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# THE ROLE OF EMOTIONAL INTELLIGENCE IN ACHIEVING WORK-LIFE BALANCE: AN ANALYSIS OF RESEARCH TRENDS AND IMPLICATIONS

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**Abstract:** This research explores the significance of emotional intelligence in work-life balance, including what impact effective use of this intelligence would have on work and family relationships, mindfulness, and the work-family interface. The aim is to outline the research field, pinpoint gaps, and see how the research trajectory has changed over the course of time. Using bibliometric analysis based on Web of Science data from 1992 to 2025, the study analyzes trends in publication, key contributors, and thematic developments. The researchers followed a structured process to select and review 477 documents from 256 sources. The evidence indicates that emotional intelligence enhances work-life balance by enabling people to cope with stress, handle adversity, and form better relationships. Interest has grown in the application of emotional intelligence in the areas of job satisfaction, individual resilience, and performance. The studies touch on advantages of emotional intelligence in decision-making as well as resolving conflicts, with an emphasis on its broader organisational value when shared by training and development in leadership. The analysis has implications for business organisations and policy-makers in enhancing employees' overall welfare. The research establishes prominent commentators and institutions in the area, along with opportunities for partnership and further research. Emerging patterns in keyword usage and topic clusters indicate a rising interest in this area, pointing to a timely opportunity to develop evidence-based strategies for fostering more integrated and sustainable work-life models.

**Keywords**: emotional intelligence, mindfulness, work-life balance, work-family interface, family-work interface.

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# *El papel de la inteligencia emocional en el logro del equilibrio entre la vida laboral y personal: un análisis de las tendencias de investigación y sus implicaciones*

**Resumen:** Esta investigación explora la importancia de la inteligencia emocional en el equilibrio entre la vida laboral y personal, incluyendo el impacto que el uso eficaz de esta inteligencia tendría en las relaciones laborales y familiares, la atención plena y la interfaz entre el trabajo y la familia. El objetivo es esbozar el campo de investigación, señalar las lagunas y ver cómo ha cambiado la trayectoria de la investigación a lo largo del tiempo. Utilizando un análisis bibliométrico basado en datos de Web of Science de 1992 a 2025, el estudio analiza las tendencias en las publicaciones, los principales contribuyentes y la evolución temática. Los investigadores siguieron un proceso estructurado para seleccionar y revisar 477 documentos de 256 fuentes. Las pruebas indican que la inteligencia emocional mejora el equilibrio entre la vida laboral y personal al permitir a las personas hacer frente al estrés, manejar la adversidad y establecer mejores relaciones. Ha crecido el interés por la aplicación de la inteligencia emocional en las áreas de satisfacción laboral, resiliencia individual y rendimiento. Los estudios abordan las ventajas de la inteligencia emocional en la toma de decisiones y en la resolución de conflictos, haciendo hincapié en su valor organizativo más amplio cuando se comparte mediante la formación y el desarrollo del liderazgo. El análisis tiene implicaciones para las organizaciones empresariales y los responsables políticos a la hora de mejorar el bienestar general de los empleados. La investigación establece comentaristas e instituciones destacados en el área, junto con oportunidades de colaboración y nuevas investigaciones. Los patrones emergentes en el uso de palabras clave y los grupos de temas indican un creciente interés en esta área, lo que apunta a una oportunidad oportuna para desarrollar estrategias basadas en la evidencia para fomentar modelos de vida laboral y personal más integrados y sostenibles.

**Palabras clave:** inteligencia emocional, mindfulness, equilibrio entre la vida laboral y personal, interacción entre el trabajo y la familia, interacción entre la familia y el trabajo.

# 1 INTRODUCTION

Today's workplace increasingly challenges individuals to balance professional and personal life due to shifting job demands and household responsibilities. While individuals work to meet family needs and pursue professional goals, the issue of work-life balance has become increasingly prominent. According to researchers, one factor in resolving this issue is emotional intelligence (EI), which is the ability to identify and control one's own emotions as well as consider the viewpoints of others. Research indicates that those with high EI deal with work pressure better, develop and sustain good relationships, and establish good boundaries between work and home (Bilodeau et al., 2023). In dynamic and fast-paced workplaces, the connection with work-life balance (WLB) and EI is vital. Psychological well-being and job satisfaction rest on the individual's capacity for regulating emotions and managing pressure whilst performing multiple roles (Vitória et al., 2022). Understanding this, organisations now incorporate EI into leadership and staff development training for enhancing personal resilience and productivity. Work-life balance relates to having a proper balance of professional and personal commitments such that neither prevails over the other and preserves individual well-being. The work-family interface, the core part of WLB, consists of both enrichment and conflict between work and family roles (Bilodeau et al., 2023).

A person's professional stage, work demands, and family responsibilities are some of the elements that affect WLB. Due to heavy workloads and limited resources, early-career employees face significant levels of conflict between their personal and professional lives. Mid-career workers experience both support and struggle with increasing responsibility in either area. Late-career workers experience less conflict and support, with greater stability in the two areas. These distinctions support the importance of differential support by life stage. EI is vital in the manner in which individuals manage tension and deal with life and work roles. Those with high EI experience increased work-family enrichment, utilizing the regulation of emotions and awareness of self to cope with stress and support respect and compatibility in the workplace and in the home (Bilodeau et al., 2023). They shape greater boundaries between work and life, mitigating burnout and dissatisfaction (Vitoria et al., 2022). High EI individuals proactively manage workplace conflicts through job crafting, the process of modifying activities and settings for increased motivation and minimizing stress. Balancing work and nonwork obligations supports increased work life satisfaction as well as psychological resilience. Current research continues to emphasize EI's support for work-life balance. Meta-analyses verify that EI mitigates the detrimental effects of work-home conflict, most clearly in the high-stress contexts of the COVID-19 pandemic (Vitoria et al., 2022). The pandemic created an overlap of work and home, yet again underscoring the support provided by EI (Bilodeau et al., 2023).

Research also suggests gender differences in the ways that EI facilitates work-life balance. Women, who have a greater load of household work, profit from EI skills that manage multiple roles and alleviate pressure (Vitoria et al., 2022). Organizations that provide EI training experience increased engagement, less absenteeism, and improved well-being of employees. Incorporating EI into organizational training and policies reaps long-term dividends in employees' well-being and productivity. Flexible work schedules

and positive work cultures also encourage healthier work-life balance by accommodating individual needs and lessening pressure. Future studies will have to investigate the long-term dynamics of EI and WLB and determine the impact of evolving workplace developments on this relationship. This research seeks to supply insights for researchers and practitioners gaining an understanding of the emerging relationship between EI and WLB. To this end, the research maps annual scholarly production, determines the quintessential writers and sources, and tests Lotka's Law to measure the productivity of writers. The research relies on analysis for identifying the key years in research, key research themes, and analysis of patterns in literature to reveal emerging themes. This research also performs factorial analysis, historiographic mapping, and investigates global collaboration to emphasize the global and inter-disciplinary nature of the field. Furthermore, the research pinpoints research gaps and practical applications, with implications for future research and planning.

