



“Work-life balance through Indoor and Outdoor plants”

(through ancient and scientific philosophies)

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Abstract: In today's competitive world, getting up of a good, balanced life both personally and professionally by an employee is important. The contemporary market is filled with competition, and this competition has made the employees into a greater challenging. That too with another greater and faster developments in science and technology, still the competition is increasing like a speeding rocket. Nowadays, to meet there are challenges in work-life we are incorporating some artificial methods. Despite it, we can introduce some natural methods, i.e., using plants. In this current situation, it is one of the unique ways where we can manage our work life without depending on artificial and expensive tools. They bring physical benefits, psychological benefits, along with bringing aesthetic methods to the workplace organizations. By implementing natural methods in our day-to-day lives, we can bring a good, harmonious, and healthier balance between personal and professional lives.

Most of the researchers proved that natural plants have shown positive and direct effects on employees' work-life balance in decreasing stress, anxiety, providing good quality of air, and cool temperature in the workplace. The objective of this study is to show and explain the types of indoor and outdoor plants and how they help in increasing employee performance and satisfaction. The secondary data collection method is used to prove the goal of this paper.

Keywords: work-life balance, indoor/outdoor plants, anxiety, purified air, performance, satisfaction

1) Introduction: In recent years, the combination of nature with the workplace, either in the office or at home, has taken a new style. Natural therapy nowadays is gaining more significance in any practices and functions of human life. Nature has such a kind of supreme energy that can able to give balanced kind of results positively without giving an adverse impact. In the name of competition, we are destroying the trees, plants, and constructing buildings, and to show off, we are rapidly mining more quantity of glass, which, on the other hand, is creating a greater kind of negative impacts on employees' satisfaction and performance.

2) Objectives of the study:

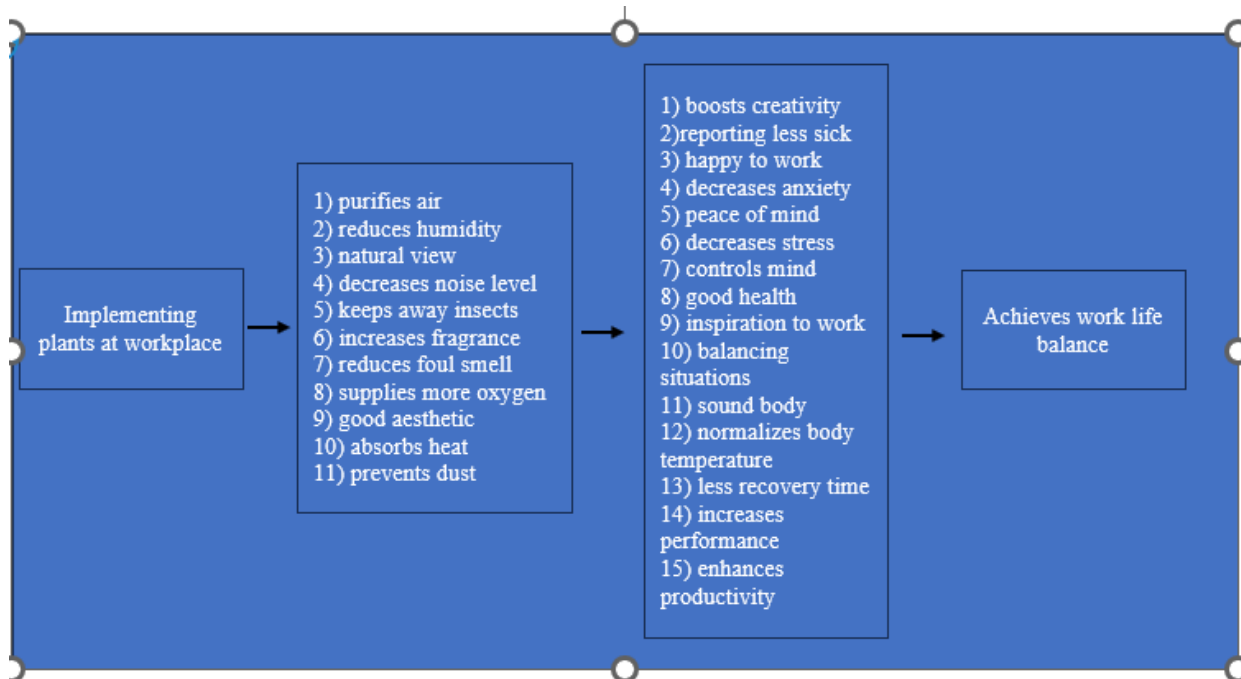
- 1) To know the different types of indoor and outdoor plants used in the organization.
- 2) To understand how they benefit.
- 3) To understand the conceptual model.
- 4) To prove the relationship between indoor and outdoor plants in bringing a balanced work-life for employees.

