talk about, the concept of work-life balance and employee well-being, the role of work-life balance initiatives in employee well-being, types of work-life balance initiatives, factors affecting work-life balance initiatives and employee well-being, strategies that enhance employee well-being, theories of work-life balance and employee well-being, a comprehensive summary of what the researcher has done in this chapter with a simple introduction to the next chapter.

1.10.3. Chapter 3 Research Methodology

The third chapter is known as research methodology, where the researcher will know everything related to the different research methodology related to the research topic, research design, study population, sampling technique and sample size, research tools and testing validity and reliability, data collection techniques, data analysis technique, legal, ethical and social considerations, and a comprehensive summary of what the researcher has done in this chapter with a simple introduction to the next chapter.

1.10.4. Chapter 4 Data Analysis

The fourth chapter is known as data analysis as the objective of this chapter is to present the data and analyze the results in relation to the literature reviewed in the second chapter. To do this successfully, the researcher must make sure that the use of research questions as subheadings is relevant, at least at the draft stage. Present the data in a clear and coherent way, using tables, graphs, etc. As the researcher sees fit. A critical discussion of the results in relation to the literature in the second chapter, identifying areas of agreement and disagreement, and giving some reflection on why the results obtained were so. Identify any confusing or unexpected results and consider the reason

for this. A comprehensive summary of what the researcher has done in this chapter, with a simple introduction to the next chapter.

1.10.5. Chapter 5 Summary of Findings, Conclusion and Recommendations

The fifth and final chapter is known as the summary of results, conclusions, and recommendations, where the researcher will provide a comprehensive introduction to what will be covered in this chapter, and he will talk about the summary of results, conclusion, recommendations, limitations, future research that the researcher will obtain by collecting various information and analyzing it and reaching real and useful results.

1.11. Summary

The first chapter in this research discussed the introduction, which talked about the role of work-life balance initiatives in the well-being of employees at the Sheraton Amman hotel. He also touched upon the objectives of the research, its importance, the scope of the research and the practical definition of the basic terms in the research. The next chapter will include a review of the literature related to the research objectives.

CHAPTER 2

LITERATURE REVIEW

2.1 Introduction

This chapter discusses as many literature reviews as the concept of work-life balance and employee well-being. The researcher will also present a study on the role of work-life balance initiatives in employee well-being. In addition, the researcher explains the types of work-life balance initiatives, giving examples of each initiative. There are also many factors that affect work-life balance initiatives and employee well-being, which the researcher will discuss in this chapter. The researcher will reveal the strategies that enhance the employee's well-being, and the researcher will also clarify the theories of work-life balance and employee well-being. At the end of the chapter, the researcher

will provide a comprehensive summary of what has been mentioned in the chapter in full.

2.2 The concept of work-life balance and employee well-being.

The concept of work-life balance refers to "the ability to successfully manage multiple roles by appropriately allocating time and energy to work and non-work requirements" (Greenhouse and Powell, 2018, P.3). It is also a situation where individuals may feel that they have enough time and resources to fulfill their professional and personal commitments. On the other hand, employee well-being denotes "a state of rest, health or happiness at work, or a feeling of confidence and satisfaction in life and work" (World Health Organization, 2010).

The concept of work-life balance is also increasingly defined as a factor of great importance in promoting employee well-being (Schneider et al., 2017). Setting up work-life balance initiatives has been shown to have many positive effects on employees' physical and mental health, job satisfaction, and productivity (who, 2010).

Furthermore, research has reported that employees with work-life balance are less likely to experience stress and burnout (Greenhaus and Powell, 2018). Therefore, work-life balance is also an especially crucial factor in enhancing employee well-being and job satisfaction.

2.3 The role of work-life balance initiatives in employee well-being.

Work-life balance initiatives have a significant impact on employee well-being and are becoming increasingly relevant in the modern workplace. It has been found that the implementation of such initiatives positively affects the physical and mental health of employees, job satisfaction, and overall well-being (Wang, Liu, Wang, Wang, new2016).

Research suggests that flexible working arrangements, such as telecommuting and flexible schedules, have been found to help reduce job stress and anxiety levels while improving work-life balance (Hill, Hawkins, Ferris, & Weitzman, 2018). In addition, these initiatives provide employees with more control over their work schedule, which may enhance their sense of independence, leading to a better work-life balance (Greenhouse and Powell, 2018).

In addition to the above, the use of other work-life balance initiatives, such as employee assistance programs, wellness programs and childcare support, contributes to their increased effectiveness in promoting employee well-being and reducing employee turnover rates while increasing organizational productivity (Cusick, Loach, and Eaton, 2017).

In general, work-life balance is one of the topics that has gained increasing importance in recent years, due to the existence of boundaries between work and personal life that have become blurred due to the increasing use of technology. It is also necessary to maintain the well-being of the employee, and this is a big challenge for organizations globally. Many organizations are now implementing work-life balance initiatives such as flexible working hours, telecommuting, parental leave, and wellness programs to help their employees manage the demands of work and personal life. The content of these initiatives also includes providing a better work-life balance, reducing stress and fatigue, increasing job satisfaction, and enhancing the physical and mental health of employees in general. On the other hand, organizations that prioritize employee well-being through work-life balance initiatives reap many benefits, including the development of a positive work culture, through which they can benefit in increasing employee morale and motivation, thereby contributing to increased productivity and profitability productivity (Cusick, Loach, and Eaton, 2017).

2.4 The types of work-life balance initiatives.

Work-life balance initiatives contain a wide range of programs and policies aimed at improving employee well-being while promoting work-life integration. Here are some types of research-supported work-life balance initiatives:

2.4.1 Flexible work arrangements:

Flexible working arrangements are defined as non-traditional approaches to work scheduling where they provide employees with the advantage of controlling their schedules and workplaces. Flexible work arrangements (or FWAs) have also become increasingly popular in recent years as employees seek to balance work and personal commitments and can take many forms.

Teleworking is one example of flexible working arrangements where an employee works remotely in case something happens to prevent him from coming to his workplace, where the employee is allowed to use technology to stay in touch with colleagues. This arrangement also allows employees to avoid commuting and work productively from home or other convenient locations. In addition, flexible schedules are an example of flexible working arrangements, where employees can adjust their working hours to accommodate personal commitments, such as attending a child's school event or health appointments. This arrangement also provides flexibility in working hours for employees and contributes to achieving a balance between work and personal life. In addition to the above, the compressed working week is known as one of the examples of flexible working arrangements, the compressed working week is that place where employees work with a full-time schedule, but on fewer days than usual, such as four ten-hour days instead of five eight-hour days. Job sharing is one of the examples of flexible working arrangements, where two employees can share the responsibilities of one full-time job, where both employees will work part-time schedules. It is a useful arrangement for those who need more flexibility for personal reasons. Reducing working hours is one example of flexible working arrangements, where employees can work fewer hours than a traditional full-time job. This arrangement benefits employees who want to work part-time, perhaps due to other obligations such as caring for young children or elderly relatives (Hill, Hawkins, Ferris, & Weitzman, 2018).

2.4.2 Employee assistance programs:

Employee assistance programs (EAP) or electronic work plans are defined as workplace-based programs with a design that can help employees with personal and work-related problems that can also interfere with their job performance, health and well-being in general. They provide professional support to employees through counseling, advice, and referrals to specialized services. Here are some examples of **Employee assistance programs (EAP):**

Confidential counseling is an example of an employee assistance program where this Counseling provides a professional counseling program and confidential counseling to employees who may be suffering from a range of personal problems such as depression, stress, or drug and alcohol abuse. The confidential nature of the consultation also

ensures that employees feel safe and secure in seeking help. (Cusick, Loach, & Eaton, 2017).

Training programs is one example of an employee assistance program where training programs can offer IP training programs to employees to provide assistance in personal and professional development such as stress management, communication, and conflict resolution skills (siernik, 2019).

Legal and financial counseling is one example of an employee assistance program that provides legal and financial counseling to employees, working to resolve conflicts that threaten their performance and well-being in their workplace (Cusick, Loach, & Eaton, 2017).

Wellness programs where an Employee Assistance Program provides access to resources that promote health and wellness for employees, such as gym memberships or mental health services (cisernik, 2019).

2.4.3 Wellness programs:

Wellness programs are defined as initiatives that aim to promote and improve the overall health of employees and reach a high level of well-being and reduce health care costs by promoting healthy lifestyles and providing support to employees suffering from illness or chronic diseases. The programs also include a variety of activities, such as health screenings, exercise programs, smoking cessation programs, nutrition counseling, stress management programs, and mental health services. The primary goal of having wellness programs in an organization is to help employees adopt healthy behaviors and lifestyle habits that can enhance their physical and mental health, ultimately increasing productivity, reducing absenteeism, and reducing healthcare costs over time. In addition, employers offer many wellness programs as part of their employee benefits package, as they prove to be beneficial for both employees and the company.

Health education is an example of a wellness program that provides an educational opportunity to help employees learn more about health topics such as nutrition, exercise, and stress management. Health education can also be through classes, seminars, or online resources (Huang et al., 2018).

Other examples of wellness programs are fitness activities, where wellness programs can have on-site fitness centers or group exercise classes or other resources that serve to encourage physical activity. They may also offer incentives to employees, such as rewards for reaching fitness goals.

One example of a wellness program is a mental health service that provides resources to support the mental health of employees, such as counseling, mindfulness classes, or stress management workshops. Promoting and improving mental health has a long-term positive effect on employees and helps boost productivity.

2.4.4 Childcare support:

Childcare subsidies are meant as those initiatives implemented by employers or the government that are aimed at helping employees take on the responsibilities of raising and caring for children, finding affordable, quality childcare and balancing work and family responsibilities. Childcare support can also include subsidies, flexible working arrangements, on-site childcare, parent support groups and other resources.

On-site childcare is one example of childcare initiatives where employers offer on-site childcare facilities, contributing to the provision of a convenient solution for employees. The presence of on-site day care centres also constitutes a solution in reducing work-family conflict and improving productivity among employees (Jiang, Eastman, and Almeida, 2019).

Financial assistance is also one of the examples of childcare initiatives in which employers provide financial support to employees to help with the cost of childcare, such as subsidies or vouchers to compensate for the cost of daycare services, obtaining scholarships for their children, as well as obtaining discount vouchers on some products for children. This financial assistance has been found to increase employee job satisfaction and work-life balance (Lam and Chang, 2020).

Flexible scheduling is also one of the initiatives that fall under the examples of child support, where employers offer flexible scheduling options to you to help employees balance their work and family responsibilities. Flexible work arrangements such as telecommuting or a compressed workweek can also enable employees to take care of their children without sacrificing work productivity or performance (Lee & Johnson, 2018).

Also, one of the examples of child support initiatives is parental support groups, in which some employers provide a support group initiative for parents, giving them an opportunity to exchange experiences and knowledge, as well as providing education and resources related to parenting and family-related issues (Cusick, 2020).

2.4.5 Time-off policies:

Leave policies are defined as the rules and guidelines that employers establish to determine when and how employees can take time off from work for personal illness, family, or other reasons. These policies also usually include paid leave, sick leave, bereavement leave, parental leave, among other types of leave. Here are some examples of vacation policies:

The leave policy is one of the examples of leave policies, as it states that this policy is based on determining the number of days of leave that an employee is entitled to and the method of requesting paid leave. For example, an organization may provide two weeks of leave per year to employees who have worked for at least a year.

Another example is the sick leave policy, where this policy stipulates that sick leave is defined as the number of days an employee cannot go to his workplace due to illness or injury, and how to request leave. For example, an organization may provide five paid sick days per employee per year.

Another example is the parental leave policy, which is based on determining the time and wage arrangements for new parents to take time off to care for a newborn, a newly adopted child, or a sick child in need of special care. For example, the organization may offer six weeks of paid parental leave for both mothers and fathers, or the organization may offer two months of paid parental leave for mothers who have a newborn baby.

A good example in terms of leave policies is bereavement leave, in which the organization can determine the number of unpaid or paid leave days available to an employee when he suffers the loss of a loved one. As an example, an organization may provide employees with three days of paid bereavement leave for immediate or close family members of the first degree.

Another example of a leave policy is the personal leave policy, which stipulates a limit on the number of days that an employee can take or take for personal reasons, such as

taking care of personal matters, emergencies, or for other reasons. For example, an organization may offer two days of personal leave per year, or the organization may offer one week of leave if one of the employees gets married.

2.4.6 Training and development:

Training and development are defined as those processes and strategies that organizations implement to enhance and improve the skills, knowledge, and abilities of employees. In addition, the aim of the training programs is to improve existing skills, introduce new skills, and enhance the overall productivity of employees and job performance. The following are some examples of training and development strategies, including:

On-the-job training is known as one of the examples of training and development, where this type of training is in the work environment, and it deals with employees learning the necessary skills and knowledge while doing their real work. Examples include shadowing, apprenticeships, and job rotations.

Coaching and mentoring are an example of training and development, as this type of training involves pairing an experienced employee with one less experienced than him to help him in career growth and development. For example, pairing a senior employee with a new employee to help with their learning and Development Goals.

Another example is classroom training, where this type of training is given in a traditional classroom environment. For example, instructor-led training, seminars, and workshops are organized by trainers either from outside the organization or from within it.

E-learning is one of the examples of training and development as this type of training where this type of training contains online learning or e-learning. For example, training courses offered via the internet, via mobile learning applications, or via web-based online platforms and virtual reality training.

Simulation training is one of the examples of training and development, as this type of training provides a realistic environment for employees to learn how to operate machines and equipment safely. For example, flight simulators, driving simulators and healthcare simulators.

2.5 The factors that affect work-life balance initiatives and employee well-being.

There are many factors that can influence work-life balance initiatives and employee well-being. Here are some key factors with corresponding sources:

2.5.1 Demographics of employees:

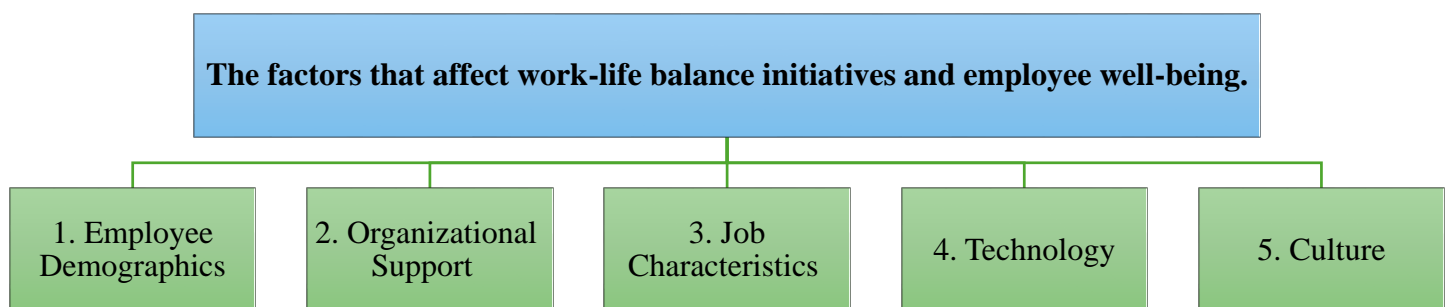
Factors such as age, gender, marital status, and parental status to influence the effectiveness of work-life balance initiatives. She also works for research to show that women and fathers, for example, have unique needs and preferences for work and life compared to men and childless individuals (Teo, 2024).

2.5.2 Organizational support:

The level of support from the organization serves to significantly influence the employee's well-being. Improving and promoting policies, practices and a supportive

Figure 2 factors that affect work-life balance initiatives and employee well-being.

culture of work-life balance also leads to positive results such as job satisfaction and low turnover (Teo, 2024).



2.5.3 Function characteristics:

Job characteristics such as workload, control and flexibility affect the employee's well-being. High workloads, low control and poor work-life balance have a clear negative impact on both the health and well-being of employees (Teo, 2024).

2.5.4 Technology:

Technological progress offers the opportunity to work remotely and flexible working arrangements, which can positively affect the work-life balance. However, it is also possible that technology leads to work intensification, blurring of work and personal boundaries, increased stress (Teo, 2024).

2.5.5 Culture:

Cultural norms and values have an enormous impact on the employee's well-being. Some cultures value work over personal life, but others prioritize family and free time. The culture of the organization has a role of immense importance in the initiatives of work-life balance and employee well-being. It is possible to achieve an organizational culture that values and promotes work-life balance to reach elevated levels of employee well-being and achieve a better work-life balance. There are some ways that culture influences work-life balance initiatives and employee well-being, such as setting priorities, through which it allows prioritizing employee well-being and work-life balance through the implementation of work-life balance policies and initiatives. Leaders who prioritize employee well-being have a positive impact on the organization's culture, making work-life balance initiatives more effective. In addition, culture influences flexibility in the workplace. A flexible work culture allows employees to manage their work schedules to meet family and other personal obligations, which significantly affects the employee's well-being. This can include compressed work schedules, part-time work, telecommuting, or job-sharing arrangements. In addition to the above, health and wellness is another way that culture influences work-life balance initiatives and employee well-being, where organizational culture plays a role in promoting health and wellness initiatives such as stress reduction, mindfulness, and exercise, where it also benefits employee well-being. These initiatives also help employees better manage their stress levels, contributing to better overall health and a better work-life balance. (Teo, 2024).

