

Exploring the Effect of Work Life Conflict on Job Satisfaction of Doctors of Pakistan

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Abstract- This study is conducted to check the impact of work life conflict on job satisfaction of doctors in hospitals of Pakistan. In this current study two dimensions of work life conflict were used to check relationship with job satisfaction. Those two dimensions are: Work to Family conflict and Family to Work conflict. Regression analysis was used to check the relationship between the variables. The result of this study reveals that there is a significant negative relationship between work to family interference and job satisfaction. The results have been discussed in the context of Pakistani culture.

Index Terms- Work to Family Conflict, Family to Work Conflict, Job Satisfaction, Pakistan.

I. INTRODUCTION

The economy of Pakistan is rapidly growing economy of the world. In recent decades work and family setting is distorted by practical and societal changes. The expanding rate of this setting changed the work place of the economies. The month to month consumptions are additionally getting higher in view of general increase of price level. This brought about surfacing of double family earners.

When the wave of globalization caught the Pakistani markets the employment got all the more requesting and the working hours additionally builds. The quick rate improvement in the nation has requested more endeavors from its representatives. Presently associations in Pakistan are paying off great pay bundles, recompense and profits yet the way of the work is all the more requesting. This change has pushed the associations for roused hard to addition and maintain their playing point, by lessening expense, expanding benefits and upgrading the operations. The long working hours, work weight, high requesting occupations, utilization of confounded innovation made it troublesome for representatives to keep a harmony between their occupation and work duties. This circumstance offered adapt to present circumstances of human asset administration issue i.e. Work Life Conflict (WLC). The work related anxiety, work weight, long working hours prompts work disappointment which is one of the principle hamper in the components identified with work/family obstructions.

Clash between work and family obligations and the effect of it on representatives is concern of expanding vitality in prevalent and scholarly distributions. Enterprises are not appraised by their financial standing by Business Week but on the basis of managing work and family convergence (Hammonds, 1997). Netemeyer et al. (1996) given these clashes names of work family clash and family work clash respectively.

Demographic change and behavioral movements in vocation and family unit game plans have brought about researchers and social commentators to address the way of people's inclusion with work and family.

Scholars have found many ways of satisfying the people of organization which are attraction, motivation and retention. Job satisfaction has direct impact on level of absenteeism, commitment, performance and productivity. Employee intention to stay in organization is increased by which cut down in cost of recruitment of new staff.

Significance of occupation fulfillment could be acknowledged by taking Pakistani doctors (physicians) as an illustration. Specialists were on strike in some areas of Punjab, Baluchistan, in Sindh and in twin urban communities Islamabad and Rawalpindi on the grounds that they were not fulfilled by the pay, advancement and improvement strategies, mind given to specialists and numerous different components. This headed them a strike activity and consequently, they stayed out of their employments. Economic study conducted in 2008-2009 shows that there was only one specialist doctor for 2192, which revealed that these doctors are on duty for long hours. In broad daylight healthcare centers specialists are obliged to work for 24 hours, 48 hours and once in a while considerably more. Long working hours quicken work to family clash which thusly comes about the specialists disappointed with their employments.

Most research has been carried out on work-family clash and occupation fulfillment all inclusive and not many analysts gave careful consideration to the connection between the diverse features of work-life clash with employment fulfillment. The reason for the present study is to investigate the connection design between the distinctive measurements of work life clash and occupation fulfillment in general society healing facilities of Rawalpindi, Pakistan.

II. RESEARCH QUESTION

- What is the impact of work life conflict on job satisfaction?

III. RESEARCH OBJECTIVES

- To find the impact of work to family conflict on job satisfaction.
- To find the impact of family to work conflict on job satisfaction.

IV. LITERATURE REVIEW

For most of men and women work and home are the vital domains of living. There is no such conflict in two or more domains which interfere with each other, except work-family congruence but this case is not with few people also. Conflict between work and family arise when one domain interfere with other. As WFC originated in role conflict studies, so according to role theory as “a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect. Greenhaus and Beutell (1985) inferred that participation in the work (family) role is made more difficult by participation in the family (work) role.

According to Netermeyer et al. (1996) there are two dimensions of work-family conflict that is interference of family life in work (Family to work conflict) and the other is interference of work life in family life (Work to family conflict).

Issue of work family conflict and its effects employee on employee is gaining popularity in research because Business week is rating enterprises on the basis of resolving the issues of work and family not on the economic conditions of that enterprise (Hammonds, 1997). Netmeyer et al. (1996) and Adams et al. (1996) concluded that WFC is strongly related with job satisfaction and other job related outcomes. Employee job satisfaction and turnover intention is decreased by increase of work family conflict.

People are more satisfied and show commitment toward their organization if organizations are supporting work life balance (Burke, 2000). Boles, Howard and Donofrio (2001) concluded that increase in work family conflict of employee causes decrease in different job satisfaction facets. The results of this research suggest that work and family responsibilities cannot be seen as mutually exclusive entity in the life of an employee.

Butler and Skattebo (2004) studied men and women while there performances were being rated on the basis of managing conflicts of work family and they found low performance of those men who have experienced work family conflict have low performance then men who didn't experienced and same case was with women. Same finding was revealed by Wang. Le and Zhang (2004), who found that female teacher in university, have a big issue concerning work and family.

Jayaweera (2005) reported that those men who are involved in professional jobs are more satisfied from their work and family, which further improve their emotional well being and work life. Diaz-Serrano and Cabral Vieira (2005) argued that most of the experts and academicians see that job satisfaction might effect job market and can also effect the production, absenteeism and employee intentions to leave consider, so individual being as overall effected by job satisfaction.

