Effect of work life balance on employee job satisfaction

CHAPTER 1

INTRODUCTION

1.1   Background

It is considered that HRM is deliberated as one of the most significance functional aspects of the management and one of the main sources of accomplishing sustainable competitive benefit against the competitors for the organisation (Oke & Leke, 2016). Therefore, every firm, organisation and company is really keen of utilizing the human resources in an incredibly effective as well as efficient manner of accomplishing intended objectives and goals (Deery, Margaret, & Leo , 2015). However, while human resources carry immense and extensive importance, it is really significant that human resources should be well managed, motivated and encouraged so that the productive outcomes can be generated and positive results can be extracted (Odusami, Iyagba, & Omirin, 2012).

Today, it needs to be considered that managing of the human resources is really difficult as well as challenging. It is considered that firms, companies and organisations are rapidly running after the profits and gaining of competitive advantage (Cullen, Fan, & Liu, 2014). This does mean increase work pressures and burdens on the employees which does results them to be demotivated, stressed and unable to effectively manage the balance between work and life. Importance of the balance between work and life cannot be neglected at any instance as it intends to influence on the employee credibility, task performance and satisfaction (Leunissen & Joost, 2016). Major concept of the balance between work and life does represents the new approach of the HRM strategies and policies that are intended of encouraging creation of the substantial balance between the employees, private life and work. As an outcome,

work life balance is term as the requirement which does actually covers all the categories of the workers, regardless of the age, employment status, and gender (Rife, Alison, Rosalie, & Hall, 2015).

Work Life Balance is recognized to be one of an ever growing important attributes to the business practices, developments and has being increased supported by growing research works on influence of the balance between work and life on the firm and their employees that includes (Deery, Margaret, & Leo , 2015)and(Odusami, Iyagba, & Omirin, 2012) Since 1930's, it is considered that different Work Life Balance programs were inaugurated and became part of organisational culture. W.K Kellogg's has being counted to be one of first companies that introduced Work Life Balance practices in context of replacing standards of considering three eight hour shifts with the new four six hours shifts as mentioned in (Gkorezis, Kalampouka, Petridou, & others, 2013). The main aim and outcome of the action has being to overall gain the increase of the employee's satisfaction, morale and most importantly, production levels. This has been also supported by (Leunissen & Joost, 2016) when the claiming which during melts down Celtic Tight across the United Kingdom as well as Ireland, firms were encouraged and in several cases making it highly mandatory for the employees in terms of undertaking the WLB practices and also becoming highly flexible between personal life and work as mentioned in (Liu & Xia, 2016). It is considered that such practices even during the years of the financial turmoil advantaged firms who integrated and adopted practices.In today up to date and fast globe of the business jobs are increasingly becoming highly demanding as well as stressful due to usuage of the modernized technology as well as advanced philosphy of customer empowerment. businesses are increasingly demanding the high performance levels and standards from the employees. similarly, on other hand, it is indicated that there are several environmnetal factors and aspects that are related to the internal and external environments which intends to directly as well as indirectly

affect performance levels as well as job satisfaction, employees almost in most of the sectors of the business, and especially, banking is considered as one of them.a

Such changes have influence not as it were in business dealings but moreover in culture and discernment of employees and workers. Most of organisational changes happen due to down-sizing, mergers or acquisitions and radical changes in innovation have changed the work setups. The representatives in show are more included in their employments than past times. The working hours, work weight, tall requesting employments, utilize of advanced innovation made it troublesome for representatives to keep a adjust between their work and work commitments. Businesses are confronting expanding requests to raise productivity and getting to be more responsive to clients and workers. Not is it fair a matter of compensation and special prospects; work searchers are progressively making business choices on how well their current or potential working environment can back a adjust between individual lives and paid occupation.

Many researches has as of now been conducted on work life balance and worker fulfillment. A few query about has been conducted on this issue and more endeavors are being proposed to the greater organisations, particularly, the keeping money segment where longer working hours may be a specific standard, to reestablish a work-life adjust for the way better great of the social and family life of the work drive. Discoveries appeared that work fulfillment at best level of administration has negative relationship with family to work obstructions, family to work obstructions and push and work fulfillment has positive relationship with work independence.

Since old time banking sphere is undertaking intensive professing . From the top level management to the midsection and low level management, their jobs are very tough. The management used to get screwed whole year in making yearly reputation and analyst research to complex financial models, writing large offering papers and pitch

books. Normally it is informed to employee s that banking jobs are flexible and they do not need to study too hard, but in real percept , they have to employment for hour other than their job timings, to meet their deadline and demands of their customer . As the technology make our lives more convenient, yet it has created hurdles for many of the employee in different ways. When employees of banking sector engaged their most of time at working places, they don't get leisure time at their home in off-hour because they have to be updated about their work through internet. They have to be asked by the employer to balk their subordinate works from home also, so the mistakes in work could be rectified early. But when these official prerequisite are seen by the employee, he himself and his family remained always in trouble and disturbed(Amin, 2016

According to summiti (2010) employees see the issues of WLB from a diverse point of view. As of late, individuals come to work not as it were to construct, accomplish and contribute, but too to pick up benefits, which permit them to appreciate life exterior work. Distinctive individuals have diverse needs from work life balance, depending on his/her life. For illustration, a great work life adjust for somebody who is single with no children is diverse than some with children. In expansion, work life adjust is changes over time for everybody as their lives get active and have more responsibilities. As a result, a few associations attempt to form the finest work life adjust for their workers, these don't fit a few of the staff as they must eventually make and find the adjust for themselves. Increments in work obligations and innovation have moreover meant that individuals work longer hours.

The think about of work-life balance includes the examination of people"s capacity to oversee at the same time the multifaceted requests of life. In spite of the fact that work-life adjust has-traditionally been expected to include the commitment of rise to sums of time to paid work and non-work parts, more as of late the concept has been recognized as more complex and has been created to consolidate extra components

(Greenhaus, 2003).Hammig and Bauer (2009) investigated and found that when work-life conflict and mental wellbeing issues developed in men as well as womens, they tend to create assist issues such as negative emotions, misery, vitality, negativity, weakness and rest disorders.

It is considered that especially in country like Pakistan, banking jobs are becoming very tough, challenging and difficult. It is analyzed that the balance between work and life is phenomenon of the striking of the ideal balance amongst professional life and the individual personal life in context to all f the aspects and related assocations. (Clark, 2000).According to Lockwood (2003), the thought of work-life balance was contributed by global competition, renewed interest in personal lives or family values and aging workforce.In accordance to (Rife, Alison, Rosalie, & Hall, 2015) it is defined as state where the individual can manage their potienital and real conflicts amongst the different demands on the energy and time in a perspective that does satisfies their needs for the well being as well as self-fulfillment which is considerably referred as the balance between work and life.Stress and satisfaction is considered as major factors from the work as well as family lives of the individuals. Emergence of the globalization has transformed working and complex environmnet that has overall led to the streamlining of the jobs, increasing workload demand, anxiety of the job and part time. it is conisdered that it is being strongly perceived that the work is one of the ultimate sources of the stress as well as distress amongst the individuals. it is examined that jobs stress does persuades the physical and mental conditions of employees. Moreover, it does has the influence on the employee satisfaction level on the absenteeism and performance. Stress is indicated as imbalance between the demand perceived as well as resources the person has wooden (2000). It is considered that the job satisfaction is overall refeered to the situation makes up of the any of psychological, physiological and environment compounds that does makes somebody trust states that he is really satisfied of the job (Mellner, Christin, Gunnar , & Göran,

2015). (Nurit et al. 2008) stated that the upper managemetn levels, there is considerable as the indirect relationship of the balance between work and life with job satisfaction.

Stability between the work and the personal commitments should be highly maintained becasue of the delayed working hours, work stress, high demanding of jobs and the complicated technology (Mellner, Christin, Gunnar , & Göran, 2015).Tanvi and Fatama (2012) stated that job seekers are not making decisions on the basis of compensation and promotional aspects but on how well their workplace can support them by balancing their work and life commitments. It is considered that family and work carries immense importance incontext to the individual or adult perspective. every of the variables uniquely contributes to the understandings of the human behavior. It is considered that empirically and theoretically, it is considered that most of the research studies (Odusami, Iyagba, & Omirin, 2012)(Belias & Dimitrios, 2015)(Cho & Yoon, 2017) have overall identified the balance between work and life to be really important variable, and moreover, the focus should be laid on the balance of work and life so that the productivity can be raised.

Family and work are considered to be the most significant aspects of the adult life. it is deliberated that every variable overall uniquely contributes to the understanding of effective human behavior. it is considered that most of research studies Ali and Farooqi (2014) (Mellner, Christin, Gunnar , & Göran, 2015) both empirically and theoreticaly, and traditionally examination of the two critical aspects that have being independently conducted each other. However, msot of the research studies (Mellner, Christin, Gunnar , & Göran, 2015) have longly speculated that such two variables are interlinked, and also have since founded whcih is the relationsh that has overall emerged in types of conflicts.

In accordance to (Sguera & Francesco , 2016) conflicts is defined as (Ilies & Remus,

2015) examining inter-role of the conflict amongst people who tend to experience between the work roles as well as other life role (Deery, Margaret, & Leo , 2015). Sguera & Francesco (2016) has suggested that the work interlinks the conflicts occuring when the increasing demands from the family and work that are mutually incompatiable to the several degree. in accordance to Greenhaus and Beutell (1985) has concluded in their research that the role of the work and family conflicts when the demnads from the one role are influencing the ability in meeting the demands that are associated with the other role.

In accordance to (Greenhaus and Beutell, 1985) work and family interface is deliberated as the unified relationship whihc does people experience between the work and other types of life roles. the work and family conflicts rises when the pressures from the work intend to become incomparible with the family domains. the conflict rises when the exployees extend their overall efforts in the satisfaction of the work demands at expense of the family demand and vice-versa. Hence, type of the friction in that the role pressures from the work as well as family domains are really incompatible in several respects. this does implies when teh participation in the competing family activities or when the stress tends to have a negative influence on the behavior within family domain(Friedman et al, 1996).

Since last twenty six years, there have been lot of the substantial and dynamic increase in the work due to the emergence of the information technologies, existence of extensive business competition, and gaining of the competitive advantage is becoming really difficult for the firms, companies and market share. It is considered that as the competition in the business marketplace is dynamically increasing, it is indicating that lot of work buden and pressures is been on the employees in order to work more hard and let the firm to obtain high market share. However, on this perspective, organisations are putting lot of work burden on the employees with an aim of how their credibility and work can assist the company to meet the

organisational goals and objectives. Hence, the companies are focused on putting lot of work pressures on the employees. However, it is considered that employees are overall having lot of issues in adequately maintain of the balance in both, their personal lives and professions. This is mainly because, they are unable to either do lot of work or give time to their family. This is the main reason that the employees are unable to balance the work as well as family, which is leading to the raising conflicts amongs the employees.

Today, in the existing competitive business environmnet, it is highlighted that the front line employees of balance plays a really important role in the delivering of the high quality products and services, and do assist in the creation of pool of the satisfied the customers(LeBlancand Nguyen, 1988;Lewis and Gabrielsen, 1998; Yavas et al., 2003). it is considered that despite of this recognition, it is highlighted that there is considered to be friend and family policies and that does acts as the problem interlinked with implication of the such policies in retail banking environmnets. the long and elaborated cultures is highly common amongst the numerous organisations(Spinks, 2004). in such circumstances, the front line employees in bank are increasing to overall experience the conflicts of the work and family and the consideration of emotional exhaustion.

Work and family conflicts as well as exhaustion of emotion are amongst two critical variables which have the adverse impacts on the outcomes of job of the front line employees. In accordance to the research (Deery, Margaret, & Leo , 2015).outcomes, it has been considered through Gallup Managemetn test, that the intrinsic motivation is considerably of key talents whihc best sales people have been considered as mentioned in (Brewer, 1994). with the recognizing of intrinsic motivation, it is considered that the personality variables, might be the major remedy for the lessening of intensity of employees and workers. in accordnace to the research conducted in United Kingdom has indicated that large part of labors have troubled with existing

culture, where they are required in working long hours as well as are adaptive with the increasing work laods, whereas, at same time, the assembly generation targets provided with the due dates (Townley, 2000).

Nowadays in society, the expression 'consequently much to do, so small time' is exceptionally much dynamic and a concern for people. Self-management could be a major trait individuals require nowadays between the numerous choices exterior work as well as the numerous pressure from work. Abbott (2013) formulate that when achieving personal and satisfying WLB, each person includes a diverse approach and reaction to the concept. Certain people permit work direct their lives and work long hours whereas at the inverse conclusion of the scale, individuals work for the need of it and never get pushed or permit work direct their lives. The challenges confronting the Human Asset office to execute WLB change compared to a long time prior (Abbott, 2013). Society has ended up a more prominent portion of the associations and they must adjust to the society and its needs.Modern and more noteworthy technologies whereas changes to administration styles and approaches have driven to diverse and awesome challenges. Globalization, increment in competitors and changes in government approaches have all caused changes and modern dangers and challenges. Employees are presently working longer which presents modern challenges respects efficiency levels and enrollment issues. Benchmarks of living and responsibilites are all increaing with the demeanors in work changing moreover due to the weights exterior work (Abbott, 2013).

The two main things are studied in this research work life balance and employee job satisfaction.The aim of this study is to examine the impact of the balance between work and life on employee job satisfaction and to find out which factors of the balance between work and life have more influence on employee job satisfaction of employees in banking sector.work life balance is a proper balancing between personal life and professional life, both of these factor effect on employees job

satisfaction.And also find relationship between work life balance and employee job satisfaction.The need for this research study to understand that which strategies or change will be required for banking sectors that the employees will be satisfied from both work life balance and job.The proposed study will identify those hurdles which affect the personal life of employees and job satisfaction.worklife balance is necessary for healthy mind and level of satisfaction.worklife imbalances negatively effect family life and mental stress.

1.2   Problem Definition

It is considered that when the people are highly dissatisfied with the existing wokrplaceenvironmnet or job, it does leads to the negative influence on the work outcomes as well as potiential life. it is considered that several employees do have the real issues in the managementof their timings with the work duties as well as family responsibilities leading to the feeling of unhappiness with the work related arrangements in workplace. it is considered that what actually adds more is the stress, anxiety, and increase work burden on the employees. moroever, it is also figured that several employees could not be able to finish their tasks so that have to some times stay longer as mentioned in (Robinson, Wang, & Kiewitz, 2014).

it is really important that the organisations, firms and comapnies should be focused on providing their overall employees with the arrangemetnswhihc can assist them in finishing of their tasks at the home that includes telework technologies. similarly, several emloyees who have to work longer hours have to be really very less involved or engaged in the family activies and that does influences on the complete participation with the family that intends to negatively influence on the balance between work and life.

