

BAHRIA INSTITUTE OF MANAGEMENT AND COMPUTER SCIENCES



“IMPACT OF WORK LIFE BALANCE ON THE EMPLOYEE PERFORMANCE”

(IN THE BANKING INDUSTRY OF ISLAMABAD)

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The paper discusses the impact of work life balance and the employee performance, in the banking sector of Islamabad. More over the paper also highlights the significance of job, satisfaction, working hours and the life style on the goal achievement.

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Dedication

The Thesis Research is dedicated to my beloved Mother, my Sister and my best friend, without whom this would have not been possible. !!!

Contents

Abstract.....	6
Chapter 1: Introduction.....	7
Work Life Balance.....	7
Background of Research.....	9
Banking Sector of Islamabad.....	10
Broad Problem Area.....	11
Problem Statement.....	12
Research Objective.....	12
Rationale of the Study.....	13
Chapter 2: Literature Review.....	14
Chapter 3: Methodology.....	32
Independent Variable.....	32
Dependent Variable.....	33
Operational Definition of.....	33
Hypothesis.....	34
Procedure and Sample Size.....	35
Measurement.....	36
Data Analysis Tool and the Statistical Tool.....	36
Limitation of the Study.....	36
Chapter 4: Results Analysis.....	38
Reliability Statistics.....	39
Correlation.....	39
Regression Analysis.....	40
Discussion of Results.....	41

Chapter 5: Conclusion and Recommendations	43
Reflection of the Study	44
Future Implications	45
Bibliography	46
Appendices.....	51

Abstract

The purpose of the research is to establish, the impact of work life balance on the employee performance. The part of work life balance, that is the job satisfaction, working hours, and the lifestyle of an employee, which leaves an impact over the performance of the employees, specifically in the banking sector of Islamabad. The research study conducted was a quantitative research technique. Two hypotheses are developed through the literature review and then it is tested in this research study. Questionnaires were used as the data analysis tool, and for the collection of the primary data, they were distributed in different public and private banks of Islamabad. The measure for analysis is on the work life balance and the employee performance. Correlation and Regression tests are used in order to analyze the relationship between the independent and dependent variable.

The findings and the results shows that work life balance is a very important tool for the enhancement of the employee performance. The researcher also gave few recommendations, for the banks for focusing on the employees and helping them balance their work and private life. Also, ways to help employees feel satisfied and motivated to conduct a good performance, for the purpose of profit generation.

Key word: Work life balance, Employee performance, Job satisfaction, and working hours.