

Abstract

Work-life balance (WLB) is an important topic in both professional business practice and academic research. The literature shows that work-life balance is a central issue affecting Job Satisfaction, as family and work and Emotional Intelligence are the most important elements of everyone's life. Lack of Organizational and Family Support and Emotional Intelligence negatively affect WLB and Job Satisfaction of workers. This study focused on assessing the impact of work-life balance determined by Organizational Support, Family Support and Emotional Intelligence on the Job Satisfaction of individuals employed in the private corporate sector in Karachi, Hyderabad and Thatta cities. Quantitative research methods were used for the study, and a sample population was chosen amongst participants who were single and in a relationship, female and male by using a convenient and snowball sampling method. The questionnaire used contained existing scales where the Cronbach's alpha coefficients were above the recommended 0.7. Out of 300 distributed questionnaires, 258 were completed and returned, giving an overall returning rate of 86%. The data was analysed using IBM SPSS version 22. The study further identifies the lack of family support, organizational support as well as emotional intelligence in individuals causing imbalance in their Life. This imbalance of the factors affects their level of satisfaction towards Job. This study also confirmed a partial mediation effect of Organizational support and Emotional Intelligence by WLB and Indirect mediation effect of Family support by WLB. The difference in responses of Family Support and Work Life Balance were observed for male and female respondents through ANOVA test whereas there was no difference recognized between Organizational support, Emotional Intelligence and Satisfaction from Job for men and women employees. There is no significance difference observed between married and unmarried respondents. The study contributes for academic researches as well as for practical implication and also suggests for future research studies.

Keywords: WLB, Organizational Support, Family Support, Emotional Intelligence, Job Satisfaction.