



TO ASSESS THE IMPACT OF WORK-LIFE BALANCE ON JOB SATISFACTION AMONG WORKING ADULTS IN SELECTED URBAN AREAS, A STUDY PROTOCOL.

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ABSTRACT

Background of the study: A working woman has two roles to play namely professional and personal role. This has significance in shaping the performance of an individual especially in Indian context. Role clash is also caused by the reverse relation that is personal level stress affecting job performance. Work life balance is a state where an individual manages real or Need of the study potential conflict between different demands on their time and energy in a way that satisfies their needs for well-being and self-fulfilment. A person who enjoys the work and derives satisfaction alone can perform well and produce more. The achievement of tasks and goals leads for job satisfaction. The job satisfaction, achievement of goals and objectives, fulfilment of personal needs leads to well-being and happiness, which is the basic meaning of personal life. **Objective:** To assess the impact of work-life balance on Job Satisfaction among working adults in selected urban areas. **Methodology:** Descriptive Survey design will be used. The duration of the study is one month. 100 teachers selected from Schools in Nagpur will be selected as a sample through non probability convenience sampling technique. The checklist for Work-life balance and Rating Scale for job satisfaction will be used to assess the impact of work-life balance on job satisfaction. Validity and reliability of the tool will be determined with appropriate standardized methods. **Expected Result:** The findings suggest that among working adults, work-life balance has impact on job satisfaction. **Limitation:** School teachers from selected schools in Nagpur will be included in this study. **Conclusion:** The study identifies effective strategies and examines the variables influencing work-life balance for working individuals in urban areas. Due to a variety of circumstances in both their families and workplaces, working people frequently struggle to balance duties and employment.

KEYWORDS : impact, Work-life balance, Job satisfaction, working adults

INTRODUCTION

"You will never feel truly satisfied by work until you are satisfied by life"
-HEATHER SCHUCK

Work Life Balance (WLB) is a broad concept including proper prioritizing between 'Works' on one hand and 'life' on the other. In the broader sense, the terms include "life style balance, "Globalization, downsizing and flexible work patterns" have left many employees with a feeling of increasing work demands and pressure, and a daily struggle to manage their work and family responsibilities.²

A healthy work-life balance is linked to higher organizational dedication, lower levels of stress and burnout, and higher workplace satisfaction. Effective management of personal and professional duties reduces stress and burnout. When workers get the resources and support they need to balance their personal and professional lives, employee retention is higher and turnover is lower.³ Ernst kossek and Ozeki's (1998), authors' concluded that work-family outcomes are related to job satisfaction and personal satisfaction. Work and family conflict was found to be significantly related to personal related outcomes, such as dissatisfaction with marriage, life, leisure, and family.⁴

A working woman has two roles to play namely professional and personal role. This has significance in shaping the performance of an individual especially in Indian context. Role clash is also caused by the reverse relation that is personal level stress affecting job performance. Work life balance is a state where an individual manages real or potential conflict between different demands on their time and energy in a way that satisfies their needs for well-being and self-fulfillment.⁵

A study was conducted on impact of work-life balance on job satisfaction of employees: A case study of employees working

in International al Travel Agency in Estonia in 2022 by Vinod Kunwar and Ram Paude. The sample size was 160 employees of company. Data collected through questionnaire. The study conclude that there is a significance and positive relation between work-life balance and job satisfaction. Also it is important to maintain the relation of job satisfaction and personal life of the employees.⁶

A study was conducted by Hana Silaban, Meily Margaretha on The Impact Work-Life Balance toward Job Satisfaction and Employee Retention: Study of Millennial Employees in Bandung City at Indonesia in 2021. The sample size was 196 employee from various fields of work. The study conclude that Companies provide employees with the facility to work from home to improve the balance of personal life with the work life of employees.⁷

A study conducted by Dr. Jigisha Naidu and Dr. Sandip Jadhav in 2021 at Pune Nagpur and Nanded and published in The Online Journal of Distance Education and e-Learning, October 2022 Volume 10, Issue 4. Sample size was 100 and Descriptive Research Design using non probability convenient sampling technique. The tool used is Well-structured questionnaire. The study concluded that there is a significant impact of work life balance on job satisfaction of employees.⁸

The 2022 study by Hamid Abdullah and Dr. Pooja Pandey explores the impact of work-life balance on job satisfaction in the hotel industry in Raipur and Bilaspur. The sample was 207 employees, found a significant correlation between work-life balance and key job satisfaction indicators such as personal happiness and workplace involvement. The study also revealed a significant relationship between work-life conflict and job satisfaction. The study also highlighted that employees who effectively balance their work and personal life are more satisfied with their jobs and perform well in both

their workplace and personal lives, contributing to overall productivity and well-being.⁹

