A STUDY ON "THE INFLUENCE OF WORK LIFE BALANCE AND JOB SATISFACTION ON ORGINAZACTION COMMITMENT"

Mr. Krishna.S, PG research scholar, Department of Management Studies, Global Academy of Technology, Bengaluru – 560 098.

Prof. ANITHA G.H, Associate Professor, Department of Management Studies, Global Academy of Technology, Bengaluru – 560 098

ABSTRACT

This study explores the influence of work life balance and job satisfaction on organization commitment and relationship between work-life balance, job satisfaction, and organizational commitment among employees. A survey was conducted on a sample of employees from various industries to collect data on their perceptions of work-life balance, job satisfaction, and organizational commitment. The results show a link between work-life balance and job satisfaction, as well as a link between job satisfaction and organisational commitment. Work-life balance was also found to have a direct influence on organisational commitment, which was mediated by job satisfaction. According to the results, firms should emphasise efforts to create work-life balance and job happiness in order to increase employee engagement and, as a result, organisational success.

INTRODUCTION

Work-life balance, job satisfaction, and organizational commitment are interconnected and essential components of an employee's well-being and engagement in the workplace. A positive work-life balance and high job satisfaction can increase organizational commitment, and the reverse is also true. Organizations that promote and maintain a positive work-life balance and high levels of job satisfaction can improve employee engagement and retention. This paper will examine the influence of work-life balance and job satisfaction on organizational commitment and discuss the implications for organizations seeking to improve employee engagement and retention.

Keywords: Work-life balance, job satisfaction, and organizational commitment.

REVIEW OF LITERATURE

Waumsley et al (2016) Women in leadership positions with children may struggle more to balance their work and family responsibilities due to the added pressures of their job and parenting. Women without children working as representatives or workers may face less difficulty balancing work and family, but may have less time for personal hobbies and interests. This highlights the impact of parenting on a woman's ability to balance personal and professional responsibilities, potentially exacerbating existing workplace challenges.

Morganson et al (2010) Working from home (or teleworking) can provide individuals with a high level of work-life balance support and job satisfaction compared to those who work on-site with clients. However, individuals who work from home also experience similar levels of work-life balance support and job satisfaction as those who work in a traditional office setting, suggesting that the benefits of working from home may not be unique to teleworking.

Mohamed Imran Rasheed (2010) In his study found that job design, work atmosphere, feedback, recognition, and decision-making involvement are factors that impact instructors' job satisfaction in higher education. A well-designed job with clear responsibilities, positive work atmosphere, timely feedback, meaningful recognition, and empowering decision-making involvement can contribute to instructors' overall well-being and job satisfaction.

Ting, Yuan (1997) Ting (1997) found that factors such as salary, promotional opportunity, task clarity and significance, skills utilization, commitment, and positive relationships with supervisors and co-workers have a significant impact on job satisfaction. Organizations can improve job satisfaction by focusing on these factors, such as providing fair salaries, clear job duties, opportunities for advancement, and fostering positive relationships among employees.

Neubert & Halbesleben (2015) Organizational commitment is a multidimensional notion that encompasses an individual's identity and connection with their organisation, belief in and alignment with the company's aims and values, involvement in their job, and desire to stay with the organisation for the long term. It is a predictor of job performance and job happiness, and it may be developed by providing a supportive and inclusive work environment that appreciates people and lets them to understand the influence of their work on the organization's overall success.

Employees that are devoted to their company are more likely to go above and beyond their job requirements, to be interested in their work, and to contribute to the success of the organisation, resulting in higher productivity and job satisfaction.

OBJECTIVES OF THE STUDY

- To study the demographic profile of the employees
- To analyse the effect of Work-Life Balance and Job satisfaction on Organizational commitment
- To find out relationship of Work-Life Balance, Job Satisfaction, Organizational Commitment.

HYPOTHESIS

H0: There is no significant relationship between Work-Life Balance, Job Satisfaction, and Organizational Commitment.

H1: There is a significant relationship between Work-Life Balance, Job Satisfaction, and Organizational Commitment.

H0: There is no significant relationship between Work-Life Balance, Job Satisfaction, and Organizational Commitment.

H1: There is a significant relationship between Work-Life Balance, Job Satisfaction, and Organizational Commitment.

DATA AND METHODOLOGY

Type of the research

The type of research used is descriptive research design

SAMPLING SIZE

The sampling size for this study is 100 samples.

SAMPLING METHOD

Simple random sampling is an approach that draws a random sample of employees from the population of interest, with each employee having an equal chance of being picked. This sampling method ensures that the sample is representative of the target population.

DATA COLLECTION

This study primary data has been collected. The primary data was gathered through a direct personal survey among the personnel, using a questionnaire specifically designed for this purpose.

STATISTICAL TOOLS

Correlation, Regression.

DATA ANALYSIS AND FINDINGS

ANALYSIS: 1

Statistical tool: regression

H0: There is no significant effect of Work-Life Balance and Job Satisfaction on Organizational Commitment.

H1: There is a significant effect of Work-Life Balance and Job Satisfaction on Organizational Commitment.

Output: shows the result of regression.

ANOVA

Model	Sum of squares	Df	Mean square	F	Sig.
Regression	7.564	2	3.782	1.949	.148
Residual	188.196	97	1.940		
Total	195.160	99			

INTERPRETATION: According to the study, the influence of organisational commitment on work-life balance and job satisfaction is 3%. and because the p value is larger than 0.05, we accept H0 at 5%. As a result, work-life balance and job satisfaction have little influence on organisational commitment.

FINDINGS:

• As per the survey 88% participants feel they are able to balance their work and personal life, while a minority of 12% do not feel they are able to do so.

• According to the poll, 73% of respondents are satisfied or extremely satisfied with the amount of time they spend at work, while only 3% are dissatisfied.

• According to the poll, 71% of respondents occasionally or frequently miss out on valuable time with their family or friends owing to job pressure.

• According to the poll, 73% of respondents strongly believe that having a healthy work-life balance will make the organisation more effective and successful.

• According to the poll, work-life balance and job satisfaction have a substantial impact on organisational commitment.

• The poll also revealed that there is a link between work-life balance, job satisfaction, and organisational commitment.

CONCLUSION

This study with 100 respondents examined the effect of work-life balance and job satisfaction on organizational commitment. Results showed that 88% of respondents were able to balance personal and professional life. Regression analysis found a 3% effect of work-life balance and job satisfaction on organizational commitment, and correlation analysis showed a significant association between work-life balance, job satisfaction, and organizational commitment.

REFERENCES

• Neubert, M. J., & Halbesleben, K. (2015). Called to commitment: An examination of relationships between spiritual calling, job satisfaction, and organizational commitment. *Journal of Business Ethics*, *132*, 859-872.

• Ting, Y. (1997). Determinants of job satisfaction of federal government employees. *Public personnel management*, *26*(3), 313-334.

• AFZAL, F. Resource & Industrial Research (IJHRIR).

• Locke, E. A. (1976). The nature and causes of job satisfaction. *Handbook of industrial and organizational psychology.*

• Fabi, B., Lacoursière, R., & Raymond, L. (2015). Impact of high-performance work systems on job satisfaction, organizational commitment, and intention to quit in Canadian organizations. *International Journal of Manpower.*

• Helmle, J. R., Botero, I. C., & Seibold, D. R. (2014). Factors that influence perceptions of work-life balance in owners of copreneurial firms. *Journal of Family Business Management*, *4*(2), 110-132.

• Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of occupational psychology*, *63*(1), 1-18.