

## Abstract

The eventual performance of organizations is contingent on the performance of its employees which in turn depend on numerous factors such as family, leisure or other personal aspects. To improve organizational competitiveness, performance must be increased and monitored while taking into account various aspects such as work-life values, diversity of employee needs, working relationships as well as work-life balance practices. Work-life Balance allows employees greater plasticity in their work therefore enhancing balance between work and the responsibilities outside their work stations. This study therefore sought to determine the effect of work-life balance on employee performance in public Universities in Kenya. The objectives of the study were: to determine the effect of leave administration, staff wellness programs, organizational support and work-life balance on employee performance in public Universities in Kenya. The study was anchored on Spill Over, Work Family Enrichment and Component Theories. The study adopted a descriptive research design. The target population of the study was 17221 employees of seven public Universities in Kenya. Israel's formula was used to determine the sample size of 390 while respondents were selected using disproportionate stratified random sampling technique. A closed ended questionnaire was used to collect primary data. A pilot study was conducted amongst 39 respondents from Chuka University to test the validity and reliability of the research instrument. Reliability was established through the use of Cronbachs' Alpha coefficient. Data analysis was done through multiple linear regression to establish the effect of work-life balance on employee performance in public Universities in Kenya. The overall significance of the model was tested using F-statistic at 5% level of significance. The study established that leave administration, staff wellness programs and organisational support had a statistically positive significant effect on employee performance with coefficients of 0.7941, 0.675 and 0.833 with p-values of 0.000, 0.000 and 0.000 respectively. The study concluded that work-life balance had statistically significant effect on employee performance. The study is expected to form the basis for policy formulation in the field of human resource management and enhance service delivery among public Universities in Kenya.