To achieve these objectives, the research adheres to the following structure: an introduction that states the scope and relevance of the study; a literature review of the state of EI and WLB research from the existing literature; a method description of the bibliometric method; findings that detail prominent patterns; and a discussion and conclusion that synthesize findings and map the next research and practice directions. The analysis was conducted with the aid of software packages including Biblioshiny and VOSviewer. Visualizations for bibliographic coupling at the country level, keyword co-occurrence mapping, and citation analysis were made possible through the use of VOSviewer. The bibliometrix R package, accessed from Biblioshiny, facilitated import of data, cleaning of the records, and bibliometric analysis with less coding (Nobanee et al., 2021). Factorial analysis, historiographic mapping, thematic exploration, and trend topic analysis were performed by the team using Biblioshiny.

## 2 THEORETICAL FRAMEWORK

Work-life balance (WLB) and emotional intelligence (EI) have come under marked scholarly scrutiny in the past years, especially in the nature of the relationship and interaction in both private and public life. Demerouti et al. (2012) point out that worker of varied work stages have highly varied levels of conflict and enrichment in their life stages. They research the influence of life phase and career development on the home-work interface, indicating the individuals with greater EI tend to deal better with the changes of work - life. The research promotes including EI in WLB approaches.

The COVID-19 pandemic made workfamily interface even more complicated. (Vitória et al., 2022) discuss the ways remote work and the desegregation of work-family boundaries changed the work-family conflict and enrichment experiences of individuals. They conduct a systematic review and conclude that high EI assisted in positive boundary management and routine establishment, which reduced conflict. However, the persistence of traditional gender roles disproportionately burdened women, calling for gender-sensitive workplace policies. Research in the healthcare sector provides additional insight into EI's role in managing WLB. (Lukasczik et al. 2023) investigate how healthcare professionals, a group exposed to high emotional and occupational strain, use EI to

manage public and private responsibilities. The study finds that healthcare workers with higher EI apply coping mechanisms that reduce burnout, enabling sustainable work-life integration. WLB is examined in a number of researches as a mediating element in the connection between employee performance and emotional intelligence. (Lubis et al. 2023) find that motivation significantly moderates this relationship. Employees with high EI maintain high production levels while attaining work-life balance, create a favorable work atmosphere, and handle workplace pressure more skillfully. Sector-specific research in hospitality by (Eyoun et al. 2024) demonstrates the influence of EI on job satisfaction and staff retention. Employees with high EI handle customer concerns and workplace stress more adeptly, reducing work-home conflict and increasing staff retention. The study supports integrating EI training into staff development programs.

Bilodeau et al. (2023) extend the discussion to societal impacts, exploring how parental work-family conflict affects children's mental health. Their systematic review indicates that while work-family conflict negatively affects children's mental well-being, work-family enrichment promotes positive outcomes. These findings emphasize the societal value of WLB and support family-friendly employer policies. The role of EI in occupational stress and burnout management is also critical. Demerouti (2015) identifies detachment and job crafting as strategies individuals with high EI use to prevent burnout. These practices not only enhance WLB but also improve general well-being and job satisfaction. Peeters and Demerouti (2014) explore the interaction between job resources, EI, and WLB, arguing that emotionally intelligent employees utilize workplace resources more effectively to achieve balance. They promote organizational programs aimed at enhancing EI abilities for the purpose of bolstering resilience and flexibility. Recent work has touched on the emerging importance of virtual work scenarios. Vitória et al. (2022) examine the ways EI affects the difficulties of remote work. They find that employees who are high in EI have better work-life boundary management and that organizations would do well to include EI evaluations in remote work policies to boost worker well-being and performance.

Marseno and Muafi (2021) discuss the impact of WLB and EI on organizational commitment. They make the point that employees who have high EI exhibit more job satisfaction and commitment. Improving EI among employees is related to greater engagement and lower turnover. The experiences of women with WLB and EI have likewise been investigated in abundance. Lamçja (2024) determines that EI affects family-work conflict but less so work-family conflict. This implies that empathetic women manage home work with little professional compromise, which underlines the importance of evidence-based targeted interventions aimed at optimizing WLB. Those with high levels of EI make a smoother transition from one profession to the next. Van der Heijden et al. (2015) confirm the incorporation of EI development into career planning with the potential to assist employees in realizing sustainable WLB. Greenhaus & Powell, (2006) integrate evidence from various industries in a meta-analytic review, indicating that EI promotes WLB by positive spillover between work and private life. Those with high EI tend to perceive work as enrichment rather than as conflicting with personal life, and they achieve higher levels of life satisfaction. Kossek et al. (2018) explore the intersection of EI, WLB, and leadership effectiveness. They argue that emotionally intelligent leaders

cultivate workplace environments conducive to WLB. As such, leadership development should prioritize EI training to build supportive work cultures. Collectively, these studies underscore the pivotal role of EI in achieving and maintaining WLB. From mitigating burnout and enhancing performance to promoting organizational loyalty and fostering child well-being, EI proves integral across professional and personal spheres. Future research should focus on longitudinal studies exploring EI's evolving role in WLB and evaluating the impact of workplace interventions designed to strengthen emotional intelligence.

# 3 METHODOLOGY

The current research articles that were selected for study were obtained from the WOS database's core collection. On January 30, 2025, information from review papers, open access, and early access was gathered using keywords such as "Emotional Intelligence," "Mindfulness," "Work-Life Balance," "Work-Family Interface," and "Family-Work Interface." Language limitations were not taken into consideration while doing the search. The PRISMA method for choosing publications for bibliometric analysis is shown in Figure 1. It involves a three-step procedure in which initially a subject had been identified and WOS searched for the data. The data had been retrieved in the second step with the help of keywords. Identified and listed in the reports include Open access, review articles and early access. 1,416 documents had been retrieved between 1992 and 2025. 477 articles had been shortlisted for study after the filtration of the data based on my scope and analysis. The results had been saved in the savedrecs file format and bibliometric analysis of the data had been carried out with the help of Biblioshiny and VOSviewer. The detailed statistics of the major constituents and facets of the study had been listed in the Table 1.

