

**"EXPLORING THE IMPACT OF WORKLIFE CONFLICT ON JOB  
SATISFACTION OF FEMALE FACULTY AT MAJOR UNIVERSITIES IN  
ISLAMABAD"**



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## **ABSTRACT**

The study is aimed to explore the impact of work life conflict on job satisfaction of permanent female faculty across major Universities in Islamabad in the cultural context of Pakistan. For my ease & better understanding I have chosen prominent universities such as NUST, COMSATS, QUAID –E-AZAM, ISLAMIC & BAHRIA UNIVERSITY. The research studies the impact of factors of work life conflict such as work stress, work load and lack of training have on job satisfaction of female faculty these days. SPSS tests including chi-square, multiple regression and co-relational analysis were used to identify the effect of relationship between these two variables.

We found that employment fulfillment is altogether adversely associated with work to family impedance and family to work obstruction. Work fulfillment is likewise discovered to be adversely related with anxiety in our examination. Nonetheless, the relationship of workload is certain and immaterial which demonstrates that workload does influence the employment fulfillment of the workers in Pakistan. Adequate training also results in improved work contentment and It is observed from data analysis that workload stress or work life conflict among employees are always occurred due to personality clashes, views and ideas are different from one another and many other related activities performed influences the workplace environment, atmosphere that disturb the employee's performance and sole causes as well. The strategy option ought to be that a strong administration is obliged to minimize the contention in the middle of work and crew. Top administration ought to understand the significance of work life parity and its negative impact on occupation fulfillment.

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