2.6 Strategies that enhance employee well-being.

Employee well-being is defined as the general state of both health, happiness, and employee satisfaction within an organization. It also contains many different aspects of an employee's life, both inside and outside the workplace, in addition, it is influenced

by factors such as physical health, mental well-being, work-life balance, job satisfaction, and participation (Allen, 2024).

Employee well-being is one of the most important aspects of work, where employees can be treated with respect and given great opportunities that contribute to increasing levels of satisfaction, which leads to high productivity rates. In addition to the above, employee well-being is a strong sign for the company that recognizes the importance of proper communication. And the company needs good communication to stay afloat (Allen, 2024).

Organizations use many strategies that contribute to enhancing the employee's well-being, including the following:

2.6.1 Flexible working arrangements.

Flexible work arrangements, such as telecommuting, flexible scheduling and job sharing, help employees balance work and personal commitments. Research has also indicated that flexible working arrangements contribute to improving work-life balance and reduce work-family conflict (Allen, 2024).

2.6.2 Wellness programs.

The implementation of wellness programs to help employees focus on physical health (such as gym memberships and health checks) or mental health (such as stress management workshops and counseling services) in promoting employee well-being. A meta-analysis of various wellness programs found that they can improve employee health outcomes and reduce health care costs (Allen, 2024).

2.6.3 Employee participation and recognition.

Providing an opportunity for employee engagement, recognition and job satisfaction improves and enhances employee well-being. Studies have also indicated that participating employees enjoy higher levels of well-being and job satisfaction (Allen, 2024).

2.6.4 Training and development.

Training and development opportunities help employees feel more engaged, valued, and supported. The employee survey also showed that training and development opportunities were a major factor in job satisfaction and well-being (Gallup, 2020).

2.6.5 Workload management.

It is possible that the workload is manageable and realistic, and by reducing stress and reducing the risk of burnout. Also, the study conducted on a healthcare worker showed that workload was the clearest significant indicator of burnout and that reducing workload can improve well-being and job satisfaction (Allen, 2024).

2.6.6 Administrative support.

Administrative Support provides assistance through open communication, feedback, and regular confirmation with employees in improving and enhancing well-being. The study also showed that administrative support was positively associated with employee well-being and work-life balance. An administrative support strategy is a management approach that focuses on how to provide support services that contribute to enhancing the productivity and effectiveness of the organization. This strategy requires the use of administrative staff and resources to facilitate the smooth conduct of operations at all levels of the organization. This strategy also plays a major role in promoting work-life balance and employee well-being in general within the organization. There are some ways in which the management support strategy can contribute to achieving these goals, such as flexible working arrangements, where the management support strategy promotes flexible working arrangements such as teleworking, flexible working hours, job sharing and other accommodations that give employees opportunities to better balance their work and personal responsibilities. In addition, adequate staffing and management support helps to ensure that there are adequate staffing levels so that employees do not feel overloaded and stressed, as this leads to lower stress levels for employees and a better work-life balance in general. Also providing resources to support well-being such as mental health support, wellness programs and other benefits that support employee well-being is one of the works of the management support strategy. In addition, the management support strategy is based on encouraging communication and cooperation, as it can support management by encouraging a culture of open communication and cooperation, as this can contribute to enhancing the

sense of community within the workplace, which leads to increased job satisfaction and a more positive work environment. (Allen, 2024).

2.7 Theories of work-life balance and employee well-being.

There are many theories of work-life balance and employee well-being, including the following:

2.7.1 Theory of psychological capital .

This theory states that employees with high levels of psychological capital or what is known as flexibility, self-efficacy, optimism, and hope are the people most able to manage work-life balance and maintain well-being. In addition, studies have shown that employees with higher psychological capital may experience less work-family conflict and have higher levels of job and participant satisfaction (Bello & Tanko, 2024).

2.7.2 Theory of appropriateness between a person and the environment.

This theory states that the work-life balance and well-being of an employee can be influenced by the correspondence between the personal characteristics of an individual and the work environment. In addition, employees who recognize a good alignment between their values, needs, skills, and work environment are more likely to experience work-life balance. Studies have also shown that there is a relationship between both personal and organizational values associated with a better work-life balance and employee well-being (Bello & Tanko, 2024).

2.7.3 Theory of resource conservation.

This theory provides a proposal that states the need to conserve resources, that employees who have limited personal resources (such as time, energy, attention) can benefit from them due to work demands and personal responsibilities, which leads to reaching stress stages and reducing well-being. However, employees can manage and acquire resources to improve and enhance work-life balance and well-being. Studies have also proven in support of this theory, showing that resource gain can mitigate the negative impact of resource loss (Bello & Tanko, 2024).

2.7.4 Attachment theory.

This theory states that there is an employee's attachment style (i.e., anxiety, avoidance, or safety) that influences how they manage their work-life balance and well-being. In addition, employees with a secure attachment style can manage the demands of work and personal life and have higher levels of well-being. Studies have also shown that secure attachment is associated with increased work-life balance, job satisfaction, and organizational commitment (Bello & Tanko, 2024).

2.8 Summary

Finally, work-life balance initiatives have an important role to play, which in turn contributes to enhancing employee well-being, as well as improving job performance, job satisfaction and reducing stress levels. Implementing work-life balance initiatives can create a positive work culture that puts employee well-being at the forefront and improves overall organizational productivity. This chapter has discussed many important points related to literature reviews, including the concept of work-life balance and employee well-being, the role of work-life balance initiatives in employee well-being, types of work-life balance initiatives, factors affecting work-life balance initiatives and employee well-being, strategies that promote employee well-being, theories of work-life balance and employee well-being. In addition, the next chapter will talk about the research methodology and what methods are used to obtain valuable information that will help the researcher to complete his work to the fullest.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Introduction.

Research methodology is meant as a systematic and systematic approach that is used to study and answer research questions. It also includes the selection of research designs, data collection, analysis, and interpretation of results (Jansen, 2023). This chapter will discuss the research methodology that the researcher followed in this study, which aims to achieve the goals mentioned in this research by choosing the appropriate sampling

techniques, knowing the study community, choosing the appropriate research design techniques, and choosing the appropriate sample size. And finally, the chapter will end with a comprehensive summary of the topics discussed, including the use of research tools, validation and reliability testing, data collection and analysis techniques, and the legal, ethical, and sociological elements of the research covered.

3.2 Research Design

Research methodology is meant as a systematic and systematic approach that is used to study and answer research questions. It also contains a selection of research and data collection designs, analysis and interpretation of results, identification of research questions, selection of participants, data collection methods, and data analysis techniques (McCombs, 2023) .

In addition, there are many advantages to using the research methodology in any research, including the methodological approach, which in turn helps the research methodology when used to ensure a systematic and orderly approach to research study, and it also makes the whole process orderly and manageable. Reducing errors and bias is also one of the benefits of the research methodology, which helps the methodology to make sure that the research study is conducted in a way that minimizes errors and any possible biases that may affect the results. In addition to some benefits, improving the decision-making process is one of the benefits of the research methodology, as the research methodology provides reliable data and analysis, which can help in making evidence-based decisions. Identifying research gaps is one of the benefits of research methodology, as the research methodology provides a framework for identifying research gaps and helps researchers to address them systematically. On the other hand, there are many data collection tools that can be used in research methodology, including the following: surveys, interviews, focus groups, observations, experiments .

In addition to the above, to analyze the data collected by researchers, they can use various qualitative and quantitative techniques, such as coding, thematic analysis, descriptive and inferential statistics, and content analysis.

3.3 Population of the Study

The study community at the Sherton Oman hotel consists of all managers, leadership departments and employees. The company has about 173 employees in this branch. The

number of 120 employees will also be estimated in all departments of the organization, both in finance and Human Resources, Marketing, Operations, Sales and any other related departments. Employees in these departments will answer the questionnaire. The researcher did not select a specific department to solve the questionnaire due to the number of employees in the company and because the research topic does not highlight one department without the other, as the research also obtained several employee opinions from different departments.

3.4 Sampling Technique and Sample Size

3.4.1 Sampling Technique

The sampling technique is meant as the process of selecting a subset of individuals from the population for them to participate in a research study. The aim of sampling is to ensure and verify that the results of the study represent the largest number of the population from which the sample was drawn.

In addition, there are many sampling techniques, including random sampling, stratified sampling, cluster sampling, and convenience sampling. The researcher will choose a random sampling technique to complete the information collection process. The random sampling technique is meant as a method used to select individuals from the population at random, where each member of the population has an equal opportunity to choose. This selection method eliminates bias and random sampling allows more accurate estimation of population parameters, such as means or proportions. The use of statistical techniques with random sampling provides a margin of error, which indicates the accuracy of the estimate. The sample is representative of the population. On the other hand, the researcher chose this technique because of its advantages, such as its ability to reduce the bias of the sample. Sampling bias occurs when the selected sample is not representative of the population, and the accuracy increases.

Random sampling allows for more accurate estimation of population parameters, the efficiency of which is that random sampling is more efficient than other sampling techniques. It allows researchers to obtain a representative sample quickly and cost-effectively, especially when the population is large (Deacon, Fenton, & Lincoln, 2019).

3.4.2 Sample Size

There are a lot of employees inside the Sheraton Oman hotel, where the total population of the hotel reached 173 employees. Therefore, the results and analyzes based on the sample data are applicable to the total population. Due to the nature of the study, the sample size ranges from 10% and the target population is only those who work in the management department of the company.

Sample Size Calculator

Find Out The Sample Size

This calculator computes the minimum number of necessary samples to meet the desired statistical constraints.

Result

Figure 3 3.1 sample size ranges from

Figure 4 3.1 sample size ranges from

Margin of Error: 5 %

Population Proportion: 50 % Use 50% if not sure

Population Size: 173 Leave blank if unlimited population size.

Calculate **Clear**

Find Out the Margin of Error

This calculator gives out the margin of error or confidence interval of observation or survey.

3.5 Research Instruments and Validity and Reliability Testing

3.5.1 Research Instruments.

Research tools, also known as data collection tools or metrics, are tools that are used by researchers to collect data for their studies. These tools can also be questionnaires, surveys, interviews, tests, metrics, or any other type of Tool used to measure a variable or construct interest (Creswell and Plano Clark, 2018). The researcher will use the survey tool to obtain more meaningful and accurate information.

On the other hand, the choice of the search tool is crucial in ensuring the authenticity and reliability of the search results. Researchers must ensure that the tool is appropriate for the research question, the target population and the type of data being collected. The development of a suitable tool also requires careful attention to the formulation of

questions, the formulation of items and the form of the response, among other factors (Pauline and Lennox, 2018).

3.5.2 Validity.

Validity in research is defined as the degree to which a study is used to measure what it is intended to measure (Robson, 2018). According to Pauline and Lennox (2018), validity is concerned with the accuracy and relevance of conclusions and conclusions drawn from the results of the study. In other words, it is crucial to evaluate the validity of the study to ensure that its results are accurate, reliable, and generalizable to the target population. In addition to the above, it is necessary to evaluate the validity of the research to ensure the accuracy, reliability, and generalization of the research results. By carefully measuring the validity of the study, researchers can be more confident in their conclusions and recommendations.

3.5.3 Reliability Testing.

Research reliability testing is meant as a process of assessing the consistency and stability of research measures and procedures (Lublin and Ducharme, 2018). According to Nunnally and Bernstein (2019), reliability is also defined as the degree of consistency and stability of a measure or test across multiple departments or evaluators. In addition, the evaluation of the reliability of the research scale is one of the methods in the reliability of testing and retesting. It also involves administering the same scale to the same participants on two separate occasions, and then checking the degree of consistency between the two sets of scores (carevio and Perla, 2018).

Various statistical techniques and tests are often used to assess the reliability of research tools. Cronbach's Alpha is also one of the techniques developed in reliability testing and is widely used. In addition, where is the internal consistency which is a statistical measure used to quantify the measure by Cronbach's Alpha. By measuring how strongly the elements are closely related, and how much they measure for the same thing, it evaluates whether they measure the same thing. The internal consistency or reliability of an element is measured using Cronbach's Alpha, which ranges from 0 to 1. Using the Cronbach's Alpha technique as a measure of reliability, the elements of the work-life balance questionnaire and the employee's well-being can be assessed in this project (Frost, 2022).

3.6 Data Collection Techniques

Data collection techniques are those methods and tools that researchers use to collect information from study participants. In addition to what he said (for Creswell and Plano Clark 2018), data collection techniques can be qualitative, quantitative, or mixed methods, and can include surveys, interviews, observations, document reviews and registration.

On the other hand, there are many benefits to the researcher from using data collection technology, including the following, objectivity, and accuracy, which in turn contribute to the process of collecting information in a systematic and unified manner. This reduces subjectivity and ensures that the data collected is reliable and accurate. As well, efficient data collection as data collection techniques allows large amounts of data to be collected quickly and efficiently. This means that researchers can analyze the data and draw conclusions more quickly. It is also flexible as the data collection techniques are adaptable to different research methods and can be used in a variety of settings. This gives the research a degree of flexibility when conducting studies.

In addition, there are two types of data collection technology, including the following:

3.6.1 primary sources

They are original materials or first-hand accounts of events, behaviors, beliefs, experiences, surveys, or interviews. Examples of primary sources include diaries, letters, photographs, newspapers, speeches, interviews, biographies, eyewitness accounts.

Primary sources have many different advantages of relevance, since the primary data are directly relevant to the research goal, which creates compatibility with the specific research questions being investigated. Also, control is one of the advantages of primary sources, where researchers can have full control over the data collection process, which makes them able to design research tools according to what they want, choose data sources, and collect data according to their requirements. One of the other advantages is the quality, as the primary data provides detailed and specific information that may not be available in secondary sources, which gives researchers the opportunity to gain in-depth insights about their research. Accuracy is defined as one of the advantages of primary sources, as these sources are characterized by accuracy by collecting them

directly from reliable and reliable sources and verifying the quality of data through various measures.

On the other hand, there are many disadvantages of primary sources, such as taking a long time, as the process of collecting primary data takes a long time, and therefore requires considerable effort and resources, especially for large-scale research projects. Another disadvantage is the cost, where the initial data collection can be expensive, such as costs related to research design, recruitment of participants, data collection tools, and data analysis. Limited sample size is one of the disadvantages, as the process of collecting primary data can be limited by the sample size, especially when studying certain populations or rare phenomena. Another disadvantage is data collection challenges, where researchers may face challenges in collecting data, such as difficulties in accessing participants, non-response rates, or errors in data entry.

3.6.2 secondary sources

They are materials that refer to primary sources, summarize, analyze, or comment on them. A secondary source is a source that indicates or summarizes the information contained in primary sources. Examples include books, articles, documentaries, reviews, and research papers that use or analyze primary sources.

An administrative support strategy is a management approach that focuses on how to provide support services that contribute to enhancing the productivity and effectiveness of the organization. This strategy requires the use of administrative staff and resources to facilitate the smooth conduct of operations at all levels of the organization. This strategy also plays a major role in promoting work-life balance and employee well-being in general within the organization. There are some ways in which the management support strategy can contribute to achieving these goals, such as flexible working arrangements, where the management support strategy promotes flexible working arrangements such as teleworking, flexible working hours, job sharing and other accommodations that give employees opportunities to better balance their work and personal responsibilities. In addition, adequate staffing and management support helps to ensure that there are adequate staffing levels so that employees do not feel overloaded and stressed, as this leads to lower stress levels for employees and a better work-life balance in general. Also providing resources to support well-being such as mental health support, wellness programs and other benefits that support employee

well-being is one of the works of the management support strategy. In addition, the management support strategy is based on encouraging communication and cooperation, as it can support management by encouraging a culture of open communication and cooperation, as this can contribute to enhancing the sense of community within the workplace, which leads to increased job satisfaction and a more positive work environment. Data limitations are one of the disadvantages of secondary sources, as it is possible that secondary data may contain a lack of specific variables, details, or measurements required for research, which prevents a comprehensive analysis of the research topic. One of the disadvantages of secondary sources is data quality concerns, as the quality and reliability of secondary data can vary due to their dependence on the original source and collection methods, which may affect the accuracy of research results.

3.7 Data Analysis Technique

Researchers use data analysis techniques to identify, extract and evaluate meaningful insights from the data. It is also possible to divide data analysis techniques into two main categories: quantitative analysis and qualitative analysis. Quantitative analysis involves higher statistical techniques and mathematical calculations, while qualitative analysis involves the use of interpretative methods to extract meaning and patterns from data (Brown & Clark, 2019).

The researcher of this research will examine the data collected by him, and the results will be displayed at the data analysis point. Demographic data will be shared first, and then the results of the data analysis in line with the survey questions and the objectives of the study. The search results will appear in the form of tables, percentages and figures showing the number of participants according to their answers. The data will also be analyzed using Microsoft Excel, including frequency distribution, descriptive analysis, correlation analysis, and regression analysis between variables, due to sufficient knowledge by the researcher on how to deal with these data analysis tools, in addition, the researcher has sufficient knowledge on how to use the EXCEL program in data analysis.

3.8 Legal, Ethical and Social Considerations

Legal, ethical, and social considerations are important in any research study to ensure that research is conducted in a responsible and fair manner. Researchers have an obligation to protect the welfare and rights of research participants, as well as to ensure that research is conducted in an ethical and legal manner (Juba & Lincoln, 2018).

