

Work-Life Balance-Exploring the Relationship between Work-Life Conflict and Work-Life Satisfaction

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ABSTRACT

The paper aims to examine the relationship between work-life conflict and work-life satisfaction among individuals in the education sector. The study was conducted to analyse the effect of family and work conflicts on work-life balance and work-life satisfaction of educators of both the public and private sectors. The primary data was collected through well-structured questions from 58 educators in the study area. Furthermore, the data analysis was conducted using SPSS. The results of the study depicted a considerable positive relationship between family and work conflicts and work-life balance. Further, a positive correlation was reflected between the factors of work-life balance and work-life satisfaction. The individuals who managed these two aspects sensibly ensured an enhanced work-life balance that, in turn, contributed to work-life-satisfaction.

Keywords- Educators, Work family conflict (WLC), Family Work Conflict (FWC), Work Life Balance (WLB), work life satisfaction (WLS).

INTRODUCTION

In recent times, the area of “work-life balance” has drawn major attention and emerged as a buzzword in the corporate sphere. The contradicting demands of a person’s personal and professional lives have led to the eruption of the idea of work life balance. This imbalance in the conflicting demands in both areas have resulted in the piling up of stress and conflicts at work as well as in the familial spheres of individuals. A positive work-life balance makes the personal and professional ends meet and aids in satisfaction in both directions.

REVIEW OF LITERATURE

(Umer & Zia-ur-Rehman, 2013) The results showed a significant impact of WLB and WLC on the life satisfaction of women working in various sectors. An increasing conflict and diminished work-life balance reduce life satisfaction in women who lack space for leisure, rest, or personal time. This is apparent even in the lives of educators. Moreover, no significant difference was found between public and private sector employees regarding how work-life balance influenced quality of life. Working women face numerous challenges that make it hard for them to achieve a balance between their personal and professional lives, which subsequently impacts their overall life satisfaction.

(Padmanabhan & Kumar, 2016) The women working in prolonged work shifts in the IT sector encountered challenges impacting both their work and family life. The personal traits of the employees aligned with their awareness of career goals and introduced a better WLB. The clarity of career goals and income levels brought about a positive WLB, while the influence of gender and career advancement had no such linkage.

(Tasdelen-Karcakay & Bakalim, 2017) The mediating role of WLB in the relationships between work-family conflict, family-work conflict, and life satisfaction was examined and established. A negative correlation was evident between work-family conflict, family-work conflict, and life satisfaction. Conversely, a positive relationship was found between work-life balance and life satisfaction.

(Bansal & Agarwal, 2017) The survey examined the WLB of parents in various cultural contexts in India. The employees' WLB was influenced by the type of profession they were in. The work family culture helped to maintain a work life balance. The personality traits of individual employees affect their perception about their work and life, developing a behavioural pattern that aids them in fulfilling their household and professional obligations.

(Pandey, 2019) The work complexities faced by working mothers at different phases of life were highlighted. Certain subjects of instability of jobs, wage disparities, harassment at the workplace, and lack of work support, along with other societal limitations, affected an individual's physical, mental, and psychological concerns with the employees. Certain initiatives like pre- and post-maternity programmes, work time flexibility, and a strong

representation of women support a better familial atmosphere, keeping the bonds intact. Further, the government and non-government initiatives, along with a strong determination of women, add to their accomplishments.

(Gragnano, Simbula, & Miglioretti, 2020) The impact of work-family balance and work-health balance on job satisfaction is examined by analysing the characteristics of employees, such as their age, gender, parental status, and workplace competence. The interference of work on family and work health balance had a more prominent effect on the work satisfaction of employees than the family-work conflict. The influence of work on family was mediated by the said employee characteristics, whereas age influenced the FWC. The work ability of the participant employees reflected the influence of WHB on the job satisfaction.

(Venkatesan, 2021) The study highlighted the tensions that emerged between work and family, affecting the WLB of the participants. The statistical results showed a significant relationship between WFC and FWC with WLB, while the correlation between WFC and FWC was determined to be insignificant. The female workers were discovered to be more susceptible to difficulties in achieving WLB. They additionally contributed to the family's economic well-being. To resolve workplace conflicts, employees must cultivate a strong rapport with their colleagues. They should set aside time for their family and friends instead of concentrating solely on work. This would assist in lowering stress on both sides and offer a chance to alleviate the disputes.

(Chavan & Murthy, 2021) The relationship between work-life balance and job satisfaction among doctors, considering their work demands and family obligations on satisfaction levels at work, indicated that both work and family demands significantly impacted the work-life balance of doctors working in corporate hospitals. Therefore, a strong positive correlation exists between work-life balance and job satisfaction.

(Ashraf, 2022) The complexities of gender related conflicts, considering family, employment, marriage, and domestic commitments, added to work-family conflicts. These affect health and quality of life, impact job performance, and satisfaction among women. The increasing involvement of employed women in domestic activities equally adds to work conflict as well as family conflict. Thus, South Indian working women experience such conflicts due to their obligation to accept the conventional gender roles in the family to keep themselves away from or resolve their marital conflicts.

