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**Work Life Balance and Burnout as Predictors of Job Satisfaction with
Moderating Effect of Marital Status and Work Experience in
Pakistan's Social Services Industry.**



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DEDICATION

I would like to dedicate this research to my best friend- my mother and my beloved father who have been a constant motivation and support system throughout my journey. Whatever I am today is because of you two amazing people, Mama and Papa! Thank you for putting your trust in your eldest daughter.

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ABSTRACT

People are considered to be the best asset of any organization; these people are the reason why many organizations achieve competitive advantage. Workforce is taken as the most important strategic resource, providing benefit in all ways, given that this workforce is satisfied with their jobs. When an employee is satisfied with his/her job, it gives multiple benefits like low level of absenteeism, high commitment, high level of productivity, internal contentment and all these factors translate into a low turnover for the organization and a higher sustainability. The current research study has been conducted in order to analyze the job satisfaction levels of female employees working in the education sector of Pakistan. A sincere attempt is taken place in order to see the effect of work life balance and burnout on the overall job satisfaction of these female employees. Since the gender chosen for study is female, two additional variables of marital status and work experience has also been taken to analyze their effect on the overall job satisfaction while considering employee burnout and work life balance as predictors of this job satisfaction. A sample of 158 female employees from three (03) educational institutes of Lahore was chosen as a representation of the population of all female employees working in the education sector. The final results of the study as per the given data sets showed that employee burnout is negatively related to job satisfaction, i.e. higher the burnout lower the job satisfaction and vice versa. Results also revealed that work life balance is positively related to job satisfaction, i.e. higher the work life balance, higher will be job satisfaction and vice versa. Study results also showed that moderating variables of marital status and work experience had minimum effect on the work life balance and employee burnout and hence the minimum or no effect on job satisfaction.