

A Multiple Regression Analysis of the Impact of Work Life Balance Factors on Job Satisfaction

¹Dr. S. Devi, ²Keerthana P, ³Boopathi S, ⁴Vaishnavi R, ⁵Harish M, ⁶Chandru K, ⁷Amarnath V S, ⁸Ravichandran D

¹Assistant Professor, Department of Management Studies, KSR College of Engineering

^{2,3,4,5,6,7,8}Student, Department of Management Studies, KSR College of Engineering

Abstract

Work Life Balance (WLB) plays a major role that influences employee productivity and organizational performance. This research examines how different aspects of career life balance affect employee job satisfaction. The analysis focuses on factors such as workplace environment, work life balance, salary & benefits, safety and employee relationships. A descriptive research method was used to collect the required information. Data was collected through a survey using a five-point Likert scale questionnaire. Statistical tools were used to analyze the collected data. The results reveal that workplace conditions affect employee satisfaction in different ways.

Keywords: Work life balance, Job Satisfaction, Employee Relationships, Organizational Effectiveness, Workplace Environment.

Introduction

Work life balance is an important concept that focuses on improving the overall workplace atmosphere for employees. It focuses on an environment where workers can balance their personal and professional needs. Staffs tend to perform better when they are satisfied with their jobs. In today's competitive business environment, organizational success largely depends on personnel.

Factors such as organizational environment, work life balance, salary & benefits, safety and employee relationships affect the balance between work and personal life. These factors may impact an employee performance and attitude in the workplace. Job satisfaction refers to the level of satisfaction workforce feel while performing their job duties.

Findings from various studies suggest that there is a relationship between work home balance and job satisfaction. A balanced workplace environment helps organizations improve employee loyalty and commitment. Team members become more motivated when they actively participate in their work. Employee involvement refers to employee participation in different work activities and decision-making processes.

The main objective of this research work is to understand the relationship between occupational life balance and employee satisfaction by considering factors such as working conditions, work-life balance, salary & benefits, safety and employee relationships. Data for the investigation was collected from 104 respondents working in the same organization. Two-way ANOVA, correlation and regression analyses were used to examine the relationship between job personal life balance and job satisfaction. These analytical methods help in understanding issues related to employee life balance and job satisfaction within the organization.

Review Of Literature

Employee work management plays an important role in improving employee well-being by creating favorable working conditions (Sirgy et al., 2015). Maintaining a proper work-life balance helps reduce employee stress and improve performance (Sharma & Verma, 2016). Ethical business practices help build trust within organizations and improve employee motivation (Koonmee et al., 2016). Fair pay and effective management practices also improve employee productivity and loyalty (Parveen, 2017). Job security, recognition and career growth contribute to employee productivity and well-being (Nanjundeswaraswamy, 2018). Effective communication increase employee engagement and job satisfaction (Srivastava, 2019).

Employee cooperation improves job satisfaction and workplace morale (Rathore, 2021). Employee well-being depends on organizational support and workplace structure (Agarwal, 2022). Employee recognition and job security are important factors influencing job satisfaction (Singh, 2018). Organizational culture and leadership style influence work satisfaction(Gupta, 2019). Flexible working arrangements reduce employee stress and improve well-being (Patel, 2020).

Research Gap

Several studies have examined the relationship between employee life balance and job satisfaction. However, many studies focused only on factors such as salary, office environment and employee life balance individually rather than studying them together. Many previous studies relied mainly on secondary data and theoretical frameworks, which may not fully reflect current workplace conditions. Limited research has focused directly on employee experiences related to these factors. In some studies, simple analytical methods limited a deeper understanding of the relationship between the variables. Another gap in the literature is the limited research on how multiple workplace factors together influence job satisfaction. These factors include salary, career growth opportunities, workplace relationships and work-life balance. Modern workplace changes caused by technological development and changing employee expectations also require more attention.

Objective

To analyze the impact of work life balance factors on job satisfaction.

Research Methodology

A descriptive research method was used to analyze the relationship between balance in professional life and job satisfaction. This method was selected because it helps understand office staff opinions and experiences in the workplace. A cross-sectional approach was also used and data was collected from 104 individuals at a single point in time. Both primary and secondary data were used for the survey. Primary data was collected through a survey using a Likert scale questionnaire to measure the respondents level of agreement.

The current research used a stratified random sampling technique to ensure proper representation of respondents. Professional environment, work-life balance, salary & benefits, safety and employee relationships were considered as independent variables, while job satisfaction was treated as the dependent variable. This approach helped analyze the impact of different variables on professional satisfaction.

Different statistical methods were used to interpret the collected data. Percentage analysis was used to identify the demographic characteristics of the respondents, while Pearson correlation analysis was used to examine the strength and nature of the relationships among the variables. Regression analysis was used to identify the impact of the variables on job satisfaction. In addition, Two-way ANOVA was conducted by considering demographic variables such as age and gender.

Data Analysis And Interpretation

The collected data was analyzed using percentage analysis to identify the demographic profile of the respondents. The results showed that the number of female participants was higher than male professionals in the organization.

