

Relationship Between Personal and Professional Life in The Context of The Psychological Well-Being of SME Company Employees: A Survey Research*

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Abstract

The objective of the paper was to ascertain the model of work-family relations that is promoted in Polish SME companies. The rationale for undertaking this research is rooted in the findings of extant literature studies, which indicate that the promotion of harmonization between personal and professional life is infrequent in SME companies and that there is a paucity of data on the subject. The article presents the results of the author's research, which was conducted using a quantitative method. A stratified random sample was utilized, stratified by company size structure. The research tool employed was the author's questionnaire, and the results obtained were analyzed using cross tabulation. The findings indicate that entrepreneurs predominantly favour the work-family balance model, with no discernible distinction between micro, small and medium-sized enterprises. Among those who reported an enhancement in their overall well-being during the pandemic, the work-life balance model was the most frequently endorsed. The findings of the present study suggest that companies should monitor employee well-being and implement tailored measures to support a balanced work-family relationship.

Keywords: work-life balance, work-life blending, well-being, SME