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Antecedents and Outcomes of Work Life Conflict

ABSTRACT

Working women face many challenges in developing countries. Due to pressing job demands, it often becomes hard to balance home and office life. Specifically considering the culture of South-Asian countries, administrative women are more vulnerable to work life conflict being responsible for home affairs. The main purpose of the study was to know the influence of work role overload and family role overload on work life conflict and how work life conflict further affects job satisfaction and marital satisfaction. Responses of 224 women working in different administrative capacities of government organizations were collected using judgmental sampling approach, which confirmed the influential role of both of the explanatory variables. Work life conflict also emerged as the key predictor towards job satisfaction but lacked predicting qualities towards marital satisfaction. The study also concluded life satisfaction as an outcome of job satisfaction and marital satisfaction. Work life conflict mediated the relationship between work role overload and job satisfaction as well as between family role overload and marital satisfaction. However, marital status could not show any moderating role between various hypothesized relationships. Discussions are presented based on the findings of the study.

Keywords: Work Role Overload, Family Role Overload, Work Life Conflict, Job Satisfaction, Marital Satisfaction, Life Satisfaction

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