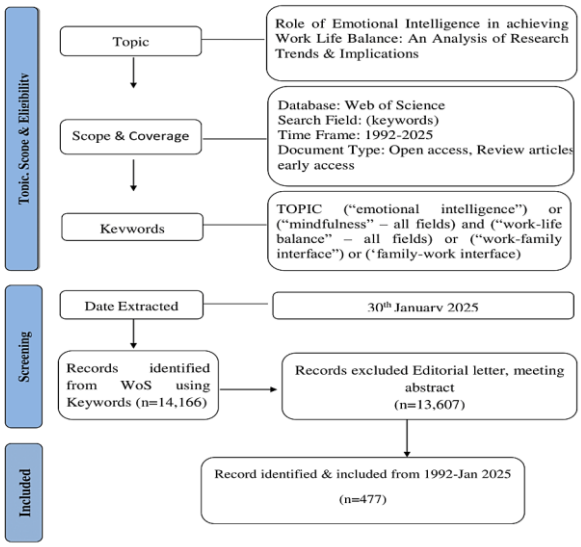


**Figure 1.** PRISMA Flow diagram shows the scope, screening and the data extracted for bibliometric analysis.

**Table 1.** Key research dimensions from Web of Science

| Description | Results |
|---|---|
| **Main Information About Data** | |
| Time span | 1992:2025 |
| Sources (Journals, Books, etc) | 256 |
| Documents | 477 |
| Annual Growth Rate % | 3.39 |
| Document Average Age | 5.12 |
| Average citations per doc | 74.17 |
| References | 46416 |
| **Document Contents** | |
| Keywords Plus (ID) | 1885 |
| Author's Keywords (DE) | 1572 |
| **Authors** | |
| Authors | 1808 |
| Authors of single-authored docs | 42 |
| **Authors Collaboration** | |
| Single-authored docs | 43 |
| Co-Authors per Doc | 4 |
| International co-authorships % | 29.56 |
| **Document Types** | |
| Review | 472 |
| Review; book chapter | 4 |
| Review; retracted publication | 1 |

# 4 RESULTS

## *4.1 Annual scientific production.*

A line graph called "Annual Scientific Production," which shows the trajectory of item production from roughly 1992 to 2025, is shown in Figure 2. The years are shown on the x-axis, while the number of papers published each year is shown on the y-axis. From the early 1990s to approximately 2015, scientific output remained relatively low with gradual growth. However, a significant surge in article production is observed from 2016 onward, reaching its peak between 2021 and 2023.

This sharp increase suggests a rise in research activity, possibly due to advancements in technology, increased funding, or global scientific collaborations. The data for 2024 still shows high production levels, though with some fluctuations, indicating sustained but variable growth in scientific publications.

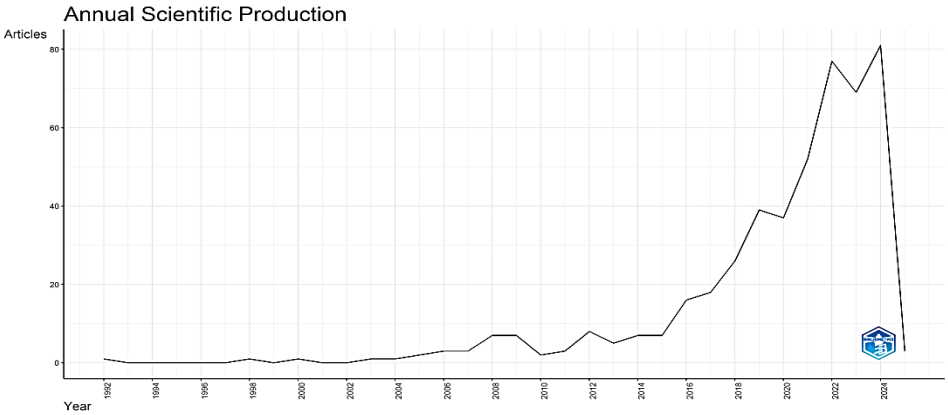


**Figure 2.** A graphic showing the evolution of article manufacturing.

Source. The author's creation using Biblioshiny.

## *4.2 Top contributing journals*

Figure 3 presents a distribution of documents across various academic journals, highlighting the most relevant sources in the dataset: 'Frontiers in Psychology' lead with 48 documents, indicating its dominance in the research area. 'Sustainability' follows with 13, while 'Journal of Intelligence' (10) and 'IEEE Access' (9) contribute significantly. Other notable journals include 'Heliyon', 'International Journal of Environmental Research and Public Health', and 'Personality and Individual Differences', each with 8 documents. The presence of 'Frontiers in Neuroscience' (7), 'Frontiers in Public Health' (6), and 'Journal of Nursing Management' (6) suggests an interdisciplinary focus. The data emphasizes strong research trends in psychology, sustainability, intelligence, and environmental health, making these journals key sources for relevant academic literature.

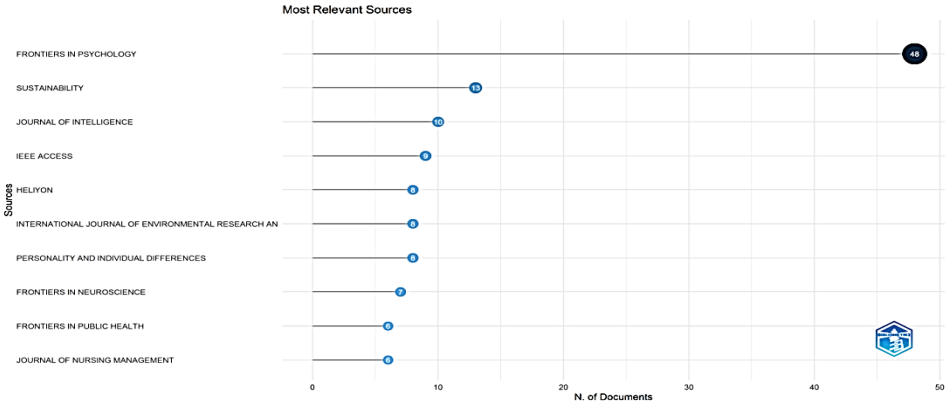


**Figure 3.** Document distribution across different periodicals.

Source. The author's creation using Biblioshiny.