There is need to investigate work life balance and its effects on employees job satisfaction of employees in sector of Pakistan because banking is a tiresome job and

requires long duty hours. An equilibrium between the employee's working life and social life is a cry of the day in this sector. The research is overall required in providingan empirical solutions forproblems.The investigation of research would focus on the employees of the banks located at Peshawar.

1.3 Research Objectives

The overall objectives of the research study is to investigate the effect of the balance between work and life on employees job satisfaction.

The following are thespecificobjectives of the research study:

1. To find the effect of long working hours on job satisfaction

2. To find the effect of work load on job satisfaction

3. To find the effect of stress on job satisfaction

1.4 Significance

Employees act as one of an accerlating force in the organization which does intends to add great value to the firm and overall assist them from the meeting of their desired goals and objectives to the accomplishing of competitive advantage against the competitors. It is considered that most of the employee well being and satisfaction is really important. this is mainly because if the emplyees are well satisfied, than they are able to meet the desired activities and complete the tasks on time. One of the major factor is the balance between work and life. It is considered that when the emplyees are unable to keep their work life balance they intend to lose their interest in job and due to which their job performance is influence. This research completely revolves around to examine and analyse the role of work life balance on the employees job satisfaction.

1.5   Definition of Variables

1.5.1   Work Life Balance

Work life balance means adjusting the pattern of work so that your employees can benefit from a better fit between their work and areas of their personal life and in long run hope to achieve sustainable development and profitability (Verma, 2007).

Work-life balance creates a boundary between private life and work (Resch ,2003)

(Kalliath&Brough, 2008) "Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities"

According to Fleetwood (2007)has stated that the balance between work and life is all about revolving the people that have a measure of controlling over how, where and when the work should be done.

1.5.2   Job Satisfaction

Employee satisfaction describes employee's feelings of fulfillment within his or her workplace, while job satisfaction deals with similar feelings towards the specific job that one holds, hence also being an employee. The constructs to such fulfillment are rather similar, such that both criterions may be considered interwoven so much so that the discussion of one is incomplete without the other. For the purpose of this discussion, job satisfaction may also refer to employee satisfaction(zahra,2013).Alike the previous criterion, employee satisfaction carries various meanings. Classic definitions of employee or job satisfaction may be traced to Locke (1976) who propagated that employee job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience".

Accoding to Lawler (1973) "Job Satisfaction is the difference between what people thought they should receive and what they perceived that they actually did

receive."Schultz (1982)'The psychological disposition of people toward their work –
and this involves a collection of numerous attitudes or feelings.'

CHAPTER 2
LITERATURE REVIEW

2.1   Work Life Balance:

According to 2012 Igbinomwanhia et al."Work-life stability programmes offer a win-win situation for employers and employees. While the employee may perceive work-life balance as the dilemma of managing work obligations and nonwork responsibilities, work-life balance from the employer's point of view encompasses the challenge of creating a supportive company culture where employees can focus on their jobs while at work. In whichever way it is viewed, the existence of effectivework-life balance programmes in an organisation will do both the employee and employer good."

According to Irfan andAzmi (2015) that work life balance problem is very important because of increase level of stress, compititon and insecurities in life. So the employees are in stress that in which way their personal and professional life will be properly balance.Agha , Azmi, Irfan (2017) that wok life balance is identifying the correct way of balance between work and life and apositve attitude towords their work family life.work life balance is espeiallythe balance among three things paid work, unpaid work and personal time.There is no one accepted definition of what constitutes a WLB practice, the term usually refers to one of the following factors: organisational support for dependent care, flexible work options and family or personal leave.work life balance is essential for life, family and job satisfaction it also help to decrease absenteesim and rate of employees turnover.

The idea of work-life balance has picked up profoundly in significance amid later a long time. In this setting, improvements and changes at the work put such as progresses within the data innovation and data over-burdens that require speedy reactions and changes at a quick pace put expanding weights on representatives

(Guest, 2002). Next to this, moreover improvements and changes in life exterior work can be seen as source of a work-life imbalance. In specific, changes within the socio-economic environment and changes in innovation opening conceivable outcomes with respect to where and when work is carried out cause an awkwardness between work and domestic obligations. In addition, the move absent from the picture of the "traditional family" towards an expanding appearance of single parent families and the more noteworthy interest of ladies within the labor constrain speak to components asking a more noteworthy work-life balance among workers (Guest, 2002).

WLB, from the worker viewpoint, is the support of a adjust between obligations at work and at domestic. Managers see the benefits or the working conditions that they give to assist workers adjust the family and the work spaces as work life benefits (Russell & Bowman 2000). At first Major concept of work life struggle centered on the affect of family requests on work. It presently increase to the affect work has on person push, connections and family well-being (Russell & Bowman, 2000).

"Work Life Balance isn't as it were almost families and childcare. Nor is it almost working less. It's around working keen. Around being new sufficient to grant all you wish to both work and domestic, without risking one for the other. And it's a need for everybody, at whatever your organize in life." (Division of Exchange and Industry, 2001).Reducing push and nonappearance through boss adaptability ought to not as it were result in a more fulfilled and more profitable work drive, but moreover have a thump on impact on made strides mobilization and retention" (Human Asset Administration Universal Process, 2004)

Past studies represent that supervisors have profitable part in empowering workers to oversee their work and life exercises. Solid relationship exists between work life adjust and worker fulfillment, thus companies ought to make approaches and programs for workers on work life adjust. Supervisors can apply diverse parts of

authority to oversee employees work life balance and give victory to the company (Rani et al 2011)."When employees are not clear about their roles to be performed then employees are unable to meet organisational goals and it also has an impact on their personal life and employees become dissatisfied towards their job and organisation faces lack of effectiveness.

This studyhas concluded that the "work life balance is important in enhancing employee performance at work and home. Gender difference exists in work life balance needs because work and non-work responsibilities are different for male and females. Some research results show that female demonstrated more need for work life balance as compared to male. An individual derives satisfaction in life from work and family domains. Researchers find that work balance practices effect overall organisation and individual performance.(wood, 2003)"

Work life balance as a managing work and personal responsibilities. Work-life programs require support from senior management. For work/life benefits in work environment it is helpful to have a corporate culture that encourages employees to look at business in an entirely different way and supports and accepts employees as individuals with priorities beyond the workplace. Work life balance programs increased employee motivation and productivity.Work-life balance policies and family supportive cultures have been observed in France and Japan also (Aybars2007, Cole 2006).

There is a wide variety of work-life balance initiatives for employees being incorporated by organisations and include flexible work hours, job sharing, parental leave on-site child care facility and telecommuting (Hartel et al. 2007).Studies suggest that in absence of work-life balance, employees' dissatisfaction increases.

 There are a lot of problem in the modern age   and work-family conflict is one of the aspect that have significant results. This issue is under study of various researchers to

find out the outlook of workers' throughout th life. Work-related issues have effect on workers' managerialobligations, workpressure and work performance as wellfurthergeneral issues. This study aims to examine the effects of work-life balance on workpressure, managerialpledge and workpresentation of teachers. Results of the research study are the concrete negative outcome of work-family conflict on employmentpressureas well as effect on managerialobligations. It was found thatworkpressure have a negative result on managerialobligations.(Chang, K.M. 2002).

Work-family strife may be a frame of connects the part strifes in that part which weights from the family and work space gotten to be an impediment to employees' work execution. This think about inspected scholarly women's encounters of workfamily part strife and decided the suggestions on their work execution. It too recognized the components that trigger scholastic women's work-family part strife in Nigerian Open Colleges. The ponder utilized both essential and auxiliary information. Essential information were produced from the organisation of surveys on 250 arbitrarily chosen female scholastic staff from 3 purposively chosen Open Colleges in Southern Nigeria. Comes about uncovered that a few components such as long hours of work, packed work plans, lacking working offices, family and household duties, teacher-student proportion and cohesive Heads of Divisions accounted for more prominent workfamily strife. It was too found that women's encounters of work-family struggle affected adversely on their level of work execution and well-being. The ponder concluded that colleges ought to pay consideration to the interface of work and family by starting family inviting arrangements that take into thought the multifaceted parts of women.Christiana, O. Ogbogu, (2013)

In accordance to the analysis and considerations, most of the research studies (Gkorezis, Kalampouka, Petridou, & others, 2013)(Deery, Margaret, & Leo , Revisiting talent management, work-life balance and retention strategies, 2015)(Ilies

& Remus, 2015) have argued that most of the issues mainly occur in the employee's performance because they are overall unable to keep the balance between work and life. In simple terms, it becomes really very difficult for them to effectively manage the work and their life espeically personal life with the friends and family. This does directly as well as indirectly influences on their performance. From becoming very unstressful as due to the increase work load they have lot of issues in the management of their time and they are moreover unable to give time to their family, this makes them unrelaxed and unsatisfied. Moreover, this is not finished yet. It is considered that they find themselves more isolated and their attention to the work tasks and activities completely finishes and they more focus on how they can balance the things which are unable to be balanced.

"The research study is focused on impact of work life conflict on job performance of female school teachers while keeping organisation policy as a moderating variable. Data was collected from 200 female school teachers of different schools using questionnaires. Result showed that Work life conflict has negative influence on the performance of female employees and Organisation policies do not moderate this relationship. The research outcomes are analyzed using Regression and other statistical tests to check that whether organisation policies contribute to reduce work life pressure and stress or not. The research proved that improvement is desired in civilizingorganisation policies to improve female teachers' performance and increase their motivation reducing work life pressure and strain (Kanter, R.M. 1977)"

"Predictors of work family conflict and different types of satisfaction were investigated among 177 married, employed MBA and public administration students. Job involvement was significantly related to work-to-family conflict but no support was found for paths to family-to-work conflict. Family involvement predicted family satisfaction whereas the number of children was negatively related to family satisfaction. Similarly, job involvement predicted job and career satisfaction. Salary

predicted both job and career satisfaction as well. Sex was directly related to life satisfaction, with men reporting significantly higher satisfaction than women. Family, job, and career satisfaction each accounted for significant, unique variation in life satisfaction (Parasuraman, 1996)"

It is considered that "the assumption that work and family are separate domains with little cross-impact has been increasingly questioned. Drawing on a sample of 423 male and 335 female accounting professionals, this study evaluates a model of the process by which work-related role stress and parental demands interact to influence job satisfaction and marital satisfaction and, ultimately, overall life satisfaction. Results indicate general support for the hypothesized model, revealing only minor sex differences. relationship between parental demands and life satisfaction was mediated by satisfaction with childcare arrangements for women, but not men, with young children at home (Bedeian R. C 1988)"

In accordance to the consideration and analysis, it is indicated that works and lives articulation, casting as the work-life adjustment, has increasingly ended up as the key including of most of the existing governmental, scholarly, and professional talks as mentioned in (Eikhof, Warhurst, & Haunschild, 2007). . It has been accepted that the adjustment of the effective career with the family life or even individuals could be incredibly challenging and do affect on the fulfillment of the person in their work lives and individuals lives. It is considered that Dundas (2008) has contended that the work life adjustment is successful almost in overseeing juggle act amongst the paid works and considering the all of the other exercises which are highly critical to the people that includes services of family community, individual advancements, leisure, entertainment, and intentional work. Capacity in the adjustment amongst the needs of workplace and the lives of individual needs is viewed as considered one of an imperative issues amongst the specialists universal and scholars in the higher education teaching were highly avoided (Noor, 2002)

2.1.1 Long Working Hours:

Wooden (2000) conduted a think about in which there will be higher recurrence for long working hours at work environments that settle on distant coming to utilization for Person contracts. working for longer hours are a risk calculate for a run of mental and mental conditions, counting stretch, uneasiness, sadness and hypertension. Due to long working hours it have been recognized that efficiency moreover diminishes and working competition, particularly among therapeutic experts (Caruso 2006; Rogers et al. 2004).

Flexibility as an organisational hone has picked up progressively in significance over the a long time and has as of late gotten to be a buzzword in numerous organisations. However, the term flexibility as such is very wide because it envelops different types of techniques within the setting of utilitarian, legally binding, monetary, topographical, numerical and working time and place flexibility (Lewis, 2003). This investigate is especially inquiring about the last mentioned sort of flexibility, to be specific flexible work courses of action or too regularly alluded to "new ways of working" (NWW). The other ways of working share three common characteristics: Firstly, it gives workers more opportunity in choosing when they work, hence the timing of work has ended up more flexible (Baarne, Houtkamp&Knotter, 2010). Besides, it is up to the employee's tact to select the put for work, be it at domestic, on the go, within the office or some place else (Kelliher& Anderson, 2008).Thirdly, the other ways of working is empowered in spite of the fact that unused media innovation encouraging less demanding communication (Baarne, Houtkamp&Knotter, 2010).

According to [reference] employees do view issues and problems of the WLB from the diverse view points. As the late, the individual come in working not as it were in effective construction, contribution and accomplishment, but does identifies advantages, that permit them in appreciating the lives in exterior works. the distinctive individual have the diverse needs from the work lives balancee, depending on their

life. for the illustration, great work lives adjustment for the somebody who is not married or have no children can be really diverse.

According to summiti (2010) some matrimonial workers would like to have a adaptable time approach in arrange to handle family matter. For occasion, in some cases workers would like to require few hours some time recently arriving to work since his/her child is sick and he/she has to take him/her to the hospital or doctor. Also in a few cases, representative were missing for a complete day because of an sickness circumstance inside the family In expansion, a 2003 consider by the Families and Work Founded found that working less hours a week can make individuals more joyful and more beneficial than those who worked longer hours. In addition, a few considers found that individuals who fear losing their work work longer hours and as it were take brief get-aways. In addition, superior associations give sufficient flexibility to representatives as distant as the flexibility of work is concerned. For illustration, if an representative needs take off on a specific day, such associations may be prepared to supply it by inquiring the representative to compensate by working at other times.

2.1.2 Work load

Riaz et al(2016)define workload as "Workload is the quantity of effort a single person has to do".According to Altaf and Awan (2011) in today modern and fast world market compition, changing environment and work overload seems to be a common issue suffered by almost all employees.work over load effect not only the physical health of employees and workers but it effect mental condition of employees and workers. These problems will be dangerous in the way of success of organisationdue poor performance of employees and workers and lack of the abilities to achieve their goals efficiently and effectively.work overload is both physical and phsychlogical

issue of almost all organisational sector. These issues may be due to external or internal stress. External stress is work overload given by the supervisor in thastuation the employees donot say no because of bad appraisal, job insecurity and bad relationship with supervisor and internal stress is self made stress due work overload because he/she is unable to say no. According to Ashfaq, Mahmood&Ahmad(2013) that some time work overload is created when an employee have no experience about a given task so this may cause high stress and work overload. Work overload also negatively effect the performance level of employees and workers and it directly effect the outcomes of employees and workers.