3) Scope and Limitations of the study: Natural phenomenon or environmental-based therapies nowadays days gaining a major role and more significance in bringing harmony with the employee to balance work-life and personal life. As it is natural, it can be practiced and examined by many organizations strictly to find out the positive results of their employees. As this study is focused more on secondary data and also in general, in the future, the researchers can do it on some practical issues and find out the results. The researchers can start applying this therapy in all the suitable places where it seems to be good, especially in a particular class of employees where stress is found more.

4) Research methodology:

Secondary data is the main source of data for this research paper. An extensive literature review is the basis for this paper. Secondary data is collected through articles, papers published.

5) Conceptual model:



Conceptual Framework of WORK-LIFE BALANCE through PLANTS

Source: Researcher

Harvard Business Review: A 2023 article in the *Harvard Business Review* has highlighted that micro nature implementation in the workplace positively impacts the performance of the employee and their well-being.

Hort Technology: A study has found that just a sight of an indoor plant reduces stress among workers.

Science Daily: published that Research from the University of Exeter has demonstrated that productivity is increased by 15% on the introduction of plants at office premises and office spaces.

6) Different types of plants and their benefits:



1) Tulsi: This plant is explained as a form of goddess Lakshmi; it is important for the financial growth, physical, and mental health of the family. This is the organization or have emphasizes bringing spirituality, happiness, and harmony. It is also known for its mosquito repellent and has medicinal properties.



2) Lucky Bamboo: By keeping it in the workplace places it increases good fortune, wealth, and luck. It invites money and wealth by placing it in the southeast. It also has properties that attract abundance, and positive energy will be boosted. A 6-stalk bamboo plant provides prosperity. 7 stalks for good health and 8 stalks for prosperity and growth.



3) Money plant: it symbolizes to in associated with prosperity and wealth. It helps in overcoming problems in financial growth. It is believed that it brings positive energy, good luck, and happiness, and protects from the devil's eyes. It should be placed in the southeast and northeast, in not suited for this plant.



4) Jade: This plant provides prosperity, positive energy, and growth. This can be placed at the entrance as it brings blessings and success. It looks like jade stones, which resemble wealth and prosperity.



5) Snake plant: it is popular for giving positive energy and keeping surroundings healthy by absorbing toxic contents and removing carbon dioxide. It helps in reducing stress and giving a positive ambience. It should be placed near the windows as it increases the oxygen stream and provides a calm environment. It is considered one of the best air purifiers among all the plants as it releases more oxygen.



6) Peace Lily: It is the symbol of harmony, love, and peace. It attracts good vibes and keeps away negative energy. It is considered an air purifier, and it is considered significant in healing and hope.



7) Rubber plant: This plant is named for representing fortune and wealth. Its round-shaped leaves represent coins. It is believed that it provides abundance. It removes toxic contents, simultaneously purifying the air.



8) Aloe vera: it is most popular and familiar for healing, and also has medicinal qualities. It provides positive energy and good luck. It proves that the energy it produces can fight against bad vibes and bad fortunes. It acts as a security for positive energy. It is also proven that placing it near computer systems can filter electromagnetic energy.



9) Areca plant: It is known for attracting positivity, neutralizing negativity, and improving prosperity, wealth, and peace. It is more popular for reducing air pollution, overcoming dryness in the air.



10) Rose: This plant blooms flowers, brings a feeling of vitality, happiness, promotes the spirit, and provides mental health. The flower in it brings a smile to the face of everyone, removing stress for a while. The flower symbolizes passion and love; it heals and brings fortune. The thorns, along with the flowers, are an exception as they carry numerous benefits.



11) Jasmine: provides positive vibes and calms the nerves. The fragrance of these flowers brings happiness to the ambience. It helps in maintaining romantic relationships and harmony. It is viewed as the favorite flower by Lord Shiva and Lord Vishnu. It improves the relationship.



12) Chrysanthemum: helps in bringing good fortune, positive energy, happiness, and optimism. Buddhist people use these flowers to place on altars. It is named for well-being, luck, and powerful positive energy.



13) Lavender: it symbolizes therapeutic properties and also its best aroma. The best lovely fragrance comes from this plant promotes good health, healing, relaxation, and happiness. This purple color is named for prosperity and wealth. It attracts inspirational tones and calms down furious nerves. It also symbolizes marital happiness.