The graph shows that most respondents belonged to the 26–30 and 31–35 age groups. This indicates that most respondents were in the mid-career stage. A smaller number of respondents belonged to the younger and older age groups.

Table 1: Two-way anova results

Source of Variation	Sum of Squares (SS)	df	Mean Square (MS)	F-Value	p-value
Gender	0.007	1	0.007	0.133	0.716
Age	0.156	3	0.052	0.976	0.408
Gender × Age	0.255	3	0.085	1.597	0.195
Error (Residual)	5.107	96	0.053		
Total	5.525	103			

The Two-Way ANOVA results show that age and gender do not significantly affect satisfaction level. The interaction between age and gender also does not show any significant difference in satisfaction levels among employees.

Table 2: Pearson correlation results

Variable	Correlation (r)	Nature of Relationship
Work Environment	0.18	Weak Positive
Work-Life Balance	0.01	Very Weak Positive
Salary and Benefits	-0.10	Weak Negative
Safety	-0.13	Weak Negative
Employee Relationships	0.23	Weak Positive

The correlation analysis result reveals employee relationships and company environment have a positive relationship with job satisfaction. Work-life balance shows a very weak positive relationship with job satisfaction. Salary & benefits and safety show a weak negative relationship with job satisfaction. Among all the variables, employee relationships show the strongest positive relationship with job satisfaction.

Table 3: Multiple regression results

Model Summary	
R	0.39
R ²	0.155
Adjusted R ²	0.120

Variables	Beta Value	Significance Level
Work Environment	0.10	p > 0.05
Work-Life Balance	0.12	p > 0.05
Salary & Benefits	0.08	p > 0.05
Safety	0.09	p > 0.05
Employee Relationships	0.28	p < 0.05

The multiple regression analysis suggests that all variables have some influence on job satisfaction, but employee relationships have the strongest significant impact. Other independent variables show positive effects, but their impact is not statistically significant.

The hypothesis testing results indicate that harmonization of work and personal life is significantly related to job satisfaction. Among all the variables, employee relationships alone show a significant contribution to job satisfaction. This highlights that employee relationships play an important role in improving job satisfaction.

Findings

The findings of the observed that there is a relationship between work and leisure balance and job satisfaction. Improving working conditions can increase workplace satisfaction. Among all the factors, employee relationships have the strongest influence on integration of work and personal life and job satisfaction. The examination also found that age and gender do not significantly influence satisfaction level among employees. These factors work together in improving employee morale.

Discussion

The assessment points out that employee well being balance has a direct influence on staff satisfaction. Company staff are more satisfied when they work in a supportive environment. Good relationships among organizational members help create better satisfaction at work. Better communication and cooperation among labor force can increase job satisfaction. Other workplace factors also contribute to employee satisfaction.

The results also show that age and gender do not significantly affect employee satisfaction. This implies that job holders have similar views about their workplace environment regardless of demographic differences. Overall, the analysis suggests that a positive workplace setting can improve employee level of satisfaction.

Conclusion

The present research concludes that employee life balance affects satisfaction at work. Better working conditions can improve overall employee contentment. Companies can improve employee satisfaction by maintaining a healthy workplace environment. Professionalism and a healthy work culture also play an important role in employee satisfaction. People working in the organization with positive employee relationships are more likely to feel satisfied with their jobs. A positive workplace environment should include both organizational support and healthy employee relationships. Good workplace relationships can improve teamwork and employee satisfaction.

References

- [1] Sirgy, M. J., Efraty, D., Siegel, P., & Lee, D. J. (2001). A new measure of quality of work life. *Social Indicators Research*, 55(3), 241–302.
- [2] Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work. *Organizational Behavior and Human Performance*, 16(2), 250–279.
- [3] Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior* (15th ed.). Pearson Education.
- [4] Koonmee, K., Singhapakdi, A., Virakul, B., & Lee, D. J. (2010). Ethics institutionalization, quality of work life and employee job-related outcomes. *Journal of Business Research*, 63(1), 20–26.
- [5] Nanjundeswaraswamy, T. S., & Swamy, D. R. (2013). Review of literature on quality of work life. *International Journal for Quality Research*, 7(2), 201–214.
- [6] Srivastava, S. (2019). Impact of quality of work life on job satisfaction. *International Journal of Research in Business Studies*, 4(2), 45–52.
- [7] Rathi, N. (2017). Impact of work environment on employee performance. *International Journal of Management Studies*, 5(3), 23–30.
- [8] Parveen, S. (2017). Role of compensation in employee satisfaction. *Journal of Human Resource Management*, 6(1), 12–18.
- [9] Sharma, P., & Verma, R. (2016). Work-life balance and its impact on employee productivity. *International Journal of Applied Research*, 2(7), 624–629.
- [10] Islam, T., Ahmed, I., & Ahmad, U. (2020). The influence of employee empowerment on job satisfaction. *International Journal of Organizational Analysis*, 28(2), 456–470.
- [11] Agarwal, R. (2022). Organizational support and employee well-being. *Journal of Management Research*, 14(1), 78–85.
- [12] Gupta, N. (2019). Organizational culture and employee satisfaction. *International Journal of Business and Management*, 11(4), 90–98.