

**ROLE OF CHILDCARE DEMANDS IN PREDICTING JOB
BOREDOM AND LIFE SATISFACTION: MEDIATING ROLE
OF JOB STRESS AND MODERATING ROLE OF PERCEIVED
ORGANIZATIONAL SUPPORT**

By

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ABSTRACT

**Thesis Title: Role of Childcare demands in predicting job boredom and life satisfaction:
Mediating role of Job stress and Moderating Role of perceived organizational support**

This study is totally based in nursing sector of Pakistan. Nursing is a profession within the health care sector, which is focused on Individual's care, families as well as the communities so they may attain, maintain, or recover optimal health and quality of life. The main focus of this study is to investigate the impact of childcare demands in predicting job boredom and life satisfaction among working mothers i.e. Nurses working in various Govt. Hospital in Faisalabad and Lahore. The study also examines the mediating role of Job Stress and moderating role of Perceived Organizational Support. Data for this study were collected using a questionnaire from the nurses working in different Government Hospitals. Results indicate that childcare demand is positively associated with job boredom and negatively associated with life satisfaction. In addition, mediating role of job stress, it is negatively associated with life satisfaction with positive associated with job boredom among nurses. It has also been found that received Organizational support has the low impact on childcare demand and job stress. Implications and future research directions are also discussed.

Keywords: Childcare demand, life satisfaction, job boredom, Perceived organizational support.

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DEDICATION

I dedicate this thesis to my Parents, spouse and sweet son Abdul Hadi. Without their patience, understanding, support and most of all love, the completion of this work would have not been possible.

CHAPTER NO. 1

INTRODUCTION

1.1 Introduction

Women's contribution as employees is rising throughout the world (Adler & Izraeli, 1994; Davidson & Burke, 2004). This tendency is getting ensured the revolution in traditional and outdated genders' roles and uplifting the apprehensions regarding the physical and psychological welfare of both men and women who are performing and engaging in the role of overload and occupational/job stress (Stains, Pleck, Shepard & O'Connor, 1978, Elloy & Smith, 2003).

According to World Bank analysis (2011), there is significant difference between the labor market engagement and its outcomes among males and females. Female work force and its participation grasped 44.3%, while male work force and its participation were reached 55.7%. It has also been observed that women are worked and earned less as compared to men (World Bank, 2011). The indistinct reason for the less work and earn by the women is because women have to spend more and more time on their house hold daily activities including childcare and others. After performing and completion of all of these daily routine activities, there is less time remains for their official/occupational working (Araujo *et.al.*, 2015). By providing proper before and after school childcare, FLFP (Female Labour Force Participation) may be increased (Claudia and Marcela, 2017).

In past, there were two different fields which were totally dissimilar from each other i.e. jobs and family. Whereas, men were totally busy in doing their jobs and business pursuits outside the home and women were engaged with their dependent family members i.e. with the children or other family members & old parents. Due to vibrant difference between both areas, it is not necessary for the employers to consider the personal and family related issues in organizational HRM polices (Clark, 2001). Currently, in developing countries like Pakistan, situation of labour market has also been transformed. Today, women are getting education equal to the men and women workers demand have also been increased due to lack of qualified and competent male specialists in all most all fields of life . In this professional world, men are showing more and more interest in performing their family and home

activities and pursuits while women have best integration while Thompson maintaining their professional life with their family and household works (*et al.*, 1999). Because of this gradually developments in the world, the workload in organizations as well as in homes increases day by day, creating a situation which is particularly stimulating for today's employees giving a sound rise towards a need for the organizational supporting HRM policies (Schneider *et al.*, 2008).

According to Rice (1984), these kinds of family related working activities are remained super challenge, which are often antagonizing the employers and employees. As it have the great impacts on employee's performance, efficiency and also organization as the whole. Important findings of research have also been proposed that negative results are occurred during interaction between both working and non-working activities of the employees (Rice *et al.*, 1992). For example, researchers have also noted that physical, psychological and emotional strain, higher turnover intentions and job or occupational stress are of the major values which turnout of these kinds of communication and interactions (Amstad *et al.*, 2011) and this situation become more worsen, when both are the working couple.

The childcare demand required more and more time for families that interfere with the performance of the working employees, which consequently leads to life satisfaction and job boredom. The only reason is that very high expectations from these two aspects (working and non-working demands) of life are contradicting and thus, it weakens the effective implementation of such two type of roles (Haun *et al.*, 2011). Job boredom phenomenon has also been originated to be dominant in working mothers where work load creates job stress and leads to a situation where employee feel life dissatisfaction (Franks *et al.*, 2006), thus attracting and fascinating much more attention from the scholars and the researchers. Reason is that a lot of females entering into labor force have been increased rapidly (Barker, 2003; Patel *et al.*, 2006). After set aside the substantial involvement of women in the workforce, there is also a dire need to ensure in taking part their traditionally roles both as wives and mothers (Biernat and Wortman, 1991). For instance, Pakistani women are truly bound to perform their domestic daily routine duties associated their wives and mother roles. They have to perform two duties i.e. in home and in her organization, this extra work creates fatigue, job stress leads to poor life satisfaction and work overload leads to job boredom.

Concurrently, while taking part their roles as wives, mothers and the organizational employees hold some serious obstacles and challenges for themselves and for the organizations. Researchers also explain the childcare demand (CD) as the time and energy demands which exerted by the mother who is working and care for their children and also administering the children till their teenage. CD is a task and challenge which provokes the working mothers during their job period. It has also been proposed that CD cause to increase the stress load in employee mothers, and It affects their relationships at job resultantly (Jayita and Murali, 2009). Such as, stress is generally found among working mothers. They have to tend the neonates, send their kids to school, also complete their all works regarding timely provision of drinks, food and other things, but also hurry in to complete all of these works in time. Furthermore, this situation has become more and more complexed, when the mothers are faced unpredicted illness of their children. Women are bound to take care their sick neonates, wards and children at homes (Better Health Channel, 2008).

Childcare is now a days a burning question of the Pakistan as well as the whole world. UNICEF published its Annual report about Pakistan, wherein it has been discussed the Strategic plan 2018-2021, families, fathers and mothers and communities will be fully supported regarding in adapting rational behaviors and attitudes to improve childcare at home and at work (UNICEF,2017).

In this study it is also explained that CD (childcare demand) affects the life satisfaction of the working mothers (Nurses) , because CD (childcare demand) causes fatigue; loss of concentration and precious time that leads to life dissatisfaction of both husband and wife and entire family suffer in trouble (Meier *et al.*, 2014). It is also provided where mothers at work feel secure in a team that help each other with perceived organizational support in an organization, efficiency can be increased by coping the challenges of childcare. After a deep study of existent literature, it is also provided that POS (Perceived Organization Support) and family supportive working environment offers synergy, mutual cooperation and enhances efficiencies individually in the organization influence on each other's capabilities and strengths, where weaknesses shadowing in the group (Jones *et al.*, 2007).

Primarily, POS (Perceived Organizational Support) includes those services: physical services, willingly given by an organization or firm, to facilitate in a better way and also reconciliation of organizational employees i.e. working mothers and others (OECD, 2001).

According to a researchers, voluntarily services offered by the organizations are common supportive services: in which some are the following, like first domestic leave: i.e. maternity leaves for extra ordinary period and second is working arrangement for family support: e.g. , flexible time for working, (in which workers allow to decide their working hours), part time working, teleworking (work at home), job sharing (where two employees share a full-time job), third one caring services : e.g. on job place childcare services, services for elder care services, forth employees counseling, informational assistance and finally is the grant: e.g. annual increments, honorarium and insurance, with the childcare services and elderly care services etc. (Galinsky *et al.*, 1991 & Allen, 2000). Earlier researchers have also been revealed the miscellaneous results. However many United States researchers have also been found that organizational supportive programs are also positively associated to life satisfaction in general (Konrad & Mangel, 2000), and retaining of employees in the organizations (Grover & Crooker, 1995), other many scholars have also been instituted that services alone has not any kind of effect on the employees' attitudes and behaviors for the services alone (e.g. Thompson *et al.*, 1999 and Allen *et al.*, 2003).

Balance of work and role of the family does not depend upon a single person's capacities; additional capacities are required to complete the family related tasks with the working activities. Dual career couples have typically less time to give to family pursuits especially childcare. In this era, parents require more times for the care of their children with other family related activities. That is also one of the reasons for which some of the ladies have to leave the work drive when they have neonates and infants. As a result, restructuring childcare ought to enable the working mothers to give proper timings to their work and family life, in any event mostly discharging them from their guardian undertakings. In the meantime, giving childcare administrations winds up one of the tools through which governments and markets encourage family requirements for minding and urge moms' joining to the work environment. On the off chance that moms don't take an interest to the work showcase on account of parental duties (Winefield *et al.* 2011).In a nutshell, people love to work in an organization where organizational supportive culture and family supportive culture and environment is prevailing. They also like to work in teams and every team member in an organization help and support the other members where needed.

This study is totally based in nursing sector of Pakistan. Nursing is a profession within the healthcare sector which is focused on Individual's care, families as well as the communities so they may attain, maintain, or recover optimal health and life quality. So if

they have the issues during their jobs they are unable to perform their duties smoothly, which may cause to decrease in quality of healthcare services. They often face the various issues like stress, working conditions and many other issues. Therefore, this study shows impacts of CD (Childcare Demand) on life satisfaction and job boredom of working mothers (among nurses) in predicting moderated role by perceived organizational support along with supportive working environment also mediated role of Job b stress. So, the resultant research question of study is: Does childcare demands impacts on life satisfaction and job boredom while moderating role of POS and mediating role of job stress?

This study hopes to establish an understanding regarding childcare demands and its effects towards life satisfaction and job boredom among working mothers i.e. nurses. In this regard, mediating role of job stress and moderating role of POS has also been observed. This study contributes to prior literature by using offering a comprehensive framework that shows how childcare demands affect the life satisfaction and job boredom among nurses. This study use previous studies as a base for constructing up a complete framework to reveal childcare demands impacts the life satisfaction and job boredom through the moderating role of Perceived Organizational Support and mediating role of job stress. It also shows that Childcare demands may increase the job boredom and decrease the life satisfaction among working mothers. Job stress may also increase the intensity of job boredom and life dissatisfaction. Furthermore, POS as moderator may also be helpful in decreasing the childcare demand and job stress. This study may be helpful for the health sector reforms of Pakistan.

1.2 Problem Statement

Health plays a significant role in determining human capital of a country. Good health leads and increases the labour force efficacy and efficiency, that go ahead to the higher level of economic development and also welfare for human of a country. WHO (World health organization) also has well-defined the health system as “all organizations, people and actions whose primary intent is to promote, restore or maintain health”. HDS (Healthcare delivery system) is very comprehensive. So, WHO health care system framework for analysis purpose will be utilized. There are six blocks of building, which will be utilized as instruments and medical products and health system is one of them. For the better and proper delivery of healthcare system, nursing take part its major role. No doubt without them, it is much difficult to get the desired health outcomes. Nursing is one of the renowned professions

within the health care sector focused on the care of individuals, communities and families so they may achieve, maintain, or recover optimum health and quality of life. Quality of health services can be made more effective and efficient if the nursing sector perform their duties whole heartedly and without any kind of job stress, because they are closer to the patients as compared to the other people. According to the statistics bureau of Pakistan and Pakistan nursing council, Total registered charge nurses in Pakistan are 103777 out of which 50000(Approx.) employed in various hospital public and private. There are 162 public and private nursing schools throughout the country. According to an analysis published in JPMS (Journal of Pioneering Medical Sciences, 2015) the exiting nurse to patient ratio in Pakistan approximate 1:50 while PNC (Pakistan Nursing Council) is prescribed ratio 1:10 in wards of general areas and in specialized area 2:3.

Health Vision 2030 is the plan for increasing healthcare workforce. But in nursing sector, it is going adverse. Turnover ratio of nursing staff is increasing with the passage of time, a lot of reasons behind this condition i.e. increasing childcare demands, job stress, job

Table 11.4: Healthcare Facilities

Health Manpower	2011	2012	2013	2014	2015	2016	2017
Registered Doctors	152,368	160,880	167,759	175,223	184,711	195,896	208,007
Registered Dentists	11,649	12,692	13,716	15,106	16,652	18,333	20,463
Registered Nurses	77,683	82,119	86,183	90,276	94,766	99,228	103,777
Population per Doctor	1,162	1,123	1,099	1,073	1,038	997	957
Population per Dentist	15,203	14,238	13,441	12,447	11,513	10,658	9,730
Population per Bed	1,647	1,616	1,557	1,591	1,604	1,592	1,580

Source: Pakistan Bureau of Statistics

Figure 1 Pakistan Bureau of Statistics 2018

boredom and life dissatisfaction. It is difficult for them to carry on all the responsibilities with their professional workings. No doubt due to prevailing above mentioned reasons, quality of health services has been decreased. Patients suffer a lot in this regard. It is difficult to find the studies published on Pakistani nurses' childcare demands, life satisfaction, job boredom, stress and workload because less work has been done on this topic in Pakistan. So very important to find out that either Pakistani nurses have the same issues like that are similar to face by the nurses of other countries.

1.3 Research Objectives

Main objective of this study is to find out the impacts of childcare demands in predicting life satisfaction and job boredom with mediating the job stress and moderating role of POS (Perceived Organizational Support).

1.3.1 Sub Objectives:

- To investigate the relationship of Childcare Demands (CD)) and Job Boredom (JB)
- To investigate the relationship of CD and Life Satisfaction (LS)
- To investigate the relationship between Job Stress and Job Boredom
- To investigate the relationship between Job stress and Life satisfaction

- To investigate the relationship between CD and JB with mediating role of JS.
- To investigate the relationship between CD and LS with mediating role of JS.
- To investigate the relationship CD and job stress under moderating role of POS

1.4 Research Questions

The consequential research question of this study is: Does Childcare Demands has the prime effects on working mothers (nurses) in predicting life satisfaction and job boredom with mediating role job stress and also moderating role of POS between CD and JS?

- Is there any relationship between Childcare demands and Life satisfaction?
- Is there any relationship between CD and JB.
- Is there any relationship between Job Stress and Job Boredom?
- Is there any relationship between Job Stress and Life Satisfaction?
- Is there any relationship between CD and LS under mediating role of JS?
- Is there any relationship between CD and JS under mediating role JS?
- Is there any relationship between CD and JS under moderating role of POS?

CHAPTER 2

REVIEW OF LITERATURE

2.1 Childcare Demands

2.1.1 Definition Childcare

Childcare is defined as “care for a child or children while their parents are at work or are absent for another reason” (Cambridge English Corpus).

Childcare demands are those demands which are required by the employees for the betterment of their children during job. They want better facilities at work places like day care center with proper arrangements of childcare. Due to lack proper quality and affordable care of children, those who have been not reached the full time school is a substantial issue prevailing in Pakistan. It is also most significant one of the demographic variations from last some decades that maternal employment has been dramatically increased. Between 1990 and 2016, contribution in labor force doubled by the married working women, and contribution of married working women having kids having age less than three years has become approximate tripled.

2.1.2 Historical Background:

According to an analysis by US Census Bureau in 2007, 72% of working women having kids have one year of age and more were found in paid labor," there are 55% female workers are found who have kids under one year of age. Due to not increase in father caring for the kids and children, a number of infants /neonates are properly cared by taking help of others who are not the parents of the children.

However, in a research report published by the Focus on the Family (FOF), a conservative Christian Organization in 2007 “if someone asked for his view either women who have little kids should be doing outdoor work for earning, the fact will remain that high ratio of female to perform work related activities and also they will want to continue further. It is because increasing inflation rates with the passage of time, decreasing ratio in wages real, increasing trend in families who are single parent and unparalleled rates of divorce (Kessler, 2005). Some women work to show their empowerment and want to show their

accomplishments. They also get life satisfaction from their jobs. According to Joan (2001), it has been proved that women who do job or work have good health both physical and mental. In current era, employment is the necessary for the mothers, as it's the only way to get economic equality. Most of the working women can't perform full time job. They stay at home for the most of the time and do the quality childcare of very young children.

It has also been found by United State researcher Debbie (2004) that organizations must be accommodating their employees especially working parents for the proper childcare. Because working couples like working mother or father want to spend more their time with their children. Leaves like family and medical leave after adoption or birthing of a child or for serious medical illness is not adequate, it must be strengthened. However, proper arrangements for the childcare in the workplace are also good step towards minimization of work family conflict and for quality and best childcare.

2.1.2.1 Who is caring for their very young children in US?

There are two general types of childcare that are most common in Pakistani families. First, Group childcare; in which parents of the children may select to send their very young kids children to childcare in groups, it consist of the formally care centers and some kind of day care specified for family. Secondly, childcare providers like baby sitter and grandmother etc are also good and reasonable opportunity for parents. The primary and major attention of this study is on childcare in groups that is available in the work places and is the least cost-effective and is also a common type of childcare of the very young children (Debbie, 2007).

2.1.2.2 Group childcare

GC (Group childcare) has two kinds of thee care in which formally care i.e. center-based and family-based included, that is generally provided at caregiver's home. It has been found in a research that 40% approximately of all the infants and toddlers who have working mothers are properly cared in groups settings (Phillips & Adam, 2004). With preschooler's inclusion, ratio of these children who cared in group's childcare greatly increased. It is the most communal type of childcare of the children who have the age less than five years (Suzanne *et al.*, 2002). Those women who are earning high incomes want to send their children in organized childcare i.e. childcare centers on work places, while those women who are earning lower incomes rely to send their children on care from a family member or relative instead of sending them in a childcare center (Michael & Naomi, 2006).

2.1.2.3 Other options of Childcare

Many other options regarding childcare are also available, whereas a lot of issues are also linked to these choices too (Harrington, 1999). Some children are cared for by the nannies and baby-sitters in their homes. It is the most exclusive and expensive type of care for kids, because in this type principal employers are the parents (Susan & Meredith, 2004). Whereas this is difficult to hire the skilled, qualified babysitters and fully well-trained ladies. They are either belonging to urban areas or from rural area, these ladies have a tendency to get the market based competitive maximum salaries according to their education or experiences (Harrington, 1999).

2.1.3 Govt. Support for childcare

It has been examined that Government has been playing a limited type role in childcare regulating and financial support. It is briefly described the government's historic engrossment in financial support and regulating childcare at federal level in US and in other countries..

2.1.3.1 Brief history of support for childcare in US:

Today, for better and proper understanding the role of US government regarding regulating and financial support of childcare, it is pertinent to examine the government's historic contribution for the childcare in United States. In last decades, there was no concept day care centers. In this regard, first childcare center was established in the mid nineteenth for the care of poor people and it was run with charities (Gornick & Meyers, 2003). Most of the women with children did not work, and if in any case a mother perform work, it was regarded as a symbol of severe hardship." These kinds of childcare centers gave low-quality of care, and the stigma involved to using these charities was so great that mothers would only use them as a last option (Suzanne *et al.*, 2002).

During this current era, government has become slightly more conscious in helping the mothers who do not support by their husbands, but this assistance was mainly offered in the form of financial support assumed to these working mothers to empower them for the care of their children while staying at home and instead of establishment of childcare centers in the govt. institutions. During this current phase, widows have become entitled for all kinds of social security allowances and benefits. Divorced women were eligible to get so less financial support or assistance through government act, which later was acknowledged as "welfare" (Helburn & Bergmann,2002).

2.1.3.2 US Govt. and childcare support in current era:

Currently, childcare in the United States is mainly privatized and govt. provided the minimal funding and supervision (Gornick and Meyer, 2003). There are three major ways in which the government aids to finance the expenditures of childcare which are through the early education programs, tax policies and subsidies. Further, the largest program is the early education program which is in the federal Head Start Program (HSM) that provides funding to the state and local providers for the early educational opportunities for disadvantaged children (Gornick and Meyer 2003).

2.1.4 Numerous problems due to childcare crises:

Some academic analysts have been focused keenly on this particular aspect of the harms caused by the childcare crisis e.g. various scholars have looked at how the childcare crisis negatively impacts the women (Dixon, 2005), economy (Warner *et al.*,2003), and former welfare recipients (Harper, 2002). Others have described how lack of government support for childcare leads to the unjust privatization of dependency. In this regard, Following is the complete view of the many harms caused by the childcare crisis to illustrate the breadth-as well as depth-of the problem. Clearly, the lack of affordable quality childcare has negative consequences for the individual families that need such care. However, the harm caused by the childcare crisis negatively impacts not only parents and children, but also employers and society as a whole.

2.1.4.1 Negative impact on women

Due to lack of reasonable quality care of the children is the major problem for both women and men, having these responsibilities. It is basically problematic especially for mothers, due to her primary children responsibility. "Childcare is a burning issue for the most of the professional women because 90% of professional women become mothers." (Lester, 2005).

Other women do not adopt this mothers issue by imaging these problems faces by working women. This type of generalization is especially challenging for the young women, whose employers undertake will ultimately become mothers (Williams, 2001). It is also examined that motherhood has a deep negative effect on income of women. Many mothers give up employment and educational opportunities due to care responsibilities as well. While salary different between women and men has decreased. This type of gap in pay is powerfully related with various responsibilities of family to fulfill the experience and education. When

women skip from workplace to care for young one cause problems for themselves about responsibilities. The researcher confirms that quality childcare will not completely rid from such mommy tax. Government is not supporting day care to help working mothers. Most of working women performed work outside their home and difficult to continue this work (Dixon, 2005).

2.1.4.2 Negative impact on Fathers

While mothers have basic primary care about responsibility for kids. It also a strong impact on fathers. All the baby care expenses are a pressure on family's budgets and impact on mothers and many fathers. The expense of kids care can be also facing for single fathers. Fathers may also be suffering economically. However, fathers are also fathers who skip from the workforce due lack of available childcare (Nantell,2005).