Kahn (1980), that work over-burden can be quantitative, i.e., amount of work to be fulfilled at a given time or subjective i.e., the ease or difficulty of finishing the given target. As the require for the showcase and competition to outlive greater, so does the work over-burden on workers. With long working hours and overwhelming work loads workers endure from push and uneasiness causing destitute work execution, destitute family interaction, and a few physical issues. Work itself is never a issue or concern, or maybe work over-burden on workers or work needs that surpasses ordinary human limits are continuously of concern for both the representative and its boss.The fundamental reason behind the issue of concern is more often than not the comes about caused by such variables. For illustration, the risk that the organisation faces for having its worker endure from mental or physical issues. Together with other issues like meeting wellbeing and security measures,psychological steadiness of workers moreover ought to be focused on. Considering the taking after issues, one realizes that work over-burden tribulations are a chance to an worker, the organisation, employee's family, and his companions. In this manner, work overload has presently gotten to be a major social issue. Laborers see their work stack and

timings to extend and their recreation time to diminish day by day.

2.1.3 Job Stress

In accordance toSelye(1936) to begin with presented thought of the stress into life sciences. it is characterized that stress is considered as main driving, pressurized or burden that is subjected upon person that stands up to such strenghts as well as endeavor in maintaining the genuine states. basically stress is undesirable reaction of individuals that ought in colossol weights or even other types of the requests setting upon them(Wellbeing Security Official Uk). It mainly emerges when the stress cannot be bargained with. Some of the drive could be very great, and some might be very terrible. It is considered that HSE does recognizes amongst load weight and stress which is viewed as positive as well as does makes difference move forward our execution. We all require a certain sum of weight to perform well - inquire any competitor, performing artist or performing artist. In any case, the issues emerge when the sources of weight ended up as well visit without time to recoup, or when just one source of pressure is as well incredible for us to manage with.

Stress can be implicit more comprehensively because, it may be a condition which happens when one realizes the pressure on them, or the necessities of a circumstance, are more extensive than their acknowledgment that they can handle. In case these necessities are gigantic and proceed for a longer period of time without any interim, mental, physical or behavioral issues may happen, (Wellbeing &Security Official UK).Pressure incorporate positive influence on the organisation's workers, but to certain degrees on which the employees could appropiatelyadapt with, and generally surpasses tolerable limits and having negative outcome on the representatives. it is considered as basis of research considering the aspect that the research is conducted in country, Pakistan. Part of the work that is been conducted in the exterior Pakistan. there have been number of different thoughts conducted in the several regions but

most of the opening does exists in the third worlds nations such as India. The major reason is looking at the push in the workers of the keeping money division in Pakistan.

Job fulfillment is anextremelysignificantelement for an organisation. Many members of an organisation work for earning money. Whether the employees of an association are not happy with their job and feel anxiety on their workin that case the workers of the association were not complete their job in aexcellent way then this is harmfully impact theassociation. Job stress can be report as the harmful physical and sentiment of a person that occur when the desires of the work do not contend with the skills, means, or demands of the employee (Riaz, Ahmad,Riaz, Murtuza, Khan &Firdous , 2016).

According to Rehman, Irum, Tahir, Ijaz, & Salma (2012) Stress is the body's response towards a change so as to need a bodily, psychological or emotional change or reaction .stress can arrive from severalcircumstances or thinking that make you undergodisturbed, annoyed, uneasy or anxious. Stress is orginate from an obtainable stress-causing issue or "stressor". "Stress is a condition which happens when one realizes the pressure on them or requirements of situation are wider than they can handle, and if these requirements are huge and continue for a long period of time without any interval, mental, physical or behavioral problems may occur."

It is considered that in Pakistan, banking industry is increasingly competitive. Since last couple of years, bankers are increasingly under the great deal of the stress and eventually most of the antecedents of the stress includes overload of work, ambiguity of role, conflicts amongst roles, people's responsibility, feebacklackness, not integrating and adopting of the new technologies, and lack of participation. In accordance to research (Lee, Kim, Bhave, & Duffy, 2016) one of major outcome of the stress on the job performance. The research examined the relationship between the

job performance and the job stress on the banking employees in Pakistant. The research outcomes revealed that most of the employees job stress level has been really high due to which their performance is incredibly influenced.

It is considered that major symptoms of the stress are been manifested both, psychologically and physiologically. It is considered that the persistent level of the stress does results in the cardiovascular disease, increasing health issues, weak immune systems, frequent headaches, backache, and stiff muscles. Similarly, it also results in the weak coping abilities, jumpiness, irritability, exhaustion, difficulting in the concentration and increasing insecurity. Furthermore, it is considered that the stress might also overall lead to the binging of eating, alcohol consumption and smoking. In accordance to (Munyon, Summers, Thompson, & Ferris, 2015) conducted the research which represented that the stress in the workplace might cause from the several aspects that includes increase work load, weak organisational culture, increase performance pressures, weak communication, increase job ambiguity, weak level of the (Belias & Dimitrios, 2015)d assistance, increase poor resources. The research doncuted by (Paek, Schuckert, Kim, & Lee, 2015) has determined level of the stress that is been experienced by people and has also examined several different components of the stress amongsthte twenty employees who were working in the bank. The research revealed that private employees face lot of the work pressures and stress due to the work load, whereas, public employees face job stress due to the increase political unstability.

According to Lazarus, (1966) tension emerges when person question his capability to good deal with dangers to their well being as well as his capacity to fulfill requests precisely which are being made on him. Aranđelović&Ilić (2006) says that Struggle between employee's requirements of work and degree of control representative can

apply to achieve these requests comes about in a hurtful mental and physical reaction which is characterized as "Workplace Stress". Tension within the work environment is costly and keep on expanding. Causes of stress within the working environment are numerous that include a complex combination of social, physical and mental elements. Stress is troublesome to degree because it impact people in an unexpected way. Stretch contains a solid relationship with misery as well as sick wellbeing among individuals. (Blaug, Kenyon, &Lekhi, 2007).

Stress isn't fair a portion of the work, a thing to be disregarded or a cost paid up for career victory it is found to be a cause of different tension related ailment either straightforwardly or by implication. Undesirable work environment impact employee's wellbeing both physically and rationally Numerous organisations seen stretch as an sign of shortcoming and in arrange to maintain a strategic distance from negative brunt kept it covered up. Push is generally overlooked by individuals who are at the position to oversee it. (Melanie Bickford, 2005) Sources of stress among educator are work burden, relationship with colleagues, part struggle, part equivocalness, teach issue, time weight, awful working condition, self regard, insufficient bolster from companion, family and colleagues of moo inspiration among understudies, (Detert, Caravella, Derosia, &Duquette, 2006).

Jamshed et al (2011)Work place is the main area of stress for bankers because they spent most of their time in the workplaceand due to stress the performance of employees and workers decreases. As the result job of the individual can be considered as one of the major stress sources in provided situation, espeicallywehn individual does faces the stress becasue of the different scenarios of jobs and fail in the appropiate management with the stress, providing the outcomes of burnout. In most of the banking sectors, there are no such administrative assistance from the manager, over burden of work and pressures of time, job risks, weak relationship with coworkers and customers, and balance between work and family causing stress that

does minimizes employee's performances. Malik (2011) conducted a study between private sector bank and public sector banks.

According to Tsarenko and Tojib (2011) and Blackhart (2009) that Human science, psychology and management are among the different disciplines locked in within the examination of work related stress. In general, they basically merge that stress enormously influences efficiency and performance of organisations.(Beriballs, zhang and while, 2012) says that a few drivers of word related stress have been proposed within the writing such as physical environment, workload, career headway, administration fashion, working connections, organisational support, work itself, rewards, work security, work independence, part struggle and uncertainty. (Macdonald et al 2001) In specific, interpersonal work relations may cause tall stretch levels, when representatives are subject to team pressure and express conclusions not grasped by the work bunch. (Troup and Dewe, 2002) Moreover, individuals' opportunity to influence decisions or to be included in choice making is considered as another stressor. Cekmeceliolu&Günsel (2011)Konstantopoulos, Sakas, &Triantafyllopoulos (2009) So also, several researchers have distinguished the part of control and independence at the work environment in connection to work stress.

Administration role of an organisation is one of the viewpoints that influence work-related stress among employees (Alexandros-Stamatios et. al., 2003).Workers in an organisation can confront work related stress through the part stress that the administration gave. Role stress implies anything approximately an organisational role that produces adverse results for the person (Kahn and Quinn, 1970). Administration will have their claim role that stands as their related. Part related are concerned with how people see the desires other have of them and incorporates role uncertainty and role strife (Alexandros-Stamatios et. al., 2003).

Family and work are inter-related and forbid to the degree that encounters in one zone

influence the quality of life within the other (Sarantakos, 1996). Home-work interface can be known as the cover between work and domestic; the two way relationship includes the source of push at work influencing domestic life and bad habit versa influences of marine on domestic life, requests from work at domestic, no bolster from domestic, missing of soundness in domestic life. It inquires around whether domestic issues are brought to work and work includes a negative affect on domestic life (Alexandros-Stamatios G.A et al., 2003). For illustration, it questions whether the laborers got to take work domestic, or failure to disregard almost work when the person is at domestic. Home-work interface is critical for the laborers to decrease the level of work-related stress. Agreeing to Lasky (1995) requests related with family and funds can be a major source of 'extra-organisational' stress that can complicate, or indeed accelerate, work-place stress.

2.1.4 Work Life Balance Model

In this examining, work life balance model plays an important role for effectively managing and directing specially in the area of employees job satisfaction(Gkorezis, Kalampouka, Petridou, & others, 2013). Standing of the balance between work and life cannot be overlooked at any case, typically in context to well perform business internal and external operations in market. Stability between work life is connected with employees for managing as well as directing their life(Cho & Yoon, 2017). This work life balance is based on two key components. These work life balance components are in the ways of personal life and professional life(Ilies& Remus, 2015). Today, in the presence of high competitive business environment, mostly people cannot easily manage their personal and professional life balance(Leunissen& Joost, 2016). This is the key reasons that scholar works on different kinds of the balance between work and life model that practically implemented within current business network for increasing overall employees efficiency, productivity and job satisfaction as well. In this investigation, researcher

used work life balance model to overcome this problems occurred or related to working employees(Liu & Xia, 2016).

This work life balance model is composed of various aspects or components. These work life balance model components are in practicesor use as asegmentation model, spill over model, use the sources of compensation model, reduce conflict model and instrumental model(Ilies& Remus, 2015)(Kluemper, 2016). Every work life balance model aspects or componentsit is their own significance as well as assists for the companies, organisations, and firms in accomplishment of the goals, and setting of the deadlines with defined frameworks. The key importance of this work life balance model is also working in the area for balance employee life and increases their productivity in market(Cullen, Fan, & Liu, 2014).

Research work suggested that this term or model of the balance between work and life is normally used in the area of exploring human resource by using middle managers perceptions(Ilies& Remus, 2015). Middle level perceptions related to work life balance is associated with different model linkages that directly and indirectly impact on employee performance within current setup of any organisation.

2.1.5 Segmentation work life balance model

First work life balance model is known as segmentation model(Mellner, Christin, Gunnar , & Göran, 2015). The key feature related to segmentation work life balance model is interconnected with respect to work and their family that is distinct sphere and also not affect each other. The outcome of this model is demonstrated that presently, this segmentation work life balance model is work according to examining the major test of psychological work and having life are closer to physically and temporally in situations(Deery, Margaret, & Leo , Revisiting talent management, work-life balance and retention strategies, 2015).It has being critically investigated that work life model is known as segmentation work normally used for distribution of

work among employees for balance their personal and professional life.

2.1.6 Spill over work life balance model

Second work life balance model is known as spill over(Deery, Margaret, & Leo , 2015). The key functionality of the balance between work and life model spill over is in practices or covering both importance's related to work and family spheres that directly influences on each other by using the terms of positive and negative in ways. The outcome demonstrated that related to spill over work life balance is associated with respect to fatigue in which carries over to home life in context of negative spill over in ways(Cho & Yoon, 2017).The key functionality of spill over work life balance model is associated to increase employees satisfaction for properly manage their company work load by effective human resource manager.

2.1.7 Compensation work life balance model

This compensation work life balance model plays an important role in the area for increasing employee's motivation(Sguera& Francesco , 2016). Importance of compensation work life balance model cannot be overlooked at any circumstances, typically in context to well perform business operations in market. It has being critically observed that the linkage of compensation work life balance model is in the form of sphere that is more compensated in situations. Used the sources of compensation by using employees behaviour correlated with respect to partying in more reactive compensations in stages.

The outcome demonstrated that compensation model is practically applied in the area of routine type or nature of work. This work is to be compensated by community service role as outside of work known as supplemental compensations(Deery, Margaret, & Leo , Returning talent management, work-life

stability and maintenance policies, 2015). This compensation model is very obliging tools for working employees to increase their productivity and meet companies goals within set time framework model.

2.1.8 Conflict work life balance model

One of the most important models that are used in the area of the balance between work and life is known as conflict model(Belias& Dimitrios, 2015). Importance of this conflict work life balance model is associated with respect to reduce conflict among employees due to work force diversity. The key responsibility of human resource manager of the company is to provide proper training and development to working employeesto speed up business processes and also create positive relationship among employees to accomplish company goals within define time frame(Ilies& Remus, 2015). The outcome demonstrated that the key features of conflicts are associated with respect to high level of demand in the area of both work and family spheres that may cause's one to experience significant as overload and conflict in situations. Properly manage time based, and behaviour based in situations and also not used to strain based conflict.

2.1.9 Instrumental work life balance model

Today, mostly companies are using instrumental work life balance model to well perform their business operations in market(Deery, Margaret, & Leo ,2015) Retering to talent management, work-life balance and maintenancepolicies. It has being critically observed that instrumental work life balance model is associated with respect to activities in one sphere that enable success. Used major sources related to positive side of work and family that are directly and indirectly interface with each other(Kluemper, 2016). This instrumental work life balance model is also working due to proper coordination of human resource managers.

