

02/2026

**SBS  
Research  
Seminar  
Series**

**20 January 2026, Tuesday**  
12.00 pm – 1.00 pm (Malaysian Time)

Jeffrey Square, Level 11,  
Sunway University

## **Factors for Enhancing Work-Life Balance from a Coworker's Perspective**

Enhancing work-life balance is expected to reduce conflicts between work and personal life and improve work attitudes. While establishing policies to enhance work-life balance or promote remote work is essential, it is insufficient. To effectively support work-life balance across the whole workplace, it is necessary to focus not only on policy users but also on their coworkers.

This seminar presents empirical research, based on a survey of Japanese employees, examining what factors increase the level of support from coworkers. It also explains policies in Japan designed to support coworkers and the contexts behind them.

### **About the Speaker**

Masaki Hosomi is a management scholar specializing in Human Resource Management and Organizational Behavior. He received a PhD in Management, and a professor of Kansai University, Japan.

He is interested in work-life balance and flexible work arrangements, and job crafting. He currently serves as a Board Member of the Japan Society of Human Resource Management.

He had been a Senior Visiting Fellow at the London School of Economics and Political Sciences.

*Prof Masaki Hosomi*

**Prof Masaki Hosomi**

Kansai University, Osaka



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