2.1.4.3 Negative impact on Children

Children or babies are also affected due to lack of quality childcare. Like first of all, kids in the day care center that bored as well as unhappy. Children may also in physical and mentally danger zone. Legal observers that society may fails to proper focus on new social nations. Second, a good quality child day care can improve a child socially as well as intellectual development as compare to developmentally detrimental (O'Connor-Felman, 2001).

Furthermore, kid's financial security is mostly related to the financial condition of his or her mother. This is a very important problem for women. Parents of children also suffer a lot financially, when the parent skip workplace, they lost the income (Helburn & Bergmann,2002).

2.1.4.4 Negative impact on Economy and Society

In recent development years, it has also been a developing focus by the economists' scholars, legal scholars as well as in the current popular literature for the importance of the human capital and the relation in the early childcare and in the development of human capital. (Warner *et al.*,2003). In nation's economic success, human capital is very important factor (which includes, human skills, capabilities and knowledge are considered mainly) and while the natural resources are most of the times fixed in nature but human capital is not fixed. In this regard, US is lagging behind unfortunately. American's young workers are unable to compete with the workers of other advances nations due to which there is also a concern that American's children will be unable to strive successfully as adult (Fineman,2001).

Development of human capital starts from the birth of a child, care at that time which receive by the children sets the base for and it affects the skills that individuals have till the reach adulthood. Therefore, so many kids are cared for by someone else other than their mothers. In this regard, higher level of day care may improve and enhance the child's social development and the intellectual development, at the same time low-quality day care may be developmentally detrimental. it affects the country's economic future (Young,1998). It is not surprising that money spent on the initial and early childcare is well invested money, so it produces a long-lasting results on child's future as well as on the economic status of the country. A renowned study found that society receives back seven dollars for every dollar which invests in childcare and education (Dixon,2005).

2.1.4.5 Americans attitudes towards this issue

As a lot of benefits are attached with the quality and affordable childcare, such care still largely not available in the US society today. Currently, people have the reasonable demands for the government regarding increase in funding and improve in regulations of daycare in the country (Dixon,2005). Many of women who become mother do not give importance to quality childcare. Many of women organizations also do not list this burning issue. For example, the National Organization of Women (NOW) does not list childcare as one of its six top priority issues. Another organization catalyst, whose mission is to conduct the thorough research on various as aspects of women career advancement, especially focusing about what is happening in the workplaces and not on the childcare necessary for all women with very young kids to get success at work.

Majority of Americans accept the requirement for childcare and support by government fund for childcare. The basic role of mothers, as well as government in helping these families, about 2/3 of American's population make sure those mothers should be lived at their homes and care for their children. The maximum 70% of both men and women believing that it is good for kids if their mothers are stay at home for care them.

2.1.4.6 Advocacy restricted at the federal Government of US

There are few logical reasons that why they are not serious for the support of the childcare different programs recent era. All the adults who are immediately and rightly assistance from govt. support for the care of children are professional parents' of the young one. Moreover, professional parents' of young kids are a big group which has mostly a little time interval to advocate and organize, because, both care and work for their kids. Parents are involved to put

their energy level into betterment of class-12 years education. So, this will affect their child for about 13 years. On the other hands, childcare programs will directly influence their kids for about 5 years as well as. Parents have major focus on their kids basic education in the kindergarten to high school because of parents try to spend free time with their growing children, so that they could become more and more independent. Moreover, parents who are the supporter of programs for the childcare, has become more disappointed, when they see failing of implementation of these laws. So, they may cease interest energy to feel they will never win (Williams, 2001).

For instance, the organizations and individuals that performed from 1971 Comp-Child Development Act was dealt as well , when Nixon (President) vetoed the implement law. That feeling of disappointment was often come when complete childcare enactment neglected to actualize in force in 1990. Along these lines, best childcare is most escalated part of work escalated just as in this way expensive to provide. There is a need of huge type of subsidies from the government funds to enhance the quality of proper childcare. While US may in principle theory support, extra government financing for childcare care, this expense can't be overlooked. However, while these funds will look huge in amount, but once it is specified for that work, it will not look like a huge one.

According to the Helburn & Bergman(2002), this can concisely reply to 2 economic arguments that are created opposite government subsidy and regulation of childcare. This primary argument is that tax-payers shouldn't be to blame for finance a person's non-public option to have kids. In keeping with this line of reasoning, societies like better to have children and thus ought to bear the money responsibility for raising these children. All of society edges once kids area unit well-cared for the kids and given an honest begin in life. Therefore, society as a full, has some obligation to confirm that small children get the care that they have, to the extent that government is bothered with guaranteeing gender, racial equality and also giving all children, a good begin of life, reasonable quality childcare should be social concern.

2.1.5 Childcare in Pakistan's perspective

According to Memon *et al.*, (2006), effective and child-care practices take part a crucial role in children's growth, personality enhancement, brain development and promotion of health. In most of the nations, child-rearing practices are very highly prejudiced by the traditional values and norms. So, childcare practices and beliefs have the greatest effects on the child's

health status. These practices bear the greatest impact on the health seeking behavior of a nation.

According to WHO analysis (2006), As per Pakistani culture and community views, primary care giver of children is the mother. As in Pakistan, 27% of women take part in Labor forces; so, in that case; caregivers for young children may also include the grandmother, aunt, child's elder sister, or the household maid. Preference is given to the female to perform caregiving role for the child. In traditional Pakistani families, the impact of cultural beliefs and values on the childrearing practices is very prominent.

2.1.5.1 Participation of mothers versus fathers in caregiving

In the Pakistani communities, females' roles are very suitable as a caregiver for babies; so that fathers are not encouraged to participate in direct childcare. So that the fathers are considered the major decision maker in almost all the matter like health care, education, and money spending matters in the family. Resultantly, major duty lies on the shoulder of the mother for childcare and rearing. It became very challenging for a mother, if she is a worker or hold some extra household activities. These factors in fact limit her interaction and play time with her children. Furthermore, in families where women's health is ignored after childbirth, various women end up in 'Postpartum depression'. In the given situation, the provision of developmental stimulation to babies gets missed during the caregiving (Khan *et al.*, 2006).

2.1.6 Childcare and Conservation of Resource Theory

Childcare is very vital for the working mothers that they must strain to maintain it (Hobfoll, 1989). COR theory which is proposed by Dr. Stevan E. Hobfoll in 1989 is basically a theory of stress which describes the highly motivation which drives the humans to maintain the existing resources and also hunt for the new ones. He further explained this theory that psychological stress occurred in three ways; when there is a threat of losing the resources, actual net loss of the resources and also the lack of already gained resources following the spending of resources. From above mentioned perspective resources also defined as: things which one values, specifically objects, conditions and states.

The Conservation of Resources (COR) theory was actually produced by Hobfoll (1989) to elucidate the resources conservation, nature of stress and to fill the slot between one's social and physical environmental demands and one's perception to get value and come

across to those demands. The major base of the COR (Conservation of Resources) theory is that people struggle to get, maintain and generate resources which they have value (Hobfoll, 1989). Otherwise speaking, resources in the COR theory are associated to the process of creating and maintaining survival and well-being. According to COR theory, stress is defined as a persons' response reaction towards the environment under following three conditions called "threats": 1) when the resources of person are threatened with loss, 2); when the resources of person are actually lost; and 3) when the someone lacking the capacity to gain the resources following investment of personal resources (e.g., knowledge and time) (Hobfoll, 1989). Intrinsically, one of the four types of resources are hereby threatened which may cause of stress. These are personal characteristics, objects, energies and conditions (Hobfoll, 1989). Objects are those resources which have the physical presence like clothing and shelter which may be associated to the socioeconomic status. Conditions are those kinds of resources which are valued as states, like social relationships, good health and status at work. This kind of resource impacts one's decision regarding staying at a particular job or to leave. Personal characteristic resources are ones' traits and his/her coping skills. Thirdly, Social support, including the family support or his/her co-worker support that can increase or decrease this sense of self. Fourthly, Energy resources are those which valued the abilities and skills which can be replaced for some other resources which include the knowledge time and money (Hobfoll, 1989, Alvaro *et al.*, 2010).

In the childcare perspective, when nurses use all their energy at their work place, at the same time they, have the childcare issues, they get into the stress which may cause the distress in patient care and quality of health services.

2.1.6.1 Childcare in American's and European perspective

In 2010, As per US Census Bureau, labour force ratio of mothers with and without neonates and infants were 55% and 45% respectively. Moreover, dual career of married couples with kid's ratio was 62% of total (United States Bureau of Labor Statistics, 2010). According to this department research it has been found that there were 729040 centers for childcare were available, where 2 million of United States children were cared during bulky working hours of their parents (United State Census Bureau, 2010). In England, there were 21800 daycare centers where 704000 of total children were full time and full day enrolled there (United Kingdom office of the National Statistics, 2007). A lot of working parents with large number of children who cared in childcare centers illuminate and show the importance of quality,

good and reliable childcare. Most of the parents remain unable to work without proper childcare of their children. Furthermore, if the parents are un-satisfied from the proper childcare arrangements for their children they could not give fully attention towards their work.

Congruently, employers must be cared with great concern about arrangement of adequate and proper childcare with the parents satisfaction (Kossek,1990; Goff *et al.*,1990; Kossek & Nichol, 1992). Renowned researchers of work family have also been accredited the status of the child rearing (Byron, 2005), childcare (Milkovich and Gomez, 1976), also the CD (childcare demand) as well as satisfaction (CD and CCS; Bufardi & Erdwins, 1997) at work-family edge or interface. In this regard, Satisfaction is also related to the work family conflicts (Bufardi & Erdwins, 1997), occupational or job and life satisfaction of employed mothers (Goff *et al.*, 1990), leaving or turnover intents of employees (Glass & Estes, 1996), welfare of employees (Ruben, 2006). Actually as per facts, many renowned researchers have nurtured what shows the matter much more for the role conflicts sensitivities is not so much type of necessary arrangements were used also, but satisfaction from the proper arrangements of caregiving (Colquitt & Noe, 2001). It is also further speculated that point and of strain-based family intrusion in work is a crucial instructive methods for these kinds of associations of relationships.

2.1.7 Childcare satisfaction and its growing demands

Childcare satisfaction for the parents who are dual-career, finding the proper and good in quality of childcare may be very thought provoking (Skinner, 1980, Fuqua & Labenson, 1986). Afterwards, proper arrangements of childcare have been made, and then how the parents think about these kinds of arrangements, which can be the cause of strain and anxiety. CCS is the judgement i.e. evaluation of one's caregiver and arrangement conditions of the childcare. Many researchers also acknowledged that all kinds of childcare has not derived the various equal factors and multiple factors which are affected the CCS which including type, convenience, quality and cost.

Taking in view of Bradbard and Endsley's (1986) work, Buffardi and Erdwins (1997) was developed a 20-items measure scale of CCS that had three major factors: caregiver's attentiveness, his/her communication and his/her dependability. Parent's pure satisfaction with attentiveness of care giver is reflected an evaluation of parents and analysis of attentiveness that a child takes from the caregiver and a lot of other children who are also

cared there. Satisfaction of parents with the caregiver communication specifies the evaluation of parents and analysis of provided information to parents about their child's day and what's parents feeling about caregiver's interaction. Parents Satisfaction about the dependability of caregiver, which denotes to parent's analysis at extent to which availability o of caregiver regularly after the immediate provision of service. Bufardi and Erdwins (1997) showed that the different types of relationships among the scopes with organizational commitments, inter-role conflicts, job satisfaction, and some kind of maternal separations, added to validate their distinctions.

2.1.8 CCS vs work-family conflict

According to the economic perspectives, that shows and emphasizes costs related to the work and the family issues (Drago & Golden, 2006). According Drago (2006), there is also a fourth factor to measure the CCS &CD, cost of caregiver, which also shows pure satisfaction of parents for their mutual and financial acceptance for nearly childcare places. Further, they established a passable support to the model of high order in which CCS construct also consists of four types factors. According to the Bradbard and Endsley (1986) convenience is the major factor which is clearly acknowledged, anyhow CCS measure has not been involved recently. Analysis and evaluation of definite proper location of associated work or home places of caregiver and also time, days should also be those days and time when the parents of the children required the childcare for their children. For example, naturally cost suitability is monetary, since 'time is precious to money' also the transportation charges the money. According to the researchers, (Bagley *et al.*, 2001) location is very important for childcare to choose the care service provider (Folk & Yi, 1994).

Establishment of a lot of "at the site centers for the childcare", (Connelly *et al.*, 2004), when the point of childcare center is located in the or nearly hiring buildings by the organizations, it shows and gives the confidences regarding perceiving value to have the center of childcare near the workplace. According to Wolfe (2007), propinquity or nearness the excellence center for care of children near to the working places shows that how easily and quickly mothers of little kids, neonates or infants could approached his/her children in case of emergency situation, to incline for special requirements like breast feeding, or to visit the care service provider, to see the kid in break period during duty like offer prayer or lunch time; consequently, convenience no doubly plays an significant role in CCS.

2.1.9 Childcare demands and JD-R Model

This complete study depicts on a model that is called the job demands-resources model (JD-R model). JD-R model integrates various previous models, including: - Demands-control model (Karasek, 1979), Job characteristics model (Hackman & Oldham, 1980), Conservation of resources model (Hobfoll, 1989) and Effort-reward imbalance model (Siegrist,1996). Though employees' work environment can be varied significantly, JD-R model's author have reasoned that the features of these at sometimes very different working conditions which can be categorized into two forms i.e. job demands and job resources (Bakker, Demerouti, de Boer, & Schaufeli, 2003). Job demands may include various aspects of job like physical, psychological, social, or organizational, which require the sustained physical and/or psychological effort or skills. Therefore, these are associated with the certain physiological and/or psychological costs e.g. work pressure and emotional demands. Job resources may include the physical, psychological, social, or organizational aspects of the job which h are either functional for achieving the work goals; reduced job demands and these are associated physiological and psychological cost; stimulate personal growth, learning, and development e.g. career opportunities, supervisor coaching, role-clarity, and autonomy.

Two expected assumptions are found in this study. In the first one, it categorizes all the job features into two main types i.e. job demands and the job resources (Prieto *et al.*, 2008; Mauno *et al.*, 2006). According to Bakker (2004), Psychological, physical and organizational features of job are the Job demands which requires the continued and constant psychological and/or physical effort and thus results psychological and/or in physiological costs. As per research of Bakker & Demerouti (2007), practically, emotional and psychological demands, role ambiguity and role overload may be included in job demands.

On other side, physical, psychological and social and features of organization's work which may cause to decrease the effects negatively related with the Job demands and enhance the attainment of organizational working goas and cushion the personal growth and advancement. These type of job resources may also consists of such kind of resources like job control, team and social support with role autonomy and its clarity. These also are very important and most valuable to reduce the actual costs related to someone's job demands (Bakker *et al.*, 2004).

Correspondingly, JDR model's second assumption also shows dual processes of psychological (Bakker, 2007) which may bring up job motivation or strain (Demerouti,

2007). Though first process which known as health impairment, has to perform and do highly extreme job demands which may erode employees resources then it result in the form of strain in job. (Prieto *et al.*,2008), from these processes, second process that is also referred as various postulates, motivational potential which may cause the positive results as per engagement of works and commitment of organization (Bakker and Demerouti, 2007; Schaufeli and Bakker, 2004).

A lot of researchers have been researched on using of JD-R model to find out the interaction between job resources and job demands and have also been resulted that this type of interaction have strong impacts on employees job satisfaction, motivation and heavily job strain (Bakker and Demerouti, 2007; Demerouti *et al.*, 2001). These kind of effects may be negative or positive. In positive sense, when job resources had been used overshadow the presentation of job demands, and the converse is true for this (Mauno *et al.*, 2006). Although, Mauno *et al.*, (2006) studies about interaction of job demands and job resources which are limited in nature and some of them have been showed mixed type of results. For instance, it has keenly been observed that job control (Md-Sidin *et al.*, 2010), team, organizational and social support (Mauno *et al.*, 2006) as job resources moderate the relation in stress and well-being (Bakker *et al.*, 2004). In other past studies clearly explain that organizational and support are the job sources which results in the form of employee performance(Bakker *et al.*, 2003) and engagement (Hakanen *et al.*, 2006). Notwithstanding these primary impacts, the model of JD-R show suggests that job resources pad the connection between job demands and job boredom or fatigue. Under requesting work conditions, representatives who hold abnormal amounts of assets arrange more supplies of these assets and in this manner are increasingly equipped for managing work demands, what's more, thus, they experience lower dimensions of job boredom or fatigue (Bakker *et al.*, 2005).

JD-R model show completely fits for this present study which guises at how childcare demand associate with the working mother's i.e. nurses performances as directed and moderated by Perceived Organizational Support (Mauno *et al.*, 2006). The premise is that JD-R model also conceptualized that childcare demand as the demands (Bakker *et al.*, 2010) and also suggests that their mostly interaction and association will affect employees job performance and occupation strain (Hakanen *et al.*,2006). Along these lines, the investigation on this study contends that the collaboration between childcare demands and cooperation can have an effect on working mother's performances at working place (Bakker *et al.*, 2003).

2.2 Life Satisfaction

2.2.1. Definition of Life Satisfaction

Life is a beautiful combination of body and soul. Life satisfaction is complete assessment of feelings and attitude about one's life on specific points during time ranging from negative to positive way (Diener *et al.*,19845).For the pure satisfaction of life both the parts of the life must be satisfied from the surroundings.

2.2.2 Historical background

All the time spend in or out of work or work place is included in Life (Dikmen, 1995). Yet, in general terms, some one's general and universal behavior and attitude towards one's life (Ozdevecioǧlu, 2003). For example, life is multifaceted which covers a variety of involving factors, definitions for life satisfaction or explaining the numerous factors which are relatively took part in satisfaction of life. Furthermore, an ambiguity is still involved in clarifying the central concept of LS, what type of factors involve in, which depend upon perception level of individuals. Hence, anyone can easily know about life satisfaction by reading the following definitions.

- Generally according to Telman and Ünsal (2004), life satisfaction signifies the inner satisfaction by someone's personal life.
- According to Ozdevecioǧlu and Aktas (2007), Life satisfaction is defined as comparison of results between reality and personal perceptions or outcomes . Term "life satisfaction "is used, its understanding as generalized satisfaction, it's not for specific purpose.
- As per definition described by the Heller *et al.*, (2002); a detailed summary about assessment and evaluations on person's like and dislike in general life.

Recurrently, life satisfaction concept is being used as the synonym of other concepts in wide range or it is misrepresented. Happiness is also from these types of philosophies and other one is the subjectively well-being and welfare (Saris *et al.*,1996). Many researchers have also been used these types of philosophies within same and appropriate meaning while others are naturally different. But, when these philosophies and concepts are discussed in detail, people have acknowledged that the meanings of these are totally dissimilar in real. For instance, life satisfaction statuses and shows a instant feelings whereas cheerfulness might be due for the future expectations or other than individuals might have bad life. Hence, one's

may have intensity of life satisfaction low. Though, Individuals may have the feelings of happiness in life because upcoming days are symptoms and signs of coming good days (Dikmen,1995). Philosophy of the welfare and wellbeing of subjects depend upon much more on the physical factors and also on the psychological factors, which is, how happiness feels individuals mentally and physically, marital status, occupation or independent of wealth (Bastemur, 2006).

A great researcher, Veenhoven (1991) was done research on approximately 245 studies in more than thirty two countries in total and after getting results outcomes from these factors studies which were took part in satisfaction of life can be detailed as:

- Residing in that country, where life is free for all purposes, accepted democracy with economics wealth.
- Politically stable country
- Being a member of majority instead of minority.
- Being remained upper most part of social edifice.
- Being enjoyed the happy married life with good relations with others.
- Being mentally as well as physically healthy.
- Being the active and open minded.
- Must have good feelings by someone pedals one's own life span.
- Rather than simply earning the monetary benefits like money and also remain conservative in politics approach, being openly willing to support the ethical values and social values.

At what time, it is considered nursing profession as tired one, according to life satisfaction, it is fully depended on physical and mental activities, needs and requires continuous and constant attentions and cares, causes to loss of energy and resultantly exhaustion; these factors results in stress. There have also been alternative hypotheses that the stress causes the burnout and turnover rate and it crease to decrease level of life satisfaction of nurses (Dockery, 2004).

According to Weber (2007), Organizations play an eminent role in the development of the country. One of the key factors of success in organization is its able, hardworking and

best resource. For achieving this aim, it is necessary that personnel's have the higher level satisfaction both in job and in life. Life at work is one of the integral parts of our daily routine lives which create many kinds of stress in life. Due to modest and competitive nature of working and job environment most of people in this world are spend their time for job and work related purposes, consequently ignore the stressors which are influencing and affecting their work and life. Normally people are more conscious and worry about their outcomes of their job and work that can even affect the way in which they treat the other people and, how they communicate with their fellows, peers and their customers. For example, people who have the higher level of job stress may also be satisfied from their job as well as their life and hence, they will not feel well and will not happy to work in that organization. They often feel frustration, when they are suffering or having the problems with their working, with their fellows, and also customers. It may lead the negative impacts on organization also himself/herself.

2.2.3 Life satisfaction among nurses:

In general life fulfillment is characterized as how much the experience of a person's life fulfills that person's needs and needs, both physically and mentally (Rice, 1984). These needs may exist in a few areas of life, for instance when people take the job of representative, parent, wife or companion (Biddle, 1979). An occupation is expected to effectively affect in general life fulfillment in a few different ways. Work is the source of salary that encourages individuals to address their issues and needs. Also, work represents a lot of waking hours out of each day of a great many people, and there is proof that work impacts individuals' self-idea and confidence (Kahn, 1981). The upsetting impacts of losing one's employment, for example joblessness, are moreover very much archived (Warr, 1987). As the connection between work furthermore, life fulfillment is undoubted, one noteworthy objective of look into has been to produce hypothetical models that give valuable mindsets about the issue of improving life fulfillment or personal satisfaction through changes in the work environment.

