

IMPACT OF WORK LIFE BALANCE POLICIES ON PERFORMANCE OF FEMALE STAFF AT HIGHER EDUCATION INSTITUTIONS IN KARACHI

By

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Supervisor – Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	15 th March 2017	Research Lab	Discussed about work life balance policies, research questions and hypothesis	
6	28 th April 2017	Library	Data collection and data analysis methods and approval of questionnaire	
7	19 th May 2017	Research Lab	Discussed about Critical debate, conclusion and recommendation	

APPROVAL FOR EXAMINATION

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Abstract

Purpose: This research is aimed at analyzing the impact of work life balance policies/initiatives on the performance of the female staff employed at various Higher Education Institutions in Karachi. Moreover, this research will analyze that how the concept of work life balance is approached by different private Universities in Karachi and assess the outcomes of work life balance. There are many work life balance options which can be adopted by the organizations however maternity leaves, transportation facilities, flexible working arrangements and on-site child day care have been chosen for this study.

Research method: Study is based on theoretical as well as empirical research in which responses have been collected from 103 female staff working at private Universities in Karachi. Primary data was collected through adapted close-ended questionnaire. Whereas, other information cited in literature review was collected through journals, books and websites pertinent to gender management, organizational behavior, applied and family psychology, stress, labor studies, personnel management and human resource management.

Findings: Hypothesis testing through linear regression shows that flexible working hours and onsite child day care facility has a direct impact on performance of female staff. However, there is no direct impact of maternity leaves and transport facility on job performance of female the employees in this research. It is recommended that employers should provide benefits and incentives to their employees so that their job performance is enhanced. Benefits and incentives can range from transportation facilities to stress free working environment so that female employees balance their work and life efficiently and effectively.

Keywords: Work life balance, performance, female teachers, maternity leaves, stress, transport, flexible work arrangements, child day care