3.8.1 legal considerations

In addition to the above, legal considerations in research include compliance with federal and state laws, obtaining informed consent from research participants and protecting their privacy. The use of confidential data must be in compliance with data security and privacy regulations (Kushner and Van der Meer, 2021).

3.8.2 ethical considerations

Ethical considerations in research contain many issues such as respect for the autonomy of participants, privacy, confidentiality, avoidance of harm, ensuring that participants are treated fairly and fairly (miles, & Huberman, & Saldana, 2018).

3.8.3 social considerations

Social considerations in research include making sure that research does not perpetuate social inequalities, prejudices, or discrimination. Social considerations also contain consideration of the potential impact of research on society, including issues related to justice, equity, and inclusion (Creswell & Creswell, 2018).

3.9 Summary

The procedures used to collect information and data are discussed in this chapter. The researcher used primary sources (questionnaires) and secondary sources (magazines, books, articles) in the data collection process. With mention of the type of sample size used in this research, in addition to research tools and legal and ethical considerations in collecting and transmitting the correct data without fraud. The next chapter will focus on analyzing the data in detail by explaining and representing it in Excel using several hypotheses and several forms to arrive at high-quality valid information.

CHAPTER 4

DATA ANALYSIS

4.1 Introduction

The fourth chapter talks about data analysis, where the researcher communicates with the selected company and prepares it for an electronic survey that he delivers to the company's employees by e-mail to obtain satisfactory results that serve the researcher in completing the research correctly. Since the sample size is 120 employees, but 115 employees answered the survey provided and five employees did not answer that.

This chapter also aims to find the correct facts that make the research credible through the answers given by the company's employees. In addition, after the distribution of the survey, the researcher will analyse it using descriptive analysis, which will contain many tables, graphs, and descriptive figures.

Descriptive analysis is a statistical technique that is used to describe and summarize the key features and characteristics of the data collected in the research study. Descriptive analysis can also include measures such as frequency, central tendency, and diversity statistics (Field, 2018).

In addition, descriptive analysis is used extensively to provide an initial overview of the data and to identify patterns and distributions in the data. This step is also especially important to understand the data before conducting more complex statistical analyses (Rosenthal & Rosnow, 2018).

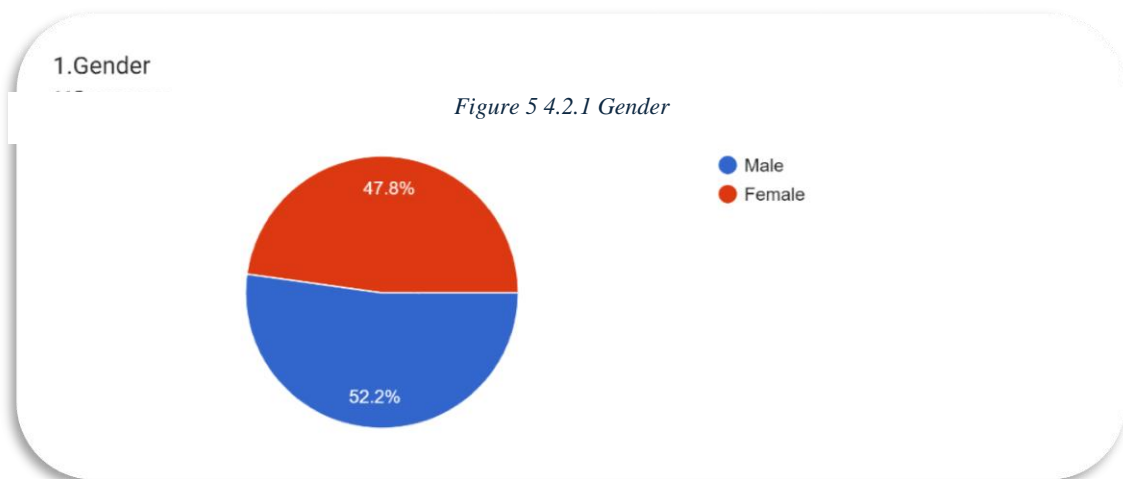
4.2 Data Analysis.

4.2.1 Gender.

Gender	Frequency of responses	Percent %
Male	60	52.2%
Female	55	47.8%

Total	115	100
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The above graph, figure 4.2.1, indicates the gender of the participants who responded to the survey, where the percentage of males who responded ranked higher by as much as 52.2%, equivalent to 60 employees, and in contrast, the percentage of women who responded to the survey ranked lower than males by 47.8%, equivalent to 55 female employees.



4.2.2 Age.

Age	Frequency of responses	Percent %
21-30	51	44.3%
31-40	31	27%
41-50	26	22.6%
50-60	4	3.5%
60 and above	3	2.6%
Total	115	100

The above graph, figure 4.2.2, indicates the age of the participants who responded to the survey, as there are many different ages of employees within the organization. The largest share of the presence of the age group ranging from 21-30 was in the first place at 52.2%, equivalent to 51 employees, which means that the institution has high-potential youth cards, as this category is known for Vitality, activity, and innovation. After you, the age group between 31-40 came in second place, accounting for almost 27%, equivalent to 31 employees. The 41-50 age group also ranked third with 22.6%, equivalent to 26 employees. The age group ranging from 50-60 came in fourth place with a percentage of about 3.5%, equivalent to 4 employees. The age group ranging

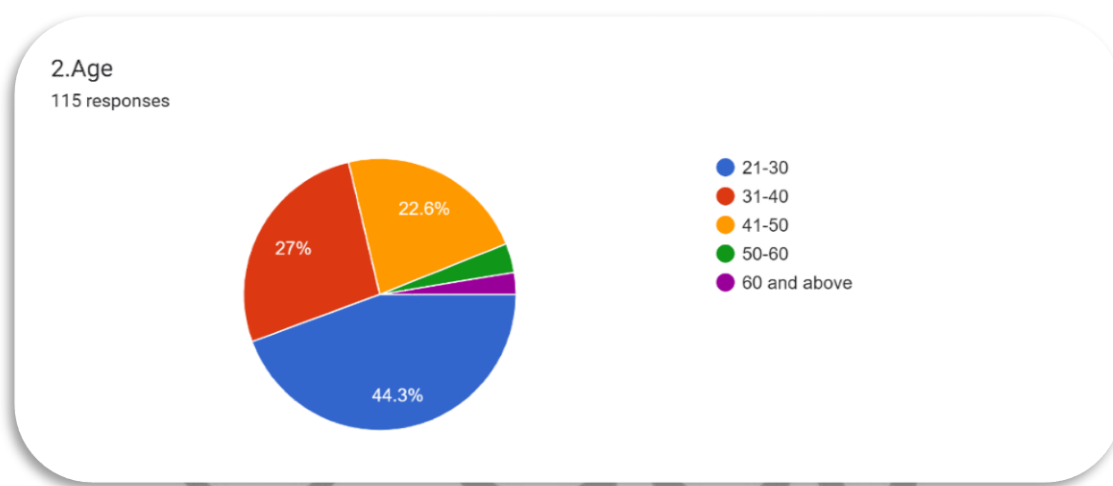


Figure 6 4.2.2 Age.

from 6 to 60 and above ranked fifth and last, with a percentage of approximately 2.6%, equivalent to 3 employees.

4.2.3 Academic Qualifications.

Academic Qualifications	Frequency of responses	Percent %
Certificate	15	13%
Diploma	30	26.1%
Bachelor’s Degree	34	29.6%
Masters	20	17.4%
PhD	13	11.3%
Others	3	2.6%

Table 1 4.2.3 Academic Qualifications.

Total	115	100
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The above graph, figure 4.2.3, indicates the academic qualifications of the respondents to the survey, as there are many different academic qualifications of employees within the organization. Where the percentage of Bachelor's degree holders ranked first with 29.6%, equivalent to 34 employees, where the percentage of diploma qualification holders ranked second with 26.1%, equivalent to 30 employees, master's degree holders ranked third with 17.4%, equivalent to 20 employees, certificate holders ranked fourth with 13%, equivalent to 13 employees, where the doctoral campaign ranked penultimate with 11.3%, equivalent to 13 employees, where the doctoral campaign ranked penultimate with 11.3%, equivalent to 13 employees, where the latter for holders

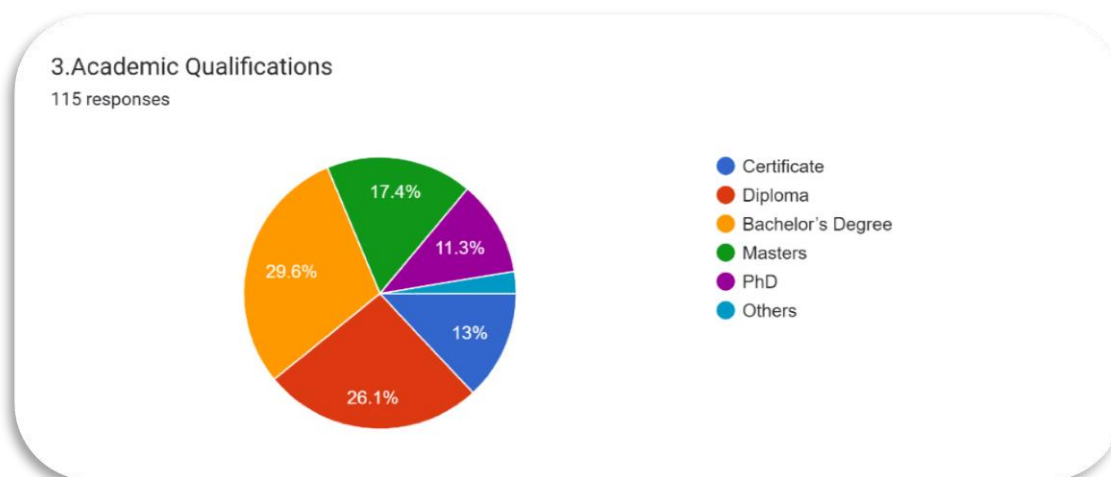


Figure 7 4.2.3 Academic Qualifications.

of other certificates by 2.6%, equivalent to only two employees.

4.2.4 How long you have been in the company.

How long you have been in the company.	Frequency of responses	Percent %
Less than 4 years	37	32.2%
5-10 years	49	42.6%
11-16 years	21	18.3%
17 and above	8	7%
Total	115	100

Table 2 4.2.4 How long you have been in the company.

The above graph, figure 4.2.4, indicates how long you have been in the company for the participants who responded to the survey, as there are many differences for the years that employees stayed within the organization. Where the largest percentage of employees who have stayed in the organization from 5-10 years ranked first by 42.6%, equivalent to 49 employees, employees with less than 4 years came in second place, which language by 32.2%, equivalent to 37 employees, employees with 11-16 years come in third place by 18.3%, equivalent to 21 employees, and in the last place came employees with 17 and above by 7%, equivalent to two employees.

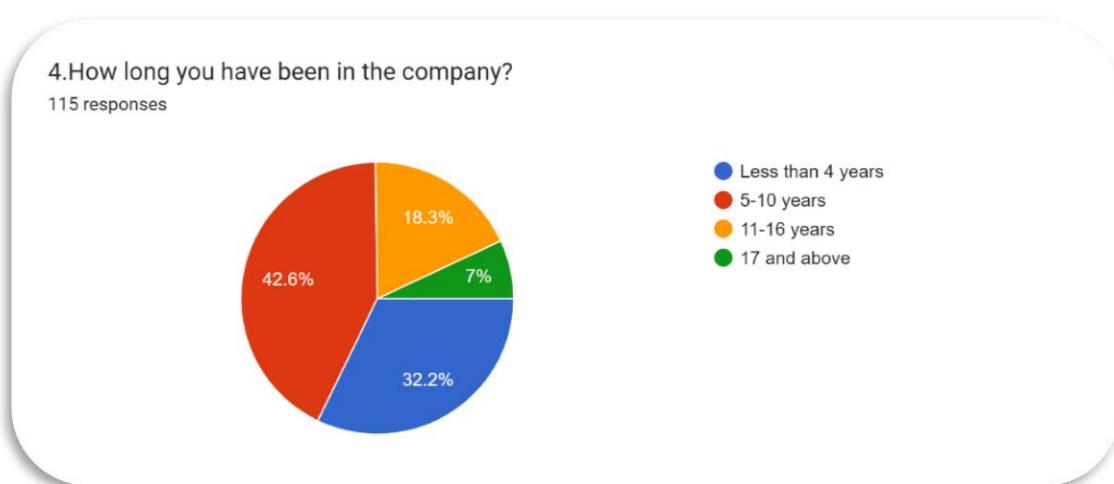


Figure 8 4.2.4 How long you have been in the company.

4.2.5 Do you feel that work-life balance initiatives are important in the workplace.

Options	Frequency of responses	Percent %
Yes	91	79.8%
No	23	20.2%
Total	115	100

Table 3 4.2.5 Do you feel that work-life balance initiatives are important in the workplace.

The graph above, Figure 4.2.5, speaks about the importance of having work-life balance initiatives for the company's employees in the work environment, as the percentage of responses was definitely yes at 79.8%, equivalent to 91 employees, as having a work-life balance is extremely important and Which, in turn, contributes to achieving employees' well-being by providing flexible work schedules, creating a vacation policy that matches their work times, and also providing child care support (Greenhouse &

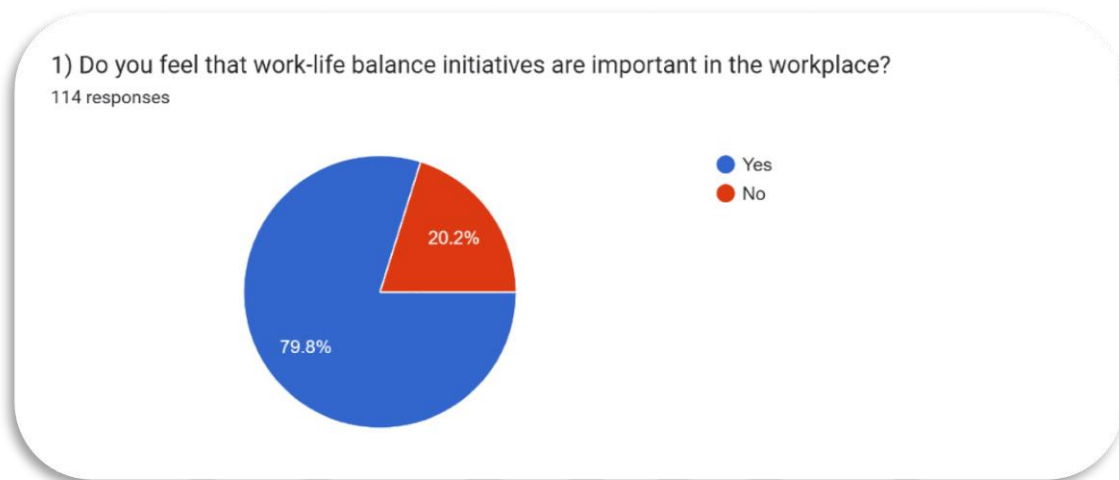


Figure 9 4.2.5 Do you feel that work-life balance initiatives are important in the workplace.

Powell, 2018). On the other hand, the percentage of "no" responses were at 20.2%. This is equivalent to 23 employees, as the employees who answered No do not feel that work-life balance initiatives are important in the workplace.

4.2.6 Have you ever participated in any work-life balance initiative offered by Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Yes	80	70.2%
No	34	29.8%
Total	115	100

Table 4 4.2.6 Have you ever participated in any work-life balance initiative offered by Sheraton Oman hotel.

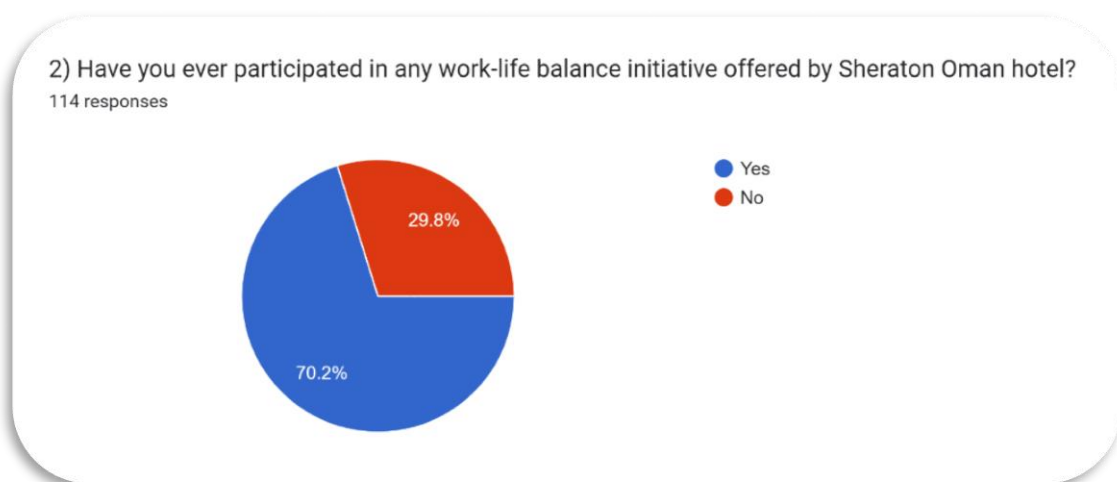


Figure 10 4.2.6 Have you ever participated in any work-life balance initiative offered by Sheraton Oman hotel.