Rice (1984) has grown such a calculated model, which recommends that working conditions have an effect on generally life fulfillment through view of the nature of working life and non-working life. To put it plainly, the show recommends that working conditions impact life fulfillment, by changing qualities of the individual or the earth. Such changes incorporate transient impacts of work (for example changes in state of mind, vitality level and

interests), what's more, long haul impacts of work (for example changes in abilities, identity and wellbeing).

As burnout might be imagined as a long haul result of work (Shirom,1989), it can be utilized as a marker of the apparent nature of one's working life. As per our model, working conditions are antecedents of burnout, which further impacts in general life fulfillment. In this way, a last expectation in this examination is that depletion and withdrawal intercede the effect of occupation requests and employment assets on life fulfillment.

One may contend that disabled activity fulfillment is an quick outcome of burnout. In fact, this relationship has been affirmed in a few investigations (see Schaufeli and Enzmann 1998), including an examination utilizing a longitudinal plan (Wolpin *et al.*, 1991). In any case, Judge and Watanabe (1993) utilized a cross-slacked board configuration to demonstrate that work fulfillment and life fulfillment are emphatically and equally identified with one another.

2.2.4 Job satisfaction leads to life satisfaction

According to Spector (2008), Job satisfaction which leads to the satisfaction of life, which is also a positive state of mind which is emotionally run ,resulting of assessment of the anybody's experiences of job. Spector (2008) assessments regarding occupational satisfaction, employees overall attitude and behavior ono many job characteristics. He has also projected that it is also associated to the individual's demands, employee's needs, and wants. An employee's needs and wants may consist: good remuneration rewards, good will, new challenges in works, team support organizational working environment, and excellent relations his/her peers and fellows.

A person has positive behavior and attitude if he has higher level in satisfaction at his/her work place and he has reactive negatively if he has low satisfaction his/her work as well as life (Robbins *et al.*,2009). Griffin (1985) has explained the life satisfaction “a simple cognitive, judgmental process which hinges on the comparison of the one's circumstances to what is thought to be in a proper standard”. Two great researchers Diener & Suh (1977) explained satisfaction in research terminology that satisfaction's judgement is totally base on specific standards and measures which are completely explained by professionals with the help of their expertise. Therefore, for making the satisfactory life, people are supposed to theorize a judgmental decisions on it (Fox & Kahneman, 1992).

Gisheli (2001) and others are also proposed that in big organizations, workers have numerous interests and benefits and also examined and showed job satisfactions, job leaving intentions(Lalopa,2001), job boredom with life satisfaction (Mazah & Hj.Din, 2006).

Further, Jusoff (2009) assessed various aspects of life satisfaction having various variables demographically (i.e. sex, age, number of years in service and categories) between academic and non-academic faculty members of numerous institution in Malaysia(Ju and H.Din, 2009). After getting results from the participants, it was revealed that most of the study participants were satisfied from their lives moderately. Difference in satisfaction was also depended on number of years of job and age. However, no major difference was found on the bas Kelloway is of gender and category of employees.

Furthermore, Woei Lian, Ming Lin and Kuan Wu (2007) also inspected variances of stress, life and job satisfaction among various managerial and technical staff in IT (Information Technology) field. From the results of this study having 250 participants, it was revealed that managerial staff members have more satisfaction as compared to those who was hired as technical staff in that department. Oppositely, high stress was found in technical staff as compared to managerial one. Further, revealed that occupational stress has negatively affected the life satisfaction, whereas the satisfaction of job has the positively affected life satisfaction.

After detailed study on satisfaction of various types (life and job) and on occupational stress, it was revealed that stress is no doubt a self-misconception, different events of life and also many factors related it.

Hence, in big organizations, stress has been found in very high ratio. Additionally, life satisfaction may be associated to variables affected demographically e.g. length of job. It is also pragmatically studied that small type of research is found which shows the relationship of stress in job and welfare of employees leads to life satisfaction. Anyhow, a huge interest have been uttered regarding mental and physical issues e.g. job boredom, burnout in educational staff professors and some kinds of healthcare workers like doctors and nurses (Medina, 2002).

2.2.5 Childcare demands and life satisfaction association with JD-R:

Existent literature had also been conceived that Job stress and WFC (Bakker *et al.*,2010) as a job demand (JD) in the JD-R Model (Mauno *et al.*,2006). According to the researchers (Edwards and Rothbard,2000) WFC has also been explained as incompatible combine

demands producing from employee's work and family members roles associations that create difficulty to get those demands which are required for work. In the same way, two researchers Greenhaus (1985) and Beutell (1985) contemplate WFC as a straight form of conflict inter-role dimensions that completeness of one's role is very much tough because of other role performance. During this study, it conceptualize childcare demands of moms at work i.e. nurses and their role performance at working place as a WFC. Based on this idea, we contend that childcare demands of among nurses will cause to decrease their output. As characterized before, childcare demands alludes to the interest of time and vitality a working mother applies in dealing with and regulating a youngster or kids until they are at high school. women are generally family parental figures as their conventional roles demand.

Nevertheless, Aronson (1992) shows that women are getting entered in the working environment day by day. In the light of demographic figure, Smith (2004), provides that the childcare at home for the family members has been becoming a big WFC in the 21st Century. In this regard, employees efficiency refers to work related activities expectations, these are measured in contradiction of specific standards or rules and regulations.

As indicated by Güngör (2011), worker efficiency can likewise be viewed at what organizations' employee does or does not do and comprises the components, for example, quantity and quality of the output, convenience of output, existence and cooperativeness at work. It additionally eludes to every one of the exercises a worker takes part in that are perceived formally as a feature of the activity and furthermore exercises that add to the specialized center of an association (Borman and Motowidlo, 1993). It has also been various consider that have researched the connection among work and non-work job.

2.3 Perceived Organizational Support

2.3.1 Definition of POS

According to the Dr. Eisenberg " Perceived Organizational Support (POS) is the degree at which employees believe that their organization values their contributions and cares about their wellbeing and fulfills socioemotional needs".

2.3.2 Theoretical background

It states to the perception of employees about at what extent organization appreciates their working with contribution, cares to their welfare (Dr. Esineberg). Blau (1964) proposed

that Social Exchange Relationships (SER) are created on the concept that a sign of benevolence will be reciprocal in future. According to the Eisenberger, Huntington, Hutchinson, and Sowa (1986) advanced the concept of POS (perceived organizational support) to detail SER (Social Exchange Relationship) among the employees of the organization and the organizations. They are well-defined the POS 'as the employees' universal theories about extent to which organization gives importance to their aids and also cares about their well-beings. It has also been originated Perceived Organizational Support to be positively associated to the affective commitment (Eisenberger, Fasolo & Davis LaMastro, 1990; Settoon, Bennett, & Liden, 1996; Wayne, Shore, & Liden, 1997) and both positively associated (Eisenberger *et al.*, 1990) and negatively associated to endurance commitment (Gudanowski, 1995).

Perceived Organizational Support (POS) is generally defined as the values, cares and respects of employees' wellbeing by the organization for their employees in response to their services and contribution for the organization. Perceived organizational support demonstrates itself in many ways such as equal or fair treatment, passable supervisor's support, and best opportunities for the organizational rewards and well supportive working conditions (Allen *et al.*, 2011). According the researcher, Burgeoning indication has been established the positive impacts of organizational support on outcomes of nurses' working. (Ahmad and Nawaz, 2015). According to a Canadian researcher, an empowering and supportive working environment promote a sense of support at job and satisfaction during working in middle level of nursing managers in Canadian hospital (Patrick and Laschinger, 2006).

In Italy, It has been found that high institutional support had high positive impacts on nurses' valuation of aptitude through affective strong commitments (Battistelli *et al.*, 2016). In another study, it has also been found that nurses who seeming higher POS for nursing practices were more likely reported the high level of job engagements and OCB (organizational citizenship behaviors) as compared those who perceived weak support of the organization. (Gupta *et al.*, 2016). Furthermore, an advanced POS level is positive associated to the work engagements and OCB (Organizational Citizenship Behavior) (Mathumbu and Dodd., 2013) and contributed to pioneering behaviors among nurses (Ko *et al.*, 2015) and autonomy (Pohl *et al.*, 2012). A higher level and increased level of POS can therefore, be increased the retaining intentions in the nurses (Liu & Liu, 2015 and Abou, 2017). Though, weak POS has also been related to a lot of negative emotive outcomes. In lower and decreasing levels of POS has also been accompanying to a deterioration in nurses' job

satisfaction and high scores in burnout in the group of nurses working in hospitals, also in acute hospitals in the South Korea(Kwak *et al.*,2010). Researchers in Jordan examined the relationship between job stress in nurses and perceived organizational support. Most of the nurses were experienced in stress, when they feel less support and low cares from the organization (Higazee *et al.*,2016).

Conversely, a higher perceived organizational support was an important defensive factor, against the burnout among Chinese and Italian nurses (Bobbio *et al.*, 2012, Zhang *et al.*, 2014 and Cao *et al.*,2016). Moreover, increased and high levels of POS associated to the employees' sense of qualified self-concepts,(Cao,2016 and Abou,2017) a sense of the belonging (Chang,2015), and enhanced their levels of hope, optimism and self-efficacy (Bitmi,2015) which are essential to progress in nurses' job satisfaction which leads to life satisfaction and commitments from organization. There are a lot of evidences in the world relating to the high POS to nurses' job outcomes like the job satisfaction(Patrick,2006) competence, (Battistelli,2016) engagement in the job (Gupta,2016) innovative behaviors(Liu 2015 and Ko 2015) intention to stay (Liu 2015 and Abou 2017) and burnout (Kwak,2010).

Somewhat, it can also be mentioned that there is a scantiness of literature investigating OSP (organizational support perceptions) in nurses in relatives to job autonomy (Pohl, 2015) and work commitment.(Chang, 2015). Given the universality and importance of the organizational support in Healthcare workplaces, nursing in the particular, this phenomenon needs to be observed comprehensively and broadly in order to measure how more healthcare institutions in country provides the value, respects and support its nurses as an immanent entity in the hospital/organization.

Nurses are viewed as especially vulnerable to burnout. As indicated by two European researchers think about, burnout influences roughly 25% everything being equal (Landau 1992, Saint-Arnaud *et al.* 1992). Their employments are commonly unpleasant and candidly requesting, since nurses are more than once stood up to with individuals' needs, issues and enduring. A few examinations have appeared burnout is decidedly related with the measure of time medical caretakers go through with their patients (Cronin-Stubbs and Brophy 1985), with the force of the passionate requests presented by their patients (Lewinson *et al.*,1981), and with presentation to patients with a poor guess (Hare *et al.* 1988).

Besides, a survey of the literature referring to the nursing calling demonstrates that there is a 'heap' of stressors prompting strain and stress responses among attendants

(International Labor Organization 1998). Notwithstanding candidly requesting patient reaches, it has been appeared, for instance, that absence of time to design and get ready work, visit interferences, and obligation without basic leadership control, can be vital stressors in the job of nurses. Such employment requests appear to be especially distressing when medical caretakers come up short on a decent encouraging group of people and don't have the likelihood to talk about furthermore, improve patients' personal satisfaction. Be that as it may, as of recently, there exists no reasonable structure in the writing to arrange these stressors in a hypothetical model. In the present examination, we will create and test such a model of burnout among nurses.

2.3.3 Moderating role of Perceived Organizational Support

In the theory of Organizational support (Eisenberger., Huntington, Hutchinson, & Sowa, 1986) proposes that an indirect obligation grows between organization and its employees, when employees perceive that organizational support and values of the employees. With the intention to get benefit of problem-solving managing trait linked to the challenging stressors, with lessen the negative effects of the maladjusted managing trait related to interruption stressors. It is also theorized that institutions direly in need to help their employees in a try to boost the resources of higher performance. Many researchers has also been established the moderating support in numerous institutional relations. For instance, organizational support has also been revealed to lessen the contrary effects of the childcare demands and work to family conflicts (Witt & Carlson, 2006)., chronic and lingering pain (Byrne & Hochwarter, 2006), both could also be detected as stressors in performance. Support has also been revealed to give strength toe positive relationship in skill and performance (Hochwarter, Treadway and Witt & Ferris, 2006) and also trust with helping behaviour (Choi, 2006).

Researchers are also proposed that support of organization is very advantageous that, it can influence the positive relationship between significant variables related to organization and their outcomes. Nevertheless, it is not confirmed, if organizational support positively impacts relationship between the deterrent and challenging stressors with performance of employees.

Bliese & Castro (2000), studied about the properties and impacts of organizational supports in working groups, and also reasoned if the research is to examine groups and then the researchers should also be used the cumulative group member's sensitivities of the organizational support because of it is expected where such sensitivities and feelings contrast

suggestively amongst the groups due to contradictory support level among the groups. In the context of this recent study and also depend on Chan's (1998) typology, the organizational support theorized as a consensus model of aggregation directly. Morgeson and Hofmann (1999), briefed that "any specified collective (e.g., a team at work) can be regarded as a series of events on goings and events cycles between the constituents' parts (e.g., individuals)". For the progressive support of organization, interaction among units members gives rise and assists to brace the collective and cooperative of organizational support over repeated cycles of interactions and influence of individuals, hence codifying and organizing group norms and stroked perceptions of the organizational support (Degoey, 2000).

So, there is prediction that relationship among challenging stressors and the performance will also be even more strong for higher organizational support levels due to ever increase and easy available of resources and the strengthen from the socio-emotional support (Witt & Ferris, 2006). It is also expected that organizational support to help the employees having experience hindrance stressors because higher levels of organizational support and extra resources that enhance the employee affect. Though this kind of support may not alteration this negative relationship into positive among hindrances stressors and employees performance should be little negative to higher organizational support. It might also increase the life satisfaction by reducing the stress which caused for job boredom of employees.

2.3.4 Moderating role of POS and JD-R Model

JD-R model used in whole study has been presented that job features are further divided into two major types, i.e job demands and the resources (Prieto *et al.*,2008 and Mauno *et al.*, 2006). Significant of investigation as last mentioned, which is viewed as social, mental, physical and hierarchical organizational parts of work, which limit the impacts related to job demands (for example inter-rational impacts of working and non-working demands). It also helps the employees in such a manner in which working moms to accomplish their objectives and goals in their working organization.(Bakker and Demerouti, 2007). Baker (2004) has also been conceptualized the perceived organizational support and team support provide the counteract the cost or results which take out during work and non-work demands.

Furthermore, perceived organization support and team support can develop and enhance the efficiency of working mothers in the company. Team support can be defined as

the support which is received from the group members from which the employee belong to during executing or completing his tasks. Perceived organizational support may also be defined that support which is received by the employees from their organization during their working hours and after wards i.e. flexible working hours, leave, maternity leave, incentives, overtimes and other family support activities. POS and team support brings unity, synergy, brotherhood and courtesy among the employees. In short, a working mother who is overwhelmed with Childcare demands may perform better role at their working place where she/she receives POS and team support at her working place. In this way, a working mother will show herself an efficient worker because if she receives support both from her team as well as from the organization.

A lot of studies have also been verified and confirmed this type of assumption. Such as one of these studies shows that workers who receives support from their teams and organization get more and good results as compared to results the other employees who don't (Jones *et al.*, 2007). Other studies have also been indicated the same postulation (Froebel and Marchington, 2005;Cohen and Bailey, 1997). From the above mentioned study it contends that POS will have a positive effect on the relationship between childcare demands and employee life satisfaction.

2.4 Job Boredom

2.4.1 Definition

“A state of mind in which level of stimulation is perceived as unsatisfactorily low (Hebb, 1996)”.

2.4.2 Monotony and Boredom

Monotony is the boredom, which is generally discussed as the mental psychological fatigue which leads towards work decrement. Monotony is also an important facet of thee industrial unrest and in work decrement. It may also be the responsible for increase in nervous syndromes and disorders in modern era life. Freedom and Monotony also referred to undesirable effects or repetition of work. It is truly a state of the mind caused by the repetitive works. According to Maier(2005), monotony and boredom are explained in that way of a person views about a specific task from producing the output to their works instead of fall progressively.

2.4.3 Theoretical back ground

Everyone at work has the experienced of boredom for some time, however it has ignored on large scale by the organizational researchers. Fisher (1993), defined Boredom has also been noteworthy significances in the form of job dissatisfaction, employees turnover, and in performance decrements, so further attention to the understanding, its grounds seems to be warranted . Several researchers have also been proposed that attentional difficulties are at the root of experience of boredom (Fisher, 1993; Leary, Rogers, Canfield and Coe, 1986). The majority research on the job boredom has been focused on task physiognomies and characteristics as contributors towards the feelings of job boredom. Jobs or occupation which are repetitive, simple, and which can be performed with minimum thoughts and attention, For example, some kind of specified line jobs, which are most likely to be done having experience as boring and full of monotonous (Cox, 1980).

According to Smith (1981) industrial morale may become low due to monotonous of work. A job is boring or full of monotonous if it is not stimulating and interesting. Monotony is a distinctive characteristic, not of a specific and particular job, but it can be defined as a relationship between job and worker at the specific and particular time. A person who is doing job may have good considerable interest in doing that work or job as compared to those who are standing and looking outside of this working environment and looking that job full of monotonous (Hamilton,1981). The primary and major root cause of the monotony in jobs is the repetition of acts or set of acts, or the lack of variety in work. There is hardly to find a single case where a job having varieties is monotonous. But there are also some situations wherein repetitions of work is not to be considered monotonous. During the wartime, such as workers were also doing routine and repetitive jobs which were also be considered interesting due to their meaning.

Naomi Dunn *et al.*, (2011) specified in his study of monotonous and boredom that monotonous and the fatigue are the burning issues that numerous drivers face daily basis and they are issues which can negatively affect the drivers' train the executives aptitudes. In this examination, drivers additionally featured the different factors in which they felt and contributed towards their encounters of the monotonous and the weakness, just as the overseeing techniques they used. Sunil gupta (2015) that the monotony is related with the repetitive work, which is especially so, when the work exists and becomes automatic and semi automatic. To break monotony is nearly possible by a person and should also be

connected to life, doing the work according to the well plan manners, focus the goals and some exercise per day.

Stephen.J. Kass *et al.* (2001) acknowledged that the attempts to improve the jobs and reduce the boredom may also be beneficial in reduction of the absenteeism and the dissatisfaction, perhaps techniques of human factor intended at reducing the boredom (or) monotony by increasing it. Such kinds of dimensions may also be effective in progressing improving the various work outcomes. He also recommended that, if it may be beneficial for the organization to bestow more and more attention to the systematic valuation and tendency is to be bored. Furthermore, measuring the employees' perceptions of degree of boredom from work during jobs and help to use of the job design tips and also where they are mostly required.

Nils Falletin *et al.*, (2002) also found that a task based acquaintance assessment approach can be successful in resolving some main issues related with the assessment of the physical working place exposures. Large variance within group's exposure to the non neutral of the shoulder postures may also ultimately require the individual assessments (or) inclusion of the groups with maximum contrast in the exposure of the both. John .W. and White oak (2014) shows that importance and significance of the dynamic group which help the individuals engagement for the better boredom managing, those empowered with ability to identify and to join the functional groups are ultimately more probable to cope effectively and efficiently with the monotony at work , these kinds of results also provide inferences and implications for the individuals who want to be engaged more efficiently and effectively in their workplace.

Dr. S. Gomati *et al.*, (2015) determined that practices of job rotation have the positive impact on motivating nursing staff i.e. Nurses and their supervisors in performing and completing the tasks, the positive impacts on decreasing the monotony, increases in knowledge, more skills and higher competence and the development of social relationships in nurses, and results in the form of inspiration and motivation. All of these findings of study lead to the employee development. Ravi and Fatima (2017), Monotony is getting up due to repetition of work done by organization and boredom is taken place in person due to uninterest because of the regular treatment. In nursing employees' monotony and job boredom are occurred the demographic factors only, when they do the job for their personal

interests, but the nature of employment, working hours, less sleep, family responsibilities and the imbalance the work and personal life.

Stress that is considered as the imminent part work life, which might be in real “burnout” (Cokluk, 2000). A famous researcher also explained the boredom and monotony “use up of the internal sources of the individuals due to the exhaustion, losing of energy or demands which not met” (Freudenberger, 1974). According to researchers view, Job boredom is further classified into three types as burnout or exhaustion of the employees, depersonalization most repetitive work and the lack of the personal achievements during working, which are the extensively detected and found in individuals, who work very close to the others while doing jobs (Maslach and Zimbardo, 1982). Tiredness, emotional exhaustion indicates the stress and its sources “an increase demands both physically and emotionally made for individuals. The interpersonal dimensions of the burnout and job boredom having negative manners towards the clients and lack of working interest. Furthermore, a severe feelings of the lack of personal achievements shows the negative tendency of evaluation of the individuals (Wright and Bonnet, 1997; Maslach *et al.*, 2001; Budak G, Surgevil, 2005).

Job boredom and burnout is associated with the individual’s personal, family and life of the organization. It has also been extensively exposed in the literature vastly that the individuals who feel the job boredom and burnout display the bitter tiredness, psychological issues, failures in the psyche effects on health, the propensity towards distance themselves from their family members (Surgevil, 2006, Ardic and Polatsci, 2008). Similarly, Maslach and Leiter (1997) is stated that job boredom may responsible decrease in personal performance and increasing turnover pace, low efficiency, absence and lessen productivity of employees (Schaufeli and Buunk, 2003; Kop and Euwema, 2001).