2.2   Job Satisfaction:

Job satisfaction could be a psychological reaction of adorableness thata person have almost his work. According to specialists, work fulfillment fetch a pleasant passionate situation which frequently leads to a positive work states of mind. A contented laborer is more likely to be inventive, adaptable, imaginative, and faithful (Ajmir, 2001). Accomplishing work-life adjust yields benefits for both the representative and the manager. "Exceptional organisations have pioneers that make work situations where individuals can accomplish work-life balance and well being as they characterize it for themselves (Spinks, 2004). Job satisfaction is a sensation, anemotion, a state of mind and a matter of recognition. It includes likes and disdains as well as needs and desires which are inside and outside to the worker. Higher budgetary benefits can be realized by organisations when the workers are committed. A happy work drive is fundamental for the victory of organisations and their businesses. Disappointed workers make organisations broken in businesses, harming their monetary execution. Such workers, when unattended, don't have devotion towards their organisations and there for, making representatives carry on in a craved way is amazingly imperative for supervisors. "Job fulfillment is the sum of joy or satisfaction related with a work. On the off chance that you like your job heightening, you may involvement tall work satisfaction. If you loathe your work escalation, you'll encounter work satisfaction" (Draflke, 2008).Employee's joy from their employments fundamentally depends on the length of working hours. Organisations are social frameworks where human assets are the foremost imperative variables for adequacy and productivity and require effective managers and representatives to realize their destinations. Organisations cannot succeed without their faculty endeavors and commitment. Work fulfillment is basic to holding and drawing in well-qualified work force.

Since last many years, scholars and researchers have been incredibly concerned of significance of job satisfaction and how it deliberately adds value to the organsiation

and individual employee performance. It is considered that importance of the job satisfaction cannot be neglected at instance, and it does intends to directly as well as indirectly influence on the employee performance and overall organisation;s performance. Most of the research studies (Kluemper, 2016)(Belias & Dimitrios, 2015) indicated and evaluated that most of issues within the employee performance, espeically occurrence of the employee performance mainly occurs, because they were backed with the low level of job satisfaction. In simple terms, when the employees are not satisfied from their jobs, their motivation level and interest in the work tasks decreases, due to which their performance is negatively influence and they become not really effective asset for the organisation. in accordance to the in-depth analysis and considerations, it has been evaluated and indicated that the perofmrance of the employees are mostly influenced by the role the level of job satisfaction. Similarly, the research (Sguera & Francesco , 2016) indicated that most of the issues within the workplace mainly raised when the employees become really unsatisfied, they cannot perform well and due to which their performance and credibility in the organisation is affected. Moreover, research (Kluemper, 2016) has indicated and emphasized that understanding the role of work life balance is really importance. It is considered when the employees are able to maintain work life balance their job satisfaction increases. In simple terms, they are able to give time to both, family and professional life, and do have such issues of maintaining their life.

As mentioned in (Peter & Zahir , 2011) and well defined that job satisfaction focuses on employees attitude and behavior towards the job. Basically, job satisfaction is utilized in appropiately describing of how the individual content is with the job. Most of the organisations do intend to effectively develop the training programs as well as benefit packages in developing the loyal and employees. It is considered that the longer employees that have work for organisation, they become really valuable, and that is why the organisation should be really concerned of keeping their job

satisfaction really high.

Landis, et al.(2015) gave a comprehensible definition of work fulfillment be able to characterized since the rank of satisfaction and fulfillment of workerby the way of his/her work and that has an affect of their work execution. Walt and De Klerk (2014) suggested Such as work life adust, work fulfillment may be a crucial perception that the manager must be mindful and outfitdesigned for when conceivable while whatsoever stage of fulfillment the representative is at motivation influence their attitude and demeanor to the association .

One more definition of work fulfillment which bolsters Landis et al. (2015) characterizes the concept as a ''direct degree of utility am utilized laborer infers from his/her current job'' (Tumen&Zeydanli, 2016, pp. 426-427). Job fulfillment is characterized as "it is the refinement between the degree of prizes laborers get and the whole they believe they should to get" (Robbins & Judge, 2003). A standout among the regularly alluded definitions on work satisfaction is that work fulfillment must do with the way how people feel approximately their job and its different perspectives. It ought to do with the degree to which people like or loathing their job. That is the reason work fulfillment and work disappointment can appear up in any given work circumstance (Aziri, 2011).

Every organisationtries to create satisfied workforce to operate the well beingof organisation because satisfied worker do more effort to job performance. Total organisational performance depends on efficient and effective performance of individual employees of organisation(Pushpakumari, 2008).Furthermore, it is considered that when the employees are not really satisfied with their jobs, they intends to be not really motivated to their tasks, and ultimately, their stress level also increases. Most of the successful organisations have indicated and emphasized that the organisations have been really successful globally, because they consider

employees as their vital assets are really focused on how they can increase the satisfaction level of employees through immensely providing them good rewards and benefits on the basis of their performance and most importantly, provide them career oriented training. The survey conducted by (Cho & Yoon, 2017) have indicated that the organisational turnover rate is also dependent on the level of job dissatisfaction. in simple terms, it was revealed that the employees intend to leave the job or quit from job because they are unsatisfied, and on the other hand, the level of job dissatisfaction is really related to the turnover rate.

One of an major factor of low level of job satisfaction is the salaries. In most of the situations as mentioned in (Robinson, Wang, & Kiewitz, 2014) it has been indicated that most of the employees become dissatisfied from the job, because they are doing lot of work and are really working hard, however, in comparison to the work tasks, their salary or wage is not really good, due to which, the job satisfaction is influenced. It is really necessary for the organisation to consider the salaries or wages of the employees on the basis of their performances and most importantly their work tasks. if the work tasks and activities performed by the employees on the routine based basis is really hard, then, it is necessary that the employees should be awarded accordingly.

Result of The research show that employee satisfaction is a key factor of organisationalsuccess.At the present organisation consider that whetherworkers of an organisation are not happy from their employment then this couldgenerateunpleasant effectlying on the outputof organisation.

Job satisfaction bears incredible importance. History reveals that numerous research works have been conducted within the perspective of how the employee's performances can be improved and to investigate the relationship of job satisfaction with the employee performance. As mentioned in Naseem (2011) there is a very close relationship of job satisfaction with the employee performance. In simple terms, in

context to the survey conducted by [reference] indicated that the employee perform really well, if they are satisfied from their job. The major factors indicated that influence on the job satisfaction include monetary rewards, wages, pays, manager's behavior and organisation's culture.

As considered (Riaz at al 2016) job satisfaction is related to the behavior. It completely revolves around how much the person feels about being confident about the work and to what extent, the work tasks are really different. It is considered that the job satisfaction influences on the physical health of the person and the intellectual happiness, and it does intentds to minimize absenteeism of the employees and reduces turnover rates. It is considered that since last couple of the years, companies are very much concerned about the job satisfaction of the employees and make lot of initiatives of how the job satisfaction can be minimized.

Osman M. Karatepe(2006) considered and elaborated that Major concept of the work family conflict is really important and it is interconnected with the components of intrinsic motivation, emotional exhaustion and job performance of the employees. The research has been considered and conducted on the front line employees working in Turkish banks. The questionnaire tool has been adopted and the survey was conducted on three hundred and sixty three employees. The findings revealed that the work life conflict increases the emotional exhaustion as well as results in the decreasing of job satisfaction. The intrinsic motivation has bee founded to overall exert the negative influence on the emotional exhaustion.Results demonstrate that increase level and standards ofintrinsic motivation resulted in increase level and standards ofjob performance, the job satisfaction, as well as the considering ofaffective commitment to organisation. It is indicated that empirical outcomes reveal that the emotional exhaustion does exerts negative influence on the job satisfaction. The hypothesis reflected that the increase levels and job performance standards do lead to the high job satisfaction.

The empirical results also indicate that emotional exhaustion exerted a significant negative effect on job satisfaction. As hypothesized, increase level and standards ofjob performance led to increased job satisfaction. However, the increasing work-families conflict as well as emotional exhaustion does not intents to reflect any kind of significant influence of the job satisfaction on the organizational commitment. Chahal et al. (2013) concludes to enhance employee's bank's efficiency that needs to be effective in the timely evaluation of the employees as well as encourage them in working hard due to the satisfied employees is considered as organisation's success.

Employees satisfaction is really interlinked with the jobs of being really faithful and loyal to the firm. Saleem et al (2013) say that organisation needs to adopt the strategies and policies that will help the employees to clear their roles and responsibility acoording to their job when the employees are dissatisfied they will not give attention to their job and will not make customer satisfied".

Podsakoff et al. (2006) says that work fulfillment is essentially the fulfillment and gratification with the sort of work allocated to a specific worker which comes about in ever increasing execution of the worker. Usually makes sense since in working atmosphere, since brilliance in any sort of work is as it were conceivable when the nature of work is acknowledged and invited by the working person. There are distinctive variables that have an impact on an employee"s work fulfillment. A few of them can be portrayed as person variables (identity, instruction, conjugal status, age); certain categories can be individually influenced whereas social variables (co-workers, group work, supervision) and organisational components (company estimate, formal structure, administration, legislative issues and procedures, innovations) are less likely to be separately influenced.

In accordance toGayathri and Ramakrishnan (2013) distinguished the components that decides satisfaction as well as disppointment levels of the individuals within

organisation. such components do incorporate the working condition, view the supervision quality. remuneration of the frameworks in the works, status, seniority, gathering of age, conjugal status and long time foe encounters. the research conducted byNadeem and Abbas (2009) in the Pakistan to conduct the analysis of relationship between the work satisfaction and work life.The research outcomes demonstrate that work stress is defiantly connected to stress at work, family to work interfacing and work conflict. Work over-burden does not impact work satisfaction. Positive relationship exists between Work independence and work satisfaction.

Tamps and Piedmonte (2010) famous that workers favor working conditions which are not unsafe and repulsive. They do like the working conditions that are comparable with the conditions which have in the own homes. It is considerd that since the workers spend so much time during the work or office, every week, it is really important for the companies, organisations and corporates to appropriately undertake in optimizing the working conditions. That includes providing of spacious working hours and zones instead of the cramping ones, satisfaction of lightening as well as comfortable work station contributing in the favourable working condition. Providing of the productivity instruments that includes updating of data innovation in assisting the employees in finishing of assignments and more productively contributing to the work fulfillment.

Dr. R. Anitha (2011) examined that Work fulfillment may be a common demeanor towards one's work, the distinction between the sum of remunerate laborers get and the sum they accept they ought to get. Workers will be more fulfilled in case they get what they anticipated, work satisfaction relates to internal sentiments of laborers. The most point of this think about was to analyze the fulfillment level of paper process representatives. Chi Square test and rate examination have been utilized in this ponder to analyze the work fulfillment of paper process representatives in Udumalpet and PalaniTaluk. This ponder concluded and recommended that the organisation may

donate significance to certain components such as Canteen, rest room offices, rewards, acknowledgment and advancement arrangement, so that fulfillment of the workers may be progressed advance

AlamSageer, Dr. SameenaRafat, Ms. Puja Agarwal (2012)measured different factors that are capable for worker fulfillment such as Organisation advancement, Work security, Work errand, Arrangements of recompense and advantage and openings etc. The Think about concluded that an organisation ought to create methodologies that fortify the work environment and increment the worker assurance and representative fulfillment to upgrade worker execution and efficiency, which eventually comes about in tall benefits, client fulfillment as well as client maintenance. And proposed the different ways by which one can make strides worker fulfillment.

2.3Work-life-balance and Job Satisfaction

The word Work Life balance had picked up value in 1960s, primarily due to rising concern among the work drive with respect to the affect of work life on individual life of workers. Till 1970, major center was on working condition and work design. In any case, since 1980sMajor concept ofthe balance between work and life has ended up complex including different angles that influence workers such as Work Satisfaction, representative engagement, and working environment (Mukururi, 2014).

In 21st century life is getting to be exceptionally complex due to changing workforce demographics, rising double couple families, expanded passage of ladies within the work force, longer working hours, changing work hones, innovative headway along with rising competition. Due to which workers are encountering workload, pressure, uneasiness, decreased wellbeing and need of individual time. As a result, job searchers are making work choices not fair on the premise of compensation and

special prospects but moreover how well their work environment gives them a better adjust between individual lives and proficient lives. Different inquire about studies appear that Work Life balance essentially impacts Work Fulfillment. (Frone et al., 1992).

In most of organisations, HR managers tend to evaluate the personnel practices for the increasing of employee loyalty towards organisation. Additionally, most of the companies have stated to consider the role in the development of the quality of the balance between work and life as argued in (Rania, 2011). It has been dounded that the recognition that has interlinked with the work and life balance, that has led to the increase level and standards ofemployee satisfaction as well as impacted on the recognition for employee contribution leading to the reflection in the satisfaction. Work life and work task are very positively interlinked.

In accordance to Ueda(2012)it has been concluded that the work and life balance programs have tend to differently effect on the male employees. It needs to be considered that the female employees have lot of difficulty in the measuring of the successes as well as the failures.

The research study has examined relationship of the balance between work and life with the job related to the consequences. Most of the research studies have indicated that the conflict in the work life and family is considerably interlinked with the job outcomes. It is considered that little has been known in context to the influence on the more and effective distal organisational significant outcomes and are the leading causes of the casuak mechanism. It is considered that on the basis of the quantitative as well as qualitative reviews of the prior research studies, the mediation hypothese were designed as well as developed for the testing of proximal results that have been commonly utilized in the prior research studies mediating relationship of the conflict with the work and family with the distal consequences that includes organisational

and job performance. Data has been collected from the two hundred and twenty customer service employees, and have been matched to the twenty nine managers in the thirty one hotel services of food outlets. It is particularly, in the research that has utilized three major information sources that inclues system generated, supervisor surveys and employees surveys. The research has revealed that the organisational commitment and job satisfiaction has been failed in having the mediating relationship with the family and work conflicts and related other distal results, for example outcome organisational indexes(Hanif, R. 2004).   .

Kluczyk (2013) studied the impact of the balance between work and life for the wellbingof employees in private sectors he identified that the existence of imbalance between work and family life create many problems and it has a negative effect on satisfaction level of their job and family life.

Another research was studied by Maren et al. (2013) to examine work-life balnce and 11 Journal of Management and Social Sciences SobiaShujaat, Farooq-E-AzamCheema, Faryal Bhutto job fulfillment among instructors uncovered a negative relationship between work-life clashes and work fulfillment. This research study proposed that in case organisations offer more faciliies to decrease work-life clashes, it'll lead to enhancement in employees' work fulfillment. Chahal et al. (2013) proposed to extend the effectiveness of the employee's bank ought to convenient evaluate their workers and empower them to work hard since fulfilled workers are reason for the victory of organisation. When workers are fulfilled with their employments they gotten to be steadfast and committed to the organisation.Saleem et al (2013) studied in his research that organisation ought to make methodologies and approaches that will support workers to have clear understanding with respect to their work assignments and targets and in the event that workers are not fulfilled with their work they will not pay consideration to their work and will not make clients cheerful.