The above graph, figure 4.2.6, indicates whether employees have ever participated in any work-life balance initiative offered by Sheraton Oman hotel. The answer was yes by 70.2%, which is equivalent to 80 employees. The importance of this balance lies in resolving the conflict between work and personal life, improving the employees' job satisfaction. It also reduces stress and pressure between employees in the work environment. It also improves mental health, as the work-life balance plays an important role in maintaining good mental health. It also works to form better relationships by prioritizing social ties and participating in activities outside work such as spending quality time with family and friends, volunteering and pursuing hobbies or interests. On the other hand, the percentage of "no" responses were at 29.8%. This is equivalent to 34 employees who have never participated in any work-life balance initiative offered by Sheraton Oman hotel. (Mackenzie, 2019).

4.2.7 How satisfied are you with the work-life balance initiatives offered by Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Strongly Agree	30	26.1%
Agree	40	35.7%
Neutral	24	20.9%
Disagree	7	6.1%
Strongly Disagree	13	11.3%
Total	115	100

Table 5 4.2.7 How satisfied are you with the work-life balance initiatives offered by Sheraton Oman hotel.

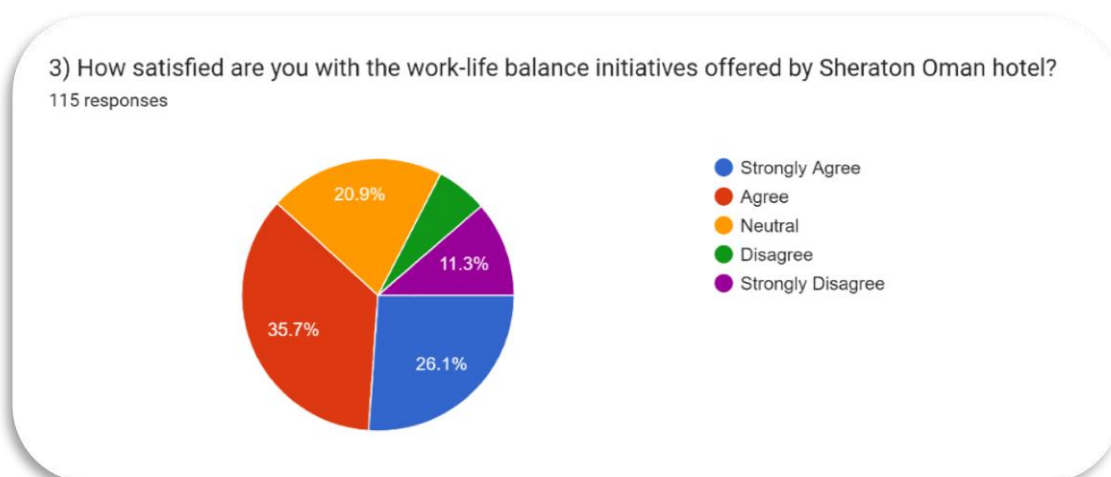


Figure 11 4.2.7 How satisfied are you with the work-life balance initiatives offered by Sheraton Oman hotel.

The above graph, figure 4.2.5, indicates the extent of employee satisfaction with the work-life balance initiatives offered by the Sheraton Oman hotel, where the agree rate ranked first with an average of 35.7%, equivalent to 40 employees, as the presence of work-life balance initiatives is very important as it contributes to reducing the pressure between work and busy life, it also improves the performance and job satisfaction of the company's employees, as well as contribute to reducing the turnover rate in the company(Mackenzie, 2019) .The strongly agree option also came in second place with 26.1%, equivalent to 30 employees, then the neutral option came in third place Then the neutral option came in third place with 20.9%, equivalent to 24 employees satisfied with the work-life balance initiatives offered by the hotel, then the strongly unfavorable option came in fourth place with 11.3%, equivalent to 13 employees dissatisfied with

the work-life balance initiatives offered by the hotel, then the strongly unfavorable option came in fifth place with 6.1%, equivalent to 7 employees dissatisfied with the work-life balance initiatives offered by the hotel .

4.2.8 The rate the most effective work-life balance initiative at Sheraton Oman hotel in enhancing employee well-being.

Options	Frequency of responses	Percent %
Flexible work arrangements	27	23.7%
Employee assistance programs	25	21.9%
Wellness programs	7	6.1%
Childcare support	14	12.3%
Time-off policies	28	24.6%
Training and development	13	11.4%
Total	115	100

Table 6 4.2.8 The rate the most effective work-life balance initiative at Sheraton Oman hotel in enhancing employee well-being.

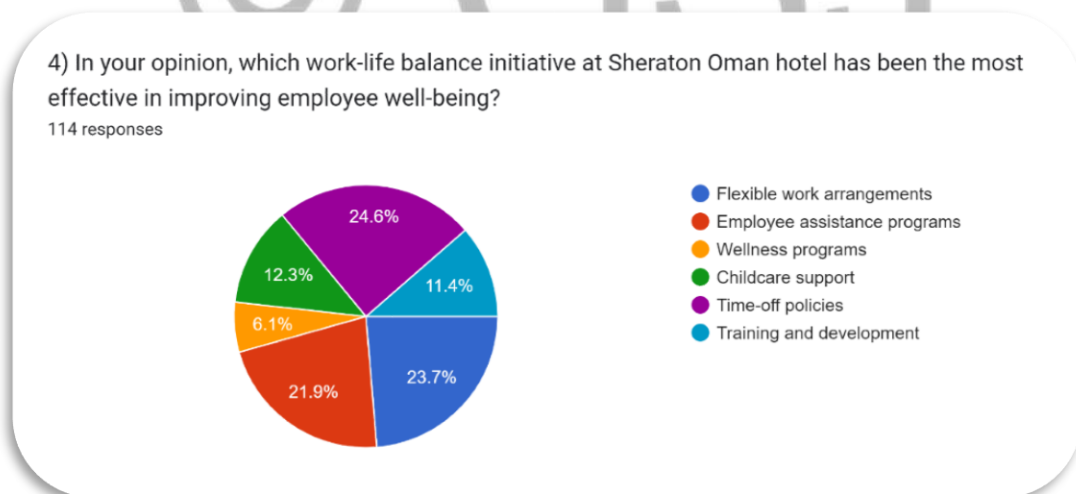


Figure 12 4.2.8 The rate the most effective work-life balance initiative at Sheraton Oman hotel in enhancing employee well-being.

The above graph, figure 4.2.8, indicates the most effective work-life balance initiative at Sheraton Oman Hotel in improving the well-being of employees. Where the leave policies match ranked highest at 24.6%, equivalent to 28 employees, in addition, leave policies are guidelines set by employers to determine when and how employees can

take time off from work for personal reasons, including pay, illness, bereavement, and parental leave (Miller-Merrell, 2022). Flexible working arrangements came in second place with a percentage of 23.7%, equivalent to 27 employees, the employee assistance programs initiative came in third place with a percentage of 21.9%, equivalent to 25 employees, the childcare support initiative came in fourth place with 12.3%, equivalent to 14 employees, the childcare support initiative came in fifth place with 11.6%, equivalent to 13 employees, and the wellness programs initiative came in last place with 6.1%, equivalent to two employees.

4.2.9 The implementation of work-life balance initiatives has positively impacted the culture and morale of the workplace at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Strongly Agree	44	38.3%
Agree	27	23.5%
Neutral	21	18.3%
Disagree	10	8.7%
Strongly Disagree	13	11.3%
Total	115	100

Table 7 4.2.9 The implementation of work-life balance initiatives has positively impacted the culture and morale of the workplace at Sheraton Oman hotel.

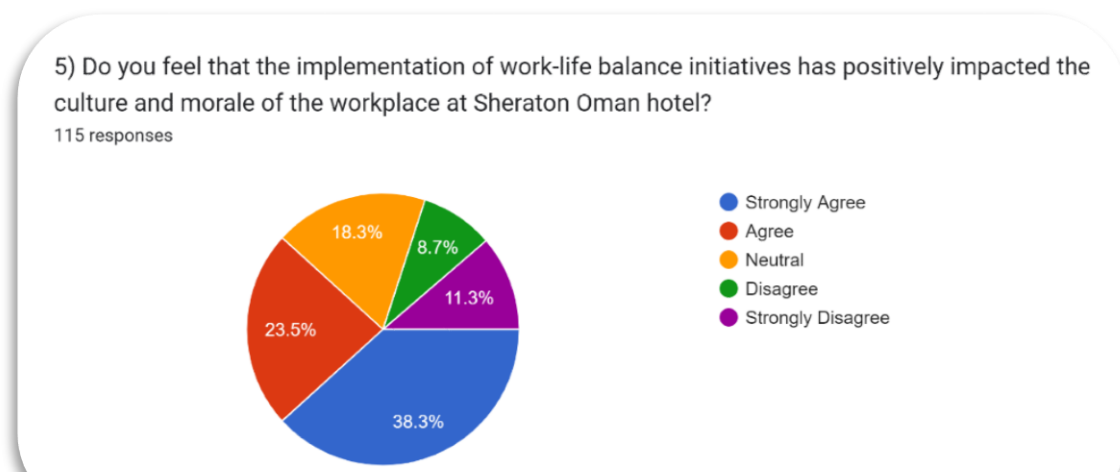


Figure 13 4.2.9 The implementation of work-life balance initiatives has positively impacted the culture and morale of the workplace at Sheraton Oman hotel.

The above chart, figure 4.2.9, shows the extent to which the implementation of work-life balance initiatives has had a positive impact on the culture and morale of the workplace at Sheraton Oman hotel. Where the first place ranked the answer with a strong agree with a percentage of 38.3%, equivalent to 44 employees. Work-life balance initiatives have a positive impact on employee morale by reducing stress and fatigue, reducing work conflicts, and increasing employee job satisfaction through flexible working arrangements (Jagendran , Harrison, 2018).The second place was taken by the Agree answer with a percentage of 23.5%, equivalent to 27 employees, the third place was the neutral answer with a percentage of 18.3%, equivalent to 21 employees, and the fourth place was the strongly disagree answer with a percentage of 8.7%, equivalent to 13 employees, and in fifth place, the answer was disagree with a percentage of 18.3%, equivalent to 10 employees.

4.2.10 Knowledge of the work-life balance initiatives offered by Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Yes	84	73.7%
No	30	26.3%
Total	115	100

Table 8 4.2.10 Knowledge of the work-life balance initiatives offered by Sheraton Oman hotel.

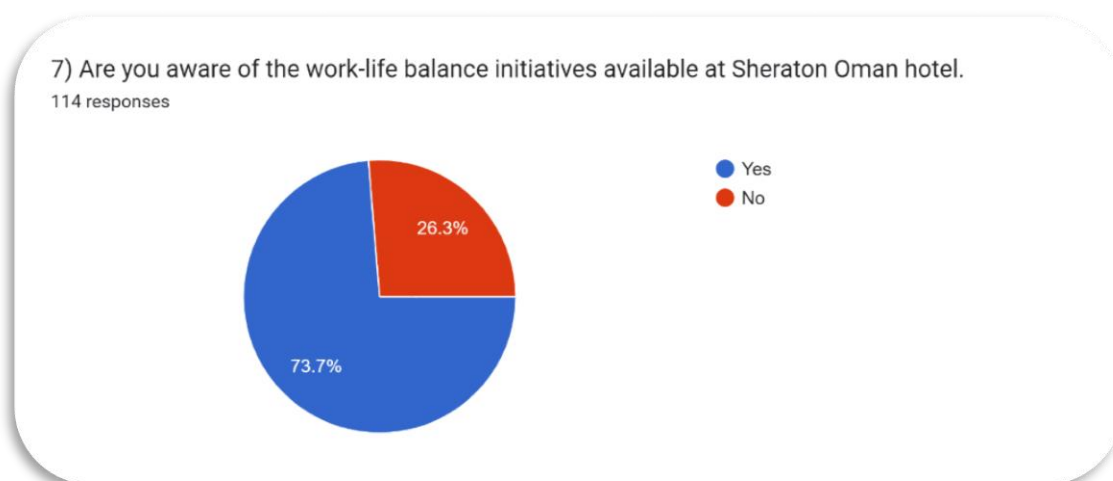


Figure 14 4.2.10 Knowledge of the work-life balance initiatives offered by Sheraton Oman hotel.

The above chart, figure 4.2.10, indicates the importance of awareness of work-life balance initiatives in the workplace. The answer yes was higher than the second option with an average of 73.7%, equivalent to 84 employees. The importance of awareness

of work-life balance initiatives in the workplace lies in helping employees manage work and personal responsibilities effectively, which works in creating a positive impact on their physical and mental well-being. In addition, these initiatives are easy to recognize by helping employees make informed decisions about their career path and work-life priorities (Kitterman, 2024). On the other hand, the answer was no by 26.3%, which is equivalent to 30 employees who have no knowledge of the work-life balance initiatives offered by the Sheraton Amman hotel, as the hotel must publish many publications related to the work-life balance initiatives offered by it, so that all employees can be aware of the initiatives in the work environment.

4.2.11 Check the effectiveness of work-life balance initiatives at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Strongly Agree	32	27.8%
Agree	33	28.7%
Neutral	23	20%
Disagree	12	10.4%
Strongly Disagree	15	13%
Total	115	100

Table 9 4.2.11 Check the effectiveness of work-life balance initiatives at Sheraton Oman hotel.

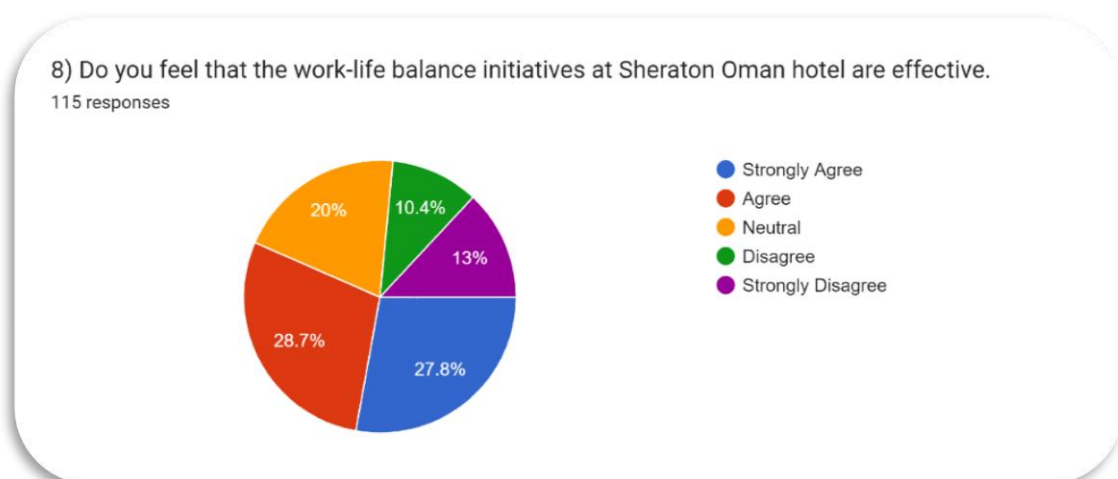


Figure 15 4.2.11 Check the effectiveness of work-life balance initiatives at Sheraton Oman hotel.

The above graph, figure 4.2.11, indicates the verification of the effectiveness of work-life balance initiatives at the Sheraton Oman hotel. The largest percentage of the

responses received an approval Agree of 28.7%, equivalent to 33 employees, where initiatives are effective in the workplace and enhance employee engagement, retention rates, and overall productivity. For example, the provision of parental leave and other family support policies can improve employee engagement and retention rates, especially for working mothers (Ayers, 2023). While both yes and strongly agree with the second with 27.8 % as they are sure of the effectiveness of the work-life balance initiatives at the hotel due to what they see in the works that the hotel offers such as flexible working arrangements, providing vacation policy, taking care of employees ' mental health and employees can work remotely in some emergency cases, neutral answer with 20%, they disagree with 10.4%, strongly disagree with 13% as they are not sure of the effectiveness of the work-life balance initiatives at the hotel.

4.2.12 Sheraton Oman can improve the effectiveness of work-life balance initiatives by evaluating the initiatives presented.

Options	Frequency of responses	Percent %
Strongly Agree	32	27.8%
Agree	33	28.7%
Neutral	23	20%
Disagree	12	10.4%
Strongly Disagree	15	13%
Total	115	100

Table 10 4.2.12 Sheraton Oman can improve the effectiveness of work-life balance initiatives by evaluating the initiatives presented.

