

## **Passion as a Component of Work-life Balance**

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### **Abstract:**

In traditional outlook on management, scientists focus on work-life balance and work satisfaction. Taking into consideration changes in job market, especially the growing presence of generation Z, one has to think thoroughly about work-nonwork balance and human flourishing. It corresponds with work-life balance definition authored by Kirchmeyer for whom WLB means “achieving satisfying experiences in all life domains”. Combining this broad definition with human flourishing theory let us conduct research on the role of passion in achieving work-life balance. The results of empirical research based on in-depth interviews with choristers and choir conductors show that singing in a choir is beneficial for WLB as it helps to relax, to forget about problems, builds supportive bonds with people, and many other. Temporary immersion in passion outside the work influences life satisfaction and supports the achievement of self-actualisation needs. In turn, a person goes back to work happy and can achieve better results at work and gain more satisfaction from work.