Brandt &Orkibi (2015) state that WLB can be emphatically connected to workers fulfillment in their employments. They proceed by opposing that a consider stated the hypothses support a good connection between positivity of WLB and work fulfillment. WLB was affirmed because the input arbiter among the worker as well as their viewpoint on their work fulfillment that was optimistic. The ponder also uncovered positive conclusion of the workers as well as see their work are expected to included withina smaller amountof clashes in their personal life. Sang, et al. (2009) assume an advanceattempted by appeared further prove of the affect of WLB be able to have on bosses fulfillment of work in aunenthusiasticway. Destitute WLB arrangements like working for longer hours driven toward workers mortal disappointed from their work as well as expanded the dangers included by way of their possess physical condition and health. Organization observe who were point in time expending and driven to longer working hours was an additional figure included besideby means of having small supposition or else voice in choices. One moreoutcomecommencingthe ponder uncovered that within the gap of 3 a long time among 1998-2001, work disappointment expanded from 14% to 22%. That was the time while WLB hone and approaches werenot considered vital as well as worker wellbeing.One more ponder by Styhrea (2011) cited in Kaliannan, et al (2016) comes about found that individuals which have poor WLB due to long working hours and work uncertainty as illustrations were at chance of creating moo level of work fulfillment evaluated to others. The dangers ramified by means of creating work disappointment be able to impact upcoming business. Efficiency decreases whereas non-appearance increments which can be variables the current bosses can keep in mind when giving references within the future and spoil the workers chances of picking up business.

2.4   Job Satisfaction and Long Working

Long working hours has the negative impact on employees attitude and behavior such

as job satisfaction and turnover (Allan, 1997; Bakker, Demerouti, deBoer, &Schaufeli, 2003). When the working hours of organisation increases the interests of employees decrease (Green and McIntosh 2001). Brown (2007) that increased competition, organisationreorganisation and project bargaining are some of the causes of long work hours in Australia. Increasing hours of work has advantages, including productivity improvements and less uncertainty about the associated with this strategy. The present study required to investigate the direct and longer-term impact of long work hours on job satisfaction and job-search activity (Brown 2007).Peetz(2003) says that the lack of 'time for recuperation and revitalization' may cause dissatisfaction of employees and workers both in short term and particularly in long term due to long working hours

2.5   Job Satisfaction and Stress

According to Riaz et al (2016) that job stress and job fullfillment both are two different themes but both of these topics are interrelated with each other. When the employees of organisation are satisfied from their work and they feel no stress according to their job so this is fruitfull for organisation.because the satisfied employees are productive employees. The organisation management should want to creat a friendly environment with their employees and give them reward, award and appraisals for their better performance. In this way the employees will be motivated, happy and feel stress free . So job stress show a direct relationship with the job satisfaction, performance of the workers and customer satisfaction.

Stress is an undesirable response individuals that can put lot of pressures on the employees and can negatively influence on their performance. In the existing work place, the competition is dynamically increasingly day by day. In order to meet the demands and needs of the customers and compete in the working environment, it is really important that the employees highly consider and value their work tasks so that

through which the credibility of the working environment can be improved. It is considered that most of the issues mainly occur, when the organization put lot of pressures on the employees, and due to which their stress level really rises and they are unale to concentrate on their work task. Stress factors not only influence on the productivity and performance of the employees but they also intent to influence on the turnover rate. In simple terms, more and more employees are likely to either leave job or look for the other work tasks(Ganster & Loghan, 2005).

As mentioned in Selye, (1956) has characterized the stress as the response of the individuals in the natural driving which influences the execution of person. In simple means, the job interlinked pressures could be immobilizing since its overall conceiveable danger to the person execution and family working. The work related level of stress could make the distinction amongst the request on the families and capacities of the famility in the supplying of the material security to them as mentioned in (McCubbin & Figley, 1983). However, there is considerably a large research conducted that negotiates with the work as well as family(e.g., Jacobson, 1987) . The conditions of the stress that happen when the one realizes force on themselves, or fundamental of circumstances, are highly extensive than their own acknowledgement which can handle,on off chance which these pre-requisites are been vast and does proceed for long time spa without of any interim, physical, behavior, or mental issues that might happen (Wellbeing &Security Official UK).

According to Nadeem and Abbas (2009) in Pakistan when the stress rise in the organisation it inversely effect to reduce the level of job satisfaction.From the past studies it identified that job satisfaction and stress have negative relationship between them. Saleem et al. (2013) have found a negative the influence of the job stress on employees job satisfaction in the banking sector of Bahawalpur.Ashfaq et al, (2013) says that in banking sector of Pakistan a relationship exists between job stress and the performance of employees and workersso there is presence of significant relationship

between job satisfaction and stress so for this negative impact organisation distributing their job duties according to the knowledge and skills of employees and make clear their work to every employee that theydo their work efficiently and decrease the amont of stress.

It is considered that with the advancments of technologies and immense competition in both, local as well as international market place, it has been considered that the job life is becoming really difficult and it is increasingly embedded with a increasing level of stressAhsan, et al (2009). This is mainly because of the two major reasons. Firstly, it is indicated and highlighted that with the pressures of the hunting the high market share and obtaining increase level and standards ofprofitability, it has become really necessary that the organisation needs to hire and recruit the employees. Similarly, on the other hand, it is considered that every day, employees are facing lot of stress about their job. The tasks are difficult andon the the consideration, employees have to make lot of tough decisions. Moreover, on the other hadn, the second major factor is that most of the companies since last many years, are highly focused on the downsizing which is also putting lot of pressures on the employees regarding the job security. They work under the pressure of whether the next day company might let them to quit the jobNelson (1999). It has been concluded which the job satisfaction as well as stress is negatively interlined with the stress. In simple terms, it is indicated that increase level and standards ofstress leads to low level of job satisfaction.

Concurring to Ganapathi (2013) various aspects are effect work fulfillment emphatically or adversely. The investigator examined the affect of work stretch on worker work fulfillment among the specialists of little scale businesses in Madura. The think about inspected that two variables over-burden of work and part strife

adversely affect on representative work fulfillment and diverse components of physical environment emphatically affect on representative work fulfillment. Concurring to the analyst to extend the productivity of an organisation usually critical for an organisation to get it the wants of the representatives. The organisation ought to persuade their workers and grant recompense and examinations to their workers. In arrange to extend the efficiency and fulfillment level and live of their representatives ought to compensate with impartial motivating forces.

Stamps &Piedmonte (1986) suggested that work fulfillment has been found critical relationship with work stress. Cooper, et al. (1989) assume a think about of common professionals in Britain documented four work pressures that were prescient of work disappointment. In other research study expressed that organisation components for example more work andfunctioningsituationbe adversely related with work fulfillment (Vinokur-Kaplan, 1991). Fletcher & Payne (1980) distinguished that a need of fulfillment can be a source of push, whereas high fulfillment can lighten the impacts of stress. This study uncovers that, both of work stress and work fulfillment were found to be interrelated. The ponder of Landsbergis (1988) and Terry et al. (1993) demonstrated that elevated levels of work stress are related with low levels of work fulfillment. Additionally, Cummins (1990) have emphasized that work stressors are projecting of workdisappointment and more noteworthy penchant to take off the organisation.

Sheena et al. (2005) examined in UK found that there are a few occupations that are detailing more regrettable than normal scores on each of the components such as physical wellbeing, mental well-being, and work fulfillment. relationship between factors can be exceptionally imperative to academician. On the off chance that a unequivocal connect exists between two factors, it may be conceivable for a academician to supply intercession in arrange to extend the level of one of the factors in trust that the intercession will too make strides the other variable as well

(Koslowsky, et al., 1995).

2.6   Job Satisfaction and Work Load

According to Mazloum et al. (2008) Quantitative work over-burden was found to be the cause of stress which has been initiated by time pressure and work difficulty. The cause of low level of work fulfillment was burnout, which appears a negative relationship (Nurit et al. 2008). Nurit et al. (2008) said that overload is caused by burnout at work. The above study appears anassociation of over-burden with work fulfillment, i.e., low level of work fulfillment was caused by burnout, and burnout was caused by over-burden, and so ready to conclude that low level of work fulfillment is caused by over-burden (a negative relationship) which is the relationship that has been examined by the current inquire about. Individuals see work as a source of compensation. In current circumstance, individuals consider having great working conditions or work itself as being a part of great and moral organisation, having curiously work, gaining, having strong peers, and making a difference community (Mitroff and Denton 1999).

Ali and Farooqi (2014) investigate in their study that today work overload is the critical issue in almost every organisation and this problem increases day by day so as a result it produce stress, work life conflict and reduce the courage of the employees and eventully it reduce the performance and involvement of employees and workersaccording to their job. The research area of this study is the " Public Sector University of Gujranwala Division" the employees which are comprise in teaching or non teaching staff are involve in overload of work but for this extra work no proper compensation and pay plans are given to their employees which finally outcomes in job dissatisfaction. According to this research university employees are not capable to

relax or not work properly due to phsychological stress and work overload. (Vimala, 2013) Today stress is the big problem of all organisation which occur due totention of work overload.so the research outcomes of research show that work load issue is reduce by appraisal plans, valuable pay plans, fix day by day plans so these incentives decrease the level of stress in the organisation and as a result job satisfaction will also be increase. Role overload arise due to the lack of sharing the work and roles. (admin, 2011)In this study work load is define as " Being asked to do much work and being asked to do work that is to difficult".Paktinat&Rafeei, (2012) investigate in their study that job related stress arise due to some issues in the organisationl sector such that work overload, job insecurity,work relation with others which has negative relationship with the job satisfaction.(Obiora&Iwuoha, 2013) occupational stress can be decrease by giving training, orientation, proper pay equal to the employee opportunity.(Ashfaq, Mehmood& Ahmad, 2013) The auther of this research stated that Pakistan banking industry is facing wide range of work life conflict and work overload which is negatively effecting the performance of employees and their family life .Altaf and AtifAwan (2011) Stated that the reasons of job over load are critical working hours, less number of vacations and breaks, stress to over time work, un reasonable work overload and demanding high expectation that the employees fulfill the extra work efficently and effectively.so work over load is the root of many problems in organisation like job related attitude such that stress, anxiety, the weak performance and low job satisfaction. From the above reasons it is prve that work over load has negative influence on the job satisfaction.(Landsbergis, 1988)stated that the employees which are not satisfied from their job so the reason of this dissatisfaction is stress and the stress is caused by work overload. So it shows if the rate of stress is increase the job satisfaction will be decrease and there exist a negative

relationship between work overload and job satisfaction.

2.7   Related Theories

Work life balance and employees job satisfaction revolve around somecommon and interrelated theories.

2.7.1   Role Theory

Role theory was propagated to explain the expected or predicted behavioral display when one is performing or enacting a role that he or she is associated with. The theory describes expectations of self and others, such that it evolves as a sort of guideline which dictates expected behavior (including reaction, belief, and attitude) when one is occupying a specific role (Biddle, 1986). In general, two common perspectives of role theory are "structural-functionalist" view (social structure fit) and "interactionist" view (social interaction fit). Briefly, structural-functionalist perspective on role theory describes societal expectation of an individual occupying a social role, or in other words how a role is expected to behave complying with social normative consensus, i.e. appropriateness and inappropriateness in the eyes of the society (Jackson, 1998). Meanwhile, interactionist perspective conceptualizes role theory as a continuous and non-rigid role adaptation, constantly changing to fit in with daily social encounters (Jackson, 1998; Mead, 1934).

One of the more relevant of role theory extensions is the "role conflict" concept, a denomination to portray the tensions or stresses when one experiences an incongruence of behavioral expectations (Jackson, 1998). The concept deals incompatibility issues with regards to the requirements or set standards expected in a role (Rizzo, House &Lirtzman, 1970), competing demands (Haar&Bardoel, 2007).

2.7.2 Spillover Theory

Whereas inquiring about work-life balance, one comes over a small number of assumptions which endeavor to make clear the idea of the work-life connection. Zedeck and Mosier (1990) stated about the five primary levels of the five primary models on the person level, which helpful in concerned the matter of the work-life association (for a point by point draw round, if it's not too much trouble allude to Zedeck&Moiser, 1990). As ahypotheticalprove, the splitting upcome close to theorizes so as tojob and non-job are decently exacting spaces, which don't have something in common. whatever the case may be, no experimental support was establish for this representation, because it solely represents a theoretical plausibility. By distant the foremost dominant and inquiredregardingassumptiontalks toward the spillover approach.As the title as of now proposes, it suggested that job and non-job/home spaces are unifiedwithin a logicso as to both spaces can have a good or bad (enthusiastic or behavioral) impact on oneanother, in spite of the truly and transient display limits. Meant for occasion, spillover with respect to enthusiastic, bliss or pity at work direct to joy otherwise pity at domestic.Balancing to the spillover theory is the recompense theory of work family adjust, that hypothesizes one surroundings should correct for what occurs within the adversary space. For illustration, individuals who contain a sub-par job family will attempt to lock in in exercises in their private life that enhance their fulfillment. Instrumental hypothesis sets that the two situations cover in such a way that activities in one environment offer assistance to render victory within the other. For occurrence, an instrumental specialist might work difficult for ten a long time to urgea advance for a modern house. The last hypothesis, the conflict demonstrate is based on the suspicion that when in both situations requests are tall, choices got to be made that can lead to clashes and over-burdens.

In reaction to the struggle viewpoint, Greenhaus and Powell (2006) created however another hypothesis, which emphasizes and recognizes the positive impacts of work to

family part spillover. Especially, in their 'Work-Family Enrichment' (WFE) hypothesis,characterize work-family improvement as "the degree to which encounters in one part make strides the value of life within the other role" whereby quality of life can be captured by tall execution and positive influence(Greenhaus and Powell 2006, p. 72) . They recommend that assets (i.e. aptitudes and viewpoints, mental and physical assets, social capital assets, adaptability and fabric assets) built up in either part (work part or domestic part) advance positive affect and tall execution within the other part.This takes place by implies of two components: Firstly, through the so called instrumental way, assets created in one part are specifically transmitted to the other part in this manner cultivating tall execution within the other part. Besides, by means of the emotional way (i.e. feelings and temperaments), a asset built up in one part can too produce positive influence inside the same part, which in turn, leads to positive affect and tall execution within the other part. As WFE can be considered as an expansion of the spillover hypothesis, especially focusing positive spillover, WFE will be of specific significance within the proposal at hand.