2.4.4 Boredom’s systematic view: Boredom Influence Diagram

It is still a continuing discussion on finding particular and accurate boredom’s definition. Due to inadequate or irrational vascular response, boredom or monotony was supposed to be derived (McDowall & Wells, 1927). After years ago, Barmack (1937) explained the boredom “a state of inner conflict, produced by inadequate and irrational motivation and a desire or wish to eliminate oneself from the task”. O’Hanlon (1981) also well-explained the boredom “a psychophysiological state or condition resulting from extended stages of monotonous stimulation.” Moreover, newly researchers have also normally settled to label the boredom,

and hence the subject matter, state of the very low stimulation and discontent or dissatisfaction due to lack of interest in the inadequately and stimulating as well as inspiring environment (Mikulas & Vodanovich, 1993; Fisher, 1993; Pattyn, Neyt, Henderickx, & Soetens, 2008). Russell (1980) proposed in the model of effect where places the boredom at work roughly in midway between misery and sleepiness. Researcher revised the earlier works and clinched in his study that monotony or boredom does not cause for stress (Thackray 1981).

Although, it is further linked between the monotony and it was a dire need to sustain the higher levels of attentiveness that provokes the substantial stress. Hill and Perkins (1985), had broken down the boredom into a intellectual or cognitive constituent of subjective type of monotony and an affective constituent of frustration. It is also focusing on the more and more underlying fundamental mental processes. Frischen, Eastwood, Fenske, and Smilek (2012) also well-defined the boredom as adverse state of minds which occurs when someone fails to absorb attention and the participate in nourishing activities.

According to Csikszentmihalyi (2014). In this study of optimum experience, boredom is considered as a state of mind driving from the low level challenge as compared to the individuals skill levels, and also the lack of the core motivation of individuals. It might be argued that the motivation is also one part of the cognitive and intellectual components of the boredom, Due to its affects ratio, while an individual observes the target task as interesting or boring. The multidimensional characteristic of the boredom shows the reality that the boredom on job is often connected with some other physical, mental stress such as tiredness and the cognitive state (e.g. Desmond & Hancock, 2001), and vigilance (e.g. Eastwood *et al.*, 2012), along with the individual behaviors, such as personality and motivation. In a try to elucidate the multidimensional causes, major effects, belongings and interactions of the boredom and to comprehensibly and smoothly organize this type of review, It proposes the influence diagram in Figure below. For the purpose of knowledge, BID is one of such systems symbol of boredom and its multi modes characteristics and attributes. The interactions and concepts showing in that model, representation the researchh fields of various disciplines.

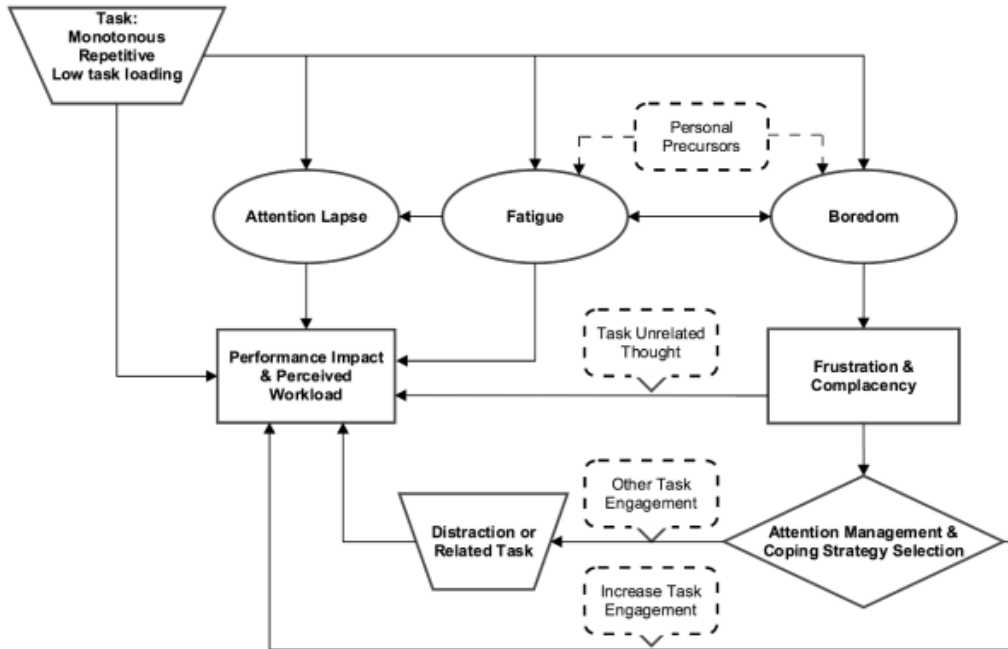


Figure-2 Boredom Influence Diagram

2.5 Job Stress

2.5.1 Definition

According to Beehr (1995) job stress is defined as “a situation in which some characteristics of the work situation are thought to cause poor psychological or physical health, or to cause risk factors making poor health more likely.”

2.5.2 Theoretical Background

In addition to this, Akinboye and Adeyemo (2002) defined job stress as the harmful physical and emotional responses which come out, when the job demands develop inconsistency with the help of resources and needs & wants of workers. In this modern era, many stressful events associated towards the workplaces: like changes in financial status, mishaps firings, altered responsibilities, variations in working hours or work place conditions, etc.

Job stress may also be experienced by the people who perform work in different kinds of jobs, however Ahsan *et al.*,(2009) have also been stated that nursing profession is one of the utmost stressful profession. They also have the view that it is pertinent to research the occupational stress in nurses because of performance of nurses may be declined under stressful environmental situations. This view is fully supported by Gyurak and Ayduk (2007), who stated that stress among the nurses pays to the organizational ineptitude, higher turnover ratio, absence, decreased quality and decrease in quantity of health care, increased in costs of health care and reduced the levels of job satisfaction which leads to the job boredom.

2.5.3 Significant Role of Job Stress in Nursing Sector:

Due to increasing workload among nurses day by day, increasing job stress, declining in nursing job satisfaction which leads to job boredom are the major issues for the nurses managers, nursing staff and nursing educators. Many scholars studied about nursing and found that nursing is a tireless work. Henceforth, that occupational or job stress is widespread among the nurses (Lavanco, 1997; Elfering *et al.*, 2002; Lee and Wang, 2002; Santos *et al.*, 2003). Work-related stress and life satisfaction among nurses have sturdy negative relationship in each other (Blegen,1993). Further, it has described that increased stress has also be resulted in the form of heavy turnover intents, which is causing more and more nurses are quitting this profession (Shader *et al.*, 2001). Moreover, a higher job stress has also been found to diminish the quality of nursing services (Tarnow-Mordi *et al.*,2000). That advancement is found one of the major issues that why less young generation is joining the

nursing profession (Booth, 2002). Due to insufficient and less staffing, recruitment, nurses have found in experience difficulties to cater patient's needs. Due to which they often caught by the frustration about their in capability to complete their working responsibilities for the professional life satisfaction of them and highly express the desires to leave the profession of nursing (Hegney *et al.*, 2003). Besides, job stress has also been found the major occupational health problems of the employees (Gray, 2000).

Consequently, it is pertinent to realize how work is connected the stress which effects them, and what kinds of factors in her working environment reason the extreme burden. Thus, It is also very imminent to get more and more knowledge about nurses' work conditions, job stress which often leads to job boredom and job satisfaction which leads to life satisfaction— detailed knowledge which might be useful to lessen the nurses' job stress and enhance attitude towards their job satisfaction. Vast research has also been done by the Pakistan Nursing Council in collaboration with various healthcare institution of Punjab and other provinces to find out the problems faced by the nursing staff during duty hours. In this regard, many types of survey conducted to find out the problems faced by nursing staff i.e. socio-economic conditions, workload, childcare demands, occupational stress, work-related environmental conditions, their health, and job boredom and life satisfaction in Pakistani Nurses.

Numerous factors are related with occupational or job stress. Many researchers' studies and specify that additionally, the stressful and traumatic factors associated to nursing, management and organizational traits influence the job stress in nurses staff (Stordeur *et al.*, 2001; Makinen *et al.*, 2003). These kinds of causes of stress differ in both the nature and the frequency athwart specialties of nursing (Siu, 2002; Tummers *et al.*, 2001). Many prominent researchers have also been included that job stress arises from thee social arrangements which are moderately demonstrated by the organizational work (Cooper, 1998) and also from the interaction between the specific characteristics of the employees individually and these organizational factors (Makinen *et al.*, 2003).

Similarly, nursing job stress is to boundless extension which determined, how perfectly nurses individually get ride on job related stressors in her workplace. During performing their duties nurses are challenged with various work related tasks (like: extra duties, night shifts) inadequate work conditions and most stressing situations, like that severe conditions of patients, death of patients and emotional sufferings. So this research also

embark on to check the differences and similarities in the precepted work load and job stress among nursing working within the hospital and outside the hospital premises.

2.5.4 International study of occupational/Job stress in nursing

Higher workload and the consequential job stress can have grave results for the hospital nurses and for their patients. In this regard, it has been found a sturdy relation in job or occupational stress and job satisfaction which leads to life satisfaction or job boredom (Blegen,1993), and it has also been revealed that excessive work load and work related stress cause to increase in turnover ratio of employees (Shader *et al.*, 2001). In this regard, a new multi-country research regarding mobility and migration of nurses, was conducted by the WHO (World Health Organization), ICN (International nursing council), RCN (Royal College of Nursing UK) (2003) in which found that inadequate and poor working conditions are one of the main reasons which causing for nurse migration. Other important factors are less career opportunities, low wages, less resources to work smoothly and effectively. According to a researcher, due to insufficient recruitment and staffing levels, frustration among nurses about their incapability to get ride on their work for their specialized satisfaction take place and they face problems in meeting and fulfilling the patients needs (Hegney et al.,2003).

Various studies have also been found that traumatic and tens conditions are commonly found in nursing. These kinds of stressing conditions and circumstances are the universal in nature and the researchers in mostly parts of the world, e.g., in Ireland (Wynne et al.,1993), in Switzerland (Jakob and Rothen, 1997), in the Australia (Tarnow-Mordi *et al.*, 2000), in Belgium (Stordeur *et al.*,2001), in Great Britain (McGowan, 2001; Payne, 2001), in Greece (Alexopoulos *et al.*, 2003), in Taiwan (Lee and Wang, 2002) and in US (Santos *et al.*, 2003) have been found that nurses have to deal with heavy workload and job stress.

As it is a known thing that different countries have various working conditions, education, social status, autonomy and authority of nurses so it can be supposed that job or occupational stress different among cultures and countries. Hence, there is an acute need to observe work-related stress in nurses in many other countries (Bussing and Glasser, 1999), and findings of such kind of studies must be construed from perception of the socio-cultural environments where they are taken place. Stress among nurses is a burning and hot issue, that contributes in various health issues in nurses and decreases the abilities and skill. Stress is well known as a universal spectacle particularly and generally in this profession of nursing,

that has adverse reactions and results on the psychological, physical and emotional well-being of health of the employees (Olayinka *et al.*, 2013).

A well-known researcher Abu AlRub (2004) pronounced nursing profession, “a challenging, inquiring, and full of stress profession”. It has been found after reviewing of studies, high work demands, heavy workload, and other social support were the most common factors associated with the stressors reported by the nurses. As per Code of Ethics for nurses, “nurse protects, encourages and advocates for the human rights, shares the responsibilities and encouraging the human needs, provision of quality of health and safety of patient” (ICN Code 2012). Hence, it is significant to quest for such kind of sources that could enhance the quality of the healthcare delivery by the nurses like stress management. Though, nurses have to perform a lot of responsibilities, duties, responsibilities, and proper dealing with all types of challenges (Donley, 2013) and so it has also been stated that only nurses are the more inclined to experiencing the stress as compared with other professionals of healthcare institutions (Aiken *et al.*, 2002).

2.5.5 Stress scope in American workplaces

Morgan and Tromborg (2007) and Dantzer (1991) defined stress as “the condition in which internally or externally demands are got imbalance to the human’s capacity for coping or responding abilities to these demands. Further, Hans Selye articulates the term stress as a protracted and continued reaction of human body to any inquiry (Fox S., 1993). Hence, job stress can also be defined as “when the working demands do not match with the abilities and capabilities of individuals, physical issues and appearance of psychological responses (Stress scope in American workplaces). According to that, occupational or job stress can be the chief of the mentally and physical health problems and even more harmful injuries, depending upon the level of stress that an individual nurse is getting through experience (e.g., mostly nurses in Hong Kong were getting through experience psychotically problems due to job demands (Daniel, Wong, Leung, So & Lam, 2001). Thus, the major causes of stressors in most of the nurses are because of the extra workload, personal issues, disability to fulfil and achieve the patients’ needs (Pender *et al.*, 2011). Furthermore, stress has also been described “a chain connected with other points strengthly (like the person may go from eustress to anguish feelings and chronic distress feelings with various physical and mental outcomes (Engström *et al.*, 2006).

2.5.6 Mediating role of occupational/job stress

Now a days working place is posturing with huge challenges ever than before. Apparently, job helps the people in getting social status, a sense of identical prospects for the personal developments, incorporation and amalgamation , as well as for having proper amount of money for his/her well beings (Gallie, 2002). On the other side, Milliken and Dunn-Jensen (2005) suggest that work and schedules contracts have dispensation of workers due to intensification of work and less time for the social life and for the family (Sparks, Faragher and Cooper, 2001). So it is also proposed that workers may have the experience of job stress which constantly may lead to less job satisfaction. A researcher has also found that job stress greatly impacts on employee's job satisfaction and overall performances during their works (Coleman,1976).

The fact is that mostly organizations are now demanding for the best job efficiencies. Furthermore, within a grooming economy country like in Asian continent, Malaysia is prominent; a large number of hospitals and universities in South East country has been immensely increased in decades. So, taking in view the growing numbers of hospital and universities is showing Health (especially nurses) and academic staff to greater compatible challenges in this atmosphere.

Beehr (1995) well-explained the job stress as “a situation in which some features of the working situation are more thought to be caused the poor psychological or physical health or to cause some risk factors making the very poor health more likely”. In addition, Akinboye, Akinboye and Adeyemo (2002) exposed the job stress as negative physical and emotive response which occur when the job demands are unpredictable with the needs and resources of the worker. Part of which obliges as the major stimulators of job or occupational stress for the administrators happened in working atmosphere (Swent & Gmelch, 1977). In this current era, highly stressful events can also said to be associated with the workplace: changes in financial status, firings, different responsibilities, unexpected variations in working hours or conditions, etc.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Research Methodology

This part of the thesis is illustrated with the name of methodology which explains and illustrates the feature associated to the population, study design, variables of study, sample, number of the respondents who participated and took part in this study, sampling formula, questionnaire design and statistical techniques, followed and used in the research. Various types of techniques of statistics for the analysis of data were used to complete this research which included the following techniques i.e SEM, frequency distribution, reliability (Cronbach alpha, composite reliability, rho_A) and validity (convergent and discriminant) etc.

3.1.1 Exploratory VS Conclusive Research

Research design may be classified into two types. These are Exploratory and the Conclusive research designs. Sometimes problems are faced in doing work in an organization or in collection of desired output data of previous , which is not yet collected from the employees. A pilot study is hereby conducted to get the suitable solution of a problem e.g. what is the major and foremost reason behind job boredom? It is well known as the exploratory research design. But in this design of research, it is only given the reasons of the problem, but not proposed the solution of that problem. Further it is more divided into two types; first one technique is quantitative and the second one is the qualitative technique (Hair *et al.*, 2003). Quantitative technique is a technique in which data is collected through questionnaires which is logically designed. In the qualitative technique, respondents are interviewed live for collecting data. Comprehensive and broad area has also been decided earlier for interview in qualitative technique. Whereas questions which were asked out of the discussions.

Malhotra (2004) enlightens conclusive design of research which is quantified exactly and enumerates results of the exploratory research. It also provides the comprehensive answer of the research question and not only defines the actual cause of problem, but propose is the solutions of problems too. This gives the directions for decision making, which also propose the suitable option that is appropriate for sorting out the problem. Hence, it is official, formal and naturally well-structured. Required data or information is collected

through selected audience or respondents who is representing and characterizing the study population precisely. But it is not same for all the time. Occasionally, findings of this type of research do not represents whole population's obsession and engrossment. But it is the better way to understand the employee's behavior and their mood of through study of its specified sample or set of samples.

Conclusive type of research further divided into two types i.e. Descriptive and Causal research. In the first type of research i.e. Descriptive research design is also an other research design used to get and measure the frequency of an event, or to find out the relationship among various variables. Suppose Medical Superintendent of the hospital is interested to know and understand the phycological and physical issues faced by the hospital nurses. In this regard, fundamental research design is very suitable, when Administration need to know the root causes of the problem occurrence of an event, alternatively stated, when Administration need to know and realize the effect of variables on each other. In this regard, they get benefits from the causal research design. (Hull and *et al.*, 1996). Suppose, in hospitals, administrations face highly resistance and difficulty when they want to make the new policies for their employees At this stage, they are also more interested to know the effects of these policies on the employees performance, their satisfaction towards jobs as well as life. For the answers of above mentioned question, casual research type is best to used.

3.2 Research design

During this study, a quantitative research approach was adapted and used for collection of data by using the well-known technique i.e. survey technique. Survey questionnaire comprised questions regarding to childcare demands, perceive organizational support, job stress, life satisfaction, job boredom and demographic questions. "In this study, Survey as a quantitative technique is used for the collection of data and survey is the best method to accumulate information from samples of individuals" (Scheuren, 2004). The primary and major objective of the survey research is to find out and collect information from more than one persons, on some specified set of organizationally pertinent paradigms or constructs" (Bartlett, 2005). Furthermore, this study is also performed on that events, that are difficult to investigate directly, which legitimize or legalize the strategy of survey as a suitable tactics or approach to the findings from the significant population on a single time frame (Gall, Gall, & Borg, 2007). According to the researchers, an easy approach which is comprising of five steps to establish and conduct the survey, was developed by the Barlett (2005) and

descriptive research study was also used in this study. This method contained depicting the reasons and objectives, determining the example, making and instruments' pre-testing.

3.2.1 Population and Sample

Population is defined as “population is consisting upon a group, which includes the objects, individuals and events, out of which a statistical sample can be taken. Afterwards, a research work may be done or conducted. Sample is defined as “smallest unit of a population is called the sample”. If take a birds eye view of definition of sample, it can be found that the sample has also almost all the characteristics of the population. According to a well-known researcher Zikmund (2000) “assortment and selection of a small quantity or number of essentials which hold the characteristics and the qualities of the subject population is called as samples”. Sampling is also define as “a technique which is used to select the sample from the population (Frenkel & Wallen, 2003). It was very helpful to complete this study in time and minimalize the cost. Population of this study was Nurses and Head Nurses of various Govt hospital of Faisalabad and Lahore. They work in the hospitals and care for the patients.

No gender base discrimination was made, but only female respondents because this profession is related to females in Pakistan. In other countries male nurses also available. So, data was gathered only from Nurses. Nurses who are married and having kids between the age of 0 to 5 years or more are the target population. No sample was taken from the nurses who are not married. The estimated numbers of married and having charge and head nurses were about more than 3000 in Faisalabad and Lahore . “sampling has two types: random and nonrandom, based on whether or not every subject in the population has an equal the chance of being selected. Respondents were also selected on the basis of the non-probability sampling techniques. Convenience sampling type or technique was used for selection of the sample (Giannakis-Bompolis and Boutsouki, 2014).

3.2.2 Sample size

Sample is defined as “a smallest unit of population”. Sample almost contains of all types/features of the population. Sample is the smallest simple individual unit, that comprising all the characteristics features of population. Choice of sample is very important, in order to get good and reasonable results. The primary aim of the research is the selection of the sample. In this research 1000-1200 respondents (Approx) have been chosen or selected as sample from various government hospitals in Faisalabad and Lahore. Haire *Et al.*, (2006) criteria was followed to select the sample from several criteria's. According to the standard,

5-15 responses were required against each variable. In this research overall number of variables were 5, so 70 sample size for this research was adequate. According to rule of thumb (Comer and Welch, 1988) if the population is 1000-1200 sample size will be for the population of 450-500 with 5% error chances. So, 450 was the sample size for this research.

3.2.3 Response rate of sampling

450 research questionnaires were delivered to the respondents however 406 were gotten back and were completely filled and which were considered for the data analysis. The response rate was stayed 90.22% which was very good one.

3.2.4 Sampling technique

Required Information was collected by using the non-probability sampling. Convenience sampling technique was used due to nature as well as structure of the hospital. According to this type of technique, the researcher has maximum opportunity to reach the respondents on priority basis.

3.3 Types of Analysis

3.3.1 Data collection

There are so many types of methods for data collection from the respondents like observation, interview, questionnaire, schedule method case study and survey method. In this research, for data collection questionnaire method is adopted, because it is low cost and easy method. It can also easily be used for the large sample size of population and much more reliable and accurate results are found through this method. Research data was collected from the nurses of various hospitals in Faisalabad and Lahore through questionnaire. They were humbly requested to fill this questionnaire completely and easily. It was also a very important that data was also collected from the morning, evening and night shifts also.

3.3.2 Analysis of data and statistical techniques

Smart PLS v 3.2.8 and statistical package for the social sciences were used to analyze data properly in this study. In this regard, questionnaires were entered into SPSS in a careful manner. Both kinds of methods have been used for analyzing the data. Descriptive statistics were also used to show or describe data in a smooth and meaningful way. Mean Values, maximum values, minimum values and the standard deviation have also been used to

describe the data in a significant method. SEM (Structured Equation modeling) through smart PLS v 3.2.8 have also been used for checking the measurement and the structured models.

3.3.3 Instrument

For the development of the instrument, five point likert scale (5-1) has been used. Number 1 was used to represent the strongly disagree and number 5 denotes strongly disagree.

