

***“IMPACT OF WORK FAMILY CONFLICT AND FAMILY CONFLICT
ON A LIFE SATISFACTION, A STUDY ON BANKING SECTOR”***



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a study on banking sector”**

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DEDICATION

I dedicate my research to my family and many friends. A special feeling of gratitude to my loving parents whose words of encouragement and push for tenacity ring in my ears. I also dedicate this research to my friends and to my supervisor who have supported me throughout the process. I will always appreciate all they have done and last but not the least, I would like to dedicate this piece of work to lovable Awais Bilal who always there for me in the entire process of research.

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ABSTRACT

Due to the worldwide increasing competition and the flourishing economy throughout the world, the shift in the demographic make-up of workforce is noteworthy. The importance of studies regarding work and non-work domain of life has increased. Of these, one of the particular interests to researchers has been the impact of work on family life and vice versa. The intense job demands and the increasing family demands have made it difficult for an individual to maintain a balance between the two. The data was gathered through questioners from 100 employees working in banks of Pakistan. The results showed that employee life satisfaction is affected by work-life conflict and family conflict and work overload because in banking sector working hours are prolong, it becomes tough for the employees to manage time for their families and personal life. Employee performance can be improved by implementing strategies (like job sharing and dividing a task). By dividing a job employees will feel relax will be able to perform better in the organization. The study signifies the impacts of various antecedents of work domain on work family conflict. This thesis has used the multiple role phenomena to better assess the outcomes of work family conflict on life satisfaction.

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