2.7.3 Hygeine Theory

Hygeine theory is about job satisfaction and dissatisfaction. A hypothetical prove underpins relationships between the work life benefits and the commitment to organisation. The motivation-hygiene theory, talked about in the republish of his unique 1968 article, and social-exchange hypothesis made a difference to clarify relationship between the nonmonetary benefits as well asorganisational commitment. Within viable application of the hypotheses of motivation-hygiene and hypotheses of social-exchange, organisations that given nonmonetary benefits may experience results such as diminished turnover or more noteworthy representative commitment.Herzberg's (1987) inspiration hygiene hypothesis of work fulfillment advertised a basis as to why workers may be more profitable, inventive, and committed to boss when they work in an environment that advances work fulfillment.

Guided by two premises which the inverse of work fulfillment isn't work disappointment, but or maybe no work fulfillment, and essentially the inverse of work disappointment is no work disappointment, Herzberg created that utilized a list of variables he accepted are innate to either work fulfillment or work dissatisfaction.

2.7.3.1 Work place Environment

Emergence of globalization has entirely transformed traditional business environment into highly competitive, complex and volatile environment, making entirely difficult for the organisations to survive and get hold of increase market share (Robinson, Wang, & Kiewitz, 2014). Since last few years, organisations are becoming highly focused on considering their internal working environment, leaving no space for mistake, and have begun to give great importance to employees, as employees are considered as backbone of organisation. Through employees knowledge, and skills, organisations are not only assisted to accomplish their goals and objectives but to gain competitive advantage against the competitors (Munyon, Summers, Thompson, & Ferris, 2015). However, it has been argued by the (Nielsen, Hoel, Zapf, & Einarsen, 2015) that as the business environment is becoming really competitive, it is putting lot of pressures on organisations, firms, companies and business institutes to make their position in business market. As a result, organisations have started to put lot of pressures on the employees to work harder and efficiently in order to appropriately compete. This might has caused most of organisations to face increasing turnover rates, which might not be considered as a good sign (Cullen, Fan, & Liu, 2014).

Nowadays, in the occurrence of high economical business environment work life balance and employee job satisfaction plays a vital role in context of any company, firm or organisation (Raziq, Abdul, Raheela , & Maulabakhsh, 2015). Major concept ofthe balance between work and life is not new for any individual (Rife, Alison, Rosalie, & Hall, 2015). The main operative functional activities of the balance between work and life are correlated with respect to personal life and professional

life.It has being investigated that personal life is in practices of family, friend and self, whereas professional life is in the area of job and career (Belias & Dimitrios, 2015).Success or failure of working employee is highly dependent upon key aspect of their balance of work and life.

The work and life balance is very helpful or obliging tools for increasing overall employee's efficiency and complete work in effective manners (Raziq, Abdul, Raheela , & Maulabakhsh, 2015). The domain for measuring work life balance is always considered as a complex task for management that directly linked with respect to working employee or individual to accomplish company goals, tasks and objectives within set time framework model. In this investigation, researcher focuses on various variables. These variables are in practices of the balance between work and life (Deery, Margaret, & Leo , 2015) long working hours (Raziq, Abdul, Raheela , & Maulabakhsh, 2015), work load (Ilies & Remus, 2015) and pressure or stress (Ilies & Remus, 2015), that lead towards job satisfaction (Belias & Dimitrios, 2015).

2.7.3.2Workplace Ostracism

 (Gkorezis, Kalampouka, Petridou, & others, 2013)identified and analyzed that workplace ostracism is deliberated as an phenomenon, in which they have a feeling or perceive that they are been highly ignored by the other employees at the workplace. The negative aspect of workplace ostracism cannot be ignored at any instance, as it results in decreasing opportunity for the social interaction, which seems to be really crucial or the humans in fulfilling their psychological needs (Lee, Kim, Bhave, & Duffy, 2016). Indeed, ostracism at workplace potentially impacts on the mental as well as physical health of employees and workers. Similarly, supporting from the argument (Paek, Schuckert, Kim, & Lee, 2015), now a day's, most of organisations are focused that their employees work within teams to accomplish related project goals. It has been analyzed that team work intensely increases the need for the social interface with the colleagues. Workplace ostracism acts as extensively persuasive

variable that explains disenchanted sense of the belonging and also reduces entire workplace contributions (Kluemper, 2016).

Ostracism is one of the interpersonal stressors and painful experience faced by the employees in an organisation that leads to increasing stress related outcomes. Consequently, workplace ostracism tends to increase stress related outcomes amongst the employees. Furthermore, it is very important to consider that how it can be coped because (Sguera & Francesco , 2016) identified that coping strategies might result in weakening the relationships between the ostracism and the negative impacts on the job related outcomes and results.

Working Conditions might have number of positive as well as negative impacts on the outcomes of employees that include turnover intentions. Difference researches (Kluemper, 2016) (Paek, Schuckert, Kim, & Lee, 2015) (Gkorezis, Kalampouka, Petridou, & others, 2013)have reflected that perceived work conditions might impact on the turnover intentions of employees. In accordance to (Kluemper, 2016) has established that determinants in the voluntary turnover rates are of sociological, economic and psychological nature. The explanatory models of the voluntary turnover integrate various different types of the determinants that include employee characteristics, environmental conditions and working conditions. It has been identified that if the expectations of employees and workers are not fulfilled, consequences for the job satisfaction, as well as commitment to work outcomes in employees taking decision to leave organisation.

2.7.3.3 Workplace Ostracism Model and Theory

Workplace Ostracism makes employees feels of been heavily marginalized, and does great harm to the psychology as well as physiology of employees and ultimately impacts employees behaviors in the workplace. Similarly, (Leunissen & Joost, 2016) indicated and highlighted that overall workplace ostracism reduces their sense of the

belonging and results in overall hindering the willingness to contribute to organisation. Furthermore, workplace ostracism will make rejected producing pro-organisation behavior; whereas study pointed those employees suffering from workplace ostracism would prude negative organisational behavior.Despite the significance and prevalence of the workplace ostracism, surprisingly not much work has been done on examining the impact of this phenomenon in context to employee turnover rate. Thus, it is very crucial to understand the impact of effect of ostracism at workplace on employee turnover intentions.

Work life balance plays a dynamic role in context of any company. Status of the balance between work and life work through under strong consideration with respect to meet individual needs among time allocated for work and other aspect of life as well. Work life balance is to be improved by using Major concept of responsibility of the employer and use the sources of maternity leave in situations.The research work (Deery, Margaret, & Leo , 2015) suggested thatthe idea of the balance between work and life work by using the ways of talent management and increase retention strategies. Position of talent management and increase retention strategies cannot be overlooked at any circumstance, characteristically in context to well perform business operations in market. In this investigation, researcher emphasize in the area of talent management practically used in the area of work-life balance and also retention strategies by covering hospitality industry.

The dimension of this examining is correlated with the sources of industry attributes, use the model related to personal employee dimension, reduce work life conflict and using developed management organisational strategies to accomplish company goals, tasks and objectives within set time framework model (Deery, Margaret, & Leo , 2015). These all organisational strategies are developed according to improve employees overall efficiency, retained consumers, increase organisational commitment and job satisfactions for increasing high competition in market. The

outcome of this examining is demonstrated that retaining good employees in the area of hospitality industry always a constant source of concern for company practitioners. The key responsibility of company practitioner is to increase company growth in market and meet all consumers' requirements. Mostly companies are using key operational functional activities of HRM department managers are looking for talent employees and their experience to speed up business processes (Kluemper, 2016). This is the right ways for humans to effectively managing work life balance.

2.7.3.4 Human Resource Development

Human Resource development can be considered as a backbone an important asset of an organisation and plays a very important factor in achievement of organisational goals effectively (Oke & Leke, 2016). An employee is an input of a company that produces outputs in form of human resource contributions and motivated workers. A motivated employee works as a catalyst in an organisation. Harassment can be considered as an alarming challenge in employee development (Meihami, Bahram, & Hussein , 2014).

Thereare many types of harassment at work place. Most commonly observed are abusive supervision, ostracism, gender discrimination, sexual harassment, bullying based on physical appearance, based on religion/race, Ostracism can be defined as an act of social exclusion (Belias & Dimitrios, 2015). Researchers define ostracism as being overlooked, excluded or ignored by other individuals at workplace. It is unique than of bullying. Work place ostracism results in negative consequences. Researchers state the effect of ostracism on employee contribution results in lower cognitive performance. Ostracism has a negative relationship with sense of belonging. Sense of belonging is the fundamental requirement for reproductive success and mental health (Deery, Margaret, & Leo , 2015).

Higher the level of ostracism lowers the sense of belonging with high level of

withdrawals. Deprivation of belongingness can cause stress, anxiety and depression in an individual. And employee suffering from ostracism is undermined of sense of belonging (Liu & Xia, 2016). Social support by family of friends can undermine the effect of this workplace mistreatment. Organisations consider ostracism as an act of aggression amongst employees. Researches also indicate person suffering from social exclusion thinks less rational.

2.7.3.5 Human Resource Management's Functions

Human resource management's department is known as one of the most important functional areas within current company business network (Oke & Leke, 2016).The main responsibility of HRM department is to effectively managing and directly employees work according to their skills and expertise. Important functions of HRM department are in procedural of proper planning; managing and directing staffing requirements, work in the area of more developing, and increase employee's motivations by providing them rewards, compensation and many other special allowances (Meihami, Bahram, & Hussein , 2014).

It has being investigated that HRM department also work for creating and managing change, maintaining relationship, evaluating and work for measuring performance appraising for increasing overall organisational productivity in market and meet consumer's obligations (Rife, Alison, Rosalie, & Hall, 2015).Consumer's requirement is to be met by using the term of the balance between work and life of employees that lead towards their job satisfaction. The term of work-life balance is always referring to proper prioritizing associated with individual among career and his personal life (Deery, Margaret, & Leo , 2015).

The perception of the balance between work and life is normally used to increase employee efficiency and productivity that lead towards job satisfaction (Raziq, Abdul, Raheela , & Maulabakhsh, 2015).If working employees of any organisation or

company cannot balance their work life;it's directly impact on long working hours, in order to increase work load and pressure or stress in situation. These all aspects are negatively associated with employee job satisfaction. This job dissatisfaction is not considered as a good sign for more organisational growth and success in market. This is the key reasons that companies are using HRM manager's skills and experience to effectively managing and controlling employees within company workplace environment (Oke & Leke, 2016).Most of the well-known companies are using Major concept of job satisfaction for increasing high competitive business edges all around the globe and meet consumer's expectations.

2.7.3.6 Workplace Health Model

Nowadays, in the presence of highly competitive business environment culture and employees workplace health model plays a very important role in any organisation. Employees are considered as key resource for organisation. Positive contribution of employees is very helpful for accomplished organisational goals and objectives within define time frame. This workplace health model is based on various components. These workplace health model components are in practices of assessment, planning and management, practical implementation and evaluation. Every aspects related to workplace health model have its own importance and helpful for companies to accomplish their goals within set time framework.

The research work suggested that Sguera & Francesco (2016) the process of curtailing was very harmful and effect on workplace environment evaluating in term of incivility current system of organisation. In this study, the researcher emphasize was on role relevant to structural demand and providing effective organisational resources for accomplished goals.

Major concept of workplace incivility was considered as widespread phenomenon. This widespread phenomenon silently works into current system of organisations

damages its operational functional activities. Well known organisation management is working on reducing the term of workplace incivility phenomenon (Cho & Yoon, 2017). This workplace incivility phenomenon is working under the strong consideration to create better understanding and moderators its overall relationship between experienced incivilities and employees decisions leads towards turnover intention. Employee's turnover intentions are not considered as good sign for more organisational growth in market (Leunissen & Joost, 2016).

Previous researches has been conducted and more focused on preventing various facts of eradicating to uncivil employees behavior, nature of study is negative consequences associated with incivility. Theories were building up on basis of job resources and job demand (Oke & Leke, 2016). These job demands are further connected with certain structural. The main processes of certain structural is evaluating in term of employees role ambiguity and evaluating performances of employees working in night shift and overall increasing relationship of workplace incivility with employee's turnover intention. Another important aspect of workplace incivility is covering aspects suchas team building and personal management helpful for reducing overall employee's turnover intentions from current system of organisation (Rife, Alison, Rosalie, & Hall, 2015).

The factor mistreatment operational functional activities of organisationare especially covered its importance in the domain of workplace phenomenon (Leunissen & Joost, 2016). Workplace phenomenon is always harmfulfor employees and also decreasing overall organisation performance in market. Today, most of the studies are designed and developed under the strong consideration forms of mistreatments which actually shows physical violence's and highly dependent upon psychological aggression as well. The outcome of study is based on various forms of employees interpersonal skills not effectively utilized for mistreatment facts. These mistreatment facts of organisation considered as subtle in nature and also happen in workplace

environmentthat frequently widespread for determined antisocial employee's behavior in organisation (Rife, Alison, Rosalie, & Hall, 2015).

2.7.3.7Employee Physiological Distress Model

As stated earlier workplace ostracism results in employee physiological distress. Distress at work place is correlated with undesirable outcomes, which are personal life distress, turnover intentions and poor performance. Personal political skills can also neutralize ostracism effect (Ilies & Remus, 2015). Proactive personality is a characteristic that can reduce or make prominent the outcomes that occurs because of interpersonal conflicts. Coping with such situations also differ person to person.

Employee turnover is a major problem faced in organisational development as it's a procedure which includes high costs, time and a lot of job trainings .Employee's turnover intentions are directly related to job satisfaction (Belias & Dimitrios, 2015). Researchers have found that organisational commitment has stronger relationship with turnover intentions than job satisfaction. Workplace identification plays a very vital role in employee retention.The interaction of organisational members in harmful ways often leads to employee turnover intentions. Harmful ways may be focused as interpersonal deviances, social undermining, interactional injustice, harassment, abusive supervision, ostracism and work place bullying (Lee, Kim, Bhave, & Duffy, 2016). All these mistreatments often creates negative stimuli in a person which leads to negative word of mouth, stress , anxiety and employee desires to escape from such circumstances which latterly leads to employee turnover intentions mainly if the mistreatment is backed up by the supervisor or inflectional personals (Liu & Xia, 2016).

The leadership or the manger can play an important role in ostracism. Mostly it is mainly initiated or encouraged by the manager. Mistreatment by the supervisor or abusive supervision results in low self-esteem and self-confidence which may harm

the interpersonal skills of an individual. Major concept of long working hours are not considered as a good sign for more company growth in market and also known as the part of physiological distress. This long working hours directly effects on employees performance. This is the key reasons that mostly company's management is not using long working hours for completing their operational work (Cullen, Fan, & Liu, 2014).

2.7.3.8 Employee Turnover

HRM department is considered as backbone of any organisation. In the context of employees turnover intention is not considered as good sign for more organisational growth in market (Cho & Yoon, 2017). Today, in the presences of highly competitive business environment management of organisation are looking into the matter for reducing major concept of employee's turnover from their current network of organisation. The process of employee's turnover is revolving around to determine and analyzed various aspects relevant to act as replacing employees with new hired employees, terminations, retirement of employees, death, physical unfitness, transfers and resignation. These components are highly influences on employee's turnover intentions (Sguera & Francesco , 2016).