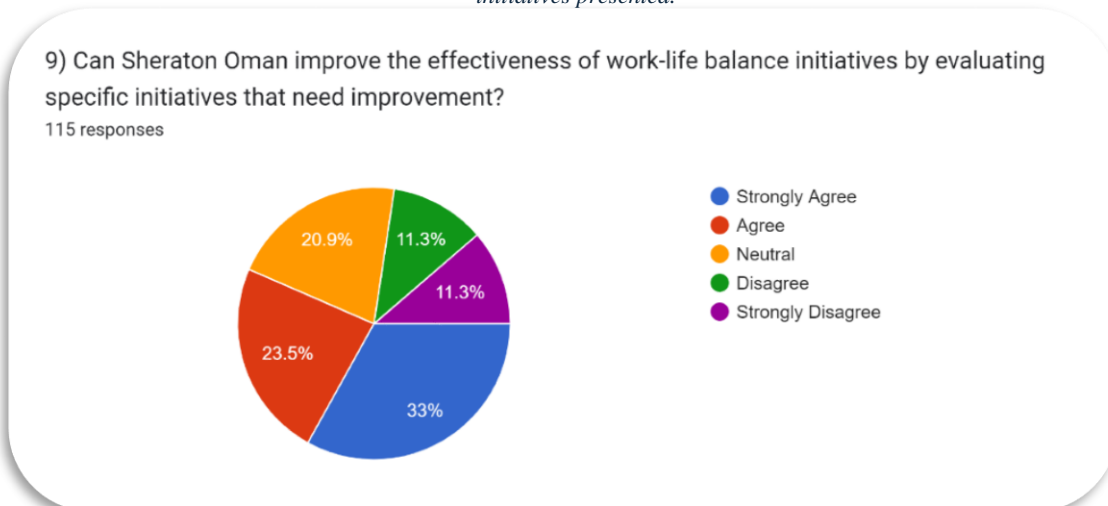


Figure 16 4.2.12 Sheraton Oman can improve the effectiveness of work-life balance initiatives by evaluating the initiatives presented.

The above graph, figure 4.2.12, shows how Sheraton Oman has been able to improve the effectiveness of work-life balance initiatives by evaluating the initiatives presented. The answer was strongly approved by 33%, equivalent to 38 employees, as the organization can improve work-life balance initiatives by involving employees in the design and implementation process, providing training and support to managers, adopting a comprehensive approach to achieving work-life balance, and regularly evaluating the effectiveness of these initiatives. By doing so, organizations can create a supportive work environment that enhances employee well-being, engagement, and productivity (Ayers, 2023). On the other hand, 23.5% of respondents agreed that the hotel improves the effectiveness of work-life balance initiatives by evaluating specific initiatives that need improvement, 20.9% answered impartially, 11.3% on the other hand, answered disapprove, and 11.3% that the hotel did not improve the effectiveness of work-life balance initiatives by evaluating specific initiatives that need improvement answered strongly disapprove.

4.2.13 The study explores whether employee satisfaction in work-life initiatives impacts their effectiveness.

Options	Frequency of responses	Percent %
Strongly Agree	34	30.4%
Agree	24	21.4%
Neutral	21	18.8%
Disagree	17	15.2%
Strongly Disagree	16	14.3%
Total	115	100

Table 11 4.2.13 The study explores whether employee satisfaction in work-life initiatives impacts their effectiveness.

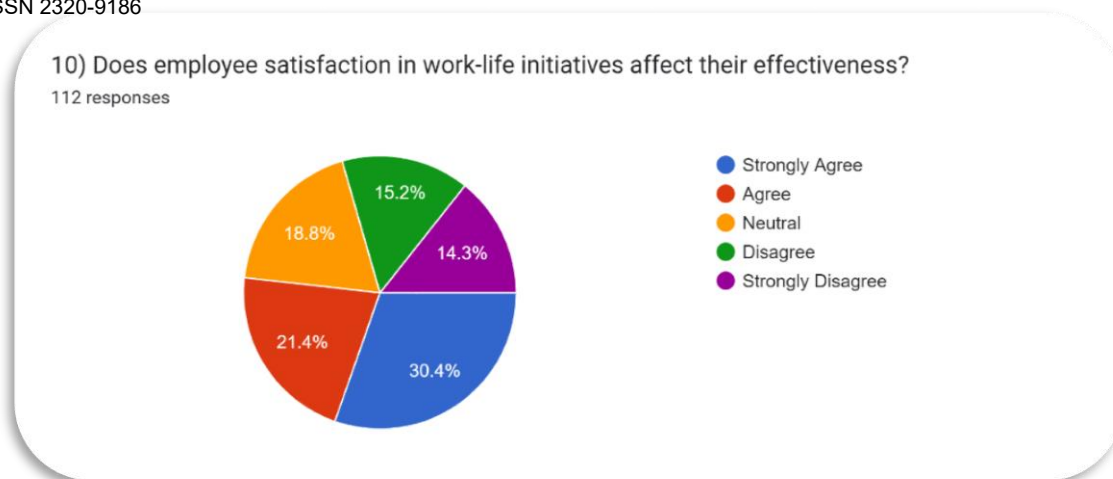


Figure 17 4.2.13 The study explores whether employee satisfaction in work-life initiatives impacts their effectiveness.

The above graph, figure 4.2.13, shows how employee satisfaction in work-life initiatives affects their effectiveness. The answer was very positive and ranked first with an average of 30.4%, equivalent to 34 employees. Studies have also shown that employees who are satisfied with work-life initiatives, such as flexible working arrangements and parental leave policies, are more likely to experience reduced work-family conflict, increased job satisfaction, and increased organizational commitment (Kalnins and Martin, 2019). The second place was won by an agreed answer with an average of 21.4% that employee satisfaction in work-life initiatives affects their effectiveness, as when employees are satisfied with the initiatives provided to them, they do work better than before, which contributes to increasing productivity in the organization. The neutral answer came in third place with an average of 18.8%, as employee satisfaction in work-life initiatives affects their effectiveness, and a disapproving answer came in fourth place with an average of 15.2%, that employee satisfaction in work-life initiatives does not affect their effectiveness and there is no change in the, a strongly disapproving answer came in fifth place with an average of 14.3%.

4.2.14 Determine the most valuable work-life balance initiative for employees at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Flexible work arrangements	18	15.7%
Employee assistance programs	24	20.9%
Wellness programs	18	15.7%
Childcare support	14	12.2%
Time-off policies	21	18.3%
Training and development	20	17.4%
Total	115	100

Table 12 4.2.14 Determine the most valuable work-life balance initiative for employees at Sheraton Oman hotel.

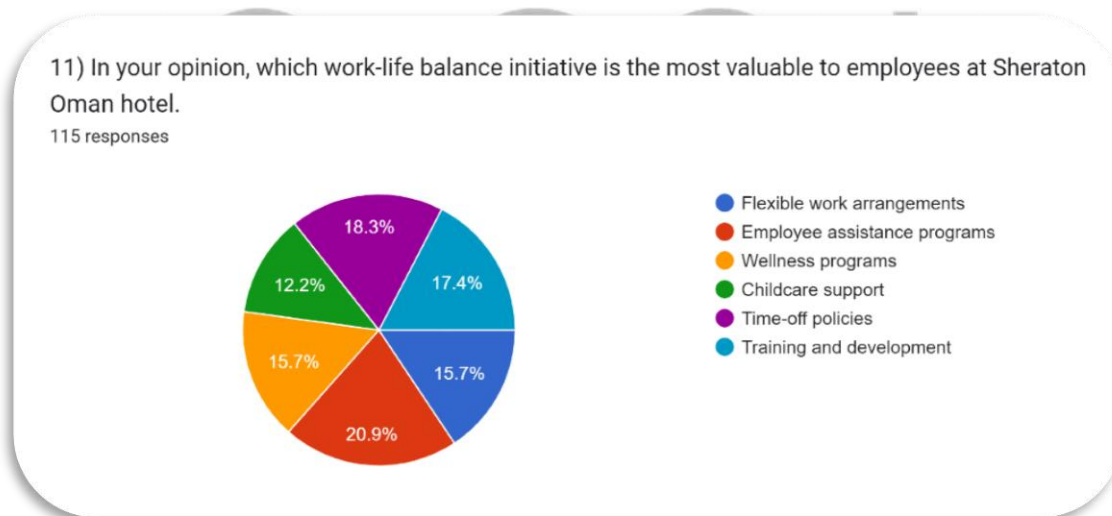


Figure 18 4.2.14 Determine the most valuable work-life balance initiative for employees at Sheraton Oman hotel.

The above diagram, figure 4.2.13, shows the identification of the most valuable work-life balance initiative for employees at the Sheraton Amman hotel. The answer to the employee assistance programs initiative ranked first with an average of 20.9%, equivalent to 24 employees. Studies have also shown that the Employee Assistance Program is of great importance as it addresses work-related and personal problems that can affect employee well-being and job performance (People Managing People & Rice,

2024). The second place was also taken by the leave policies initiative with an average of 18.3% equivalent to 21 employees, the third place was taken by the training and development initiative with an average of 17.4% equivalent to 20 employees, the fourth place was taken by the flexible working arrangements and wellness programs initiative with an average of 15.7% equivalent to 18 employees, and the fifth place was taken by the childcare support initiative with an average of 12.2% equivalent to 14 employees.

4.2.15 Have you experienced a positive change in your well-being after participating in a work-life balance initiative at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Yes	89	78.1%
No	25	21.9%
Total	114	100

Table 13 4.2.15 Have you experienced a positive change in your well-being after participating in a work-life balance initiative at Sheraton Oman hotel.

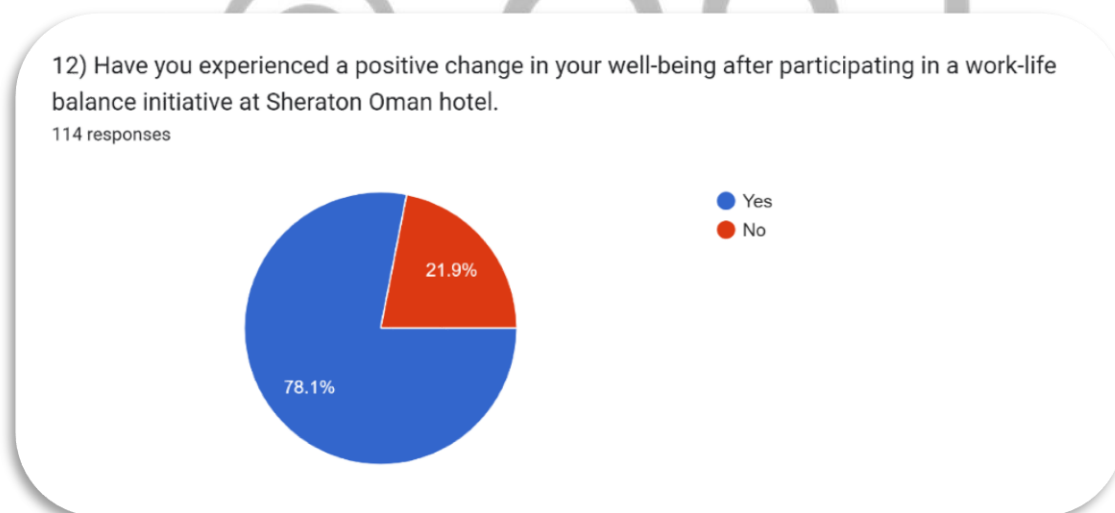


Figure 19 4.2.15 Have you experienced a positive change in your well-being after participating in a work-life balance initiative at Sheraton Oman hotel.

The above graph, figure 4.2.13, shows how to determine if you have experienced a positive change in your well-being after participating in the work-life balance initiative at the Sheraton Oman hotel. The response rate was 78.1%, equivalent to 89 employees. Work-life balance initiatives also have the potential to improve employee well-being and reduce stress and burnout. They contribute to positive changes in psychological well-being, work-family conflict, stress, and fatigue levels of employees after participating in work-life balance initiatives. Organizations should

also invest in such initiatives to enhance employee well-being and improve job satisfaction (Kossek & Lautsch, 2018). The answer was no in second place with an average of 21.9%, equivalent to 25 employees. They have not experienced any positive change in their well-being after participating in the work-life balance initiative at the Sheraton Oman hotel.

4.2.16 Know the factors that influence the work-life balance initiatives at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Yes	79	70.5%
No	33	29.5%
Total	112	100

Table 14 4.2.16 Know the factors that influence the work-life balance initiatives at Sheraton Oman hotel.

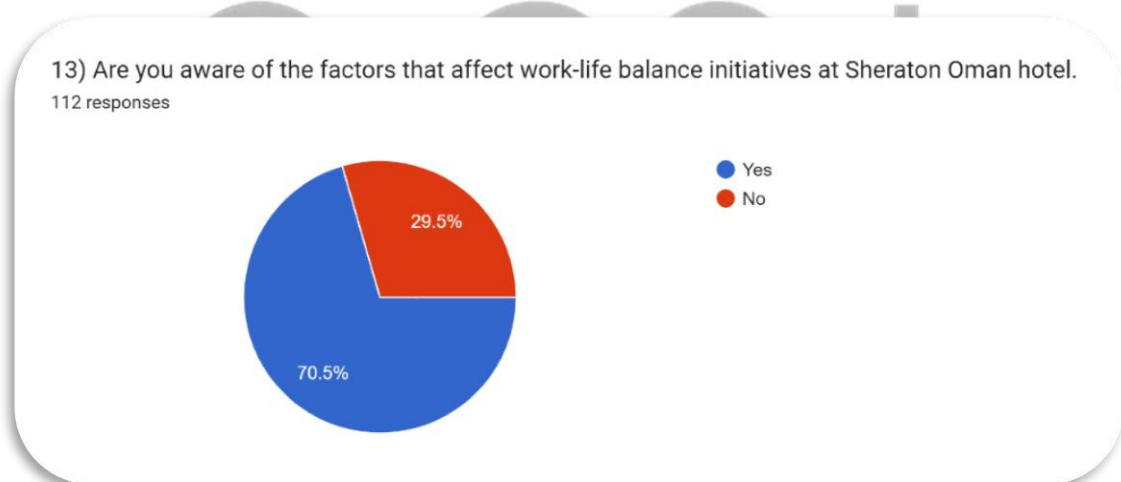


Figure 20 4.2.16 Know the factors that influence the work-life balance initiatives at Sheraton Oman hotel.

The chart above, figure 4.2.13, shows the factors that influence the work-life balance initiatives at Sheraton the chart above, figure 4.2.13, shows the factors that influence the work-life balance initiatives at Sheraton Amman hotel. The answer Yes took the first place with an average of 70.5%, which is equivalent to 89 employees. Since there are many factors that may affect the implementation of work-life balance initiatives , such as employee demographics, organizational support, job characteristics, technology, culture, this contributes to the availability of work-life balance and resource support, which is crucial for the implementation of effective work-life balance initiatives in organizations as each of these factors has its impact on work-life balance

initiatives, where the demographics factor can influence factors such as age, gender, marital status and parental status to influence the effectiveness of work-life balance initiatives. While the level of support from the organization significantly affects the well-being of the employee. Improving and strengthening policies, practices and culture supporting work-life balance also leads to positive results such as job satisfaction and low employee turnover, and job characteristics such as workload, control and flexibility affect employee well-being. High workloads, low control and poor work-life balance have a pronounced negative impact on the health and well-being of employees, and technological progress also provides the opportunity for remote work and flexible working arrangements, which can positively affect work-life balance. However, it is also possible that technology leads to work intensification, blurring of work and personal boundaries, increased stress, and on the other hand, cultural norms and values have a significant impact on the employee's well-being. Some cultures value work over personal life, but others prioritize family and free time (Batak, 2023). The answer also ranked second with 29.5%, which is equivalent to 33 employees. These factors do not affect the work-life balance initiatives at Sheraton Oman hotel. The answer Yes took the first place with an average of 70.5%, which is equivalent to 89 employees. Since there are many factors that may affect the implementation of work-life balance initiatives, such as employee demographics, organizational support, job characteristics, technology, culture, this contributes to the availability of work-life balance and resource support, which is crucial for the implementation of effective work-life balance initiatives in organizations as each of these factors has its impact on work-life balance initiatives, where the demographics factor can influence factors such as age, gender, marital status and parental status to influence the effectiveness of work-life balance initiatives. While the level of support from the organization significantly affects the well-being of the employee. Improving and strengthening policies, practices and culture supporting work-life balance also leads to positive results such as job satisfaction and low employee turnover, and job characteristics such as workload, control and flexibility affect employee well-being. High workloads, low control and poor work-life balance have a pronounced negative impact on the health and well-being of employees, and technological progress also provides the opportunity for remote work and flexible working arrangements, which can positively affect work-life balance. However, it is also possible that technology leads to work intensification, blurring of work and personal boundaries, increased stress, and on the other hand, cultural norms and values

have a significant impact on the employee's well-being. Some cultures value work over personal life, but others prioritize family and free time (Batak, 2023). The answer also ranked second with 29.5%, which is equivalent to 33 employees. These factors do not affect the work-life balance initiatives at Sheraton Oman hotel.

employees.

4.2.17 Factors that contribute to a positive work-life balance at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Employees Demographics	22	19.1%
Organizational Support	29	25.2%
Job Characteristics	16	13.9%
Technology	20	17.4%
Culture	28	24.3%
Total	115	100

Table 15 4.2.17 Factors that contribute to a positive work-life balance at Sheraton Oman hotel.