### *4.3 Most influential authors*

The most relevant authors in bibliometric analysis, as depicted in Figure 4, highlight key contributors whose research significantly impacts their respective fields. Fernández-Berrocal P stands out as the most influential author, with 8 documents, reflecting a substantial contribution to academic literature. Following closely are Cabello R, Humphrey RH, Miao C, Petrides KV, and Qian SS, each with 4 documents, indicating their consistent involvement in scholarly discourse. Additionally, Ashkanasy NM, Boyatzis RE, Drigas A, and Extremera N, each with 3 documents, also play a critical role in shaping research trends. These authors' work likely spans critical topics, such as emotional intelligence, leadership, psychology, and cognitive sciences, given the common themes in bibliometric studies. Their frequent citations and contributions suggest they are leading voices in their disciplines, influencing theoretical frameworks, methodologies, and practical applications in academic and professional fields. By analyzing their publications, researchers can gain deeper insights into the evolution of key topics, collaborative networks, and emerging research trends in various disciplines.

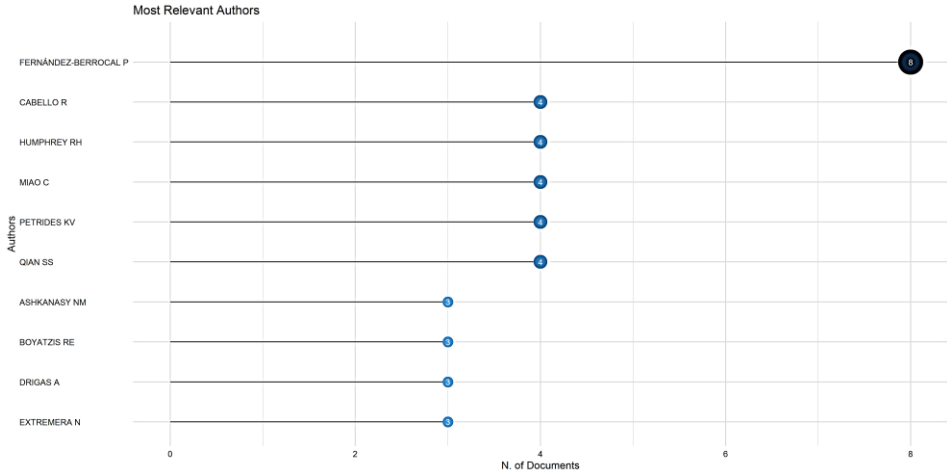


**Figure 4.** Prominent figures in the fields of academia and research.

Source. The author's creation using Biblioshiny.

### *4.4 Tracking publishing patterns among authors using Lotka's law*

Figure 5 depicts productivity on the part of authors by indicating how many documents each author has authored. The vertical axis indicates percentage of authors, and the horizontal axis indicates number of documents authored. We can see a definite decline: most authors have written only a small number of documents, and only a minority has written many.

On initial observation, the decline is steep, suggesting that most authors have only one or two works. A very small number of authors, however, have written extensively. This can also be seen from the declining percentage of authors with increases in numbers.

Solid is the graphed data, and dotted is presumably a projection of the pattern we might expect from Lotka's Law. Both lines converge at higher document numbers, indicating that the data we see matches Lotka's predictions for prolific authors pretty closely. This lends support to the view—common among academic publishing—of a small set of researchers writing a large proportion of the literature and most others writing intermittently.

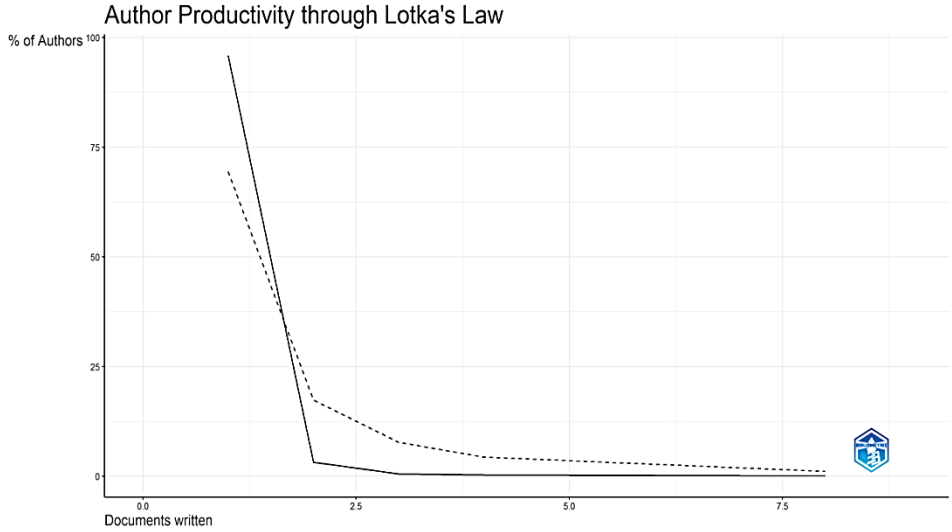


**Figure 5.** Author productivity by publication count with observed data (solid line) and theoretical prediction (dotted line).

Source. Analysis performed by the author via Biblioshiny.

### *4.5 Highlighting the most cited years in the literature*

Figure 6 is a plot of the count of the cited references against the timeline of the spectroscopy-associated literature. The y-axis is the count of the cited references and the x-axis the timeline of the references ranging from the 18th century till the present date. The solid line indicates the count of the cited references and has a sudden spike at the late 20th century and reaches a zenith in the 2010s and drops drastically in the last few years. The red line likely represents a subset of references, possibly self-citations or references from a specific source. It follows a similar trend but with lower values and more fluctuations, particularly from the 1990s onwards. The overall trend suggests that the field of spectroscopy has seen an exponential rise in citations, reflecting increasing research output and interest, with a recent drop possibly due to incomplete citation data for very recent years. The graph illustrates the variation in the significance of scientific literature

over the years, with the latest surge perhaps being caused by increased accessibility of research, technological advancements, or global issues that have initiated research activities.