Questionnaire Detail

Sr No.	Name of Variables	Total Items	Source	Scale
1	Childcare Demand	07	(BaM Scale, Mathey 2011)	5 point Likert scale
2	Perceived Organizational Support	06	(Eisenberg, 2001)	5 point Likert scale
3	Life satisfaction	05	(Diener & Griffin, 1985)	5 point Likert scale
4	Job Boredom	15	(Farmer & Sundberg 1986)	5 point Likert scale
5	Job Stress	03	(Masalch, 1982)	5 point Likertscale

3.4 Type of study

This study was studied to check the effects of childcare demand on the working mother i.e. nurse life satisfaction and job boredom. In this study, POS was moderator and JOB stress as the mediator. It is a co-relational as well cross sectional study as it established the variables in same year on various respondents. Study was purely conducted for the academic purpose and due time limitations, convenience sampling technique was adapted. Data was collected from govt sector organizations i.e. Govt. Hospitals only.

3.4.1 Study setting

So as to fill the questionnaire, contact was made with all respondents at their working environments. They were all be guaranteed with respect to privacy of their responses empowering them to honestly share responses.

3.4.2 Time horizon

Data for this research was collected from public sector healthcare organizations working in Lahore, and Faisalabad. Data was collected within in three months.

3.4.3 Unit of analysis

In this study, unit of analysis was individuals i.e. nurses (employees belonging to different public sector healthcare institutions within Faisalabad and Lahore).

3.5 Sample and procedures

Data for this research was acquired from 406 working mothers i.e. (nurses) in different hospitals in Pakistan. Working mothers are referred to working women i.e. nurses sector caring for a child at least age from 0-5 years. In this survey 450 survey questionnaire coasted to these working mothers whose spouse likewise working worker or other. To gain admittance to the medical clinics and foundations where the information was gathered, we required consent from the heads of almost 10 hospitals and establishments which took an interest in the examination.

3.6 Variables and Measures

According to the OECD definition, employees alone can decide whether or not a work environment is family supportive (OECD, 2001). In keeping with this view, data was used which was collected from the employees' perspective.

3.6.1 Childcare demands

In this study to measure the childcare demands BaM scale with seven items (from the Being a mother-13) (BaM-13) scale was used (Matthey 2011). To get the responses, for each statement on the BaM-13 scale, the respondents was asked to think about how they had been feeling over the past two to three weeks using a five-point Likert scale anchored at 5=Yes, most or all of the time; 4=Yes, some of the time; 3 = Not sure; 2 = No, not very often; and 1 = No, rarely or never.

An example of the item is “I find it hard to cope when my baby/toddler cries”. High score indicates a higher level of childcare demand on the working mother, while low score shows a lower level of childcare demands on a working mother. Here working mothers referred to charge nurses/ head nurses belong to public sector government healthcare institution/hospitals.

(5) Strongly disagree (4) disagree (3) neither agree/no disagree (2) agree (1) strongly agree.

3.6.2 Job Stress

Job stress was assessed on 5 items scale Maslach Burnout Inventory (MBI) of Maslach (1982).

3.6.3 Life satisfaction

Life satisfaction was assessed on the basis of 5 items scale developed by Diener, E., Emmons, R., Larsen, J., & Griffin, S. (1985).

3.6.4 Job boredom

Job boredom was assessed on the basis of 16 items scale developed by the Farmer & Sundberg (1986).

3.6.5 Perceived organizational support

POS was measured by using 6 items questionnaire developed by Eisenberg et al (2001).

3.7 Questionnaire

Questionnaire consists on the sections mentioned below.

3.7.1 Section 1

3.7.1 Childcare Demand

For the research, questionnaire first and foremost section was the Childcare demands which contain the questions regarding self and inner feelings of the respondent i.e. closeness with the child, loneliness, fear and worry about the care of child.

3.7.2 Section 2

3.7.2 Perceived Organizational Support

In the questionnaire second part and section was about the Perceived Organizational Support in which questions that study about variables which shows the effectiveness of organizational support towards their employees, which are accomplishments, well beings, goal and values any kind of special favor.

3.7.3 Section 3

3.7.3 Life Satisfaction

In the third section, an independent variable was studied which was Life Satisfaction. In this section following characteristics of this variable were studied viz: satisfaction, idealism, excellency of life.

3.7.4 Section 4

3.7.4 Job Boredom

In section 4: characteristics of independent variable Job boredom were studied i.e. monotonous, dullness, tiredness, boredom.

3.7.5 Section 5

3.7.5 Job Stress

In section 5: characteristics of variable Job Stress were studied i.e. drained, strain, interest of work, enthusiasm in works.

3.7.6 Information concerning demographic characteristics

At the end of the questionnaire, a part of statistical quality information from the respondents as for their qualification, designation, age groups, No. of children, and length of service.

3.8 Instrument Reliability

“Instrument’s reliability is defined as the ability of instrument to measure and quantify the consistently the phenomenon for which it is designed to assess”. Therefore, Reliability also refers to the test of consistency. It is very common in research to collect the multiple measures of the same construct. For example, in a questionnaire designed to measure optimism, there are typically many items that collectively measure the construct of optimism. To have confidence in a measure such as this, need to test its reliability, the degree to which it is error-free. The type of reliability we'll be examining here is called internal consistency reliability, the degree to which multiple measures of the same thing agree with one another.

3.8.1 Cronbach's Alpha

This is a single correlation coefficient that is an estimate of the average of all the correlation coefficients of the items within a test. If alpha is high (0.60 or higher), then this suggests that all of the items are reliable and the entire test is internally consistent. If alpha is low, then at least one of the items is unreliable, and must be identified via item analysis procedure. It was originally derived by Kuder & Richardson (1937) for dichotomously scored data (0 or 1) and later generalized by Cronbach (1951) to account for any scoring method. Cronbach's alpha is the most commonly used measure of reliability (i.e., internal consistency). A high value of alpha is good, but it is important to have a deeper knowledge to use it properly.

3.8.2 Goodness of fit

For the statistical measurable model, i.e. goodness of fit factual and statistical tests shows to which level the studied data/information matches with the fitted model. In respect of measures of data fitness in the model, for the very most part, it shortens the blunders characteristics of watched and observed under the model. In such type of techniques/terms can also be employed as a piece of the statistical hypothesis testing. Goodness of-fit files proposed that the theorized part structure repeated the watched connections within looking at botch, which as needs be established a strong match amid theory and data.

3.8.3 Ethical Considerations

All types of ethical concerns were also trailed in this research and all moral responsibilities were fulfilled during this study. "Respondents have also been guaranteed that this investigation is just for education purpose and there is not any kind of commercial motive is behind this effort. In addition, confidentiality and secrecy was assured to respondents that their names and status will not be disclosed to anyone."

3.9 Theoretical frame work

This research has an objective to investigate the relationship between childcare demand and life satisfaction, Childcare demand and Job boredom. Perceived Organizational support (POS) is mediating the impact of childcare demand and job stress. job stress belong to the medium's capability to facilitate the relationship (Beatty *et al.*,1996). Following figure is showing the complete relationships of I.V., D.V, Mediating and Moderating variables.

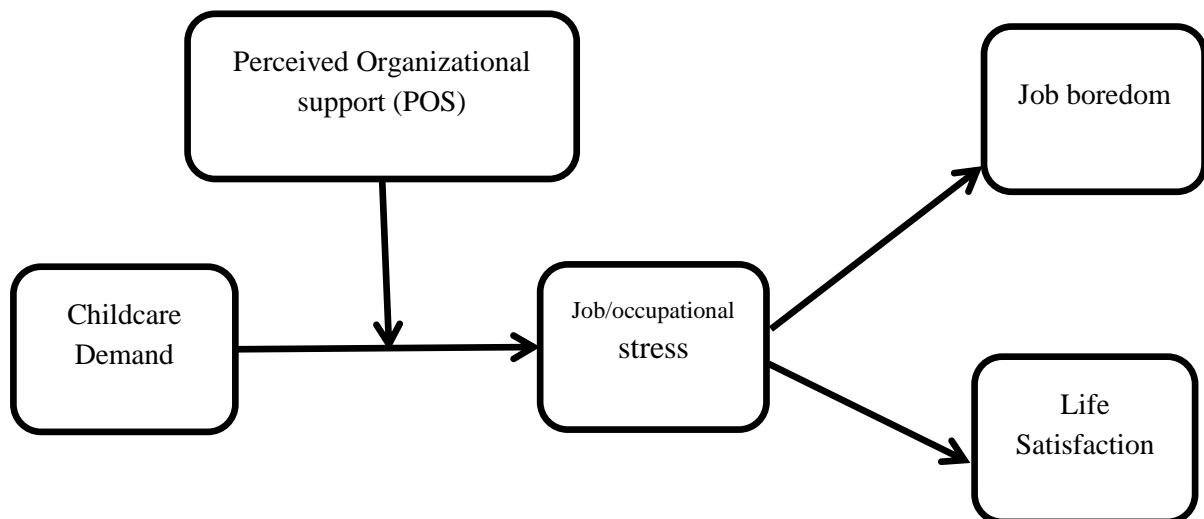


Figure 3 Theoretical Frame work

Independent Variable: Childcare Demand

Dependent Variable: Life Satisfaction & Job Boredom

Moderator: Perceived Organizational support

Mediator: job stress

3.10 Hypothesis

H1. There is a significant relationship between Childcare demands and job boredom

H2. There is a significant relationship between Childcare demands and life satisfaction

H3. There is significant relationship between Job stress and life satisfaction

H4. There is significant relationship between Job stress and Job boredom

H5. There is a significant relationship between Childcare Demands and Job Stress

H6. Job stress mediates the relationship between childcare demands and life satisfaction.

H7. Job stress mediates the relationship between childcare demands and job boredom.

H8. Perceived Organizational Support (POS) has the moderating impacts Childcare demands and job stress

CHAPTER NO. 4

DATA ANALYSIS

This section shows and depicts the outcomes in the form of results. The gathered information has been examined thoroughly by using the Smart PLS v 3.2.8 and Statistical Package for Social Sciences 20 (SPSS). In the underlying segment under the enlightening investigation heading the after effects of statistic factors have been appeared. In the second part bearing and nature of associations with the free, subordinate and interceding factors have been accounted for by relationship network. In the third part aftereffects of relapse examination have been accounted for. This area contains upon the aftereffects of basic and various relapse examination.

4.1 Descriptive analysis

The demographic characteristics of respondents have been described as follows:-

In the descriptive analysis respondents were belong to various hospitals from the Punjab, Pakistan from which questionnaire has been filled.

Table 4.1.1 Nurses respondent from Govt. hospitals

Are you charge nurse/Head Nurse				
Description	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	406	100.0	100.0	100.0

Here the table representation shows that in the survey all the respondents were the nurses of govt. hospitals. 406 respondents were govt. employee's nurses from various govt. hospitals.

4.1.2 Frequency of gender

Secondly, demographically gender is considered. The table given below provides the information about gender in the survey:-

Table 4.1.2 Frequency of gender

GENDER				
Description	Frequency	Percent	Valid Percent	Cumulative Percent
FEMALE	406	100.0	100.0	100.0

The table shows that all of the respondents were female. 406 respondents are female with 100% proportion.

4.1.3 Frequency of Qualification

Table 4.1.3 Frequency of Qualification

Qualification				
Description	Frequency	Percent	Valid Percent	Cumulative Percent
Nursing	398	98.0	98.0	98.0
Midwifery	8	2.0	2.0	100.0
Total	406	100.0	100.0	

Thirdly, demographically qualifications of the respondents is considered. From 406 respondents 398 were having the qualification of diploma of general nursing, percentage is 98% for this qualification. Only 2% were those respondents who have the qualification of midwifery diploma only.

4.1.4 Frequency of Designation

Table 4.1.4 Frequency of Designation

Designation				
	Frequency	Percent	Valid Percent	Cumulative Percent
Nurse	325	80.0	80.0	80.0
Head Nurse	81	20.0	20.0	100.0
Total	406	100.0	100.0	

Fourthly, designation of respondents is considered. From 406 respondents 325 were on the post of Nurse i.e. Charge Nurse in BS-16 having percentage is 80% and remaining 20% respondents were having designation of Head Nurse.

4.1.5 Frequency of Age

Fifthly, age of respondents is considered. From 406 respondents, only 14.3% having the age between 20-25. 35% are belonged to the age group of 26-30 years old. 24.6% of respondents are belonged to the 31-35 years old age group and 19.2% from the respondents are belonged to 36-40 years of age. At the end, only 6.9% respondents are belonged to the age above 40 years old.

Table 4.1.5 Frequency of Age

	Frequency	Percent	Valid Percent	Cumulative Percent
20-25 Years	58	14.3	14.3	14.3
26-30 Years	142	35.0	35.0	49.3
31-35 Years	100	24.6	24.6	73.9
36-40 Years	78	19.2	19.2	93.1
Above 40 Years	28	6.9	6.9	100.0
Total	406	100.0	100.0	

4.1.6 Frequency of No. of Children

Table 4.1.6 Frequency of No. of Children

	Frequency	Percent	Valid Percent	Cumulative Percent
1	141	34.7	34.7	34.7
2	125	30.8	30.8	65.5
3	91	22.4	22.4	87.9
4	40	9.9	9.9	97.8
5	7	1.7	1.7	99.5
6	2	.5	.5	100.0
Total	406	100.0	100.0	

Above table shows the results of the survey that how many numbers of respondents have how many children. In this regard, it has been found that only 34.7% respondents have only one children. 30.8% respondents have two children and 22.4% respondents have 3 children. 9.9% of respondents have 04 children and only 1.7% and 0.5% respondents have the 5 and 6 children respectively.

4.1.7 Frequency of Service

Table 4.1.7 Frequency of Service

	Service			
	Frequency	Percent	Valid Percent	Cumulative Percent
1-5 years	141	34.7	34.7	34.7
6-10 Years	126	31.0	31.0	65.8
11-15 years	61	15.0	15.0	80.8
16-20 Years	48	11.8	11.8	92.6
Above 20 Years	30	7.4	7.4	100.0
Total	406	100.0	100.0	

Lastly, demographically service of the respondents is considered. In above mentioned results shows that 34.7% of respondents having the service of 1-5 years, 31% of respondents having the services of 6-10 years old. 15% of respondents are those respondents who have the service 11-15 years and 11.8% are those who have 16-20 years. Only 7.4% of respondents are those who have the service of more than 20 years.

4.2 Measurement model

Measurement model is defined as the part of the model which examines the relationship between the latent variables and their measures. .It has showed the results of 03 basic measurements to get measure the models of the researchers. Following are these three measures:

- Internal consistency

- Discriminant validity
- Convergent validity.

All of the above mentioned measures are described more precisely as below.

4.2.1 Goodness of Fit

The major purpose for model's fit is to check the degree up to the entire model is more reliable with the required experimental data which is done through various techniques together known as the fitness of good indices. This type of statistical model depicts to which degree it fits the observed data group. Measure of goodness of fit normally thinks the dissimilarity between test esteems and the characteristics conceivable under the model being also referred to. these sorts of measures can be used in hypothesis testing.

Table 4.2.1 Goodness of Fit

	Saturated Model
SRMR	0.085
Chi-Square	952.709

The major purpose for model's fit is to check the degree up to the entire model is more reliable with the required experimental data which is done through various techniques together known as the fitness of good indices. This type of statistical model depicts to which degree it fits the observed data group. Measure of goodness of fit normally thinks the dissimilarity between test esteems and the characteristics conceivable under the model being also referred to. these sorts of measures can be used in hypothesis testing.

Chi-square is hereby defined as, the principal of fit is carried out for the essential models in the bright light of that way where it is grown especially from the fit limit [fML (N-1)]. In all over the chi square is much more explainable in case of it is changed into Z. The out-going with the very close estimation can also be used: $Z = \sqrt{(2\chi^2)} - \sqrt{(2df - 1)}$.

Researcher also explained that an old level of fit is chi-square to DF proportion: or χ^2/df . The major issue having with this proper record is that there is no for the most part settled upon typical in the matter of what is a not very bad and a too dreadful fitting model. In chi-square test, the test is very much liberal, while factors have been non-normal scatterings, and also the specific distributions with kurtosis. It has also been explained by the various

researchers that for the models which have the cases around 75 to 200, chi-square test is a sensible bit of fit. Furthermore, it may also, fit for those models which have with the extra cases (at least 400), and chi-square is often regularly and truthfully colossal. Chi-square is moreover impacted by the navigate of connotations in the model: as greater connections, as the sub-par of the fit. This choice measures of fit have been made.

Another level of fit is the SRMR, which is represented as the organized enhancement among the watched relationship compared to the expected association. Though It is a strongly rough degree and for which slant is very important for the little N and also for the low levels degrees of opportunities considers. Subsequently, the SRMR is a level which out measure of the fit, and the estimations of zero, shows the flawless fit. SRMR has also no discipline for the showing of complexity. According to the Hu and Bentler (1999), the esteem value which is under .08 is, generally, looked as the strong match. In this way, estimation of SRMR was 0.08 that exhibits a strong match.

4.2.2 Normality of Data

According to statistics, all types of normality tests are hereby used to govern if the set of data is well-modeled by normal distribution and to figure how it is likely for the random variable and basic data set to be distributed normally. According to the researchers, It should be necessary for the skewness and kurtosis measures that it should be as close to zero as possible. Reality is there that during data either skewed or kurtosis, a little departure from 0 from both sides no matter. in consequence, it must be calculate by its S.E (*standard error*”. It will pointed out the z-value, which must be at a place within -1.96 to +1.96. In the following results all the results of Kurtosis and Skewness are within in normal ranges which shows the normality of data.

Table 4.2.2 Normality of Data

Indicators	No.	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis	Skewness
CD1	1	0	3.502	4	1	5	1.292	-0.781	-0.645
CD5	4	0	2.34	2	1	5	1.211	-0.949	0.453
CD6	5	0	2.483	2	1	5	1.239	-0.907	0.426
POS1	6	0	3.707	4	1	5	0.98	0.629	-0.96
POS2	7	0	3.527	4	1	5	1.016	-0.195	-0.661
POS3	8	0	3.557	4	1	5	0.947	0.151	-0.74
POS4	9	0	3.648	4	1	5	0.996	0.525	-0.931
POS5	10	0	3.65	4	1	5	0.986	0.227	-0.818
POS6	11	0	3.675	4	1	5	1.001	0.468	-0.894
LS1	12	0	3.079	3	1	5	1.229	-1.126	-0.167
LS2	13	0	3.52	4	1	5	1.002	0.126	-0.8
LS3	14	0	3.485	4	1	5	1.038	-0.171	-0.65
LS4	15	0	3.264	3	1	5	1.137	-0.87	-0.258
LS5	16	0	2.64	2	1	5	1.337	-1.165	0.318
JB2	18	0	2.549	3	1	5	1.106	-0.818	0.204
JB3	19	0	2.246	2	1	5	1.129	-0.279	0.721
JB5	20	0	2.209	2	1	5	1.082	0.135	0.841
JB8	22	0	2.448	2	1	5	1.051	-0.516	0.265
JB10	24	0	2.182	2	1	5	1.108	-0.422	0.638
JS1	30	0	2.212	2	1	5	1.18	-0.405	0.746
JS2	31	0	2.47	2	1	5	1.235	-1.169	0.301
JS3	32	0	2.67	3	1	5	1.226	-1.068	0.054
JS4	33	0	2.759	3	1	5	1.216	-1.135	0.025
JS6	35	0	2.404	2	1	5	1.057	-0.257	0.605
JS7	36	0	2.537	3	1	5	1.117	-0.782	0.231
JS8	37	0	2.256	2	1	5	1.201	-0.759	0.576
JS9	38	0	2.126	2	1	5	1.13	-0.544	0.676

4.3 Internal consistency

There are two major measures in internal reliability which are used by the researchers to measure models. Cronbach Alpha and Composite Reliability are of these measures. If the value of Cronbach alpha is greater than 0.6, it is acceptable. Below table explains the values of Cronbach alpha study described variables.

4.3.1 Reliability Analysis:

Cronbach's alpha (1951) is the frequently used instrument for testing the internal consistency of the questionnaires. Internal reliability of the questionnaires were assessed through Cronbach's Alpha and its value for every variable is in the accepted range ($\alpha > 0.60$)

Table 4.3.1 Cronbach's Alpha

Constructs	Cronbach's Alpha
CD	0.599
JB	0.745
JS	0.827
LS	0.800

In the above mentioned table, Cronbach Alpha for the variable of Childcare demand is 0.599 which is acceptable. As well as other variables are concerned Job boredom's Cronbach alpha 0.745, job stress 0.827 and life satisfaction is 0.800. All of these values are in accepted range. Therefore, all the variables are considerable which showing that model is reliable.

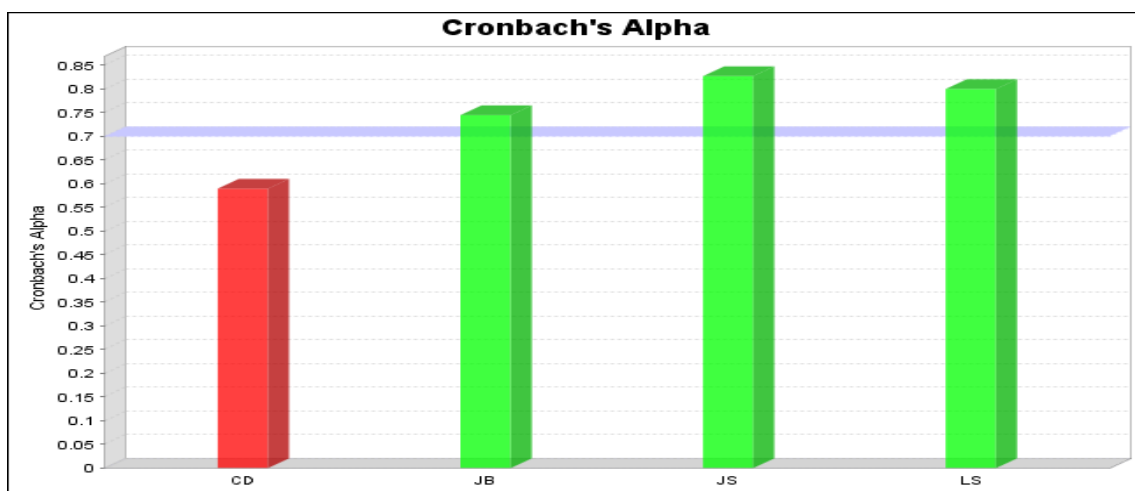


Figure 4 Cronbach's Alpha

4.3.2 Composite Reliability:

To check the consistency of the model, composite reliability have been checked on the other hand. The value of composite reliability must be >0.6 which explain the model's reliability.