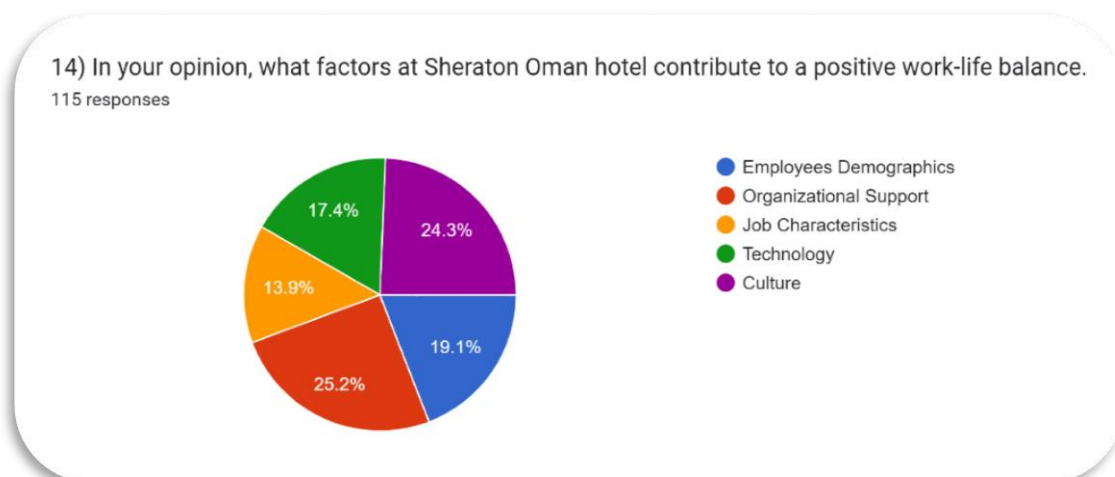


Figure 21 4.2.17 Factors that contribute to a positive work-life balance at Sheraton Oman hotel.

The above graph, figure 4.2.16, shows the factors that contribute to achieving a positive work-life balance at Sheraton Oman hotel, where the organizational support factor ranked first with 25.2%, equivalent to 29 employees. Organizational support is also important in promoting positive employee outcomes, including job satisfaction,

organizational commitment, and well-being. It is also possible for organizations to show support to employees by providing resources, training, career development opportunities and promoting a culture that values work-life balance, employee well-being and job satisfaction (Teo, 2024). After that, the culture factor came in second place with an average of 24.3%, as the culture factor some cultures value work over personal life, but others give priority to family and free time, then the employee demographics factor came in third place with an average of 19.1%, where factors such as age, gender, marital status and parental status influence the effectiveness of work-life balance initiatives, then the technology factor came in fourth place with an average of 17.4%, where the technology factor is based on saving employees time by their ability to work remotely and flexible working arrangements, which can positively effect on work-life balance, Then the job characteristics factor came in fourth place with an average of 13.9%, as job characteristics provide stress reduction, work pressure, control and flexibility over the employee's well-being.

4.2.18 Challenges that may hinder balancing your personal life and work responsibilities at Sheraton Oman hotel.

Options	Frequency of responses	Percent %
Strongly Agree	32	33.6%
Agree	33	21.2%
Neutral	23	23%
Disagree	12	13.3%
Strongly Disagree	15	8.8%
Total	113	100

Table 16 4.2.18 Challenges that may hinder balancing your personal life and work responsibilities at Sheraton Oman hotel.

15) Are there any challenges that may hinder in balancing your personal life and work responsibilities at Sheraton Oman hotel.

113 responses

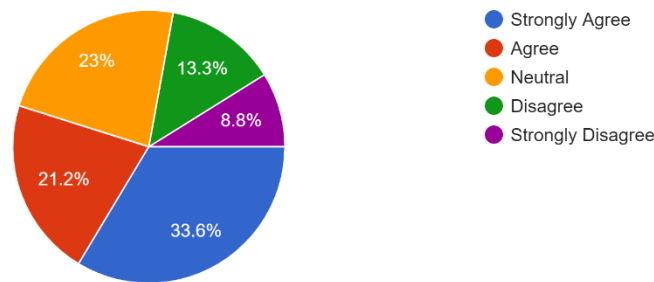


Figure 22 4.2.18 Challenges that may hinder balancing your personal life and work responsibilities at Sheraton Oman hotel.

The above diagram, figure 4.2.18, shows the challenges that may hinder balancing your personal life and work responsibilities at Sheraton Oman hotel. Where it ranked first, the answer was strongly agreed with an average of 33.6%, equivalent to 32 an employee. In addition, achieving a work-life balance is extremely necessary for the employee's well-being and productivity. There are also many challenges that contribute to the difficulty of balancing personal life and work responsibilities, such as workload, lack of control over work schedules, technological progress, and lack of social support. To address these challenges, an organization must adopt a holistic approach that includes strategies at the individual and organizational levels (Weissang, 2023). The neutral answer with an average of 23% ranked second, the agree answer came in third place with an average of 21.3%, the disagree answer came in fourth place with an average of 13.3%, and the strongly disagree answer came in fifth place with an average of 8.8%. 13.3%, and the strongly disagree answer came in fifth place with an average of 8.8%.

4.2.19 Addressing the factors that influence the work-life balance initiatives at Sheraton Oman hotel will improve the well-being of employees.

Options	Frequency of responses	Percent %
Strongly Agree	32	34.2%
Agree	33	23.7%
Neutral	23	20.2%
Disagree	12	12.3%
Strongly Disagree	15	9.6%
Total	114	100

Table 174.2.19 Addressing the factors that influence the work-life balance initiatives at Sheraton Oman hotel will improve the well-being of employees.

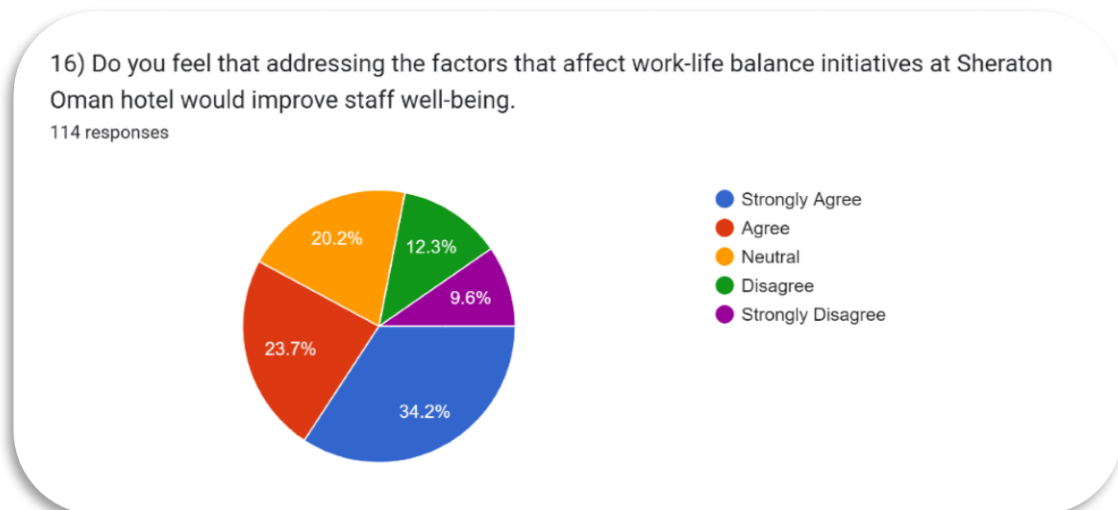


Figure 23 4.2.19 Addressing the factors that influence the work-life balance initiatives at Sheraton Oman hotel will improve the well-being of employees.

The above diagram, figure 4.2.19, shows how to address the factors that influence the work-life balance initiatives at Sheraton Oman hotel that will improve the well-being of employees. Where it ranked first, the answer was strongly agreed with an average of 34.2%, equivalent to 39 employees. In addition, the effectiveness of work-life balance initiatives is based on many different factors such as organizational culture, leadership support, availability of resources, company and Industry Size, and individual level factors. Understanding and addressing these factors is crucial in developing and

implementing successful work-life balance initiatives (Weissang, 2023). The agreed answer with an average of 23.7% came in second place as they feel that addressing the factors affecting work-life balance initiatives at Sheraton Amman hotel will improve the well-being of employees by noting that when you submit those initiatives it becomes, the neutral answer came in third place with an average of 20.2%, the disapproving answer came in fourth place with an average of 12.3% they did not feel that addressing the factors affecting work-life balance initiatives at Sheraton Amman hotel will improve the well-being of employees, and the strongly disapproving answer came in fifth place with an average of 9.6%.

4.2.20 Strategies promoting employee well-being are important in the workplace.

Options	Frequency of responses	Percent %
Yes	91	79.8%
No	23	20.2%
Total	114	100

Table 18 4.2.20 Strategies promoting employee well-being are important in the workplace.

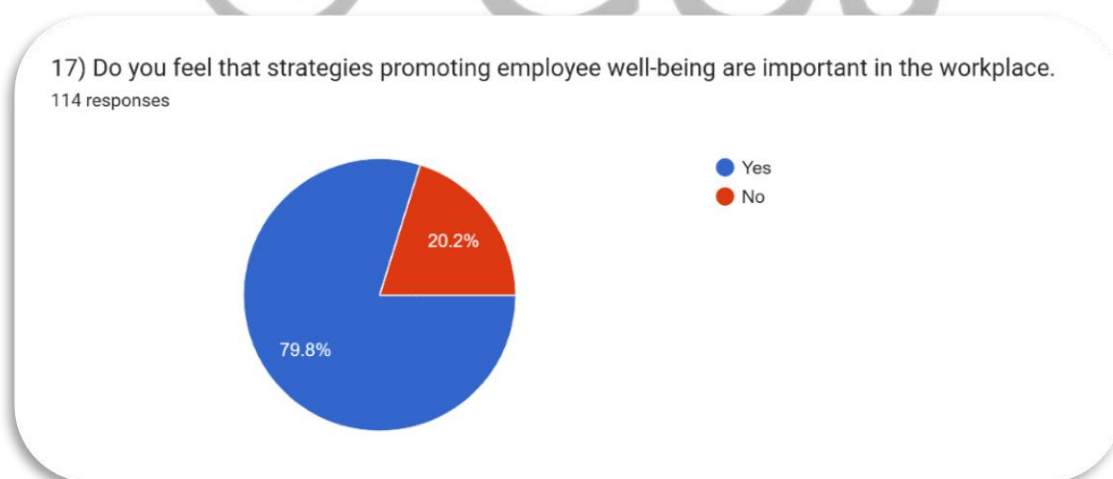


Figure 24 4.2.20 Strategies promoting employee well-being are important in the workplace.

The above diagram, figure 4.2.20, shows all the strategies that enhance employee well-being are important in the workplace at Sheraton Oman hotel. It ranked first with an answer of Yes with an average of 79.8%, equivalent to 91 employees. In addition, enhancing employee well-being is crucial to create positive work environments, improve job satisfaction, and enhance productivity. Employers can adopt various

strategies to promote employee well-being in the workplace such as flexible working arrangements, wellness programs, employee engagement and recognition, training and development, workload management. Administrative support (Allen, 2024). The answer No ranked second with an average of 20.2%, equivalent to 23 employees. The employees who answered No felt that strategies that promote employee well-being are not important in the workplace, so they may not be familiar with the strategies used in the organization.

4.2.21 Be aware of strategies that currently exist in the workplace that promote employee well-being.

Options	Frequency of responses	Percent %
Yes	76	69.1%
No	34	30.9%
Total	110	100

Table 19 4.2.21 Be aware of strategies that currently exist in the workplace that promote employee well-being.



Figure 25 4.2.21 Be aware of strategies that currently exist in the workplace that promote employee well-being.

The diagram above, figure 4.2.21, shows being aware of strategies that currently exist in the workplace that promote employee well-being. The first place was occupied by the answer yes with an average of 69.1%, equivalent to 76 employees. In addition, employers implement strategies that contribute to employee well-being, such as mental

health support programs, workplace wellness programs, flexible work arrangements, employee recognition programs, and training and development programs. The implementation of these strategies reaps many benefits, including increased productivity, improved employee well-being and job satisfaction (Allen, 2024). The answer no ranked second with an average of 30.9%, equivalent to 34 employees. These employees have no knowledge of the strategies that currently exist in their workplace and contribute to enhancing their well-being as employees.

4.2.22 Identifying the most effective strategy for promoting employee well-being can lead to a more efficient and healthier workplace.

Options	Frequency of responses	Percent %
Flexible work arrangements	21	18.6%
Wellness programs	13	11.5%
Employee participation and recognition.	31	27.4%
Training and development	21	20.4%
Workload management.	11	9.7%
Administrative support.	14	12.4%
Total	113	100

Table 20 4.2.22 Identifying the most effective strategy for promoting employee well-being can lead to a more efficient and healthier workplace.



Figure 26 4.2.22 Identifying the most effective strategy for promoting employee well-being can lead to a more efficient and healthier workplace.

The above diagram, figure 4.2.22, shows that identifying the most valuable strategy for enhancing employee well-being can help create a more effective workplace and a healthier workforce. Where the answer was ranked first with the participation of the employee and his recognition. an average of 27.4%, equivalent to 31 employees. Providing an opportunity for employee engagement, recognition and job satisfaction improves and enhances employee well-being. Studies have also indicated that participating employees have higher levels of well-being and job satisfaction (Allen, 2024). The answer for development and training ranked second with an average of 20.4%, equal to 23 employees, the answer came with flexible working arrangements in the third stage with an average of 18.6%, equivalent to 21 employees, the answer came with administrative support in the fourth stage with an average of 12.4%, equivalent to 14 employees, the answer came with wellness programs in the fifth stage with an average of 11.5%, equivalent to 13 employees, and the answer came with workload management in the sixth stage with an average of 9.7%, equivalent to equivalent to 11 employees.

4.2.23 The strategy that is most valuable in promoting employee well-being.

Options	Frequency of responses	Percent %
Flexible work arrangements	21	18.3%
Wellness programs	14	12.2%
Employee participation and recognition.	23	20%
Training and development	26	22.6%
Workload management.	14	12.2%
Administrative support.	17	14.8%
Total	115	100

Table 21 4.2.23 The strategy that is most valuable in promoting employee well-being.

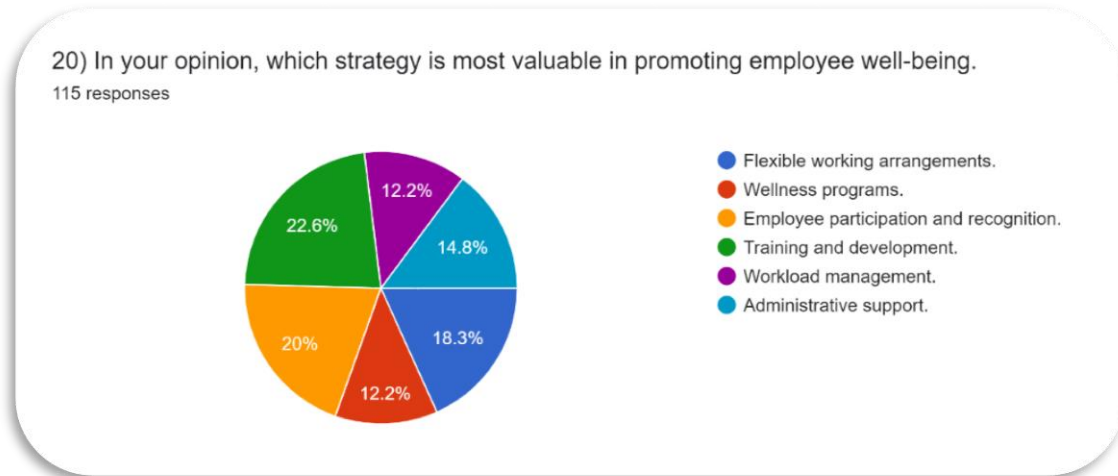


Figure 27 4.2.23 The strategy that is most valuable in promoting employee well-being.

The above diagram, figure 4.2.23, shows that identifying the most valuable strategy for enhancing employee well-being can help create a more effective workplace and a healthier workforce. The first place was occupied by training and development with an average of 22.6%, equivalent to 26 employees. Training and development opportunities help employees feel more engaged, valued, and supported. The employee survey also showed that training and development opportunities were a major factor in job satisfaction and well-being (Gallup, 2020).

The response with employee participation and recognition ranked second at a rate of 20%, equal to 23 employees, the response came with flexible working arrangements in the third stage at a rate of 18.3%, equivalent to 21 employees, the answer came with administrative support in the fourth stage at a rate of 14.8%, equivalent to 17 employees, and the answer came with wellness programs, workload management in the fifth stage at a rate of 12.2%, equivalent to 14 employees.

4.3 Summary

This chapter discussed data analysis, where the researcher contacted the selected company to distribute an electronic survey that will help to reach the results that will be provided by the company's employees, after which the results given by the employees were analyzed and presented in the form of tables, graphs, and descriptive forms. On the other hand, the next chapter will discuss the summary of results and conclusions and make recommendations.

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS.

5.1 Introduction

This chapter is known as the fifth chapter in which it deals with the summary of results, conclusions and recommendations, where the researcher will present a summary of the results he reached in the process of his research after analyzing the survey submitted to the company, and then the conclusions he obtained after doing the analysis will be presented, and then the researcher will make some recommendations that will enable the company to develop the level of initiatives it is implementing within the company in order to achieve a high level of well-being for employees. In addition, the researcher will mention the limitations that he experienced during his work period to complete the research, as well as future research that can help researchers learn more about how work-life balance initiatives are used and implemented to achieve the well-being of employees.

5.2 Summary of Findings

5.2.1 The role of work-life balance initiatives in the well-being of employees at Sheraton Oman hotel.

Work-life balance is defined as the optimal way for an employee to manage his professional and personal responsibilities for him to complete his work to the fullest, where in return he has enough rest and free time to recharge.