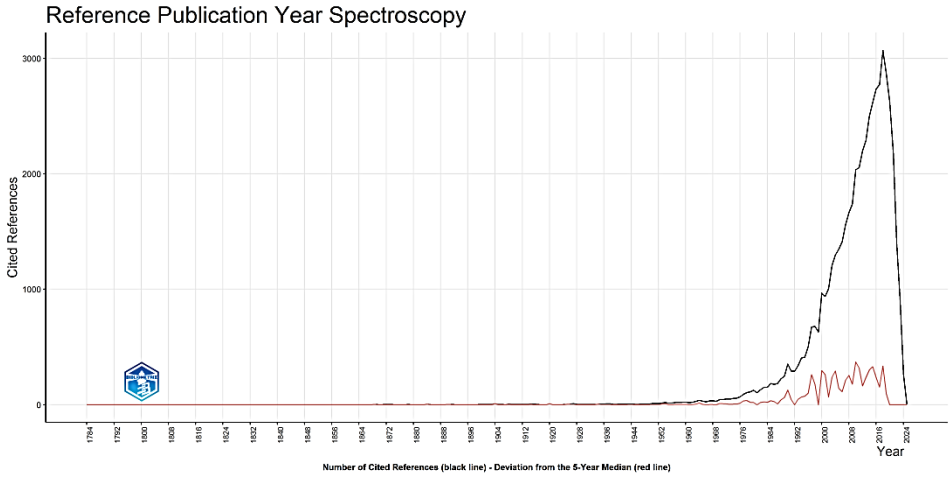


**Figure 6.** Highlighting the most cited years in the literature shows total citations (black line) and key source-specific citations (red line).

Source. Developed by the author using Biblioshiny tools.

## *4.6 Key topics*

A bibliometric analysis of trending research topics over time depicted in figure 7 highlights their evolution and peak periods of interest. The x-axis indicates the years (2007–2025), and the y-axis provides several terms from psychology, the cognitive sciences, and decision-making. There is a horizontal line next to each term that reflects its research activity duration, with larger blue dots for peak publication years. Notably, topics like "information," "anxiety," "resilience," and "emotional intelligence" have secured notable traction in recent years, reflecting the growing interest in psychological and behavioral sciences. Established areas like "meta-analysis" and "performance" show sustained research attention, whereas newer concepts such as "decision-making," "incremental validity," and "predictive validity" have seen a sharp rise post-2015. Older issues such as "sex differences" and "attention-deficit/hyperactivity disorder" have cyclical fluctuations of interest, indicating episodic research. The increasing size of the dots over time indicates a general rise in publication volume, emphasizing the expanding focus on intelligence, mental health, and behavioral assessment in contemporary research.

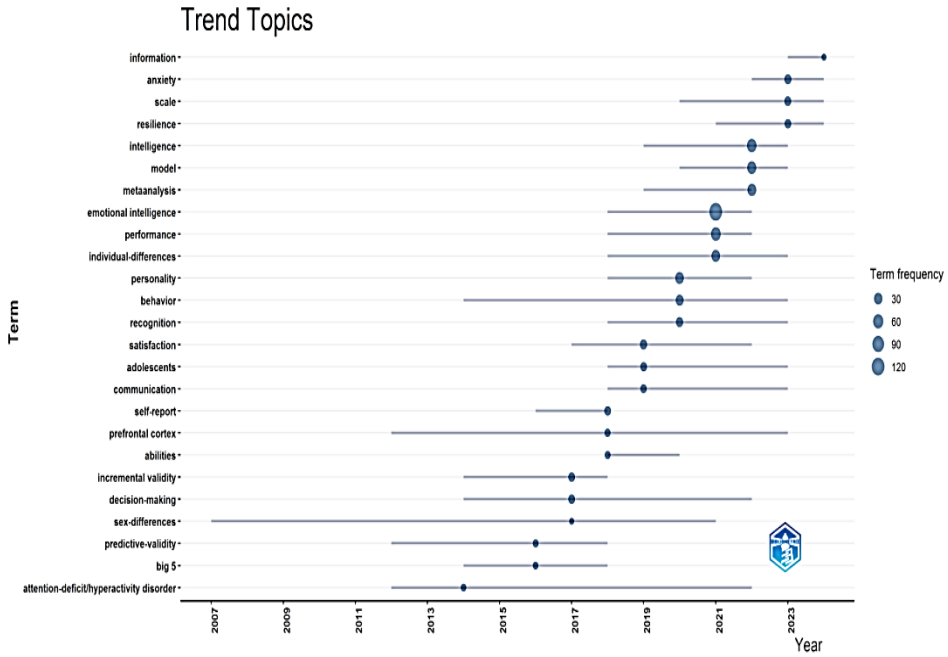


**Figure 7.** The publication of articles in different years.

Source. Constructed by the author using Biblioshiny software.

## *4.7 Thematic maps*

Figure 8 displays a thematic map of keywords arranged by degree of growth (density) and significance (centrality). Quadrants denote various thematic groups: niche themes (top-left) are specialist but less relevant to the general arena of research, such as topics entitled "facial expression recognition," "feature-extraction," and "neural networks." Motor themes (top-right) are well-developed and of high relevance, such as "family conflict," "artificial intelligence," and "mental health," representing key areas of research that move the field ahead. Basic themes (bottom-right) are general and versatile, such as "emotional intelligence," "performance," "students," and "stress," indicating core research areas. Emerging or declining themes (bottom-left) are of low centrality and low density, such as "communication," "heart rate," and "information," indicating topics that are underdeveloped or declining in importance. Circle size reflects the quantity of study with the larger-sized circles showing the intensity of study. The map, overall, depicts a visual representation of the development and shape of study themes with the demarcation of expanding and central themes and diminishing and specialist themes.

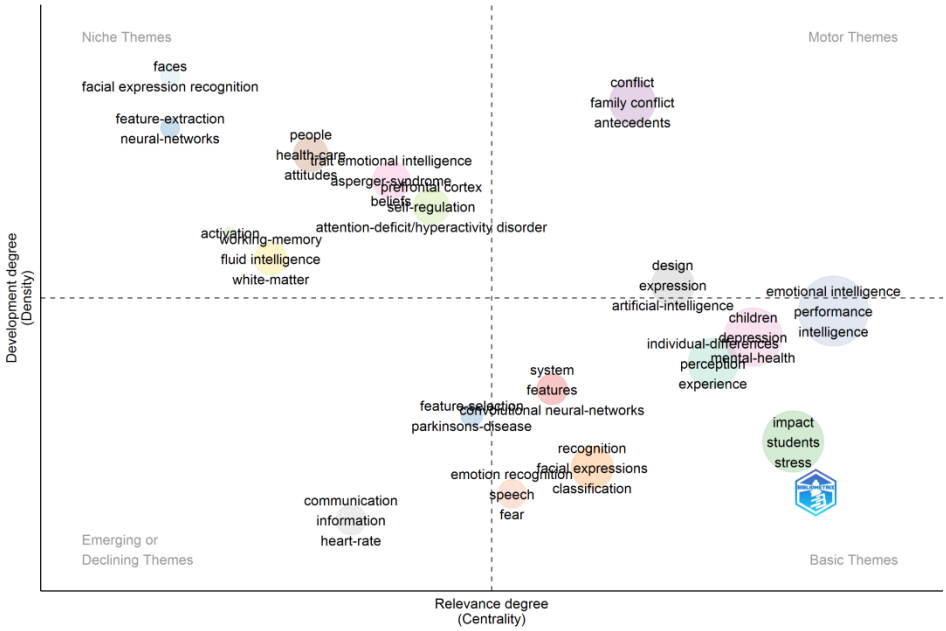


**Figure 8.** Key research themes.

Source. Analysis performed by the author via Biblioshiny.