Table 4.3.2 Composite Reliability

Constructs	Composite Reliability
CD	0.783
JB	0.831
JS	0.871
LS	0.862

Previously mentioned table shows that CR value of Childcare demands, Job Boredom, Job Stress and Life Satisfaction's attribute is 0.783, 0.831, 0.871, 0.862 respectively. All above mentioned values are > 0.6 . Hence, all the variables are also considerable which depicting that model is also reliable.

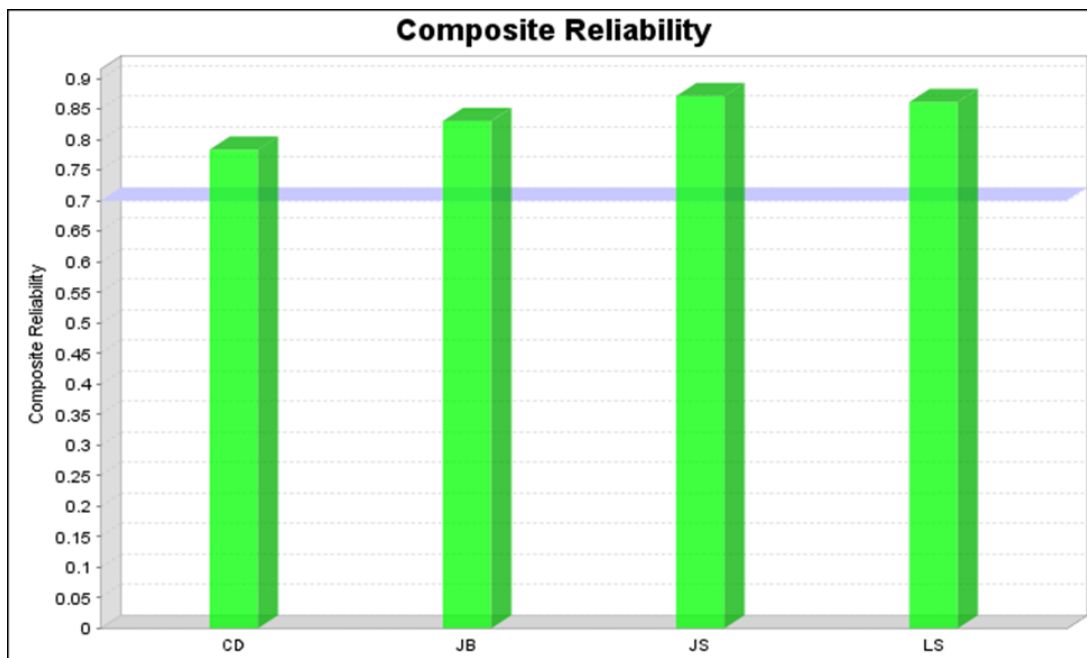


Figure 5 Composite Reliability

4.3.3 rho A:

It is also a reliability coefficient which is used to measure the reliability of the model. It should also be greater than 0.6. Following table shows the rho_A values.

Table 4.3.3 rho A:

Constructs	rho_A
CD	0.629
JB	0.746
JS	0.842
LS	0.843

In above tables Childcare demands rho value is 0.629, Job boredom is 0.746, Job Stress is 0.842 and Life Satisfaction is 0.843 simultaneously. All of the resulting values showing in the table are greater than 0.6 which are considerable. Hence, the model is reliable.

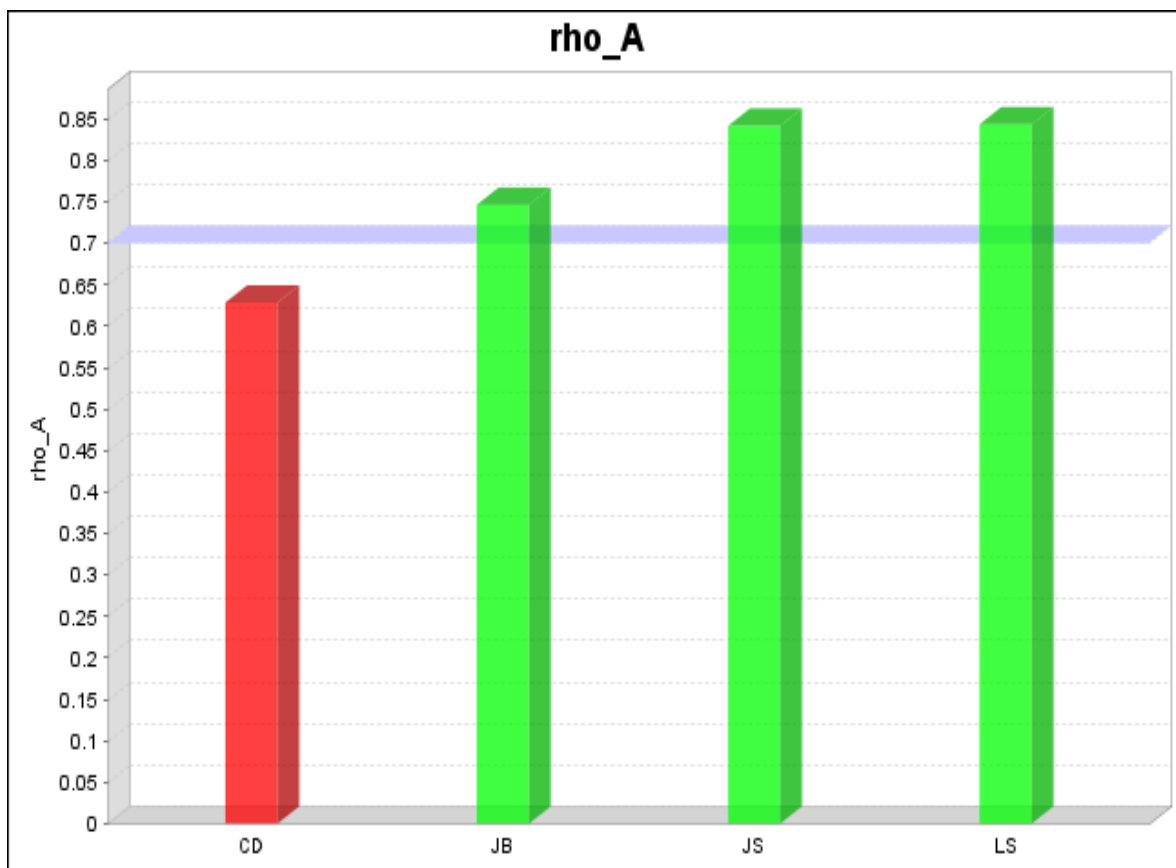


Figure 6 rho A

4.4 Validity

Validity is defined by the Nelson (1997), “the degree to which a test or measure produces the same results or scores when applied in the same circumstances”. In this study, construct validity has been discussed. Construct validity is also defined as “how well a test or experiment measures up to its claims” which is further divided in two types i.e. convergent validity and discriminant validity. After measuring both of them, it can be realized the validity of the model.

4.4.1 Convergent Validity

It is defined as “Convergent validity tests that constructs that are expected to be related are, in fact, related.” It is simultaneous measure of same construct correlate. For the proper measurement of CV(Convergent Validity) outer loading and AVE table used. Detail below:

4.4.2 Outer Loading

Outer loading are basically used to measure and check the convergent validity. These following tables are listed as below:

Table 4.4.2 Outer Loading:

Indicators	CD	JB	JS	LS
CD1	0.611			
CD5	0.837			
CD6	0.760			
JB10		0.707		
JB2		0.654		
JB3		0.699		
JB5		0.710		
JB8		0.747		
JS1			0.628	
JS3			0.716	

JS4	0.608	
JS6	0.820	
JS7	0.739	
JS8	0.668	
JS9	0.718	
LS1		0.735
LS2		0.834
LS3		0.842
LS4		0.775
LS5		0.510

Only those values of outer loading are acceptable which are greater than 0.7. The results of outer loading table show that the value of CD5 is 0.837 and CD5 is 0.760, JB10 is 0.70, JB5 is 0.710, JB8 is 0.747, JS6 is 0.802, JS7 is 0.739, JS9 is 0.718, LLSS1 is 0.735, LS2 is 0.834, LS3 is 0.842 and LS4 is 0.775. The above all the values are greater than 0.708. Therefore, all variables are considerable showing that model is reliable and accepted. However there are also some values which are below the 0.7 and it is also retained because according to Hair et al. (2016) stated that the loading of less than .4 should be eliminated while the loading in between 0.4 - 0.7 if the CR and AVE won't be changed.

4.4.3 Average Variance Extracted (AVE):

AVE stands for Average Variance Extracted. The average variance extracted in SEM (i.e structural equation modelling) indicates to proportion of the explained variance accurately within measured indicators by the latent variables which are relative to the total variance, to error of variances included in total, so it personifies a trade off in accuracy and error. if explained variance, according to researchers (accuracy of shared explained variance) which exceeds to the unexplained (error variation, due to measurement, systematic & phantom error) it is also a good sign that latent factor in study has the factorial, discriminant validity generally, in simple words, the higher level of AVE shows that the latent factor symbolizes what it is intended to measure pretty well. Values of the outer loading are acceptable, where, these values are greater than 0.5. Below table explains the results of AVE:

Table 4.4.3 Average Variance Extracted (AVE)

Variable	Average Variance Extracted (AVE)
CD	0.551
JB	0.496
JS	0.494
LS	0.561

Table 14 Average Variance Extracted

Previously mentioned table shows that AVEs value of Childcare demands is 0.551, the value of Job boredom is 0.496, the value of job stress is 0.494, the value of life satisfaction is 0.561, respectively. The above all the values are near to or greater than 0.5, therefore all the values are approximately accepted. Because according to Hair et.al, 2009, Average Variance Extracted (AVE) is higher than 0.5 but it can accept 0.4. Because Fornell and Larcker said that if AVE is less than 0.5, but composite reliability is higher than 0.6, the convergent validity of the construct is still adequate (Fornell & Larcker, 1981).

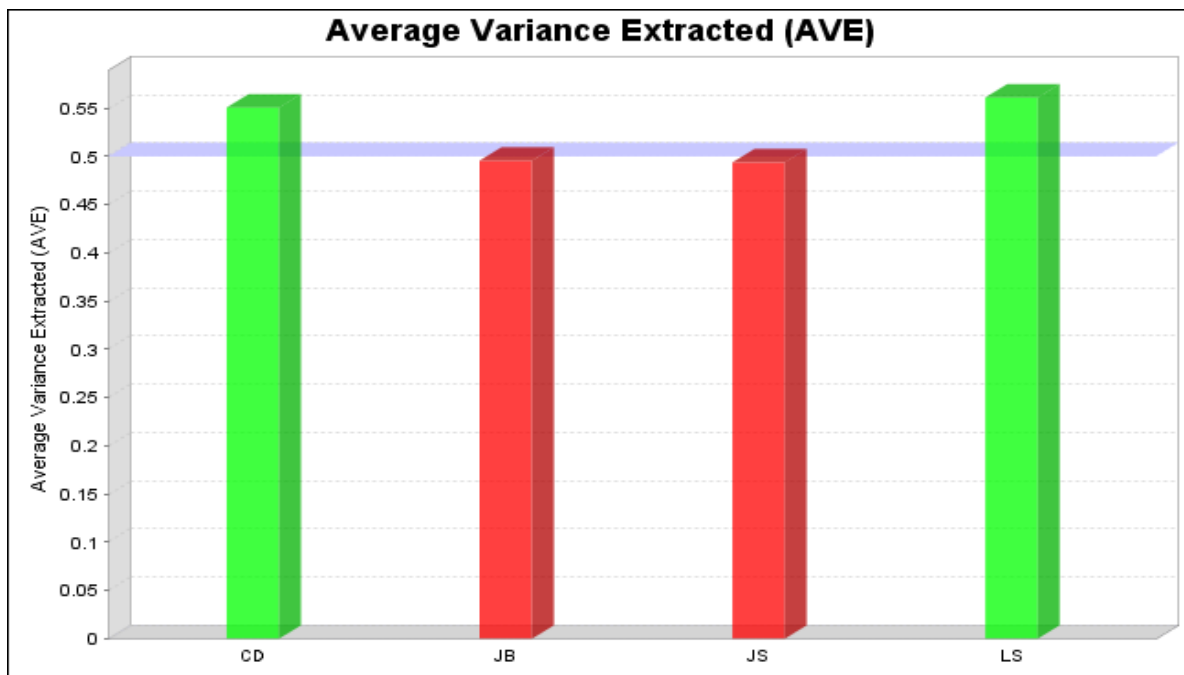


Figure 7 Average Variance Extracted

4.5 Discriminant Validity

Discriminant validity is defined as “measures of *various* constructs or paradigms should *not* be correlate with each other highly. For example, Measures of pressure are not related to measures of barometric pressure It works on a theory which have two parts i.e. self-esteem constructs and Locus of control constructs. The discriminant validity assessment intends to ensure that a reflective constructs has the solid association with its own specific indicators or pointers (e.g., in segregation with than some different constructs) in the PLS path analysis model (Hair et al., 2014). Discriminant validity examination has transformed into a most recognized condition to assess relationship among dormant or latent components or factors. For structural equation modeling of variance-base, for example Fornell-Larcker model, partial least squares and assessment of cross-loadings are the overwhelming methodologies for evaluating discriminant Validity.

For basic condition demonstrating of difference base, for instance Fornell-Larcker model, halfway least squares and appraisal of cross-loadings are the staggering methodologies for assessing discriminant Validity.

4.5.1 Cross Loadings:

Cross loading expressions that how densely and solidly all the questions are hereby loaded on all other variables. In the study and literature a gap of $\sim .2$ is between every cross loadings and the primary target loadings is thee extremely suggested. The table of cross loading is listed as below;

Table 4.5.1 Cross Loadings:

Indicators	CD	JB	JS	LS
CD1	0.611	0.141	0.129	-0.189
CD5	0.837	0.251	0.230	-0.234
CD6	0.760	0.231	0.192	-0.141
JB10	0.198	0.707	0.527	-0.296
JB2	0.209	0.654	0.473	-0.320
JB3	0.176	0.699	0.472	-0.258
JB5	0.227	0.710	0.490	-0.338
JB8	0.198	0.747	0.517	-0.377
JS1	0.144	0.467	0.628	-0.142
JS3	0.161	0.513	0.716	-0.287
JS4	0.199	0.336	0.608	-0.289
JS6	0.201	0.611	0.820	-0.327
JS7	0.185	0.566	0.739	-0.365
JS8	0.202	0.424	0.668	-0.146
JS9	0.167	0.497	0.718	-0.234
LS1	-0.237	-0.255	-0.194	0.735
LS2	-0.300	-0.392	-0.285	0.834
LS3	-0.273	-0.393	-0.351	0.842
LS4	-0.077	-0.342	-0.291	0.775
LS5	0.042	-0.288	-0.270	0.510

The above mentioned table shows the results of the cross loading. In cross loading table results show that the value of Childcare demand is greater than all non-target variables. In the same way, the values in the table show that value of Job boredom is greater than the value of non-target loadings. Job stress is the next variable. Job Stress value is also greater than that the value of non-target loading. Next and final is the Life Satisfaction attribute. Life satisfaction attribute is greater than the value of non-target loading.

4.5.2. Fornell and Larcker 1981

Fornell and Larcker is highly recommended that AVE square root of every variable and it should be greater than that the relationships between all the latent variables.

Table 4.5.2 Fornell and Larcker 1981

Constructs	CD	JB	JS	LS
CD	<u>0.742</u>			
JB	0.286	<u>0.704</u>		
JS	0.254	0.705	<u>0.703</u>	
LS	-0.255	-0.452	-0.374	<u>0.749</u>

The above table showed the value of Childcare demands, Job boredom, Job Stress and Life Satisfaction are 0.742, 0.704, 0.703 and 0.749 respectively which shows that model validity.

Summary of the Cross loading

The following table shows the summary of the results of cross loading in this study for quick review.

Table 4.5.3 Summary of the Cross loading:

Factors		Factor's cross loading
Childcare demands		
CD1	I find it hard to cope when my baby/toddler cries	0.611
CD5	I am worried that something would happen to my baby/toddler	0.837
CD6	really feel that I belong to a team. I have been annoyed or irritated with my baby/toddle	0.760
Job Boredom		
JB10	Time seems to go by slowly on the job.	0.707
JB2	My work is monotonous.	0.654
JB3	I like the work I do.	0.699
JB5	I find my job dull.	0.710
JB8	I get mentally sluggish during the day.	0.747
Job Stress		
JS1	I feel emotionally drained from my work	0.628
JS3	I feel tired when I get in the morning and have to face another day on the job	0.716
JS4	Working all day is really a strain for me.	0.608
JS6	I feel burned out from my work	0.820
JS7	I have become less interested in my work since I started this job	0.739
JS8	I have become less enthusiastic about my work	0.668
Life Satisfaction		
LS1	In most ways my life is close to my ideal.	0.735
LS2	The conditions of my life are excellent.	0.834
LS3	I am satisfied with my life.	0.842
LS4	So far I have gotten the important things I want in life.	0.775
LS5	If I could live my life over, I would change almost nothing	0.510

4.6 Heterotrait-Monotrait Ratio (HTMT):

HTMT criterion is used for the assessment of discriminant validity. To find out either the discriminant validity is established or not, HTMT criterion has been checked. If the value of HTMT is below the 0.90, It shows that discriminant validity has been properly established among two reflective constructs.

Table 4.6 Heterotrait-Monotrait Ratio (HTMT):

	CD	JB	JS	LS
CD				
JB	0.423			
JS	0.358	0.885		
LS	0.362	0.580	0.453	

In the above mentioned table HTMT ratio for Job boredom is 0.423, Job stress is 0.885 and Life Satisfaction is 0.453 respectively and all of these values are less than 0.90. It shows that discriminant has been properly established among two reflective constructs.

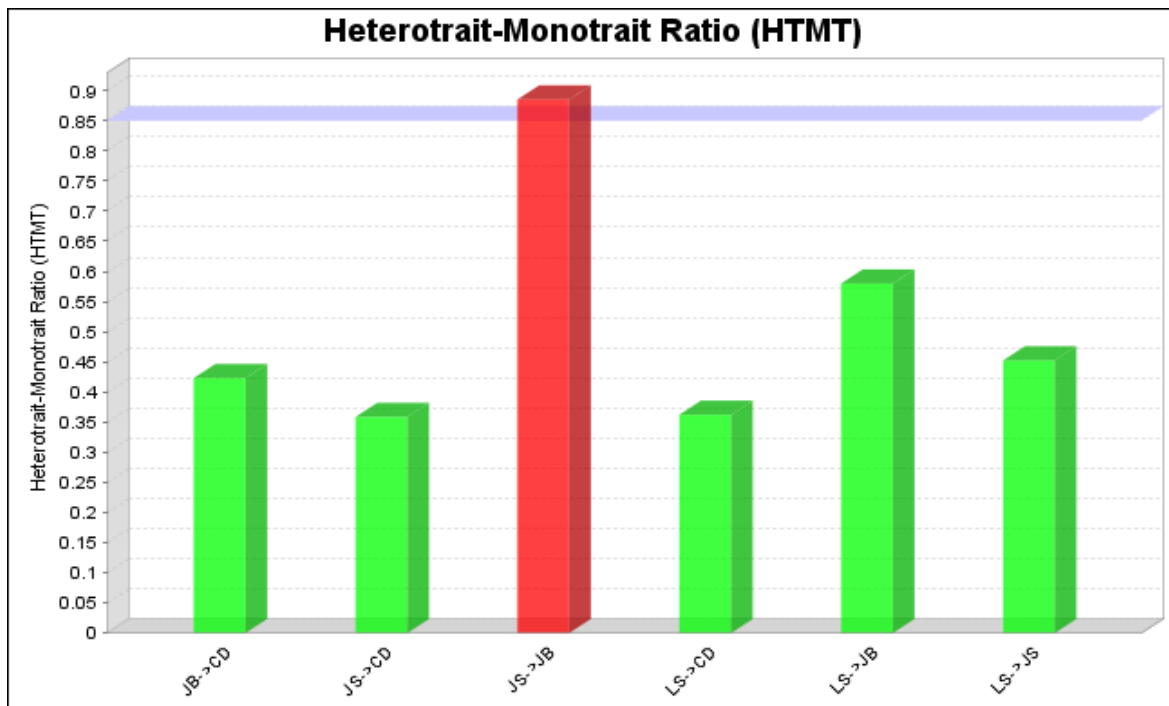


Figure 8 Heterotrait-Monotrait Ratio

4.7 Latent Variables

According to statistics researchers, latent variables are those variables (as opposed to observable variables), which are not observed directly but are rather anecdotal (through the mathematical models) from other variables which are observed (directly).

The table below displays the consequences of the latent variable correlation analysis. Correlation is hereby existed between the every latent variables. It is also define as a statistical measurement of the degree and some kind of the relation which exists in two variables.