EPRA international journal of multidisciplinary research (IJMR). EPRA JOURNALS; 2019. A study conducted in Nairobi, Kenya, involving 67 principals and 670 teachers, found that work-life balance characteristics significantly impact teachers' job satisfaction. The study concluded that principals' support, particularly financial assistance during bereavement, granting permission for personal needs, and providing training opportunities, were most appreciated by teachers. Overall, the study highlights the importance of work-life balance in enhancing job satisfaction among teachers.¹⁰

OBJECTIVES

- To assess the impact of work-life balance on Job Satisfaction among working adults in selected urban areas.
- To associate the study findings with selected demographic variables

ASSUMPTION

The impact of Work-life balance on job satisfaction among working adults may vary.

MATERIAL AND METHODS

Study Design: Descriptive Survey design will be used for this study.

Study Setting: Selected Schools in Nagpur, Maharashtra India

Participants: The participants will be school teachers working in selected schools.

Sample Size Calculation

sample=100

formula used

Sample Size : $N = [(Z + Z) / c]^2$ Where:

Z -The standard normal deviate for 1.96 Z = The standard normal deviate for =0.84

The expected correlation coefficient =0.590 between SPSS and CBCL

Putting this values in the formula, the required sample size=93.51 approximately 100 Sampling Technique: Non probability Convenience sampling technique.

Inclusion Criteria

Working adults who have given consent to participate in a study.

Exclusion Criteria

Working adults who are retired.

Variables

Research Variable: work-life balance and job satisfaction

Demographic Variable: Age, Gender, Educational qualification, years of experience, marital status, occupation, income, religion, type of family, working hours, distance for travelling.

Data Collection Tool

Section A: Socio-demographic data Section

Section B: Work life balance scale

Section C: Job satisfaction scale

ASSESS WORK-LIFE BALANCE

The researcher assess the work-life balance among working adults in selected areas with the help of work-life balance scale.

ASSESS JOB SATISFACTION LEVEL

The researcher will assess the job satisfaction of working adults with the help of rating scale of job satisfaction.

FIND OUT THE IMPACT OF WORK-LIFE BALANCE ON JOB SATISFACTION

This section looks into how working individuals in a particular urban region feel about their jobs in relation to work-life balance. While the job satisfaction grading scale score is classified as severely unsatisfied, unsatisfied, averagely satisfied, satisfied, or very satisfied, the degree of work-life balance scale score is assessed as horrible, average, or good.

Study Procedure and data collection It is a precise systematic gathering of information relevant to the research purpose or the specific objective or hypothesis of the study. the procedure for data collection is not a mechanical process that can be carefully planned prior to initiation.

The study shall be conducted only after the approval of Institutional Ethical Committee (IEC). Investigators will visit the research area and will obtained the necessary permission from the concerned authorities. Working adults who fulfill inclusion criteria shall be assigned to the study. Researcher will explain the purpose of the study, take informed written consent and a self-administered questionnaire will be used to obtain socio- demographics of participants and rating scales will be administered to the participants.

Validity over the rating scales will be established for build up through both the construct & content manner to seek for the results what has intended purposely for the inferences & conclusion to measure. Reliability of the questionnaire will be calculated by using appropriate statistical test.

Statistical Analysis

All results will be calculated using SPSS version. Overall results for the outcome variables will be listed in tables and graphs for both descriptive (Mean, mean percentage, Standard deviation), & inferential statistics (Paired t - test will be used and Association results will be analyzed using chisquare analysis).

EXPECTED RESULTS

The findings suggest that among working adults, work-life balance has impact on job satisfaction

DISCUSSION

According to the premise, job satisfaction and levels are strongly impacted by an unbalanced work-life schedule. With a p-value of.0001, the regression analysis revealed a significant positive association between work-life balance and job satisfaction. The fact that suggests that work-life balance plays a major role in job satisfaction.

CONCLUSION

The study identifies effective strategies and examines the variables influencing work-life balance for working individuals in urban areas. Due to a variety of circumstances in both their families and workplaces, working people frequently struggle to balance duties and employment. Employers need to understand the value of a healthy work-life balance and devise strategies to maintain contented and productive staff.

Consent And Ethical Approval

The study will be conducted after approval of Institutional Ethics Committee. Written consent will be taken from the participants for participation in the study. Throughout the

Study, confidentiality will be maintained. Freedom to withdraw from the study at any point of time will be assured.

The study findings will be disseminated to participants and published in a peer-reviewed journal

Conflict Of Interest

There is no conflict of interest in this study. No any risk factors to the subjects of the study

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