## *4.8 Co-occurrence of keywords*

The co-occurrence network visualization from VOSviewer shown in figure 9 highlights "emotional intelligence" as the central research theme, with strong connections to relate areas such as "job satisfaction," "stress," "burnout," and "personality," indicating its significance in workplace well-being and psychology. The network reveals distinct clusters, including workplace performance, mental health, and artificial intelligence, showing how emotional intelligence research has expanded across disciplines. The color gradient from 2018 to 2022 indicates a shift from earlier studies on "job performance" and "stress" to more recent research on "artificial intelligence," "social cognition," and "neurodiversity," reflecting growing interdisciplinary interest. Thick linking lines also demonstrate dense co-occurrences between such keywords as "mental health" and "burnout," and large nodes of keywords such as "mental health" and "performance" demonstrate heavy scholarly attention. The visualization also displays how the field of study of "emotional intelligence" has evolved from organizational psychology into AI-informed "emotion recognition" and "mental health" technologies and marks a crucial cross disciplinary shift.

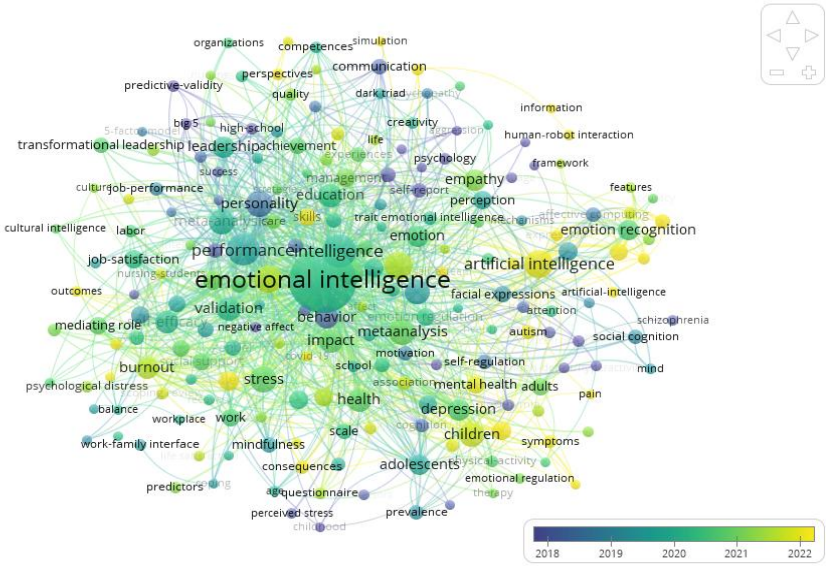


**Figure 9.** Co-occurrence of keywords.

Source. Produced from VOSviewer.

## *4.9 Factorial analysis*

A cluster assignment and a list of words along with their matching coordinates on two dimensions (Dim.1 and Dim.2) make up the data shown in Table 2.

**Table 2.** The cluster assignment and two-dimensional coordinates.

| Word | Dim.1 | Dim.2 | Cluster |
|---|---|---|---|
| Emotional.Intelligence | 0.39 | 0.37 | 1 |
| Performance | -0.96 | -0.08 | 1 |
| Intelligence | -0.66 | 0.30 | 1 |
| Model | -0.23 | -0.90 | 1 |
| Metaanalysis | -1.02 | -0.67 | 1 |
| Individual.Differences | -0.26 | -0.53 | 1 |
| Personality | -1.14 | -0.75 | 1 |
| Impact | -0.23 | 0.85 | 1 |
| Students | 0.40 | 0.24 | 1 |
| Health | -0.34 | -1.00 | 1 |

Source. Generated by the author via Biblioshiny.

The dataset consists of four key columns:

**Word** – Represents the keywords or concepts analyzed in the co-word factorial analysis. These words signify important research terms that are grouped based on their relationships in the analysis.

**Dim1:** The first factorial dimension, which captures the primary variance in the dataset. This axis helps distinguish major themes and how terms align along the dominant conceptual spectrum.

**Dim2:** The second factorial dimension, which captures the secondary variance in the dataset. This helps differentiate sub-themes or secondary relationships between words.

**Cluster:** Categorizes words into thematic groups, indicating how closely related different terms are based on their co-occurrence patterns.

The following conclusions are drawn from the examination of Dim1 and Dim2's summary statistics:

**Dim1 analysis:**

1. The mean value of Dim1 is -0.405, with a standard deviation of 0.543, and it ranges from -1.14 to 0.4.

2. This indicates that most of the keywords and themes are concentrated on the negative side of Dim1, suggesting that a dominant research theme leans towards one conceptual or methodological perspective over another.

3. The spread (standard deviation) suggests moderate variability, meaning while there are variations in theme positioning, they are not too widely dispersed.

4. A possible interpretation in bibliometric analysis is that Dim1 differentiates fundamental theoretical research (negative values) versus applied or practical research (positive values). The fact that the mean is negative suggests that a large portion of the dataset belongs to the theoretical or foundational side.

**Dim2 analysis:**

1. The mean value of Dim2 is -0.217, with a standard deviation of 0.636, ranging from -1.0 to 0.85.

2. This suggests that the data is slightly skewed toward the negative side of Dim2, but with a higher variability compared to Dim1.

3. The broader range (-1.0 to 0.85) indicates that Dim2 captures a more diverse set of research topics, with some extending into highly positive values while others remain negative.

4. A likely interpretation is that Dim2 distinguishes between emerging, niche research areas (negative values) versus well-established, mainstream topics (positive values). The negative mean suggests that many of the analyzed themes belong to growing or specialized subfields rather than well-established, dominant topics.

Dim1 likely represents the contrast between theoretical versus applied research, while Dim2 differentiates emerging versus established research fields. The overall negative means for both dimensions suggest that the dataset is skewed toward theoretical and emerging research themes, indicating a focus on foundational knowledge and developing

scientific areas rather than widely applied and dominant fields. Figure 11 displays a scatter plot to show the link between Dim. 1 and Dim. 2.