Table 4.7 Latent Variables correlation:

	CD	JB	JS	LS
CD	1.000	0.286	0.254	-0.255
JB	0.286	1.000	0.705	-0.452
JS	0.254	0.705	1.000	-0.374
LS	-0.255	-0.452	-0.374	1.000

The diagonal of the table of correlation is always a set of variables, because the correlation between a variable and itself is always remained 1. It is filled in the upper-right triangle, but the same it is repeated of the lower-left triangle (because LS:JS is the same as JS:LS). Above mentioned matrix is also called symmetric matrix.

4.7.1 Latent variable covariance

The major idea behind SEM and the confirmatory factor analysis is to clarify the covariances between the observed variables and some underlying hidden factors - concealed yet dared to exist. In below mentioned table Covariance have been found in all the variables.

Table 4.7.1 Latent variable covariance:

	CD	JB	JS	LS
CD	1.000	0.286	0.254	-0.255
JB	0.286	1.000	0.705	-0.452
JS	0.254	0.705	1.000	-0.374
LS	-0.255	-0.452	-0.374	1.000

4.8 Structural Model

Basic models always help the researchers to effectively assess either study about hypotheses, when transformed into the structural paths, are strengthened by the findings during study or not (Urbach and Ahlemann, 2010). If it is possible that structural models could be assessed and analyzed then it depicts that measurement model is successfully valid. According to the researchers by using PLS SEM, structural models are applied to measure the path coefficients of the relationship and R^2 . Furthermore, it is also proposed that although using of PLS-SEM, the structural models must be assessed on the base of statistical significance, predictive relevance and diagnostic of co-linearity.

4.8.1 Significant of structural Model

For the significance of structural models, in PLS-SEM are properly checked to find the coefficients among all path of the statistical significance between exogenous and endogenous constructs. Furthermore jackknifing and bootstrapping are 2 methods generally used in PLS analysis (Vinzi *et al.*, 2010).

These two types of approaches provide some parameters of *t*-statistics and S.E. (standard errors). To find out the value of path coefficient with the help of *t* statistics, in PLS-SEM Bootstrapping is used (Vinzi *et al.*, 2010). Back bootstrapping justification is that, it can be applied the path weighting method on the widespread range of the structural models in PLS-SEM. It shows or produces the higher R-squares, while contrasting with some other weighting method (Hair *et al.*, 2013).

Generally, bootstrapping is also called non-parametric system which is used for the testing coefficients e.g. path coefficients, outer weights and outer loadings are significant to test the S.E. (standard errors) of the estimates. Additionally, in bootstrapping, from base or primary data, subsamples are collected with the perceptions is drawn randomly ; and sample can also be taken up to 500-5000 samples (Hair *et al.*, 2013). Researchers were used in bootstrapping 50 sub-samples to sustain more related to real or genuine data.

Researchers also hinge on most of extreme of 5% level of the acceptance with the help of two tailed test, it is all through examination as the level of significance to announce the relationship because as per facts, this limit is by and largely used as a part of the experimental examination and investigations of the administration sciences (Sarstedt *et al.*, 2014).

4.8.2 R square & adjusted R square

The below mentioned table shows the R square and R square adjusted which shows the degree of a model's ability is to define the depended variables.

Table 4.8.2 R square & adjusted R square

	R Square	R Square Adjusted
JB	0.509	0.507
JS	0.064	0.062
LS	0.167	0.163

According to analysis of this study, R square of job boredom is 0.509 and R square adjusted is 0.507, job stress R square is 0.064 and adjusted R square is 0.062 and lastly life satisfaction of R square is 0.167 and adjusted R square is 0.163. Low level of estimation of adjusted R square for the endogenous variable depicts the low level clarified changes in dependent variables.

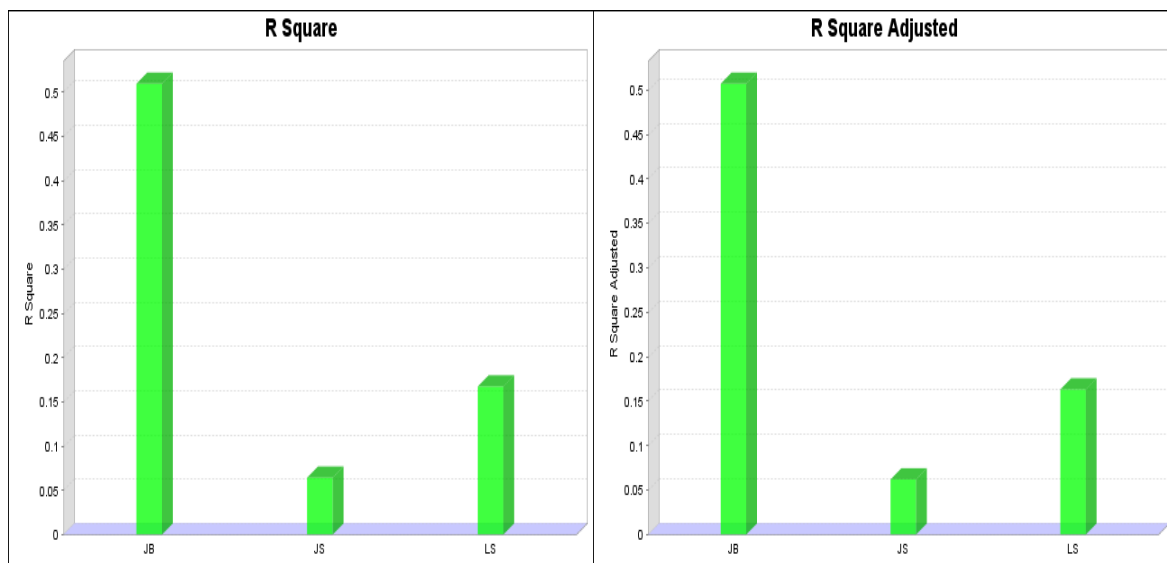


Figure 9 R square R square adjusted

4.8.3 F square:

F-square is effect size (≥ 0.02 is small; ≥ 0.15 is medium; ≥ 0.35 is large).

Table 4.8.3 F square

Constructs	CD	JB	JS	LS
CD		0.025	0.069	0.033
JB				
JS		0.871		0.123
LS				

F-square measured variance explain each exogenous variables in the models. Above table depicts that JS f-square value is greater than 0.35 with job boredom which shows that highest effect.

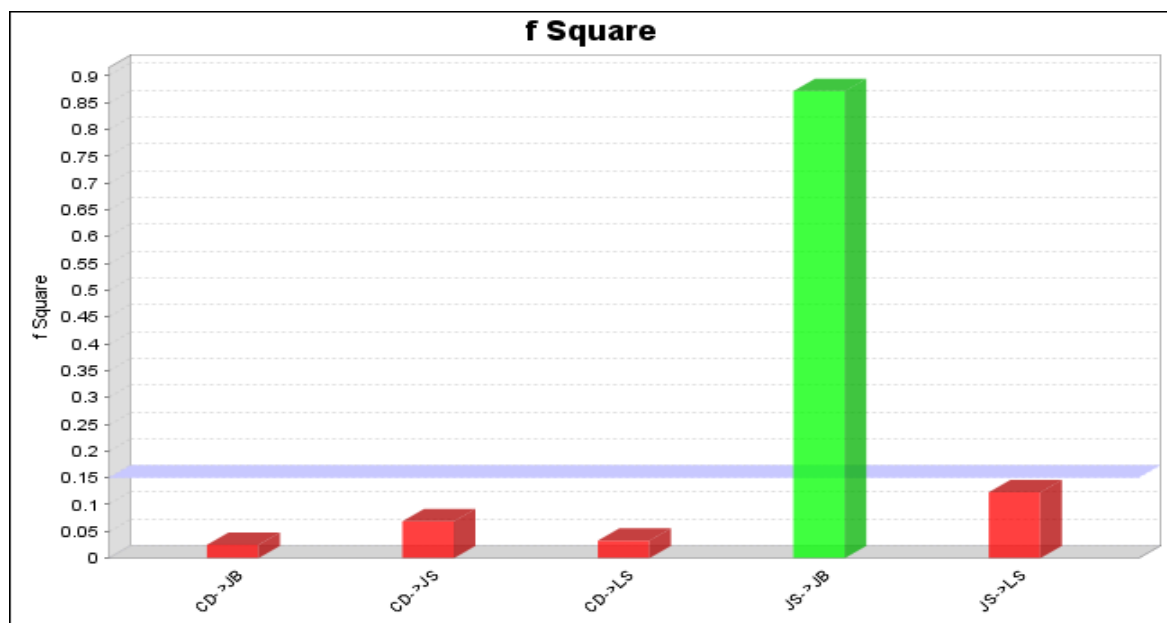


Figure 10 F Square

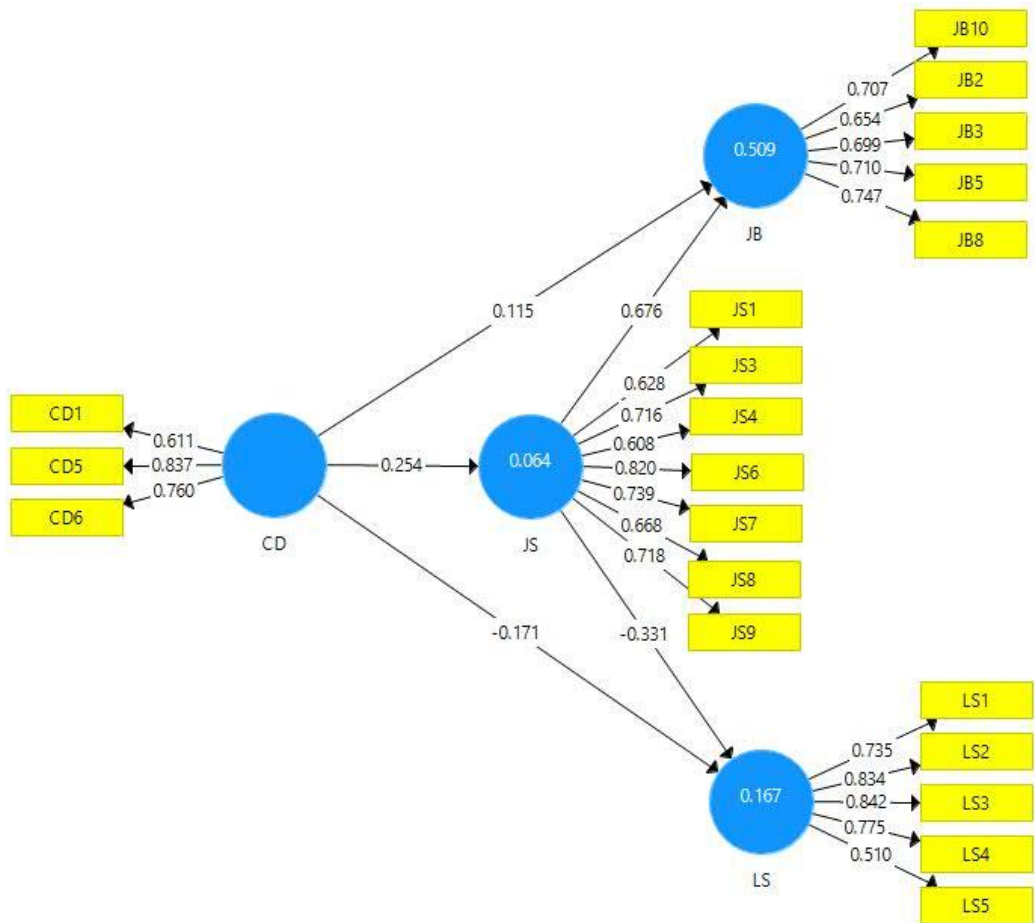


Figure 11 Path Diagram

4.9 Path estimation direct effect

The technique of parameter estimation is for annoying to calculate model parameters constructed in the data source. This data source can be result of steady state research or time sequence or both.

This model also depicts a positive (0.115) path estimate from childcare demands to job boredom. Other variable also showed a strong positive (0.24) and negative relation (-0.171) path estimate from Childcare demands to Job stress and childcare demands to life satisfaction respectively. This model showed a positive (0.676) path estimate job stress to job boredom. This model also show a negative (-0.331) path estimate from Job Stress to Life satisfaction. All the variable show significant effect as all the variable's relations P value is <0.05.

Table 4.9 Path estimation direct effect

Path	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
CD -> JB	0.115	0.114	0.039	2.931	0.004
CD -> JS	0.254	0.263	0.055	4.577	0.000
CD -> LS	-0.171	-0.176	0.061	2.797	0.005
JS -> JB	0.676	0.676	0.035	19.387	0.000
JS -> LS	-0.331	-0.333	0.051	6.427	0.000

**p < 0.01 *p < 0.05 *p < .10

In the above table showed that the relationship of childcare demands and job boredom is significant with the mean value 0.114. The bootstrapping standard error value is 0.039. The next value showed the relationship between childcare demands and job stress is highly significant with the mean value of 0.263. The standard error value is 0.055. The next value in the table explained the relationship between childcare demands and life satisfaction is significant with the mean value of -0.176. The standard error value is 0.061. The next value showed the relationship between job stress and job boredom is significant with the mean value of 0.676. The next value showed the relationship between job stress and life satisfaction is significant with the mean value of -0.333. The standard error value is 0.051. Detail description of each is given below.

H1. There is a significant relationship between childcare demands and job boredom.

Path	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Status
CD -> JB	0.115	0.114	0.039	2.931	0.004	Supported

For checking either Hypothesis supported or not, it is necessary to check the values of above mentioned table. In first hypothesis, it was need to check the direct effect childcare demand and Job boredom. In this regard, there is a positive path estimate 0.115 from childcare demands to job boredom. The mean value of this relationship is 0.114. The bootstrapping standard error value is 0.039. Its value of T Statics is 2.931 and finally P-Value is 0.004 which is less than 0.05. It shows that model is supported *H1* of this study. Childcare demands have the significant positive effect on job boredom. Childcare demands increase the job boredom among working mothers.

H2. There is a significant relationship between Childcare demands and Life Satisfaction.

Path	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Status
CD -> LS	-0.171	-0.176	0.061	2.797	0.005	Supported

In second hypothesis, it was needed to check the significant relationship between childcare demands and life satisfaction. In this regard, there is a path estimate -0.171 from childcare demands to job Life satisfaction. the mean value of this relationship is -0.176. The bootstrapping standard error value is 0.061. Its value of T Statics is 2.797 and finally P-Value is 0.005 which is less than 0.05. It shows that model is supported *H2* of this study. It shows that childcare demands decrease the level of life satisfaction among working mothers.

H3. There is a significant relationship between childcare demands and job stress.

Path	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Status
CD -> JS	0.254	0.263	0.055	4.577	0.000	Supported

In third hypothesis, it was needed to check the significant relationship between childcare demands and job stress. In this regard, there is a positive path estimate 0.254 from childcare demands to job life satisfaction. the mean value of this relationship is 0.263. The bootstrapping standard error value is 0.055. Its value of T Statistics is 4.577 and finally P-

Value is 0.000 which is less than 0.05. It shows that model is supported *H3* of this study. Childcare demands also increase the job stress among working mothers (nurses).

H4. There is a significant relationship between job stress and job boredom.

Path	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Status
JS -> JB	0.676	0.676	0.035	19.387	0.000	Supported

In the fourth hypothesis of this study , it was required to check the significant relationship between job stress and job boredom. In this regard, according to above table results, there is a positive path estimate 0.676 from job stress to job boredom. the mean value of this relationship is 0.263. The bootstrapping standard error value is 0.035. Its value of T Statistics is 19.378 and finally P-Value is 0.000 which is less than 0.05. It shows that model is supported *H4* of this study and It has the significant relationship between JS and JB because according to above mentioned result, when job stress increase it also increase the job boredom.

H5. There is a significant relationship between Job Stress and Life Satisfaction.

Path	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Status
JS -> LS	-0.331	-0.333	0.051	6.427	0.000	Supported

In the fifth hypothesis of this study , it was required to check the significant relationship between job stress and life satisfaction. In this regard, according to above table results, there is a negative path estimate -0.331 from job stress to life satisfaction. The mean value of this relationship is -0.333. The bootstrapping standard error value is 0.051. Its value of T Statistics is 6.427 and finally P-Value is 0.000 which is less than 0.05. It shows that model is supported *H4* of this study and It has the significant relationship between JS and LS. JS is negatively associated with LS because job stress decrease the level of life satisfaction among working mothers.

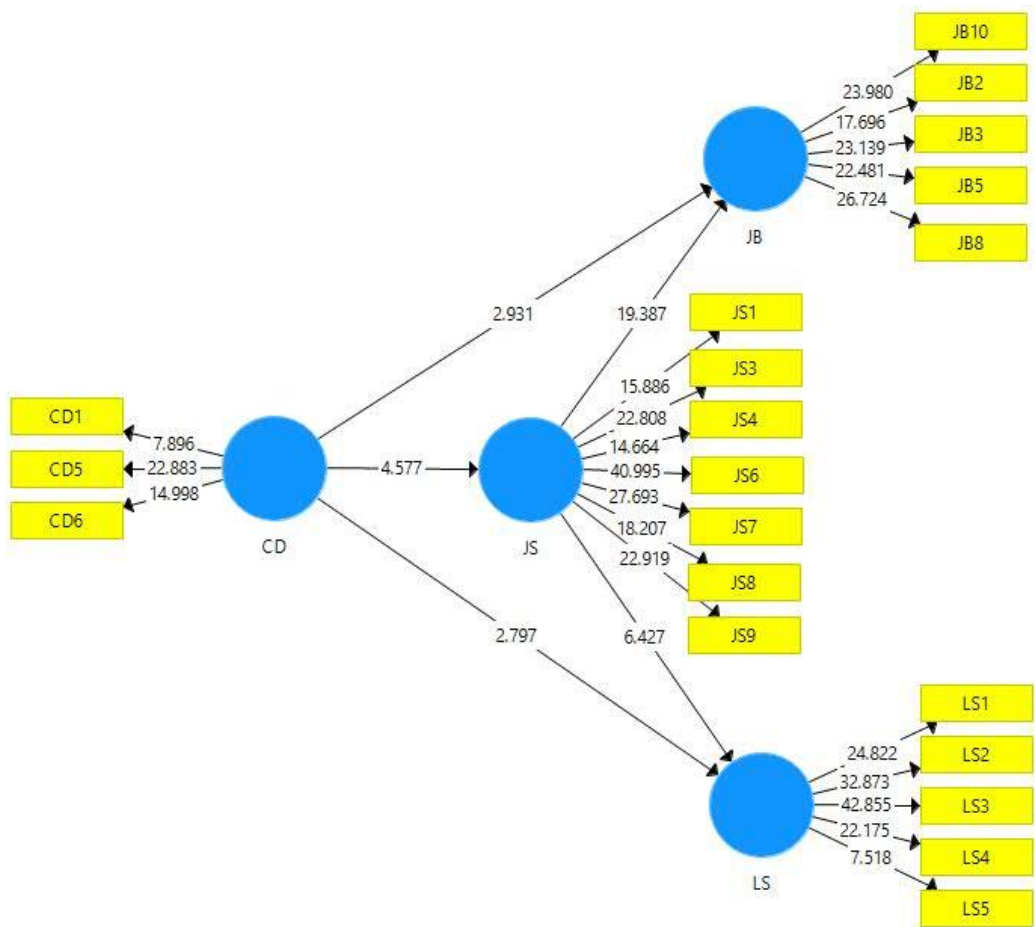


Figure 12 Path Significance

4.10 Indirect effect

4.10.1 Specific Indirect Effects:

Specified Indirect effects are used to measure the mediation effects. The detailed table is as below.

Table 4.10.1 Specific Indirect Effects:

Specific Indirect Effects	
CD -> JS -> JB	0.172
CD -> JS -> LS	-0.084

In above mentioned table, indirect effect. i.e. mediation effect of job stress have been checked between childcare demand and job boredom the Specific Indirect Effect value is 0.172 and the same relation between CD and LS value is -.084. After keeping in view the P Values of below mentioned table indirect effect, P value is 0.00 which is below 0.05 which shows the significant relationships among these variables.

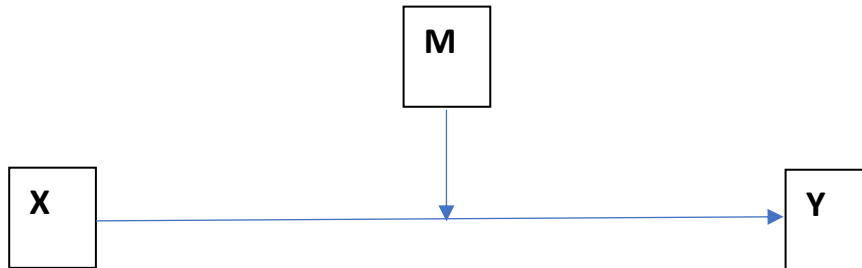
Table 4.10.2 Indirect Effects:

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
CD -> JB	0.172	0.177	0.036	4.711	0.000
CD -> LS	-0.084	-0.087	0.023	3.725	0.000

From above mentioned results, it has been found that H6 & H7 hypotheses are also supported this study. In these hypotheses, results of mediation effects of job stress among CD & JB and CD and JS investigated, which shows that job stress has the positive effects on CD&JB, it increase the job boredom among working mothers. It also negatively mediate the relationship of CD&LS which shows that it affect negatively and decrease the level of life satisfaction among working mothers (i.e. nurses).

4.11 Moderating effect of Perceived Organizational Support:

According to the Hayes & Montoya (2017) Moderation is defined as “Variable ‘M’ is said to moderate X’S effect on Y if the effect of X on Y depends on M”



According to the Dardas & Ahmad (2015) state that a moderating variables would be resulted in the following situations:

- Either increase the effect of the predictor on the outcomes
- Either decrease the effect of the predictor on the outcomes
- Either reverse the effect of the predictor on the outcome

Following is the simple equation involving in moderation:

$$Y = b_0 + b_1X + b_2M + b_3XM$$

Following the equation of study model for moderation:

$$JS = b_0 + b_1CD + b_2POS + b_3(CD)(POS)$$

Following tables have the complete description of POS moderating effects.