Based on the findings of the questionnaire, the company's employees confirmed that the existence of work-life balance initiatives is of great importance in the workplace, as it helps them to complete their work on time without effort or fatigue, and they also said that they are completely satisfied with the existing and taken initiatives in the company, as the company conducts many initiatives such as flexible working arrangements, employee assistance programs, wellness programs, childcare support, vacation policies, Training and development many employees in the company have also agreed that they are very satisfied with the initiative of the leave policy, where the company provides various types of leave for employees such as paid leave, sick leave,

bereavement leave, parental leave, and the company is also working to clarify those leaves through the number of days due and how to apply each type of leave. In addition, the company's employees stated that the implementation of work-life balance initiatives had a positive impact on their culture and morale in the workplace, as it helped them to raise their work efficiency better than before, it also made them more effective and productive, and this also contributed to their sense of belonging to their workplace and providing advice to guests and the general public in order to work at the hotel or come and stay at the hotel. The implementation of these initiatives has also helped to reduce staff turnover and their sudden exit from the organization.

5.2.2 Evaluate the types of work-life balance initiatives at Sheraton Oman hotel.

Work-life balance initiatives play an important role in promoting employee well-being, by providing assistance to individuals that contributes to achieving a greater balance in their work and personal lives. Employers who prioritize work-life balance initiatives can also enhance employee well-being, reduce costs, improve engagement, and retention, which positively affects the result .

Based on the results of the researcher, the company uses many initiatives that contribute to achieving work-life balance and enhancing employee well-being, including employee assistance programs, where employee assistance programs are defined as workplace-based programs designed to help employees with personal and work-related problems that can affect their job performance, health and well-being. These programs also provide professional support by means of counseling, advice and referrals to specialized services. Examples include confidential counseling for personal problems such as depression, stress, or substance abuse, training programs for personal and professional development, legal and financial counseling for conflicts, and wellness programs that provide access to resources for employee health and wellness. Flexible working arrangements provide for non-traditional work scheduling methods that allow employees to control their schedules and workplaces. Such arrangements have gained popularity as employees strive to balance work and personal obligations. Examples include telecommuting, flexible schedules, compressed work weeks, job sharing, and reduced working hours. Teleworking allows employees to work remotely, avoiding commuting and allowing them to work productively from home. Flexible schedules allow employees to adjust their working hours to accommodate personal commitments,

while compressed work weeks allow employees to work full-time but on fewer days. Reduction of working hours benefits employees who want to work part-time due to other obligations, wellness programs wellness programs are aimed at improving the health of employees and reducing health care costs by promoting healthy lifestyles and providing support to employees with illnesses or chronic diseases. These programs include health screenings, exercise programs, smoking cessation programs, nutrition counseling, stress management programs, and mental health services. Employers often offer wellness programs as part of their employee benefits package, as they benefit both employees and the company. Examples include health education, fitness activities, and mental health services, which can help employees adopt healthy behaviors, increase productivity, and reduce health care costs, and childcare subsidies, which are initiatives by employers or governments to help employees find affordable, high-quality childcare and balance work and family responsibilities. This support can include subsidies, flexible working arrangements, on-site childcare, parent support groups and other resources. On-site childcare facilities provide convenient solutions, reduce work-family conflict, and improve productivity. Financial assistance, such as subsidies or vouchers, can help with childcare costs and increase job satisfaction. Flexible scheduling options, such as telecommuting or compressed work weeks, help employees balance work and family responsibilities. Parental support groups provide opportunities for parents to exchange experiences and knowledge, vacation policies, training and development that make the employee happy and cheerful at work, which leads to his staying on top of his work and increasing his productivity.

5.2.3 To analyze the factors that affect work-life balance initiatives and employee well-being Sheraton Oman Hotel.

There are many factors that may affect the work-life balance initiatives and employee well-being at Sheraton Oman hotel, including the following: employee demographics, organizational support, job characteristics, technology, and culture.

The researcher concluded that the organizational support factor is one of the most important factors on the work-life balance and employee welfare initiatives at Sheraton Oman hotel due to the availability of procedures, policies and practices of the organization that prove its commitment to employee welfare and job satisfaction. In addition, the company is valued for providing benefits to employees, providing opportunities, creating work-life balance initiatives, ensuring fair pay, and working

conditions are things that play an important role in enhancing employee well-being. Therefore, when an employee feels that his organization supports and appreciates him, he can participate in his work, feel satisfied with his work, and commit to his organization. The presence of organizational support in the organization is an important aspect of creating a healthy work environment that contributes to enhancing the well-being and productivity of employees. By providing resources that promote employee well-being, the department can provide a lot of resources such as health insurance, mental health support services, wellness programs and flexible work arrangements. The availability of these resources helps to reduce the stress of employees and ensure their health and support. The communication and support provided by the organization makes the work environment a very positive one. Responding and listening to employees also contributes to increasing employee morale and reducing job stress levels. The company can also perform.

5.2.4 To study strategies that promote employee well-being.

Employee well-being is one of the most important aspects of work, as employees can be treated with respect and given ample opportunities that contribute to increasing satisfaction levels, leading to high productivity rates. In addition to the above, employee well-being is a strong sign for the company that realizes the importance of proper communication. And the company needs good communication to stay afloat (Allen, 2024).

The company uses several strategies that contribute to enhancing the employee's well-being, including the following flexible working arrangements,

Wellness programs, employee engagement and recognition, training and development, workload management, administrative support.

The researcher concluded that the company uses the employee engagement and recognition strategy because the company provided the opportunity for employees.

To contribute to decision-making and to feel appreciated and appreciated for their work. It also allows the company to empower employees to be part of important decisions in the workplace, provide opportunities to share their feedback and ideas, and involve them in continuous improvement processes. Recognition programs, on the other hand, are initiatives aimed at recognizing and rewarding employee contributions

and achievements to the organization. Employee engagement and motivation contribute to creating a positive work environment that promotes job satisfaction, well-being, and loyalty. Recognition of employee achievements also creates a sense of ownership, pride, and connection to the organization. In addition, employee participation and appreciation help to build a culture of trust and open communication between employees and management, which enables the organization to address problems competently and proactively. Overall, employee engagement and appreciation foster a culture of appreciation, trust and empowerment that benefits both the organization and its employees. In addition, the company should use the training and development strategy, because training and development is defined as the process of enhancing the employee's skills, knowledge, and attitude to improve his job performance and prepare him for future roles within the organization. The training also includes the transfer of specific skills or competencies to employees, such as technical skills, problem solving, communication, leadership, and teamwork. In addition to the above, training and development contributes to the company's growth and professional development when it has a more skilled, productive, and engaged workforce.

5.3 Conclusion

In conclusion, this research explored the role of work-life balance initiatives in employee wellbeing at Sheraton Amman. A company can also benefit from the study of this research by determining which strategies can be used most effectively within the work environment, which in turn contribute to achieving work-life balance to enhance the well-being of employees, as well as the company can identify the factors that are the reason for achieving this work-life balance, also through this study the company will also benefit in evaluating the types of work-life balance initiatives. On the other hand, this research contained five chapters divided by each chapter separately, which are as follows:

The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.



01 Chapter 1

The first chapter contained the background of the study, through which the topic and its significance are highlighted. This is followed by a statement of the problem, through which the problems faced by the Sheraton Oman Hotel are highlighted, related to long working hours, shift work, high levels of stress, because of which employees are affected in a very negative way and reduce their well-being. During the Sheraton Oman hotel, it is necessary to work on understanding the current state of employee well-being and the role of work-life balance initiatives in enhancing employee well-being. In addition, this study aims to explore the effectiveness and role of work-life balance initiatives in enhancing the well-being of employees at Sheraton Oman hotel due to the high demands and increasing pressures in the work environment faced by hotel employees. On the other hand, the research problem statement provides a clear direction for the project in highlighting the need to ensure the effectiveness of work-life balance initiatives in promoting employee well-being and identifying best practices for their implementation. Then follows the scope of the study, within which the dimensions of the research were specifically described, such as sample size, duration of the study, geographical location of the study, etc. The importance of the study was also determined, a summary was given at the end of the chapter.



02 Chapter 2

In the second semester, the researcher will present articles and summarize information related to the research objectives. The researcher will discuss both the concept of work-life balance and employee well-being, the role of work-life balance initiatives in employee well-being, the types of work-life balance initiatives, factors affecting work-life balance initiatives and employee well-being, strategies that promote employee well-being, theories of work-life balance and employee well-being. This reinforces the role of work-life balance initiatives in the well-being of employees at Sheraton Amman hotel. Further, what was concluded was written.

03 Chapter 3

In the third chapter, with the help of the research methodology, the researcher was able to obtain the required information. That would address the research questions and objectives in the best possible way. The design of the research was chosen, it is descriptive research. The number of employees in the study amounted to 173 employees at the Sheraton Oman hotel. In addition, random sampling techniques were used to distribute the questionnaire to 120 employees of the company. Research tools, validity and reliability tests were also discussed. In addition, the technology of data collection and analysis was determined, legal, ethical, and social considerations were also identified.

04 Chapter 4

In the fourth quarter, the questionnaire was analyzed, and the research results revealed that Sheraton Amman hotel pays great attention to the role of work-life balance initiatives in the well-being of employees. In addition, the company seeks to improve the practices of work-life balance initiatives in the company, increase the well-being of employees, evaluate the types of initiatives that affect the work-life balance initiatives and the well-being of employees in the hotel, identify factors that affect the work-life balance initiatives and the well-being of employees in the hotel, and study strategies that enhance employee well-being.

05 Chapter 5

The fifth chapter contains a summary of the results and conclusions that the researcher reached after distributing and transmitting the survey. The researcher will also present recommendations related to the role of work-life balance initiatives in the well-being of employees at the Oman Sheraton Hotel. The researcher will also present the constraints that he faced in completing the project, and In conclusion, the researcher will discuss everything related to future research.

Figure 28 3.1 Conclusion

5.4 Recommendations

Evaluating the effectiveness of initiatives :

The company is required to conduct evaluations to ensure the effectiveness of work-life balance initiatives, understand their impact and guide the development of future policies. This is done by conducting surveys to measure the satisfaction of employees with the initiatives provided by the company to improve them for the better.

Explore new initiatives to achieve work-life balance :

The company should explore new and innovative initiatives that work to achieve a work-life balance in line with the needs of employees. As an initiative of unlimited leave policies, which means that an employee has the right to take leave without specifying days, he can also adopt a childcare service initiative in the workplace, such as providing babysitters for children, the company can also adopt a wellness payroll initiative, which means providing benefits and bonuses that contribute to enhancing the health and well-being of employees, such as providing health care for children, the company can also adopt a wellness payroll initiative, which is known as bonuses and benefits provided by the company such as therapeutic sessions, sports costs, and health education programs.

Develop clear communication channels :

The company should establish clear communication channels between management and employees regarding work-life balance initiatives. This can include regular surveys and feedback mechanisms to measure employee satisfaction and preferences. The organization can also use emails to contact employees and make them aware of everything that is going on in the organization, the company can also create a group on social networking programs that enable the employee to communicate directly between him and the management.

Creating a supportive organizational culture :

The company must create a culture that values employee well-being and supports work-life balance initiatives. This culture should come from the top, or what is known as top management, where it promotes such initiatives and recognizes their benefits. Where the company can follow the steps that contribute to this, such as adopting the values of care, where this step is based on promoting work-life balance such as work flexibility

and supporting physical and psychological health, the training step where the company can provide special training specialized in enhancing the skills of employees in achieving work-life balance.

Providing targeted training and support programs:

The company should create targeted training and support programs for employees and managers to enable them to effectively use Work-life balance initiatives and how to deal with related work pressures. Through these programs, employees can enhance and improve their skills in how to achieve a work-life balance.

5.5 Limitations

One of the limitations faced by the researcher in completing this project is the number of employees who responded to the survey, as the number of the target group was 120 employees, but those who responded were only 115. Which makes this not getting enough information to complete the search. Also, one of the limitations faced by the researcher is the time factor for the final delivery of the project, as it is difficult to assemble all the chapters in one datum, as it requires a lot of time and effort, which takes at least two weeks.

5.6 Future Research

First, future researchers should submit comparative studies, where comparative studies that provide for the study of work-life balance initiatives across various organizations and industries can help identify best practices and guide policy development. In addition, future researchers can use a mixed methods approach, which helps in the process of understanding more deeply the relationship between work-life balance initiatives and employee well-being. Also, this approach can combine qualitative and quantitative data and triangulate results from different sources. In other words, researchers can use the influence of culture in their research by exploring the influence of cultural factors to measure the effectiveness of work-life balance initiatives in organizations. Since culture contains both employee beliefs, values, and behaviors, understanding its impact on work-life balance initiatives can help organizations leverage these factors for employee well-being.

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https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work/?gad_source=1&gclid=EAIaIQobChMIu_LSjM2ehgMVn6loCR1DVQJwEAAYAiAAEgJIVvD_BwE

https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work/?gad_source=1&gclid=EAIaIQobChMIu_LSjM2ehgMVn6loCR1DVQJwEAAYAiAAEgJIVvD_BwE



APPENDICES

✓ Diary 1.


			
Document Name & Type	Project 2 (BABA) Dairy Template	Author/Department	Head, Management Studies Department
Approval Date	23/12/2020	Effective Date	23/12/2020
Review Date	18/01/2024	Next Review Date	16/01/2025

Project 2 (BABA) Dairy1	
Module Name	Project 2
Module Code	<input checked="" type="checkbox"/> PROJ 30001-HR <input type="checkbox"/> PROJ 30001-AF <input type="checkbox"/> PROJ 30001-GA <input type="checkbox"/> PROJ 30001-MK
Programme Name	BA (Hons) Business Administration (CU)
Name of Student and ID: Samaher Suleiman Al Naamani. 13F11067	Week:
Name of Supervisor: Festus Odhigu.	
Project Title: The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.	

Date/ Day: 1/4/2024	Time: 10:30 pm	Venue: Home
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Tasks as per project plan	Actual tasks taken up / completed
<ul style="list-style-type: none"> - Choose the theme and company. - Get approval for the topic from the moderator. - Writing the project objectives. - Write search questions - Discussion of the points of the proposal. - Writing the proposal. - Discussion of dairy 1. - Discussion of Chapter 1. - Attend workshops. 	<ul style="list-style-type: none"> - The company has been selected and the subject's approval has been obtained - The objectives of the project have been written - Search questions have been written - Discuss the proposal before the final delivery - The proposal was submitted on March 27th The end of dairy 1 - Chapter 1 is in progress - Attended 4 workshops

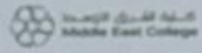
Comments / observations / remarks by the Student	
<ul style="list-style-type: none"> - The workshops pleased me in choosing the appropriate title for the project. - Lack of time to work and finish writing the proposal. - The enriched discussion by the master regarding the first chapter, where he discussed the contents of the chapter very well. - It was a long enough time to write Chapter 1. 	
Remarks / Comments by the Supervisor	
Project title was discussed and approved. Research objectives and research questions were reviewed and approved. The project proposal was evaluated, and feedback was given. The student was asked to incorporate the project proposal feedback in chapter 1. Chapter 1 was discussed and an outline for chapter 1 was given.	

Signature of Student:  Date: 1/4/2024	Signature of Supervisor: Festus Odhigu Date: 1/4/2024
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Page 1

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✓ **Diary 2.**



Document Name & Type	Project 2 (BABA) Dairy Template	Author/Department	Head, Management Studies Department
Approval Date	23/12/2020	Effective Date	23/12/2020
Review Date	18/01/2024	Next Review Date	16/01/2025


Project 2 (BABA) Dairy 2

Module Name	Project 2		
Module Code	<input checked="" type="checkbox"/> PROJ 30001-HR <input type="checkbox"/> PROJ 30001-AF <input type="checkbox"/> PROJ 30001-GA <input type="checkbox"/> PROJ 30001-MK		
Programme Name	BA (Hons) Business Administration (CU)		
Name of Student and ID:	Samaher Sukiman Al Naamani. 13F11067	Week:	6
Name of Supervisor: Festus Odhigu.			
Project Title: The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.			

Date/ Day: 13/04/2024	Time: 8:00PM	Venue: Home
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Tasks as per project plan	Actual tasks taken up / completed
<ul style="list-style-type: none"> - Writing the study background - Writing a research problem statement - Writing the goals and objectives of the study - Writing goals - Writing research questions - Writing the scope of the study - Write the importance of the study - Limit study writing - Write the operational definition of the terms - Writing the structure of the research - Write a summary 	<ul style="list-style-type: none"> - The introduction and Conclusion were written - - The writing of dairy 2 has been completed - Literature reviews are discussed - Appropriate literature reviews have been identified for the project - Discuss the method of writing literature reviews, such as writing style, fonts and required font sizes. - I attended a workshop entitled literature reviews - Attended a workshop entitled Project poster design - The project poster is designed

Comments / observations / remarks by the student <ul style="list-style-type: none"> - Attending the workshops helped me to find out what is related to writing the introduction and what requirements are needed to write it. - The rich discussion by the master regarding the third chapter, where he discussed the contents of the chapter very well. - It's been a long enough time to write Chapter 2.
Remarks / Comments by the Supervisor <p>Chapter 1 was reviewed, feedback was given, and the student was asked to incorporate the feedback in the final project report. Chapter 2 was discussed with the student. The main headings for chapter 2 literature review were formulated, reviewed, and approved.</p>

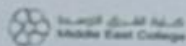
Signature of Student:  Date: 13/04/2024	Signature of Supervisor: <i>Festus Odhigu</i> Date: 13/4/2024
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✓ Diary 3.