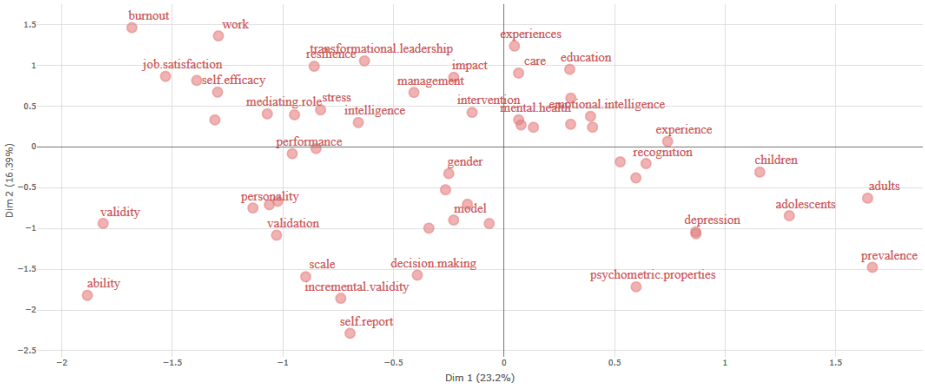


**Figure 10.** Factorial analysis word distribution.

Source. The author's creation using Biblioshiny.

## *4.10 Historiographic analysis*

We will see the variation across the different publishing years of the dataset to understand patterns of change. This can indicate changes in the field's study focus and new avenues for investigation. The increasing significance and variety of studies on work-life balance and emotional intelligence are shown in Figure 11.

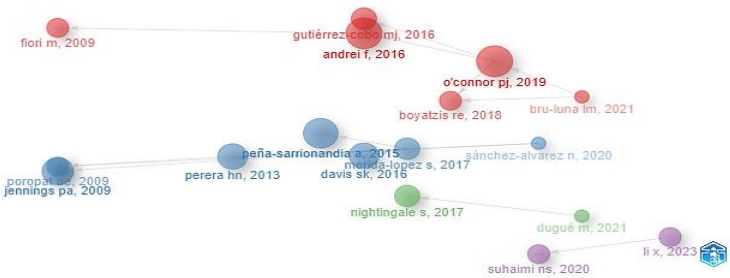


**Figure 11.** Historiography shows the range of EI & WL research.

Source. The author's creation using Biblioshiny.

This historiographic visualization in figure 11 illustrates the increasing relevance and influence of academic papers through node size, position, connectivity, and clustering. Larger nodes, such as "O'Connor PJ, 2019" and "Peña-Sarrionandia A, 2015," indicate

highly cited papers, highlighting their significant impact. Central nodes with multiple connections act as pivotal works linking different studies, while peripheral nodes like "Li X, 2023" represent emerging research still accumulating influence. The color-coded clusters suggest distinct but interconnected research themes, with older foundational works (e.g., "Fiori M, 2009") shaping later studies. The most influential papers bridge multiple clusters, indicating their role in advancing research directions. Over time, the network reveals how foundational studies establish core knowledge while newer research extends and refines these contributions, reinforcing the cyclical nature of academic influence.

### *4.11 Bibliographic coupling of countries*

The figure 12 represents a bibliometric network visualization of bibliographic coupling among countries, where nodes represent nations, and edges (connections) indicate shared citations in research publications. Out of the 63 countries under study, 25 meet the thresholds. The size of the nodes reflects the strength of a country's research influence, with larger nodes such as the 'USA, China, England, and Spain' indicating a higher degree of citation connectivity. The colors suggest clusters of closely linked countries, highlighting regional and thematic research collaborations. The USA and China emerge as dominant research hubs, while 'England and Spain' also play significant roles in fostering international collaborations. European nations such as 'Germany, Netherlands, France, and Italy' exhibit a dense network, signifying strong intra-regional collaboration. This visualization helps in understanding global research influence, collaborations, and knowledge dissemination patterns.

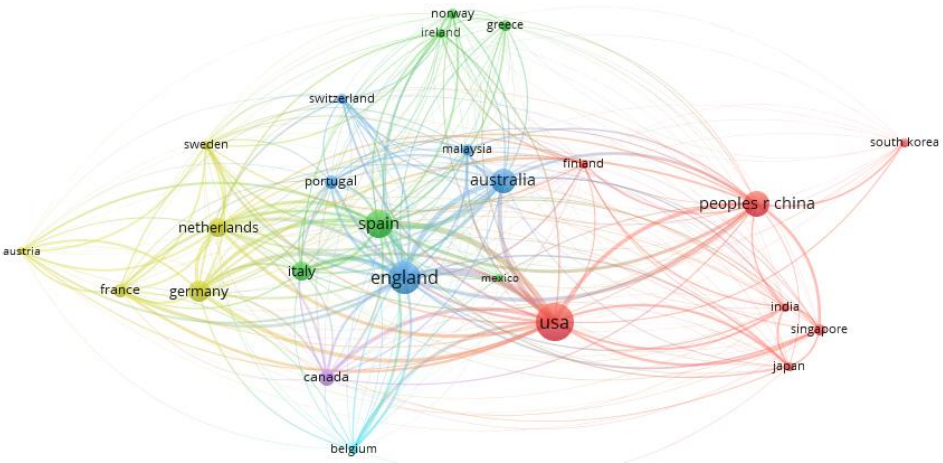


**Figure 12.** Bibliographic coupling of countries indicates the intellectual and research collaboration between nations source.

Source. Developed via VOSviewer.

### *4.12 Document citation analysis*

The figure 13 represents a 'density visualization of citation impact in a bibliometric analysis', where brighter areas indicate highly cited and influential documents. Of the 477 documents under study, 285 meet the threshold. The names and years correspond to key authors and their publications, with larger and more prominent labels signifying higher citation density. Highly influential works such as 'Richardson (2012)', 'Poropat (2009)', 'Jennings (2009)', 'Muris (2017)', and 'Eva (2019)' appear as central nodes in the visualization, suggesting their strong impact within the research domain. Name clustering indicates similarities between themes and subject matters and highlights seminal literature that constitutes the field. This visualization has use in the identification of seminal works, directions of study, and seminal literature within a scholarly field of study.