It has also been found that Childcare Demand along with moderator has significant impact on Job Stress.

According to Model 1 of analysis , Y= JS(Job Stress), X= CD (Childcare Demands), W/M = POS (Perceived Organizational Support)

H8. Perceived Organizational Support (POS) has the moderating impacts Childcare demands and job stress

Model Summary

OUTCOME VARIABLE: JS (Job Stress):

R	R-Sq	MSE	F	df1	df2	p
0.4163	0.1733	0.5495	28.136	3.000	401	0.000

In above mentioned table, the value of R =0.4163with R-Sq= 0.1733. its value of F = 28.136 with p value 0.000 which is <0.05. This shows that model is significance.

Model:

According to results from the table below, it has been found that result has the Coefficient of CD (Childcare Demand, Independent Variable) 0.1324 which is positive with T statistics is 2.4290. Its P value is 0.0156 which is <0.05. that is clearly shown that CD (Childcare Demands) has the significant and positive effect on the outcome variable JS (Job stress).

Secondly, POS (Moderator Variable) has the Coefficient of -0.4459 which is negative with T statistics -8.7238. Its p value is 0.000 which is <0.05 that is shown that POS (Perceived Organizational Support) has the significant negative effects on JS (Job Stress).

Lastly, Integration i.e. also negative value of coefficient. It has T statistics -2.7326. But it has P value 0.0000 which is <0.05. which shows that CD and POS integration has the significant negative effects on the JS.

Table 4.11 Moderating effects of POS

	Coeff.	Se	T	p	LLCI	ULCI
Constant	2.4250	0.0368	65.8319	0.0000	2.3526	2.4974
CD	0.1324	0.0545	2.4290	0.0156	0.0252	0.2396
POS	-0.4459	0.0512	-8.7238	0.0000	-0.5473	-0.3460
Int_1	-0.1897	0.0694	-2.7326	0.0066	-0.3261	-0.0532

Product terms key:

Int_1 : CD x POS

Test(s) of highest order unconditional interaction(s):

	R-Sq Chg	F	df1	df2	p
X*W	0.0154	7.4671	1.0000	401.0000	.0066

Focal predict: CD (X)

Mod var: POS (W)

4.11.1 Conditional effects of the focal predictor at values of the moderator(s):

Table 4.11.1 Conditional Effects of POS

Level	POS	Effect	se	t	p	LLCI	ULCI
Low Level	-0.6247	0.2509	.0759	3.3053	.0010	.1017	.4001
Medium Level	0.2086	0.0928	.0536	1.7307	.0843	-.0126	.1983
High Level	0.7086	-0.0020	.0660	-0.0303	.9759	-.1318	.1278

Finally in the above mentioned table, there are different levels of POS effects on the outcome variable JS. At higher level of POS low level of effects have been derived with p value 0.9759 which is > 0.05 which is non-significant. At medium level of POS (0.2086), p value is 0.0843 which is also non-significant. At the low level of POS (-0.6247), its have the good effect CD on JS with p value 0.0010 which is significant.

Hence, it is proved that POS has the significant impacts on CD and JS. When the working mothers received POS from the organization, it decrease the job stress. When the working mothers (i.e. nurses) receive proper childcare facilities for their children and other facilities, in this regard, quality of health services will be enhanced with the decreasing level of job stress as well job boredom.

4.12 Co-linearity Statistics

In this regard, the researcher also performed and confirmed the co-linearity diagnostics test by VIF dialogs on the Smart PLS 3.2.8, due to because PLS-SEM is observed its particular algorithm method. Hair et al., (2006) described that co-linearity issue can be reduced the predictive power of predictive factors. In co-linearity statistics, relationship among variables are checked. It is also the standard value which remains less than to verify that there is no multicollinearity accuracy between variables. However, VFI values of all the described variables is at <5, which shows that there is no multicollinearity through structural models multicollinear as per this study (Hair et al., 2013).

In this regard, the model should be dropped these variables whose values are more than 5. No variable has been found this study which have the value >5. So no variable is dropped out in this study.

Table 4.12 Co-linearity Statistics

Indicator	VIF	Indicator	VIF
CD1	1.110	JS6	2.030
CD5	1.294	JS7	1.598
CD6	1.266	JS8	1.668
JB10	1.363	JS9	1.749
JB2	1.284	LS1	1.695
JB3	1.400	LS2	2.514
JB5	1.437	LS3	2.067
JB8	1.533	LS4	1.860
JS1	1.417	LS5	1.438
JS3	1.697		
JS4	1.545		

In the above table, it is showed that col-linearity statistics of independent variables, mediation and dependent variable of this study

CHAPTER 5

CONCLUSION, DISCUSSION AND RECOMMENDATIONS

5. Conclusion, Discussion and Recommendations

The current examination aims to investigate the role of childcare demands in predicting job boredom and life satisfaction with mediating role of job stress and moderating role of perceived organizational support. There are a lot of issues facing by the working mothers on their work places, Childcare demands is one of the major issues of Pakistan. This study determines the role of childcare demands in predicting job boredom and life satisfaction. According to the results suggestions would be given to the healthcare sector (Hospitals, Institution) in Pakistan . Future direction and managerial implication also suggested in this chapter.

5.1 Conclusion

It is concluded that in nursing a working mother overwhelmed with the demands of childcare will take part her role as predictable when she receives a proper support from her organization. In this regard, this study subsidizes to JD-R model that is a occupational or job stress model. This study has also been provided the evidence which is in the formal setting of the organization, the issues and challenges or demands faced by working mothers while at home because the childcare prime to negative results at workplace during working (Dorio *et al.*, 2008; Mark and Smith, 2008). According to Smith (2004), these types of challenges are inevitable in nature, once, a working mother play is taking part and playing dual type roles i.e. as a mother and also a worker which propose that organizational management should not be ignorant of these kinds of challenges. Along these, there is the requirement for associations to concentrate on the ways for inclining to these challenges.

According to this study, POS plays a major role in life satisfaction of employees. The investigation uncovered a few ramifications for administration of the organization. First of all, Administrators or managers must be ought to know and accept the reality that childcare demands adversely influence performance of working mothers which leads to job boredom. Second, administrators should also provide the good POS to the working mothers at the work places. Finally, while allotting the roles for their job performance with employees together

for an assignment or for some project, administrators should confirm that they must be selected only those team members who are the cooperative and cohesive with each other.

In conclusion, the current study shows the findings of the moderating role of the POS in the relationship between CD and LS (Life Satisfaction) or Job Boredom (JB). On the other hand, the study's findings also showed the mediating role of Job Stress between childcare demands and Life satisfaction (LS) or Job boredom (JB).

5.2 Discussion

The main and major objective of this study is to check and examine role of childcare demands in predicting job boredom and life satisfaction. In addition to this, mediating role of job stress and the moderating role of perceived organizational support has also been analyzed. The findings of this current research supported our mediation hypothesis and moderating hypothesis also.

5.2.1 Childcare demand and Job Boredom

In current study it was purposed that childcare demands have positive and significantly lead to job boredom. The results illustrate that there is a positive and significant association among CD (childcare demand) and JB (job boredom) with Value ($\beta = 0.115$, t -value = 2.931, p -value = 0.004). The results support that there is positive and significant relationship between CD and JB. Growing demands for childcare among working mothers (nurses) increase the job boredom which may also cause loss of working productivity, employees efficiency which may also disturb the quality of health services is the investigated in this study. Previous literature shows that, few studies examine the relationship between childcare demands and job boredom. Employers must be cared with great concern about the arrangements of adequate and proper childcare with the parents satisfaction, which may cause to decrease in job boredom at work (Kossek, 1990; Goff et al., 1990; Kossek & Nichol, 1992). Renowned researchers of work family have also been accredited the status of the child rearing (Byron, 2005), childcare (Milkovich and Gomez, 1976), also the CCD (childcare demand) as well as childcare satisfaction (CD and CCS; Bufardi & Erdwins, 1997) at work-family interface. In this regard, job satisfaction and job boredom is also related to the work family conflicts (Bufardi & Erdwins, 1997), occupational or job and life satisfaction of employed mothers (Goff *et al.*, 1990), leaving or turnover intents of employees (Glass & Estes, 1996), welfare of employees (Ruben, 2006). The findings of this study are supported

by the previous studies so H1 (there is a significant relationship between childcare demand and job boredom) is approved.

5.2.2 Childcare demand and Life Satisfaction

In current study it was purposed that Childcare demands have significant effect on life satisfaction of the employees. To find out the association among childcare demands and life satisfaction. Childcare demands may decrease the life satisfaction of working mothers (nurses). Hypothesis 2 predicts that the Childcare demand has significant negative effect on life satisfaction of the employees (working mothers). The results shows that there is a negative and significant relationship among childcare demands and Life satisfaction of working mothers with Value ($\beta=-0.171$, $t\text{-value}= 2.797$, $p\text{-value} <0.05 = 0.005$).The results support that there is negative and significant relationship between childcare demand and life satisfaction. The results indicate that childcare demands negatively effect and contribute to life satisfaction, thus results was supporting Hypothesis (2). The literature shows that CD has the significant impact on life satisfaction. Gisheli (2001) and others are also proposed that in big organizations, workers have numerous interests and benefits and also examined and showed job satisfactions, job leaving intentions (Lalopa,2001),job boredom with life satisfaction (Mazah & Hj.Din, 2006).

5.2.3 Job Stress and Life satisfaction

In this study, it was proposed that Job stress has the significant effect on life satisfaction of the employees (working mothers i.e. nurses). The results illustrate and shows that there is a positive and significant association among CD (childcare demand) and JB (job boredom) with value ($\beta = -0.331$, $t\text{-value} = 6.427$, $p\text{-value} =0.000$). The results indicate that Job Stress may negatively affect the life satisfaction of the working mothers. Job stress may decrease the life satisfaction among working mothers i.e. nurses. The previous literature shows that only nurses are the more inclined to experiencing the stress as compared with other professionals of healthcare institutions (Aiken *et al*, 2002). Gyurak and Ayduk (2007), who stated that stress among the nurses pays to the organizational ineptitude, higher turnover ratio, absence, decreased quality and decrease in quantity of health care, increased in costs of health care and reduced the levels of job and life satisfaction which leads to the job boredom.

In addition, Akinboye, Akinboye and Adeyemo (2002) exposed the job stress as that negative physical and emotional response that occur when the job demands are unpredictable with the needs and resources of the worker. Part of which obliges as the major stimulators of

job or occupational stress for the educational administrators happened in the work environment (Swent & Gmelch, 1977).

5.2.4 Job Stress and Job boredom

In this current study, it was proposed that Job stress has the significant effect on job boredom among employees (working mothers i.e. nurses). The results illustrate and shows that there is a positive and significant association among Job Stress and JB (job boredom) with value ($\beta = 0.676$, $t\text{-value} = 6.427$, $p\text{-value} = 0.000$). It has also been shown that Job stress may also cause to increase the job boredom which creates the turn over intentions among working mothers. When job stress increases, job boredom also increases, due to which patients may suffer a lot. Many scholars studied about nursing and found that nursing is a tireless work. Henceforth, that occupational or job stress is widespread among the nurses (Lavanco, 1997; Elfering *et al.*, 2002; Lee and Wang, 2002; Santos *et al.*, 2003). Work-related stress and life satisfaction among nurses have sturdy negative relationship in each other (Blegen, 1993). Further, it has described that increased stress has also be resulted in the form of heavy turnover intents, which is causing more and more nurses are quitting this profession (Shader *et al.*, 2001). Moreover, a higher job stress has also been found to diminish the quality of nursing services (Tarnow-Mordi *et al.*, 2000).

5.2.5 Childcare demands and Job stress

In this current study, it was proposed that there is a significant relationship between Childcare demands and job stress among working mothers (i.e. nurses). The results illustrate and shows that there is a positive and significant association among Job Stress and JB (job boredom) with value ($\beta = 0.254$, $t\text{-value} = 4.577$, $p\text{-value} = 0.000$). The results indicate that Childcare demands cause the higher level of job stress. Because working mothers during working hours mostly remains mentally distress due to care for their children. So it may leads to create a job boredom and job stress among working mothers. According to previous literature, Beehr (1995)“a situation in which some features of the working situation are more thought to be caused the poor psychological or physical health or to cause some risk factors making the very poor health more likely”.

5.2.6 Mediating role of job stress

In this study, it was proposed that job stress mediate the relationship between childcare and life satisfaction as well as childcare demand and job boredom. Results indicate that the when

the relationship between CD and JB mediate through JS having values ($\beta = 0.172$, t -value = 4.711, p -value = 0.000), it creates higher level of job boredom among working mothers. As well as, when CD and LS was mediated through JS having values ($\beta = -0.172$, t -value = 3.725, p -value = 0.000) it decreases the level of life satisfaction among working mothers. Resultantly, H6 & H7 are also approved. According to previous literature, Milliken and Dunn-Jensen (2005) suggest that work and schedules contracts have dispensation of workers due to intensification of work and less time for the social life and for the family which may cause of stress (Sparks, Faragher and Cooper, 2001). So it is also proposed that workers may have the experience of job stress which constantly may lead to job boredom and life dissatisfaction. A researcher has also found that job stress greatly impacts on employee's job satisfaction and overall performances during their works (Coleman, 1976).

5.2.7 Moderating effects of Perceived Organizational Support (POS)

In this study, it was proposed that POS moderately effect the relationship of CD and JS. After the detailed result, it has been found that there are different levels of POS effects on the outcome variable JS. At higher level of POS low level of effects have been derived with p value 0.9759 which is > 0.05 which is non-significant. At medium level of POS (0.2086), p value is 0.0843 which is also non-significant. At the low level of POS (-0.6247), its have the good effect CD on JS with p value 0.0010 which is significant.

When POS was offered/given to the working mothers during at work, it will decrease the job stress during their working which enhance the quality of work life. In previous literature, in the theory of organizational support (Eisenberger., Huntington, Hutchinson, & Sowa, 1986) proposes that an indirect obligation grows between organization and its employees, when employees perceive that organizational support and values of the employees. organizational support has also been revealed to lessen the contrary effects of the childcare demands and work to family conflicts (Witt & Carlson, 2006), chronic and lingering pain (Byrne & Hochwarter, 2006), both could also be detected as stressors in the performance of employees. Support has also been revealed to give strength toe positive relationship in skill and performance (Hochwarter, Treadway and Witt & Ferris, 2006) and also trust with helping behaviour (Choi, 2006). Resultantly, H8 is approved.

5.3 Practical and Theoretical implications:

We extend this study with conservation of resources theory by proposing the importance of the individual's evaluative judgment of the quality of the resource. We also apply this to

childcare; however, any resource has both quantity and quality dimensions. For example, Hobfoll (1988) lists ‘time with loved ones’ and ‘medical insurance’ as important resources. Certainly more is better; however, higher quality is also better. When studying specific resources, researchers may want to consider measuring both quantity and quality.

We also hypothesized that childcare demands relates to job boredom and life satisfaction, because when parents are not satisfied with their childcare arrangements they are likely to cogitate about their child and this negative behavior and attitude emotional spill over the causes of cognitive interference. We operationalized this interference with assessments of mediating role of job stress and moderating role of POS. we found mixed support in this regard. Future research is needed to confirm that a lack of childcare leads to the rumination, negative affect, and/or cognitive interference. In terms of practical implications of our research, Government, institutions as well as health care institutions can use this information to support the working mothers at their work places and childcare providers can also use this information to support the need for organizations to partner with them to establish employer-sponsored/supported and even subsidized care, as well as on-site childcare centres. This type partnership could be important especially given impact of the convenience factor. At the on-site childcare arrangement would also make the transportation to the childcare centre and getting to a child very much easier and also less stressful for the working mothers.

In addition, organizations may also get more and more benefits when the parents have a convenient arrangement for the childcare because of the less absenteeism among employees and lower level of turnover intentions. Furthermore, organizations may take the proper steps for the proper childcare arrangements at the door step for the working mothers, which may cause to decrease the level of job boredom and job stress and also enhance the level of job satisfaction.

5.4 Limitations

Regardless of previous contributions, some limitations are still worthy to be noted:

- First one is that the data for this study comprised self-reports and were also naturally perceptual.
- Second one, during this study cross sectional study method was adapted which prohibited casual inferences between the variables. This type of limitation could also be treated with the help of longitudinal research design, for future research events.

- Third one, it is limited only to investigate of childcare demands, job stress and coping mechanism among nurses in Govt. hospitals. Other medical/paramedical/Allied Health sciences / administration and doctors were not included in this study. Furthermore, this study was only confined in Govt. hospitals. Furthermore, investigation on individual's personality dealing with job stress was not included in this study.

5.5 Future Research

- Further the research will also be obligatory to assess influence and effects of individual's personality characteristics in the moderating role of POS as well as also team support in the relationship between childcare demands of working mothers and their life satisfaction also with job satisfaction.
- Research would also be more useful to have the more research which extends the sampling of other working mother which is belong to non-medical and medical staff in Hospital. More and more coverage of sample study will also be enabled us to assess the extent and peak level of the problem on childcare demands, job stress, life satisfaction and job boredom among civil staff of health care institution in Pakistan. It may also be helpful to conduct the deep research on nurses in public private healthcare institution also.

5.6 Recommendations:

Keeping in view the outcomes of this study it is recommended that government and management of hospitals should consider the child care needs of the working nurses in order to provide a relaxed and comfortable working environment. Establishment of day care Centre facilities can provide an edge to working women in order to cope with child care demands. Statistics show that almost 50 % of registered nurses are out of workforce, thus this study recommends that an exist interview must be conducted for each and every single individual leaving the workforce so that accurate and genuine root cause could be traced. This study found that increased child care demands bring stress among working mothers which further induces job boredom and life satisfaction, thus at workplace some activities with the aim to reduce the stress must be introduced so that toxic effects of stress could be reduced.

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QUESTIONNAIRE

Please select your desired response from 1 to 5: Usually	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
I find it hard to cope when my baby/toddler cries	1	2	3	4	5
I feel close to my baby/toddler	1	2	3	4	5
I feel unsupported	1	2	3	4	5
I feel alright about asking people for help or advice when I need to	1	2	3	4	5
I am worried that something would happen to my baby/toddler	1	2	3	4	5
I really feel that I belong to a team. I have been annoyed or irritated with my baby/toddler	1	2	3	4	5
I am worried I am not as good as other mother	1	2	3	4	5
I find it hard to cope when my baby/toddler cries	1	2	3	4	5

Please select your desired response from 1 to 5: For example if your response is Strongly disagree select (1) and if your response is Strongly agree select (5)	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
My organization takes pride in my accomplishment	1	2	3	4	5
My organization really cares about my well-being	1	2	3	4	5
My organizations values contributions to its values	1	2	3	4	5
My organization strongly considers my goals and values	1	2	3	4	5
My organization shows concern for me	1	2	3	4	5
My organization is willing to help me when I need a special favor	1	2	3	4	5

Please select your desired response from 1 to 5: For example if your response is Strongly disagree select (1) and if your response is Strongly agree select (5)	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
In most ways my life is close to my ideal.	1	2	3	4	5
The conditions of my life are excellent.	1	2	3	4	5
I am satisfied with my life.	1	2	3	4	5
So far I have gotten the important things I want in life.	1	2	3	4	5
If I could live my life over, I would change almost nothing	1	2	3	4	5

Please select your desired response from 1 to 5: For example if your response is Strongly disagree select (1) and if your response is Strongly agree select (5)	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
I often get bored with my work.	1	2	3	4	5
My work is monotonous.	1	2	3	4	5
I like the work I do.	1	2	3	4	5
I often get tired on the job.	1	2	3	4	5
I find my job dull.	1	2	3	4	5
My work day goes by too slowly.	1	2	3	4	5
I become irritable on the job.	1	2	3	4	5
I get mentally sluggish during the day.	1	2	3	4	5
I get drowsy on the job.	1	2	3	4	5
Time seems to go by slowly on the job.	1	2	3	4	5
There are long periods of boredom on the job.	1	2	3	4	5
My job seems repetitive.	1	2	3	4	5
Monotony describes my job.	1	2	3	4	5
My work is pretty much the same day after day.	1	2	3	4	5
I get apathetic on the job.	1	2	3	4	5
I often get bored with my work.	1	2	3	4	5

Please select your desired response from 1 to 5: For example if your response is Strongly disagree select (1) and if your response is Strongly agree select (5)	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
My work performance suffers because of my personal and family commitments	1	2	3	4	5
Family related concerns or responsibilities often distract me at work	1	2	3	4	5
If I did not have a family I'd be a better employee	1	2	3	4	5
My family has a negative impact on my day to day work duties	1	2	3	4	5
It is difficult to concentrate at work because I am so exhausted by family responsibilities	1	2	3	4	5

Please select your desired response from 1 to 5: For example if your response is Strongly disagree select (1) and if your response is Strongly agree select (5)	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
I feel emotionally drained from my work.	1	2	3	4	5
I feel used up at the end of the workday.	1	2	3	4	5
I feel tired when I get up in the morning and have to face another day on the job.	1	2	3	4	5
Working all day is really a strain for me.	1	2	3	4	5
I can effectively solve the problems that arise in my work.	1	2	3	4	5
I feel burned out from my work.	1	2	3	4	5
I have become less interested in my work since I started this job.	1	2	3	4	5
I have become less enthusiastic about my work.	1	2	3	4	5
I feel emotionally drained from my work.	1	2	3	4	5

Please mark (✓) the appropriate choice

1. **Qualification?** Nursing Midwifery.

2. **Designation** Nurse Head Nurse

3. **Average age group:**

20-25 26-30 31-35 36-40 above 40.

4. No. of children you have: -----

5. **Total service duration in hospital**

1-5 6-10 11-15 16-20 Above 20