RESEARCH OBJECTIVES

- Examine the influence of work-family conflict family- work conflict on the work-life balance.
- Examine the relationship between work-life satisfaction and work-life balance.

HYPOTHESIS

- **H1:** There is a significant relationship between work-family conflict and family-work conflict on WLB.
- **H2:** There is a significant positive correlation between work -life balance and work -life satisfaction.

RESEARCH METHODOLOGY

The nature of the study is descriptive. The main data for the study were gathered using a well-designed questionnaire via Google Forms in the Vijayapura district of Karnataka. Respondents were contacted for primary data collection utilizing the simple random sampling method. The questionnaire items for assessing the main constructs of work-life conflict (Netemeyer & McMurrian, 1996), work-life balance (Tasdelen-Karcıkay & Bakalim, 2017), and work-life satisfaction (Pavot, 1993) (Chavan & Murthy, 2021) were obtained from previous research studies with suitable adjustments. The information was evaluated and examined using statistical measures of ANOVA and correlation analysis using SPSS.

RESULTS AND DISCUSSIONS

Table No - 1 provides the demographic details of the profile of 58 participants in the study area of Vijayapura district. The respondents belonging to the education sector were consulted, and the data for the study was collected through Google Forms. The major respondents, constituting 70.7% formed the females, with a major proportion of participants from work age group. The highest educational attainment of the respondents consisted 93% considering of post-graduation and attainment of above post-graduation. Further, the respondents were entitled to a diverse period of job experience ranging from 1 to more than 16 years, with an increased period of involvement at their jobs. Thus, the representation of respondents aids in analysing the factors under study.

Elements	Variables	Frequency	Percentage
Gender	Male	17	29.3
	Female	41	70.7
Age	20-30 years	14	24.1
	31-40 years	28	48.3
	41-50 years	07	12.1
	51 years and above	09	15.5
Educational level	Graduation	04	7.0
	Post-graduation	24	41.0
	Post-graduation and above	30	52.0
Family type	Nuclear family	27	47.0
	Joint family	31	53.0
No. of children	None	12	21.0
	1	19	33.0
	2	23	40.0
	More than 2	04	6.0
Job experience	1-5 years	16	28.0
	6-10 years	17	29.0
	11-15 years	10	17.0
	16 years and above	15	25.6

(Source: Survey data)

H1: There is a significant relationship between work-family conflict and family-work conflict on WLB.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.349 ^a	.122	.090	2.31701

a. Predictors: (Constant), FWC, WFC

b. Dependent Variable: WLB

(Source: Survey data)

The regression analysis results show a *R* Square value of .122, indicating that around 12.2% of the variation in Work-Life Balance (WLB) can be attributed to Work-Family Conflict and Family-Work Conflict. The regression outcomes reveal that a coefficient of determination of 0.122 demonstrates a relationship between the dependent variable of work-life balance and the independent variables of family-work conflict and work-family conflict.

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	40.336	2	20.168	3.757	.030 ^b
Residual	289.900	54	5.369		
Total	330.236	56			

a. Dependent Variable: WLB

c. Predictors: (Constant), FWC, WFC

(Source: Survey data)

The ANOVA results show a significance value of 0.030, which is less than the p-value of 0.05, leading to the rejection of the null hypothesis. Therefore, it can be concluded that family work conflict and work family conflict depict a significant impact on the work-life balance of employees of the education sector within the study area.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.090	1.588		12.653	.000
WFC	-.412	.161	-.505	-2.564	.013
FWC	.202	.152	.261	1.327	.190

(Source: Survey data)

The coefficient table of WLB and independent variables WFC and FWC reflects that when the independent variables WFC and FWC are equal to zero, the WLB is 3.320 when the interference of work with family and family with work are not taken into consideration.

H2: There is a significant positive correlation between work -life balance and work -life satisfaction.

The above Table No. 5 indicates inter-correlation between the two factors of work-life balance and work-life

Table No 5: Inter Correlation of WLB and WLS		
	WLB	WLS
Pearson Correlation	1	.520**
Sig. (2-tailed)		.000
N	58	58
Pearson Correlation	.520**	1
Sig. (2-tailed)	.000	
N	58	58

** . Correlation is significant at the 0.01 level (2-tailed).

(Source: Survey data)

satisfaction. The WLB and WLS show a correlation of 0.520 with a significant value of 0.000 (less than 0.05 p value), thus this results in the rejection of the null hypothesis and the acceptance of the alternative hypothesis. Thus, it can be derived that there is a positive relationship between the WLB and WLS of employees.

CONCLUSION

Every man has to give an equal priority to his/her personal as well as professional life. The service sector especially that of the educators, demands a lot of time for teaching, counselling, and other allied tasks assigned. This might not support them to spend a better time with their families. Managing the demands of family depends on a person's lifestyle, while at the same time, the job demands involvement as an educator. Balancing these two ends is a challenge in itself. The individuals who are good at managing these two aspects responsibly can ensure a better work-life balance, resulting in work-life satisfaction.

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