

RELATIONSHIP BETWEEN WORK LIFE BALANCE AND JOB SATISFACTION AMONG EMPLOYEES

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ABSTRACT

This study investigated the relationship between job satisfaction and work life balance among 120 public and private sector employees from the cities of Rawalpindi and Islamabad. Work life balance was assessed by an exclusive Work Life Balance Scale designed for the specific purpose, revealed reliability as ($\alpha = .79$). Men score significantly high on WLBS ($r = 0.79$) as compared to women where as no gender differences were found on job satisfaction scale. Study revealed that employees' working in private sector organizations have more work life balance and are more satisfied with their jobs as compared to employees working in public sector organizations was supported by the results showing significant differences. Employees living in nuclear family system have more work life balance as compared to employees living in joint family system. Significant differences were found on the job satisfaction of highly educated employees as compared to average and less educated employees with highly educated employees showing more satisfaction with their jobs than average and less educated employees. Hypothesis assuming highly paid employees more satisfied with their jobs as compared to average and less paid employees was accepted. No significant gender differences were found on job satisfaction of employees. Study revealed no significant differences in the work life balance and job satisfaction of older and younger employees, married and unmarried employees, and employees having more, average and less work experience. Hypotheses assuming employees living in nuclear family having more job satisfaction than employees living in joint family system, highly educated employees having more work life balance as compared to employees having average and less education, highly paid employees having more work life balance as compared to average and less paid employees, employees working for less working hours have more work life balance as compared to those having average and long working hours revealed no significant differences. Finally, results found that employees having more work life balance are more satisfied with their jobs as compared to employees having low work life balance. Implications of the findings are discussed for employees, employers and the public /private sector organizations in Pakistan. Suggestion pointing ways and means to the organizations to consider work life balance issues in defining strategies to make their employees satisfied with their jobs and enhance organizational competence. Modern organizational systems are moving towards more humanistic approach in dealing with their employees to make them satisfied with their work. The trend in organizations to make their employees satisfied is changing, by identifying several other factors and roles of workers' life than just the hours they spend in office. Satisfaction with the job is a part of life satisfaction that can only happen if employees can create a balance in their work and family/personal life. The limitations, conclusions and future implications were also discussed at the end.