



# Work-life balance for sustainable human development: Cultural intelligence as enabler

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## ABSTRACT

It is proposed that sustainable human development can occur only when there is a reasonable work-life balance for humans. Developmental work for humans is mostly achieved through high performing organizations, and the performance of organizations, in turn, depend on the commitment and engagement of their employees. While societies organize themselves through groups which come together to form an organization, the individual continues to play a key role in success of these organizations. This article explores the impact of an individual's work-life balance on his/her role—related engagement, thereby contributing to the sustainable human development. Since culture drives behavior for all three, that is, the individual, the organizations, and the society, it is suggested that if we create a culture that supports work-life balance, it is likely to promote sustainable human development through higher role-related engagement of individuals. Further, it is suggested that cultural intelligence plays an important role in achieving both work-life balance and sustainable human development.

## KEYWORDS

Cultural intelligence;  
role-related engagement;  
sustainable human  
development; work-life  
balance