Document Name & Type	Project 2 (BABA) Dairy Template	Author/Department	Head, Management Studies Department
Approval Date	23/12/2020	Effective Date	23/12/2020
Review Date	18/01/2024	Next Review Date	16/01/2025

Project 2 (BABA) Dairy3

Module Name	Project 2		
Module Code	<input checked="" type="checkbox"/> PROJ 30001-HR <input type="checkbox"/> PROJ 30001-AF <input type="checkbox"/> PROJ 30001-GA <input type="checkbox"/> PROJ 30001-MK		
Programme Name	BA (Hons) Business Administration (CU)		
Name of Student and ID:	Samaher Sulciman Al Naamani. I3F11067	Week:	9
Name of Supervisor:	Festus Odhigu.		
Project Title:	The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.		

Date/ Day: 02/05/2024	Time: 7:11 Pm	Venue: Home
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Tasks as per project plan	Actual tasks taken up / completed
<ul style="list-style-type: none"> - Writing the two chapter - Writing the Literature Review - Make a project poster presentation - Discuss everything related to the third chapter and how to write it - Write the completion of the writing of dairy 3 	<ul style="list-style-type: none"> - The third chapter has been written - - The writing of dairy 3 has been completed - Attended a workshop entitled citations and references - The project poster was displayed


Comments / observations / remarks by the student

- Attending workshops helped me learn about writing citations and references.

- The rich discussion that the master had regarding the third chapter, where he discussed the contents of the chapter well.

Remarks / Comments by the Supervisor

The headings for chapter 2 were reviewed and finalized. Chapter 2 was reviewed, and feedback was given. Chapter 3 outline was given and discussed. The student was asked to formulate a questionnaire for review and approval.

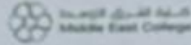
Signature of Student:  Date: 02/05/2024	Signature of Supervisor: <i>Festus Odhigu</i> Date: 2/5/2024
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✓ **Diary 4.**



Document Name & Type	Project 2 (BABA) Dairy Template	Author/Department	Head, Management Studies Department
Approval Date	23/12/2020	Effective Date	23/12/2020
Review Date	18/01/2024	Next Review Date	16/01/2025

Project 2 (BABA) Dairy4

Module Name	Project 2		
Module Code	<input checked="" type="checkbox"/> PROJ 30001-HR <input type="checkbox"/> PROJ 30001-AF <input type="checkbox"/> PROJ 30001-GA <input type="checkbox"/> PROJ 30001-MK		
Programme Name	BA (Hons) Business Administration (CU)		
Name of Student and ID:	Samaher Suleiman Al Naamani. 13F11067	Week:	11
Name of Supervisor: Festus Odhigu.			
Project Title: The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.			

Date/ Day: 16/05/2024	Time: 8:45PM	Venue: HOME
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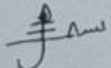
Tasks as per project plan	Actual tasks taken up / completed
<ul style="list-style-type: none"> - Taking approval for survey questions. - Work on the distribution of the survey to the company's employees. - Start writing the fourth chapter and choose the appropriate methods and tools for data analysis. 	<ul style="list-style-type: none"> - The third chapter was written, and the fourth chapter was started - The writing of dairy 4 has been completed - Attend a workshop entitled Data Analysis - The distribution of the questionnaire has been completed

Comments / observations / remarks by the Student

- Attending workshops helped me learn how to analyze data.
- The rich discussion that the master had regarding the fourth chapter, where he discussed the contents of the chapter well.

Remarks / Comments by the Supervisor

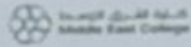
Feedback was given for chapter 3. The student was advised to incorporate the feedback in the final project report. The questionnaire was reviewed, and feedback was given. Chapter 4 data analysis was discussed.

Signature of Student:  Date: 16/05/2024	Signature of Supervisor: <i>Festus Odhigu</i> Date: 16/5/2024
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✓ **Diary 5.**




Document Name & Type	Project 2 (BABA) Dairy Template	Author/Department	Head, Management Studies Department
Approval Date	23/12/2020	Effective Date	23/12/2020
Review Date	18/01/2024	Next Review Date	16/01/2025

Project 2 (BABA) Dairy 5

Module Name	Project 2		
Module Code	<input checked="" type="checkbox"/> PROJ 30001-HR <input type="checkbox"/> PROJ 30001-AF <input type="checkbox"/> PROJ 30001-GA <input type="checkbox"/> PROJ 30001-MK		
Programme Name	BA (Hons) Business Administration (CU)		
Name of Student and ID:	Samaher Sulciman Al Naamani. 13F11067		Week: 12
Name of Supervisor:	Festus Odhigu		
Project Title:	The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.		

Date/ Day: 20/05/2024	Time: 3:31 PM	Venue: Home
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Tasks as per project plan	Actual tasks taken up / completed
- Survey analysis - Writing the fifth dairy - Completion of the writing of the fourth chapter - Discussion of the fifth chapter	- Writing the fourth chapter, and the fifth chapter began - The writing of the 5 Albanians has been completed

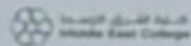
Comments / observations / remarks by the student - The rich discussion that the master had about the fifth chapter, where he discussed the contents of the chapter well.
Remarks / Comments by the Supervisor Chapter 4 was reviewed, and feedback was given. Chapter 5 outline was discussed and given to the student. The student was asked to download a certificate of ethical approval from SIS.
<div style="width: 45%;"> Signature of Student:  Date: 20/05/2024 </div> <div style="width: 45%;"> Signature of Supervisor: Festus Odhigu Date: 20/5/2024 </div>

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✓ **Diary 6.**

			
Document Name & Type	Project 2 (BABA) Dairy Template	Author/Department	Head, Management Studies Department
Approval Date	23/12/2020	Effective Date	23/12/2020
Review Date	18/01/2024	Next Review Date	16/01/2025

Project 2 (BABA) Dairy6

Module Name	Project 2		
Module Code	<input checked="" type="checkbox"/> PROJ 30001-HR	<input type="checkbox"/> PROJ 30001-AF	<input type="checkbox"/> PROJ 30001-GA <input type="checkbox"/> PROJ 30001-MK
Programme Name	BA (Hons) Business Administration (CU)		
Name of Student and ID:	Samaher Saleiman Al Naamani. 13F11067	Week:	13
Name of Supervisor:	Festus Odhigu		
Project Title:	The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.		

Date/ Day: 27/05/2024	Time: 5:44	Venue: Home
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
Tasks as per project plan	Actual tasks taken up / completed
<ul style="list-style-type: none"> - The writing of the sixth dairy - Completion of the writing of the fourth chapter - Writing the fifth chapter - Attend a workshop talking about how to formulate the final project 	<ul style="list-style-type: none"> - Completion of the writing of the fifth chapter - The writing of 6 Albans has been completed - Start drafting the project in the final form required

Comments / observations / remarks by the Student

- The rich discussion that the master had about the fifth chapter, where he discussed the contents of the chapter well.
- An enriching discussion on how to formulate the project in the required form, where he discussed the contents of the project well.

Remarks / Comments by the Supervisor

Chapter 5 was reviewed, and feedback was given. Formatting guidelines were discussed. The student has been informed to strictly follow the formatting guidelines in the project guide. Project presentation was discussed.

<p>Signature of Student:</p> <div style="text-align: center;"></div> <p>Date: 27/05/2024</p>	<p>Signature of Supervisor: Festus Odhigu</p> <p>Date: 27/5/2024</p>
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✓ Questionnaire.

Document Name & Type	Coursework Questionnaire Template	Author/Department	Head, Centre for Academic Practices
Approval Date	29/09/2019	Effective Date	29/09/2019
Review Date	29/10/2023	Next Review Date	28/10/2024

QUESTIONNAIRE FOR PROJECT REPORT/DISSERTATION/CASE STUDY /COURSEWORK/ASSIGNMENT

The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.

Objectives of Questionnaire (to be listed by Student):

Research Objectives:

1. To examine the role of work-life balance initiatives in employee well-being in Sheraton Oman Hotel.
2. To evaluate the types of work-life balance initiatives in Sheraton Oman Hotel.
3. To analyze the factors that affect work-life balance initiatives and employee well-being Sheraton Oman Hotel.
4. To examine the strategies that enhance employee well-being.

Confidentiality and Ethics Declaration from the Student(s):

The information that you express through this questionnaire will be handled by me/us with extreme confidentiality and will be used for arriving at some conclusions for my assignment/case study/thesis/dissertation/report of (PROJ- HR 30001) to be submitted at MEC. Your participation in this survey is optional and highly appreciated and will be of great value to reach objectives of my mentioned work. Please fill out carefully the entire questionnaire for which I thank you in advance. Your response to these questions is based on agreement that you have been clearly explained about the purpose and scope of the survey.

كل المعلومات التي ستعبر عنها في هذا الاستبيان سيتم التعامل معها من قبلي ومن قبل فريق العمل بسرية تامة، وسيتم استخدام نتائجها في هذا البحث/دراسة الحالة/مشروع التخرج/ الرسالة/ التقرير للمادة الدراسية (اسم البرنامج الدراسي ورمز المادة واسمها) لتقديمه لكلية الشرق الأوسط. مشاركة في هذا الاستبيان هي اختيارية، وهي محل تقديرنا وستساهم في تحقيق اهداف هذا العمل الاكاديمي. يرجى مالأ كامل الاستبيان شاكرًا لكم ذلك مقدما. ردكم على هذه الأسئلة بناء على موافقتكم وأن الغرض منها قد تم توضيحه لكم.

• Student Name & ID*: Samaher Suleiman Al Naamani. 13F11067

• Signature*: 

[In case of a course work, all answers of the questionnaire is/are](#)

Approved by: _____

_____(Module Leader / Module Instructor)

Review Date	29/10/2023	Next Review Date	28/10/2024
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Please tick the appropriate answer

Part 1: Demographic Data

1. Gender
 - Male
 - Female

2. Age
 - 21-30
 - 31-40
 - 41-50
 - 50-60
 - 60 and above

3. Academic Qualifications
 - Certificate
 - Diploma
 - Bachelor's Degree
 - Masters
 - PhD
 - Others

4. How long you have been in the company?
 - Less than 4 years
 - 5-10 years
 - 11-16 years
 - 17 and above

Part 2

- **Study the role of work-life balance initiatives in the well-being of employees at Sheraton Oman hotel.**
 - 1) **Do you feel that work-life balance initiatives are important in the workplace?**
 - Yes
 - No
 - 2) **Have you ever participated in any work-life balance initiative offered by Sheraton Oman hotel?**
 - Yes
 - No

Document Name & Type	Coursework Questionnaire Template	Author/Department	Head, Centre for Academic Practices
Approval Date	29/09/2019	Effective Date	29/09/2019
Review Date	29/10/2023	Next Review Date	28/10/2024

3) How satisfied are you with the work-life balance initiatives offered by Sheraton Oman hotel?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

4) In your opinion, which work-life balance initiative at Sheraton Oman hotel has been the most effective in improving employee well-being?

- Flexible work arrangements
- Employee assistance programs
- Wellness programs
- Childcare support
- Time-off policies
- Training and development

5) Do you feel that the implementation of work-life balance initiatives has positively impacted the culture and morale of the workplace at Sheraton Oman hotel?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

- **Evaluate the types of work-life balance initiatives at Sheraton Oman hotel.**

7) Are you aware of the work-life balance initiatives available at Sheraton Oman hotel.

- Yes
- No

8) Do you feel that the work-life balance initiatives at Sheraton Oman hotel are effective.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9) Can Sheraton Oman improve the effectiveness of work-life balance initiatives by evaluating specific initiatives that need improvement?

- Strongly Agree

- Agree
- Neutral
- Disagree
- Strongly Disagree

10) Does employee satisfaction in work-life initiatives affect their effectiveness?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

11) In your opinion, which work-life balance initiative is the most valuable to employees at Sheraton Oman hotel.

- Flexible work arrangements
- Employee assistance programs
- Wellness programs
- Childcare support
- Time-off policies
- Training and development

To analyze the factors that affect work-life balance initiatives and employee well-being Sheraton Oman Hotel

12) Have you experienced a positive change in your well-being after participating in a work-life balance initiative at Sheraton Oman hotel.

- Yes
- No

13) Are you aware of the factors that affect work-life balance initiatives at Sheraton Oman hotel.

- Yes
- No

- Employees Demographics
- Organizational Support
- Job Characteristics
- Technology
- Culture

15) Are there any challenges that may hinder in balancing your personal life and work responsibilities at Sheraton Oman hotel.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16) Do you feel that addressing the factors that affect work-life balance initiatives at Sheraton Oman hotel would improve staff well-being.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

• **To study strategies that promote employee well-being**

17) Do you feel that strategies promoting employee well-being are important in the workplace.

- Yes
- No

18) Are you aware of any strategies currently in place at your workplace that promote employee well-being.

- Yes
- No

19) Identifying the most valuable strategy for promoting employee well-being can help to create a more effective workplace and a healthier workforce.

- Flexible working arrangements.
- Wellness programs.
- Employee participation and recognition.
- Training and development.
- Workload management.
- Administrative support.

20) In your opinion, which strategy is most valuable in promoting employee well-being.

- Flexible working arrangements.
- Wellness programs.
- Employee participation and recognition.
- Training and development.
- Workload management.
- Administrative support.



✓ **Certificate of ethical approval.**



Certificate of Ethical Approval

Roll Number 13F11067

Student Name SAMAHER SULAIMAN MUBARAK SULAIMAN AL NAMANI

Semester 2024 Spring

Project Title

The role of work-life balance initiatives in employee well-being in Sheraton Oman Hotel

This is to certify that the above-named student has completed the Middle East College Ethical Approval process, and their project has been confirmed and approved as Low Risk.

Supervisor Festus Odhigu|

Date of Approval May 21, 2024



✓ **NDA/letter from the organization.**




**CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT FOR
MIDDLE EAST COLLEGE RESEARCH PROJECT STUDENTS**

In consideration of the availability of opportunities to perform research project, I hereby agree, as a researcher of the study entitled " The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel." to maintain all information and data gathered and/or developed, be kept confidential.

I understand that this confidentiality includes: technical and non-technical information, company information, respondents names except otherwise permitted, patterns, drawings, specification, and any other pertinent company information, that has been taken in association with or in any way directly related to the research project.


I also agree that upon the completion of my undergraduate program, I shall be entitled to disclose and hereby agree to safeguard, to the best of my ability, any of the above-mentioned confidentiality on my research project. I further agree that in case of using this to further researches, other person should obtain permission from me, supervisor(s) and/or from the College before I disclose such information.

Name of Student and ID: Samaher Suleiman Al Naamani. 13F11067


Signature of Student: 

Date: 11/06/2024

✓ Poster.



كلية الشرق الأوسط
Middle East College




Coventry
University

The Role of Work-Life Balance Initiatives in Employee Well-being in Sheraton Oman Hotel.

Samaher SulaimanAlNaamani.
Human Resources Management.
13F11067.


Introduction.

This project investigates the role of work-life balance initiatives at the Sheraton Oman hotel in enhancing employee well-being. It will examine the various policies, programs, and practices offered by the hotel to promote a better work-life balance.




Statement of the Research Problem.

The hospitality industry's long working hours and stress levels negatively impact employees' well-being. This study aims to explore the effectiveness of work-life balance initiatives at the Sheraton Oman hotel, addressing high demands and increasing pressures. The research problem statement emphasizes the need for best practices in implementing work-life balance initiatives.




Research objectives.

1. To examine the role of work-life balance initiatives in employee well-being in Sheraton Oman Hotel.
2. To evaluate the types of work-life balance initiatives in Sheraton Oman Hotel.
3. To analyze the factors that affect work-life balance initiatives and employee well-being Sheraton Oman Hotel.
4. To examine the strategies that enhance employee well-being.



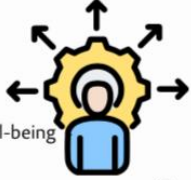
Research Methodology.

This research explores the impact of work-life balance initiatives on employee well-being. It uses a questionnaire, analytical and functional approaches, and a sample size of 20-50. Qualitative research involves personal interviews, while quantitative research uses digital data and secondary sources. Graphs will clarify results.




Expected Outcomes.

1. Improved employee morale and job satisfaction
2. Reduced employee burnout and stress levels
3. Increased productivity and efficiency in the workplace
4. Enhanced employee retention and loyalty
5. Better work-life balance for employees leading to overall well-being
6. Positive impact on employee mental and physical health
7. Increased employee engagement and motivation
8. Creation of a supportive and healthy work environment
9. Improved organizational culture and reputation
10. Higher levels of employee engagement and job performance.



Conclusion.

Work-life balance initiatives, such as flexible work arrangements, employee assistance programs, wellness programs, and childcare support, can significantly improve employee well-being, job satisfaction, performance, stress reduction, and organizational productivity. Investing in these can foster a supportive, positive work culture.



✓ **Certificate of participation.**



Certificate of Participation

This certificate is awarded to
SAMAHER SULAIMAN MUBARAK SULAIMAN AL NAMANI
for attending and actively participating in
Towards a Sustainable Future: Graduation Projects Shaping Change

Organized by the
Department of Management Studies
Middle East College, Oman
on 23rd April 2024



Head of Department of Management Studies