Well known organisational management is to measure actual percentage rate evaluated in terms of employee's turnover intentions (Cho & Yoon, 2017). Time period for evaluation is fiscal and calendar year. It is analyzed that high employees turnover rate dependent upon employer policies and procedures which directly as well as indirectly impacts on competitors performances in market. Today, management of organisation is more focused on reducing the factor of high employee's turnover intentions which causes harmful companies performances and productivity.

There are two main types for determining the causes of employee's turnover from current system of organisation. These types are voluntary employee's turnover in nature and other one is involuntary employee's turnover (Deery, Margaret, & Leo ,

2015). According to voluntary employees turnover is relevant to employees quits. Employees quitting is due to finding better position at another company, conflict occurred with people of organisation and many other relevant activities performed for effectively processed voluntary employees turnover within organisation.Involuntary employee turnover intention is based on under the strong consideration of laid off, highly dependent upon business operational functional activities not working up to mark (Lee, Kim, Bhave, & Duffy, 2016). Changes in business financial transactions are caused by employee's termination from system of organisation.

Employee's turnover intention is highly impact on organisational overall performance and growth in market (Meihami, Bahram, & Hussein , 2014). Specific impact of employee's turnover is based on replacing employees associated with filling current employee's positions, providing new or hired employees training and development sessions about organisation products and services available in market. Training and development sessions incurred cost for companies, this is main reason most of the well-known organisations are designed and developed various policies and procedures for reducing employee's turnover factors from system (Raziq, Abdul, Raheela , & Maulabakhsh, 2015).

Employee's turnover intentions are referred to various percentages of people who leave organisation and replaced from other employees (Paek, Schuckert, Kim, & Lee, 2015). The measurement of employees turnover intentions are very helpful for estimation overall organisational cost to hire employees, invested in the form of training and development session and programs in according to organisational budget. The positive aspect of employee's turnover is used by human resource practitioner for brining change in current system of organisations and gaining high competition in market.

The research work suggested that (Cho & Yoon, 2017)emotion of employees plays a

very important role in an organisation. In this study, the researcher mainly focuses was on role of emotion that examined and influencer evaluated in term of job satisfaction, organisational commitment and turnover intentions within the context of frontline working employees.Employee's emotions are always considered as complex in nature. Employee emotion works under the strong consideration of up and down working business environment. Organisational management was fail to effectively managing employee's emotions that leads towards job related stress, burden and employees conflicts force employees to leave organisation (Oke & Leke, 2016). This factor is not considered as good sign for more organisational value, worth and growth in market. Employee intentions works under the strong consideration of creating potential person healthcare factors involved for accomplished organisationalgoals.Impact of employee turnover intention is evaluated through emotions considered as an important body of information and knowledge dependent upon ground organisationrealities.Employee job satisfaction and organisational commitment is highly influence on reducing the factor of employee's turnover intention from current system of organisation (Cullen, Fan, & Liu, 2014).

2.7.3.9 Relationship with Respect to Employee Turnover with stress and Work Overload

Employees turnover intentions are always reduced due to structural stress, decrease burden, less work overload and many other relevant activities performed which directly as well as indirectly helpful for organisation to retained long term talented employees and work for better growth in market (Ilies & Remus, 2015).Well known organisation management hired research consultant for reducing employee's turnover intentions problems from current network. Research consultant review all organisational operational function activities evaluated in term of employees performance and then designed and developed strategic compensation packages for retained them long time period. Another important aspect of research consultant of

organisation is emphasizing on employees behavior, attitude, skills, decision making powers, performance and tenures as well (Deery, Margaret, & Leo , 2015). These all factors evaluations are in the favor of organisation productivity and grown in market.

Different dimensions of employee satisfaction needs to be analyzed to ensure the need to employee retention. Human Resource Development without the knowledge of issues faced by employees is not possible (Nielsen, Hoel, Zapf, & Einarsen, 2015). This study is an attempt examines the mediating role of neuroticism between the independent variable which is ostracism and dependent variable which is Employee turnover intentions. The purpose of this is to evaluate relationship between both of the variables Ostracism and Employee turnover intentions (Gkorezis, Kalampouka, Petridou, & others, 2013).

This study is to help and assist private organisations of Pakistan in effectively understanding the factors which leads to employee turnover and implementing anti-harassment policies. This study will also highlight the mediating role of persons self-defending behavior at work place (Leunissen & Joost, 2016). By considering this understating of relationship between social exclusion and turnover intentions and mediating role of self-defending behavior they can enhance their human resource policies that will help them achieve human resource goals more effectively.

The term job satisfaction is always refers to how well an employee perform its job that provides all important fulfillment company needs, wants and serves as a sources of enjoyment. Success of any company is highly dependent upon increasing the level employee job satisfaction (Belias & Dimitrios, 2015). The main process of job satisfaction work through under the strong consideration in which management should use degree that directly dealing with individual feels in the ways of positive or negative about their jobs.

2.7.3.10 Job Satisfaction and Organisation Commitment

The research work suggested that Leunissen & Joost(2016) employees have strong need for well perform business activitiesand meaningful work for organisation betterment and growth in market.Work meaning is always considered as entail which perceiving and importance of organisation work meeting the psychological needs for personal growth and purposes. These purposes are eudemonic and wellbeing in nature. Organisation functional activities are entailing with having the combination of experience to shows positive meaning in term of sense work matter and accomplished goal with support of meaningful for gaining high competition in market.In this study, the researcher emphasize was on work meaning which confers to benefits of working employees within an organisation. It is true employee's derived meaning from their work which reported greater job satisfaction and shows organisation commitment.

From the societal cognitive contact suggest that employee's authenticity is usually an emergent property of key functions and pieces of the self-system of organisation. These kind of creators looked at how leader's authenticity and management of organisation shows favorably has effects on intra- and social leadershipfunctions (Odusami, Iyagba, & Omirin, 2012). Thus dispute that authenticity throughout leaders is usually an essential leadershipmultiplier, and is also foundational throughout designing a virtuous never-ending cycle of performance and mastering with regard to leaders, supporters and companies. These factors are very helpful for reducing various effect of ostracism at workplace on employee turnover intentions and having mediating role with neuroticism.

Real leaders are always seeing that persons that have reached increase level and standards ofauthenticity for the reason that they know who these are what exactly they believe and price, and in addition they act upon those beliefs and morals whilst transparently reaching other people (Peter & Zahir , 2011). identified real leaders and management of organisation seeing that those people who are deeply conscious of the

direction they believe and act and therefore are observed by other people seeing that learning their particular and others' values, moral view, expertise, and benefits; conscious of the wording during which they run; and who definitely are self-assured, hopeful, upbeat, tough, and high on moral personality (Kluemper, 2016).

In recent years the need of gaining knowledge about the employee perceptions and behaviors in organisational settings is growing. Big organisations are focusing on employee motivation through which they can overcome the problem of employee turnover. Employee turnover is a major problem which most of the big organisations are facing these days which can be caused by a lot of variables.

Developing countries like Pakistan which lacks in the field of research not enough work is done in the field of employee motivation and development. Many aspects of employee motivation are still untouched. Organisations are keen to know the reasons behind employee turnover and want to work on developing a diverse mechanism of employee retention and hiring is long time process which involves a lot of costs.

2.7.4 Resource Drain Theory

Asset Deplete Hypothesis assume that time, vitality and wealth are constrained assets. In this manner, when more amount of time is spend at work place, at that point sum of time cleared out for individual life is diminished(Morris and Madsen 2007).

2.7.5Enrichment theory

Enrichment theory hypothesizes that encounters picked up from one space (work or individual life) enhance the quality of life in another domain

2.8   TheoriticalFramework

In this investigation, theoretical framework model is typically establish with respect to past and similar literature, model and related theories that directly and indirectly

linked with examining the effect of the balance between work and life on employees job satisfaction. This theoretical framework model is based on two key variables. These key variables are in practices of independent and dependent variable. In according to theoretical framework model of this investigation independent variables are in practices of the balance between work and life (Deery, Margaret, & Leo , 2015); long working hours (Raziq, Abdul, Raheela , & Maulabakhsh, 2015), work load (Ilies & Remus, 2015) and pressure or stress (Ilies & Remus, 2015), whereas dependent variable is job satisfaction (Belias & Dimitrios, 2015). Theoretical framework model of this investigation are assumed.

Worklife balance	
a. Long Working Hours.	
b. Work load	→ Job satisfaction
c.Pressure/stress.	
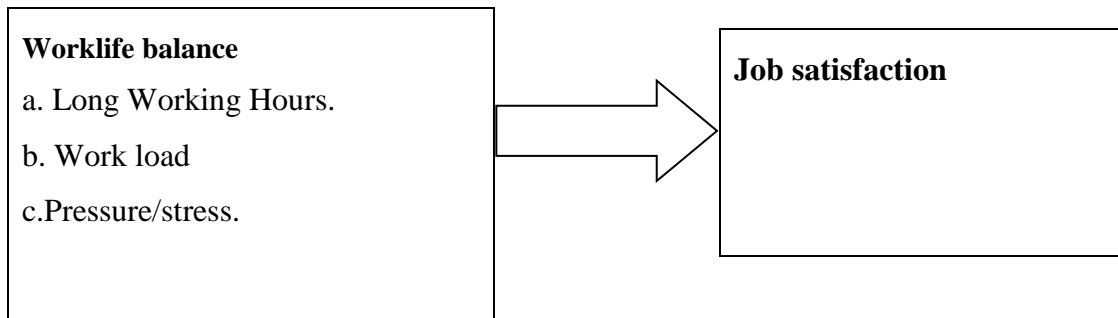
2.9   Hypothesis

H_1:   Work life balance has significant relationship with employees job satisfaction.

H_{1a}:   Long working hours has significant relationship with job satisfaction.

H_{1b}:   work load has significant impact on employees job satisfaction

H_{1c}:   Stress has significant relationship with job satisfaction

CHAPTER 3

METHODOLOGY

This chapter describes in detail procedures that were used to achieve the objectives of this research given in chapter 1. This chapter discussed the details about the research design, Population of The research and sampling techniques, details about constructs of the variables, procedure for collection of data and statistical techniques used for analysis of data.

3.1   Research Design

Research design represented as the master plan or logic of a research that may shed light on how the research is to be conducted. (Sekaran, 2003). As it was an attempted to find out the effect of the balance between work and life on employees job satisfaction. It also findrelationship between work life balance and job satisfaction. There are some variabals which effect on job satisfaction externally as well as internally. So the research study also investigate relationship between job satisfaction and work load, long working hours and job stress.This study will be quntitive in nature and will used survey research method for All the respondents were approached on their work places and were asked to fill in the questionnaires at their job placescollecting data from the employees.The data for the research will be collected through primary and secondary data. This is a descriptive research and structured questionnaire will be used for collection of primary data.The research also followed the same method of generating hypothesis, testing and proved the findings by acquiring knowledge.

3.2   Data Collection

3.2.1   Primary Data

Primary data was collected through questionnaires from the employees

3.3 Population

The population of this study was the employees working in banking sector operating in KPK. In this study generally selected all banks of Peshawer city. Those are HBL, Islamic banking, Allied bank, Askari bank, United bank, Fysal bank, First woman bank, bank of Punjab etc.The population of this research was limited to the banking employees within the cityof Peshawar. The reason for the limited sampling was the following;

All banks inpeshawer city were taken as a population of The research.

i.   Selected population will be really broad

ii.   Due to the self-funded academic studies and does lacks resources, it will be difficult in collecting the data from every employee of selected banks.

iii.   Employees are busy in the working hours as well as it would be difficult in the asking them in filling questionnaires withough the approach through the several references,

iv.   By utilizing the personal contacts, and possible in collection of data.

3.4 Sample Plan

Data were collected through convenience sampling. As rules and regulations or standards applied on employees are same through out the Pakistan for all banks, it does not make any significant difference for taking data on the convenience basis from any location in Pakistan. Therefore data was collected from employees available on the spot in Peshawar. Data was collected till selected sample size achieved.

3.5   Sample Size

It was decided that a sample size of 300 respondents would be enough for analysis of this study. Questionnaire were distributed among employees of different banks in Peshawar city. I kept visiting different banks for distributing and receiving responses from the respondents until a total of 300 responsed completed. After data colletction process, received questionnaires were scrutinized and it was found that out of 300 filled questionnaires, 33 questionnaires were incompletely filled, so I removed such questionnaires from final analysis. Another 4 questionnaires were filled in zigzag manner which seemed as carelessly filled so these 4 questionnaires were also excluded from the final questionnaires. By excluding 37 unuseable questionnaires, only 263 useable questionnaires left final analysis. Hence final sample size for data analysis of this study were 263 employees working in banks located in Peshawar.

3.6   Scales

Two different constructs will be used for this study. First construct will measure employees work life balance. Importance of the considering of the right scales cannot be neglected at any instance. The second scale would be utilizing in terms of appropaitely gathering the data regarding the employee's job satisfaction, whereas, major construct is the demographic characteristics such as name of organization, education, working experience, and gender, whereas, the question in context to the variables that are identified in the theoretical framework model will be presented in the second part of questionnaire. Likert scale will be implied.

Construct for work life balance was adopted from(Brough, P., Timms, C., O'Driscoll, M. P., Kalliath, T., Siu, O. L., Sit, C., & Lo, D. 2014) that consisted of 3items and 4 items was adopted fromsumaiti (2010). Questionier for job stress were adopted from Kahn, R. L, Wolf, D. M. (1964) consisting of 5 items .questionier for work load were

adopted from Rizzo, J. R., House, R. J., &Lirtzman, S. I. (1970) consisting of 5 items and questionier for long working hours were adopted from Shakya and Devi (2016) consisting of 5 items. Job satisfaction were adopted from sumaiti (2010) that consisted of 8 item.

Instruments that were used in this study are presented in table

Variable	Author	No of Items
Work life balance	Timms et al. (2014); Sumaiti(2010)	07
Long working hours	Shakya& Devi (2016)	05
Job stress	Kahn & Wolf, (1964)	05
Work load	Rizzo et al (1970)	05
Job satisfaction	Sumaiti (2010)	08

3.7   Data Analysis Techniques

➢   Descriptive analysis as well as statistical inferential analysis will be done

➢   Reliability Analysis of the questionnaire will be done through cronbach's alpha analysis

➢   Exploratory and confirmatory Factor analysis

➢   Confirmatory factor analysis (CFA) is a multivariate statistical procedure that is used to test how well the measured variables represent the number of constructs.

