

**Impact of Work-Life Balance on Employee Engagement:
Mediating Effect of Organizational Pride
(Study of Executive and above Level Employees of XYZ (Pvt) Limited)**

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This study examines the impact of work-life balance on employee engagement, with the mediating effect of organizational pride. The purpose of the study is explanatory. This cross-sectional study was conducted using 228 executive and above level employees attached to XYZ (Pvt) Ltd and convenience sampling technique was used. Data collection was done using a standard questionnaire. Hypothesized model was tested through simple linear regression analysis and mediator analysis. The study findings revealed that work-life balance has a significant positive impact on employee engagement and organizational pride partially mediates the relationship between work life balance and employee engagement. The study has different implications on theory and practice.

Keywords: *Employee Engagement, Work-Life Balance, Organizational Pride*

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