

The Effect of Work Overload on Work-life balance, Work Engagement, and Their Relations to Employee Performance among Lebanese Workers: The Moderating Role of Self-Efficacy

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[https://doi.org/10.35609/gcbssproceeding.2023.1\(45\)](https://doi.org/10.35609/gcbssproceeding.2023.1(45))

ABSTRACT

Purpose – Organizations should interpret their work environment especially with the introduction of remote work and economic crises. However, they're reluctant to form HRM policies especially in Lebanon. Thus, this study explores the effect of work overload on work-life balance, work engagement, and employee performance knowing that self-efficacy moderates the relationship between work overload, work-life balance, and engagement. **Methodology**– A sample of 486 Lebanese employees working remotely were sent a 38 close-ended questionnaire divided into 7 sections which were measured using a 5-point scale **Findings** – Work overload was shown to have no effect on work-life balance and employee engagement. Furthermore, structural equation modeling indicates that self-efficacy moderates the relation between work overload and work engagement while having no moderating role between work overload and work-life balance. **Practical implications** – Managers must know how to manage employees efficiently to increase performance. **Originality** – Although work environment has been the center of management researches, little research is available about Lebanese employees facing crisis.

Keywords: Work Overload, Work-life balance, Employee Engagement, Employee Performance, Self-Efficacy, Economic Crisis.