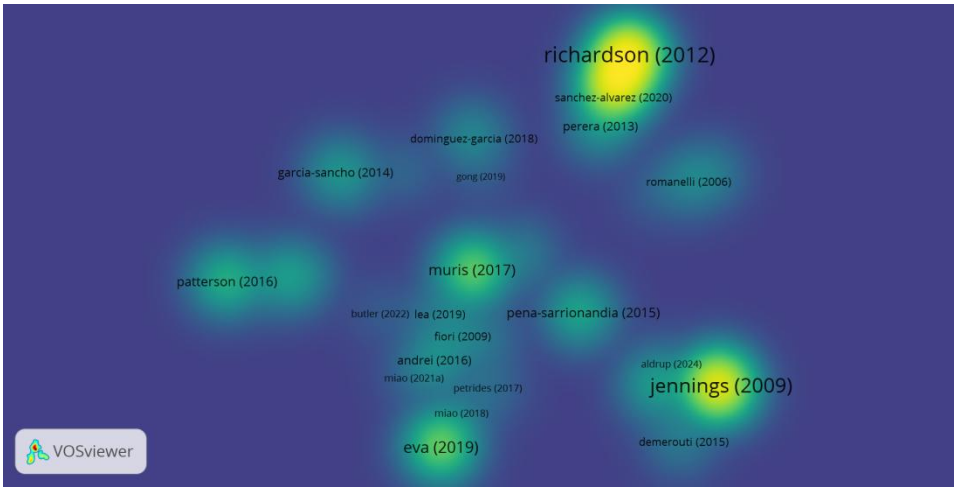


**Figure 13.** Document citation analyses identify a paper's scholarly influence and impact through the tracing of citations and connections within the scholarly world.

Source. Generated by the author via VOSviewer.

## 5 DISCUSSION

The bibliometric analysis of work-life balance (WLB) and emotional intelligence (EI) offers valuable insights into evolving research patterns, influential contributors, and the interdisciplinary development of the field. Using tools like Biblioshiny and VOSviewer, the study reviewed 477 documents from 256 sources spanning 1992 to 2025. Notably, there has been a marked increase in research output post-2016, likely due to heightened awareness of workplace wellness and the influence of technology and data accessibility.

Key sources such as Frontiers in Psychology, Sustainability, and the Journal of Intelligence emerged as leading journals, reflecting the diverse disciplinary engagement of psychology, organizational behavior, and environmental studies. Prominent authors

like Cabello R and Fernández-Berrocal P significantly contributed to the field. The pattern of author productivity aligns with Lotka's Law, where a small group produces the majority of literature.

Keyword analysis shows strong thematic connections between EI and concepts such as job satisfaction, stress, burnout, and personality. Over time, research focus has shifted from traditional workplace management to AI-assisted emotional recognition and mental health applications, reflecting the field's expanding scope. Thematic mapping classifies topics into niche, motor, basic, and emerging themes, highlighting both depth and innovation in research.

Nation-wise bibliographic coupling reveals a globally connected research network, with the USA and China as central hubs, followed by England, Spain, and other key European nations. Highly cited studies, such as those by Richardson et al., (2012) Poropat (2009), and Muris et al., (2017), provide a foundational base for ongoing exploration. Together, these results provide a comprehensive understanding of the educational environment and provide direction for research and policy intervention in the future.

Despite significant progress, there are a number of gaps that exist. First, the majority of research revolves primarily around organizational-based samples, with little longitudinal research analyzing EI's long-term impact on WLB across demographics and stages of one's career. Second, although gender differences are recognized, the influence of sociocultural environments on the EI-WLB relationship needs to be probed more empirically. Third, industry-specific research continues to be limited, particularly across challenging sectors such as healthcare, education, and customer service. Fourth, the influence of telecommuting and technology in mediating EI's impact on WLB remains underexplored. Researchers in the future should leverage AI and machine learning capabilities to better comprehend these nascent dimensions. Practically, the results have important implications for organizational and policy-level strategies.

### *5.1 Research gaps and practical implications*

Together, these findings give an overall impression of the learning context and shed light on directions for future research and policy intervention. Despite significant progress, there are a number of gaps that exist. First, the majority of research revolves primarily around organizational-based samples, with little longitudinal research analyzing EI's long-term impact on WLB across demographics and stages of one's career. Second, although gender differences are recognized, the influence of sociocultural environments on the EI-WLB relationship needs to be probed more empirically. Third, industry-specific research continues to be limited, particularly across challenging sectors such as healthcare, education, and customer service. Fourth, the influence of telecommuting and technology in mediating EI's impact on WLB remains underexplored. Researchers in the future should leverage AI and machine learning capabilities to better comprehend these nascent dimensions. Practically, the results have important implications for organizational and policy-level strategies.

Organizations can design targeted EI training to improve employee resilience, stress management, and interpersonal relationships. Embedding EI development in leadership training can also foster supportive, productive environments. Policymakers might use these insights to promote flexible working arrangements and mental health initiatives. Furthermore, educational institutions can integrate EI training into curricula, preparing future professionals for the emotional demands of modern workplaces.

### *5.2 Recommendations*

1. Future research should focus on longitudinal studies to examine how EI influences work-life balance across different career stages, industries, and demographic groups.

2. Increased interdisciplinary study needs to be promoted that combines psychology, technology, and organizational behavior to study how technology and working remotely influence EI and the balance between life and work.

3. Organizations should invest in EI training programs and management development programs in an effort to enhance workplace wellness and employees' performance.

4. Policymakers should promote EI-based interventions in workplace legislation to improve employee engagement and mental health outcomes.

5. Academic institutions should integrate EI education into professional training programs to better prepare individuals for workplace challenges.

## 6 CONCLUSIONS

This bibliometric study of emotional intelligence and work-life balance uncovers the expanding scholarly focus on the role of emotional regulation in promoting occupational well-being. It identifies core publication trends, influential authors, and evolving themes, underscoring the dynamic and multidisciplinary nature of the field. While substantial progress has been made, research gaps remain in understanding the long-term, cultural, and sectoral nuances of EI's role in work-life balance. Advancements in technology offer new avenues for exploring these dynamics more effectively. The practical insights from this study can inform organizations, policymakers, and educators in crafting evidence-based strategies that support both emotional well-being and work-life integration.

Ultimately, emotional intelligence stands as a key enabler of sustainable work-life balance. Its integration into organizational culture, public policy, and education will be vital in cultivating emotionally intelligent workplaces and a healthier, more resilient workforce.

**AUTHORS' CONTRIBUTIONS**
Jismy Maria Joseph: Conceptualization and first draft of original manuscript, Methodology and Formal Data Analysis, Validating and Draft-Revision proofreading and revising. Dr. Ramesh K: Preparing, editing and correcting the manuscript.
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The authors do not have any conflicts of interest.

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