

THE INFLUENCE OF ORGANIZATIONAL POLICIES ON CAREER MANAGEMENT AND WORK-LIFE BALANCE: A STUDY OF SME PRACTICES

Timone Silviu Stăncioiu^{1*}, Silviu Gabriel Szentesi²

¹⁾²⁾ Aurel Vlaicu University of Arad, Arad, Romania

Abstract

In this paper, we explore work-life balance as an integral part of career management, focusing on how professional careers are developed and managed throughout working life. We examine strategies and actions designed to help employees achieve their professional goals, develop their skills and realise their potential. The study investigates the impact of work-life balance policies on employees, their productivity, business relationships, and overall company performance. These results are influenced by the policies set by senior management, which highlight the importance of awareness and implementation of these policies in achieving a work-life balance. Using a qualitative research approach, based on interviews with managerial decision-makers from 38 small and medium-sized enterprises, this article presents the influence of organizational policies on career management and work-life balance.

Keywords

Career Management, Work-Life Balance, Organizational Policies, Interview

JEL Classification

B54, D63, E24, J24, P17, 015

* Corresponding author, **Timone Silviu Stăncioiu** - timistancioiu@gmail.com