14) Daffodil: It is named for its values, life, faith, truth, and forgiveness. It also showers good luck and fortune.



15) Orchids: They represent success and abundance. It brings positivity and it proves to improve prosperity and growth. It helps in cleansing and brightening the aura. It fosters luck and peace.



16) Golden Pothos: It provides positivity and attracts wealth. It throws away negativity at work workplace. It also purifies the air. The leaves of these plants are known for reducing stress and anxiety.



17) Marie Gold: Brings a positive spirit and positivity, and enhances the fortune and boosts prosperity.



18) Peony: It is considered the symbol of love and positive thinking. It is believed that it brings positivity to a relationship, and it reduces the uneasiness in the relationship. It also brings good fortune and enhances liveliness in the relationship and good luck.



19) Hibiscus: It is named for spreading positivity and vibrant energy. It helps in removing Mangaldosh and promotes peace and harmony.



20) Bamboo palm: It is given significance due to its air-purifying properties. It is considered to add positivity and good vibes to work workplace. It promotes growth, abundance, peace, and prosperity as well as well-being.

7) Review of Literature:

A study by van den Berg and Custers (2011) states that cortisol levels, an indicator of stress, are significantly reduced on engaging in gardening activities.

Rappe and Kivela (2005) spotlighted that work stress can be reduced, engaging in gardening activity helps in promoting relaxation and enhances rejuvenation, relieving one from stress.

Research by Kuo and Sullivan (2001) indicates that mental health, social relationships, interactions, and satisfaction are positively impacted as access to nature increases. Bonsai plants help in purifying the air, employees can breathe pure air, relieving them of antioxidants and stress components.

NASA's Clean Air Study (Wolverton et al., 1989) has found that indoor plants like peace lilies, spider plants, and Pothos, are play a significant and effective role in removing toxins present in the ambience. They also improve the quality of air, impacting and contributing to improved respiratory health, issues of health, and enhancing work-life balance.

Dravigne et al. (2008) confirmed that the individuals working in environments enriched with plants have higher job satisfaction and reduced burnout.

Kaplan and Kaplan's (1989) **Attention Restoration Theory (ART)** suggested that the natural environment helps in restoring cognitive function and reducing mental fatigue.

Bringslimark, Hartig, and Patil (2007) found that planting indoor plants contributes to the reduction in stress, improvement in the satisfaction of work-life.

Shin et al. (2019) found that workspaces incorporated with green plants help in enhancing emotional well-being. It infuses a sense of relaxation, creating a detachment from work stress and improving productivity.

The Work-Family Conflict (WFC) model (Greenhaus & Beutell, 1985) sheds light on how role conflicts in the family and workplace cause stress and harm the harmony in the work-life balance.

Employees receiving social support from colleagues and supervisors have less work stress and improved work-life balance (Lapierre & Allen, 2006).

8) Findings:

- a) Nieuwenhuis et al. (2014) state that office environments that are enriched with plants led to a 15% increase in productivity.
- b) watering the plants, gardening helps to destress the stress.
- c) Balcony plants and backyard plants are a retreat to relax.
- d) Connectivity with nature is a great healer and is a natural stressbuster.

9) Suggestions:

Indoor and outdoor plants help to maintain the balance in the work-life.

At Work:

- a) Snake plants, Pothos help in reducing anxiety, and they are a low-cost option.
- b) Peace lilies, spider plants promote quality of are promoting healthier workspace.
- c) The process of planting and watering the garden during break time relieves stress, and it gives calmness to the mind.
- d) Planting various plants in and out of the workplace helps boost creativity and enhances productivity, lessening the fatigue.
- e) Air purification, relaxation, and ambience can be enhanced through these plants.

At home:

- a) A peaceful retreat is made available for meditation and reading
- b) Basil, mint promote health and keep mind calm
- c) Lavender and snake plants promote the quality of sleep and purify the air.
- d) Growing plants and watering, them creates a good ambience and improves the look of the house. It is an indirect therapy that helps reduce breathing problems and stress.

10) Conclusion:

Literature review strongly supports the positive impact on work-life balance through plants. Psychological well-being, quality of air, and rationalization is promoted by planting indoor plants. Stress is reduced; relaxation is promoted by the help of outdoor plants. Today, workplaces are prone to stress, and good work-life balance is a desire of every employee, which can be enhanced by the integration of greenery. Promoting greenery at work workplace is found to be an effective strategy for balancing the work-life of an individual.

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