

**The Relationships among Work-Life Balance, Organizational
Citizenship Behavior and Organizational Performance: A Review
of Literature**

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Abstract: *This paper reviews the relationships among work-life balance, organizational citizenship behavior, and organizational performance. In order to achieve the review objectives, a systematic review of literature was conducted by using an archival method. This review process has used more than 50 research papers which are relevant to reviewed concepts. Findings of the review suggest that there are positive relationships among the reviewed concepts. Further, the relationship between work-life balance (independent variable) and organizational performance (dependent variable) is mediated by organizational citizenship behavior (mediating variable). Finally, this review proposes a conceptual model which is useful to test and understand the relationships among the reviewed concepts empirically in the future.*

Keyword: *Work-life balance, citizenship behavior, organization, performance, employee*

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