Analysis of a study conducted in hotel industry revealed that both dimensions of WFC have negatively relation with job satisfaction (Namasivayam & Zhaao, 2007). Lapiere et al. (2008) found that when family and work satisfaction is increased by reducing work family conflict it also thus enhance life satisfaction. Abbas and Nadeem (2009) also found negative association between work and family conflict and job satisfaction in Pakistani cultural context.

Work to family and family to work conflict both of these two dimensions is negatively associated with our emotional response to work and those people who have less work family conflict, they have positive and enjoy their life in family as well as in work (Zhao, Qu & Ghiselli, 2011).

Nowadays globally nurses are in shortage and leaving the organization, which is a big problem. The underlying factor behind this phenomenon is job satisfaction of nurses. The increasing nursing scarcity and their turnover intention is global issue. The core factor among nurses turnover intention is job satisfaction. Different studies has been conducted in health sector in this regard and found that job satisfaction can be increased by increasing employee commitment and by decreasing work and family conflict, job stress, role ambiguity and role conflict (Lu ,While & Barriball, 2006).

V. HYPOTHESIS

H₁: There is significantly negative relationship between work to family conflict and job satisfaction.

H₂: There is significantly negative relationship between of family to work conflict on job satisfaction.



Figure1: Theoretical Framework

VI. RESEARCH METHODOLGY

This study is conducted on doctors (House Officers, Medical Officers and Post Graduate Trainees) of Pakistan. Data was collected from Benezir Bhutto Hospital Rawalpindi, Holy Family Hospital Rawalpindi and Pakistan Institute of Medical Sciences (PIMS) Islamabad. Stratified sampling technique was used for data collection. The sample size of this study is 100 and response rate is 71%. Five pint likert scale questionnaire ranging from (1

Strongly Disagree to (5) Strongly Agree was used. Adopted questionnaire was used in this study. Gutek,B.A, Searle,S,& Klepa, L ,1991; Carlson,D,S,& perrew, P,L.1999 questionnaire was used for work to family conflict and family to work conflict while Agho et al. 1993 questionnaire was used for job satisfaction. SPSS V20 was used for the analysis.

Table1: Reliability Analysis of the variables

Variables	Items	Cronbach alpha
WFC	6	.92
FWC	6	.90
Job satisfaction	6	.81

The value of Cronbach,s alpha (α) of all variables in the study is greater than .60 which means that that data is reliable and the scale scores are reliable for the study respondents.

variable. Independent variable in this study are work to family conflict and family to work work conflict while dependent variable is job satisfaction.

VII. RESULTS AND DISCUSSION

Correlation and Multiple Regression is used for the analysis between the relationship of Independent variable and dependent

Table 2: Correlation Analysis

	WFC	FWC	JS
Work to Family Conflict	1		
Family to Work Conflict	.261**	1	
Job Satisfaction	-5.180**	-4.872*	1

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed)

Regression Analysis

H1: There is significantly negative relationship between work to family conflict and job satisfaction.

Table 3: Regression Analysis of Work Family Conflict and Job satisfaction

	R Square	F value	Beta
WFC			
Job Satisfaction	.385	21.274	-5.180***

*p < .05, **p < .01, ***p < .001

The R-square value in above table shows that there is 38.5 % variation in job satisfaction caused by work to family conflict. The value of F (21.274 p<0.001) shows that model is overall strong. The value of Beta coefficient (-5.180 p<0.001) shows that work to family conflict is significant negatively related to job satisfaction. Hence results support our H1.

H2: There is significantly negative relationship between family to work conflict and job satisfaction.

Table 4: Regression Analysis of Family to work conflict and Job Satisfaction

	R Square	F value	Beta
FWC			
Job Satisfaction	.319	19.547	-4.872**

*p < .05, **p < .01, ***p < .001

The R-square value in above table shows that there is 31.9 % variation in job satisfaction caused by family to work conflict. The value of F (19.547 p<0.01) shows that model is overall strong. The value of Beta coefficient (-4.872 p<0.01) shows that family to work conflict is significant negatively related to job satisfaction. Hence results support our H2.

VIII. CONCLUSIONS

Study results indicate that the relationship between work life conflict and job satisfaction is negatively related among doctors. Furthermore, the association between work to family conflict and job satisfaction is strongly negatively related while the relationship between family to work conflict is weakly negative among doctors. The analysis shown that doctors will not be satisfied if they have work life conflict. The results were consistent with the finding of Namasivayam and Zhao (2007) that both the dimensions of Work life conflict were negatively related with job satisfaction.

The main objective of this research was to check the effect of work to family conflict on job satisfaction. The results of hypothesis H1 which was developed and tested in this regard revealed that there is strong negative association between work to family conflict and job satisfaction. Similar finding was shown by (Boles, Howard & Donofrio, 2001) that work to family conflict is significantly negative related with job satisfaction. Work-family conflict reduces employees' job satisfaction which again reduces job performance of an employee.

The other objective of this research was to find out the impact of family to work conflict on job satisfaction. The results if hypothesis H2 revealed that there is negative relationship between family to work conflict and job satisfaction which is also supported with the findings of (Abbass & Nadeem, 2009) who have shown similar results. But here the result of H2 hypothesis the association between two variables was slightly weak which explains that work to family conflict reduces job satisfaction in doctors more than family to work conflict. Job satisfaction among doctors is more reduced when their work interferes with their family, and family to work interference in negatively related to job satisfaction.

IX. LIMITATIONS

One of the big limitations of this study was the generalization of results, a big sample might give results different from ours. Other problem was that if data was collected from more cities that could also be effective. 100 doctors were our target sample size but the response rate was only 71 %. Other major problem was acquiring the data.

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