➢   Regresion analysis will be used for measuring relationship between two variables.

➢   Correlation analysis will also be used to find the strength of relationship between two variables.

CHAPTER 4

DATA ANALYSIS AND RESULTS

4.1 Introduction:

The procedure of managing and validating data whereas interpretation provides standards and theoretical framwork to sum up the final result is known as analysis of the data. There were used different statistical tools such as descriptive statistic summarizing and organizing the large set of data and consistency of the scale be checked by the help of cronbach alpha for all variables. Correlation is a statistical tool that shows the degree to which two or more variablesfluctuate together. Simple and multiple regression analysis be used to find as causal connectionamong dependent and in dependent variable.

4.2 Descriptive statistics:

The descriptive statistic summarize data is given below in the table. The data consist of minimum value, maximum value, mean and standard deviation of variables.The stability of the data is shown by descriptive statistic.

The data set characterize the highest standard rate is .79157 and the lowest standard rate is 1.07505, it shows that the standard deviation value of the variables is not very high and these are acceptable. The minimum value 1.00 and the maximum value 11.00 shows that all the questionnaire were filled intentionally and correctly and there were no missing value in the data under observation

Table:4.1   Descriptive statistics

	N	Minimum	maximum	mean	Std.Deviation
Long Working Hours	263	1.00	11.00	3.2000	1.07505
Job satisfaction	263	1.00	5.00	3.4892	.79157
Work load	263	1.00	7.67	3.3794	.76832
Stress	263	1.00	5.00	3.3546	.69141
Valid N (listwise)	263				

4.3 Correlation Analysis:

Correlation statistic is the measure of powerof associationamong two variables.
It is used to interpret the change among both variables that how one variable
value is change from another variable value. The correlation values are
expressed on a scale ranges from -1 .0 to +1.0, the negative value shows the
high level of one variable relationship with low level of another variable and the
positive value shows the high level of one variable related with high level of
another.

The Pearson correlation method was used to check the correlation between long working hours, work load, job stress and job satisfaction.

Correlation analysis as shown in the table 4.3 as a independent variable long working hours has negative relationshipwith the job satisfaction(r = -.304, p<0.01), workload has negative relationship between job satisfaction (-.350

Correlations

	Long working Hours	Job Satisfaction	Work Load	Stress
Long working Hours	1			
Job Satisfaction	-.304**	1		
Work Load	.370**	-.350**	1	
Stress	.497**	-.648**	.611**	1

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

Table 4.2correlation

4.4 Regression Analysis:

Regression analyses are highlighted and identifed as the statistical technique that is utilized to find relationship between different variables. It is used for the description of the values of dependent variables in the presence of independent variables.

4.4.1. Model-1 Regression

The table represents the value of R^2 which states that the fraction of differencein dependent variable is describe by regression model and adjusted R square shows the fitness of the model in the population. The R square value is (.093) it shows that the model has the ability to explain 9 % of variation in total population. The value of F is 26.653 is significant at p<.000 (smaller than 0.05) which shows that model is good interpreter of relationship between long working hours and job satisfaction.

The value of t explains the importance of each variable. The value of t is -5.163 is significant at p< .000 and is higher than 2. The negative β (beta) value show that long working hour has inverse relationship between job satisfactions. There is a one unit change in long working hours will be (-.304) unit decrease in job satisfaction.

Table 4.3 simple linear regression model-1

Variables	R^2	B	F	t	Sig.(p)
Long working hours	.093	- .304	26.653	- 5.163	.000

Predictor: long working hours

Independent variable: job satisfaction

4.4.2 Model- 2 Regression:

The table represents the value of R^2 which states that the fraction of variation in dependent variable is describe by regression modelas well as with the adjusted R square shows the fitness of the model in the population. The R square value is (.122) it shows that the model has the ability to explain 12 % of variation in total population. The value of F is 36.338 is significant at p<.000 (smaller than 0.05) which shows that model is good analyst of relationship between work load and job satisfaction.

The value of t explains the importance of each variable. The value of t is -6.028 is significant at p< .000 and is higher than 2. The negative β (beta) value shows that work load has inverse relationship between job satisfactions. There is a one unit change in work load will be (-.350) unit decrease in job satisfaction.

Table 4.4 Simple linear regression model-2

Variables	R^2	B	F	t	Sig.(p)
Work load	.122	- .350	36.338	- 6.028	.000

Predictor: work load

Independent variable: job satisfaction

4.4.3 Model- 3 Regression:

The value of R^2 represent in the table that the fraction of variation in ependent variable is describe describe by regression model as well as with the adjusted R square shows the fitness of the model in the population. The R square value is (.420) it shows that the model has the ability to explain 42 % of variation in total population. The value of F is 189. 238 is significant at p<.000 (smaller than 0.05) which shows that model is an excellent predictor of associationamongstress andwork satisfaction.

The value of t explains the importance of each variable. The value of t is -13.756 is significant at p< .000 and is higher than 2. The negative β (beta) value shows that work stress has inverse relationship between job satisfactions. There is a one unit change in stress will be (-.648) unit decrease in job satisfaction. the research outcomes show that work stress hasassociationwith the job satisfaction

Table 4.5 Simple linear regression model-3

Variables	R^2	B	F	t	Sig.(p)
stress	.420	- .648	189.24	- 13.76	.000

Predictor: stress

Independent variable: job satisfaction

4.4.4 Multiple Regressions:

The value of R^2 represent in the table that the fraction of variation in dependent variable is describe by regression model and adjusted R square shows the fitness

of the model in the population. The R square value is (.424) it shows that the model has the ability to explain 42 % of variation in total population. The value of F is 63.543 is significant at p<.000 (smaller than 0.05) which shows that model is a good predictor of relationship between stress, long working hours, work load and job satisfaction.

The value of t explains the importance of each variable. The value of t is -5.509 is significant at p< .000 and is higher than 2. The negative β (beta) value shows that work stress has inverse relationship between job satisfactions. There is a one unit change in long working hours (-.018), work load (-.072) and job stress (-.701) unit decrease in job satisfaction. The research outcomes show that all the variable has negative relationship with job satisfaction

Table 4.6 Multiple Regression

Variables	R^2	B	F	t	Sig.(p)
Long working hours		-.018			
Work load	.424	-.072	63.54	- 5.509	.000
Stress		- .701			

4.5 Discussion:

First hypothesis of the researchwas"long working hours has significant relationship with job satisfaction". The research outcomes showed that long working hours has negative impact on job satisfaction. This signify that when bank's employees work for longer time than official agreed time of working as a result their personal life has disturb. This disturbance create work life conflict and when these problems include routinely in the life of employees it create dissatisfaction of the employee. According to Demerouti, deBoer, and Schaufeli, (2003), long working hours has the negative impact on employees attitude and behavior such as job satisfaction and turnover. Green and McIntosh (2001)invetegate in their study when the working hours of organisation increases the interests of employees decrease. So this means that long working hours has a reverse relationship between job satisfaction

Second hypothesis of the research was that " work load has is presence of significant relationship with the job satisfaction" results indicated that work load has negative influence on the job satisfaction. This implies that when employees in banking sectors face excessive work load, then work life balance has disturb. Due to this disturbance they may face problems in their personal life. Thus when employees routinely face with excessive work load at work place. They may not give time to their family quality life. As a result they may become dissatisfy with their jobs. The finding of this study areinline with the research findings of previous studies that checked the impact of work load on job satisfaction. According to Ashfaq, Mehmood& Ahmad (2013) that Pakistan banking industry is facing wide range of work life conflict and work overload which is negatively effecting the performance of employees and their family life .Altafand AtifAwan (2011) Stated that the reasons of job over load are critical working hours, less number of vacations and breaks, stress to over time work, un reasonable work overload and demanding high expectation that the employees fulfill the extra work efficently and effectively.so work over load is the root of many

problems in organisation like job related attitude such that stress, anxiety, weak performance and low level of job satisfaction. From the above reasons it is prve that work over load has negative influence on the job satisfaction

Third hypotheis of the research was "Stress has significant relationship with the job satisfaction" From the research outcomes it concluded that work pressure has negative effect onemployeesjob satisfaction. Stress impact on employeesmentaland physical health.Bank's employees face a lot of stress and this stress caused due to long working hours, work overload because in today modern and fast world the organisation want to increase their productivity efficiently and effectively for gaining the competence level. So for this competency the organisation increase workload and working hours of employees and workers, because of this the employees are under stress and they can not balance their personal life and job. This means that when stress increases the satisfaction level of employees and workers will be decrease. According to the past studies   Nadeem and Abbas, (2009) says that in Pakistan when the stress rise in the organisation it inversely effect to reduce the level of job satisfaction.From the past studies it identified that job satisfaction and stress have negative relationship between them. Saleem et al. (2013) have found a negative the influence of the job stress on employees job satisfaction in the banking sector of Bahawalpur.Saleem et al. (2013) have found a negative the influence of the job stress on employees job satisfaction in the banking sector of Bahawalpur. Ashfaq et al, (2013) says that in banking sector of Pakistan a relationship exists between job stress and the performance of employees and workers so there is presence of significant relationship between job satisfaction and stress so for this negative impact organisation distributing their job duties according to the knowledge and skills of employees and make clear their work to every employee that they do their work efficiently and decrease the amont of stress.

It is concluded from the research outcomes that long working hours ,work load and

job stress has apresence of significant relationship with the variable work life balance.when working hours of employees are increases automatically it effect individual personal life as well as professional life and as result imbalance occure between work and life. This also cause dissatisfaction of employees and workers. Work load is another factor which cause imbalances between work and life activities because most of organisation want to gain their competence level so for this they increase work load to complete the task efficiently and effectivly

4.6 Summary of Hypothesis

Sr No.	Hypothesis	Status
H_1	Work life balance has significant relationship with employees job satisfaction.	Accepted
H_{1a}	Long working hours has significant relationship with job satisfaction.	Accepted
H_{1b}	work load has significant impact on employees job satisfaction	Accepted
H_{1c}	Stress has significant relationship with job satisfaction.	Accepted

CHAPTER 5

CONCLUSION AND FUTURE RECOMMENDATIONS

5.1. Conclusion

Research main objective revolves around examining of effect of the work-life balance aspect on the job satisfaction of employees from banking sector employees in the city of Peshawar, charsadda and mardan. Outcomes have indicate negative relationship with the long working hours and job satisfaction, work load and job sress. This showed that the satisfaction level of employees and workers were reduced due to the following variables. The results showed that if the employees of oragnization can face routinely these problems like work load, long working hours and job stress then their personal life was disturbed and they cannot work properly and at last the research outcomes was dissatisfaction of employees and workers, turnover, absenteeism etc. the organisation can satisfy their employees more when they focus more on the balance between work and life issues and try to solve these problems.It is nessessary for every organisation that their HR departments are reactive to the wants and always changing necessities of employees and the impact of natural issues in arrange to progress programs as well as policies. When the employees of organisation were satisfied they will be more productive and loyal.

5.2 Managerial Recommendations

The current study of this research is important for the banking sector of Pakistan. This research study help to improve the value of output and the employees competence. The research study investigatethat different factors of the balance between work and life had negatively effect on employees job satisfaction.Moreover ,the research recommended the following suggestions to improve the HR policies of the banking sectors and the policies will apply on their organisation. Goals and objectives of an

organisation can fulfilled efficiently and effectively when the employees of organisation are satisfied. For satisfaction of employees and workers the organisation should want to give compensation to their employees when the employees are satisfied they become loyal and this satisfaction decrease turnover and absenteeism

- Banking sector needs to be really focus on improving the HR policies and making them effective in terms of maintainingthe presented structure of the HR policies from which the employees were highly satisfied.

- Government should want to make some policy for every organisationthat work life balance issues in the organisation will decrease and the employees will satisfied.

5.3. Recommendations for Future Research

The future investigators should want to focus on different areas of Pakistan and measure the effect of the balance between work and life on employeesjob satisfaction of employees in industries. Moreover, the researcher should need to investigate other factors of work life conflict that effect job satisfaction level of employees and workers like job involvement, organisation citizenship behavior etc.

5.4. Limitations of the Research

- The research studyarea was limited. Only three cities of kpkwas included Peshawar, mardan, charsadda. It should be exended to different areas of Pakistan.

Most of employees and laborswas not give the correct data because they were afraid from their boss.

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Questionniare

Demographic Information

1. **Your job title**…………………………………………

2. Gender

Male (   )   Female (   )

3. Education

Beachlor(   )   Master (   )   Others (   )   M.Phil()

4. Period of service

0 to2 years ( )2 to 5 years (   )   5 to 8 years (   )

WORK-LIFE BALANCE MEASURES

Show the extent to each of the following statements applies to you.a five

lackertscale is used 1-5

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	**2**	**3**	**4**	**5**

Work Life Balance		1	2	3	4	5
1.	I currently have a good balance between the time I spend at work and the time I have available for non-work activities.					
2.	I have difficulty balancing my work and non-work activities.					
3.	I always think of my family while I am working					
4.	I have to miss work activities due to the amount of time I must spend on family responsibilities.					
5.	The time I spend in my job is negatively affecting my social responsibilities, e.g., visiting relatives and friends					
6.	My job is enabling me to spare a suitable time for my family					
7.	Overall, I believe that my work and non-work life are balanced.					

Job Stress	1	2	3	4	5

8.	Being unclear on just what the scope and responsibilities of your job are.					
9.	Feeling that you're not fully qualified to handle your job.					
10	Thinking that you'll not be able to satisfy the conflicting demands of various people you.					
11	Feeling that your job tends to interfere with your family life.					
12	Not knowing what your supervisor thinks of you, how he/she evaluates your performance.					
Work load						
13	It is sometime difficult for me to sleep at night due to stress of workload on job.					
14.	My job loading (workload or tasks assigned) is too heavy					
15.	I feel very tired when I come back from my office.					
16.	I feel certain about how much authority I have.					
17	Feeling that you have too heavy a work load, one that you can not possibly finish during an ordinary workday.					
Long working hours						
18.	I work more than agreed number of hours.					
19.	Working hours are tedious in my organisation.					

No.	Statement					
20.	I start and finish work on time					
21.	I take quick, short or no breaks during the day					
22.	Compressed work week - e.g. working approx 40 hours in a weak.					
Job satisfaction						
23.	My supervisor is quite competent in doing his/her job.					
24.	My supervisor is unfair to me.					
25.	My supervisor shows too little interest in the feelings of subordinates.					
26.	I like my supervisor.					
27.	I feel a sense of pride in doing my job.					
28.	There is too much bickering and fighting at work.					
29.	I am satisfied from the working condition.					
30.	The way the company policies are put into practice.					