

International Journal of Innovative Research in Science, Engineering and Technology

(An ISO 3297: 2007 Certified Organization)

Vol. 5, Issue 1, January 2016

Effect of Job Satisfaction on Family Life

Dr. Priti Singh

Dept. of Psychology, Government Girls College, Chomu, Rajasthan, India

ABSTRACT: The family and the work place are two arenas of central importance for most adult people. The family often offers intimate relationships and love, which have major significance for people's wellbeing. The work place often offers daily activity, friendship relationships and a salary, which are also critical to peoples' ability to create good living conditions. Consequently, one can assume that one's level of satisfaction with the family life and job may be critical to the level of happiness in general. However, there are reasons to believe that the relative importance of job and family satisfaction for happiness in life may vary according to gender and context. Women have traditionally been more involved in family life, while men have been the main breadwinner, which can mean that the family is more important to women's happiness level and jobs more important to that of men. There are also reasons to believe that these gender differences are even more prominent in a conservative gender regime (where paid and unpaid work is more traditionally divided) than in an egalitarian gender regime (where paid and unpaid work is more equally divided). Therefore, it is of interest to study the relative importance of job satisfaction and satisfaction with family life for happiness among women and men living in different gender regimes.

KEYWORDS: job satisfaction, family life, work place, tradition, happiness, good living, importance, gender

I. INTRODUCTION

If family responsibilities are seen as the cause for having too little time for accomplish an important deadline in the workplace, the worker might be angry or resentful against their family, and thus experience lower family satisfaction. According to the matching hypothesis, family-originated resource strain should thus have a stronger effect on the family domain than on the work domain. However, the link between family-to-work conflict and family satisfaction is unclear, as studies have mainly focused on this relationship from a work-to-family standpoint. Parents' must invest time and emotional resources to respond to their children's needs, and job stressors can lead to an energy depletion that negatively impacts the parent-adolescent relationship.[1,2]

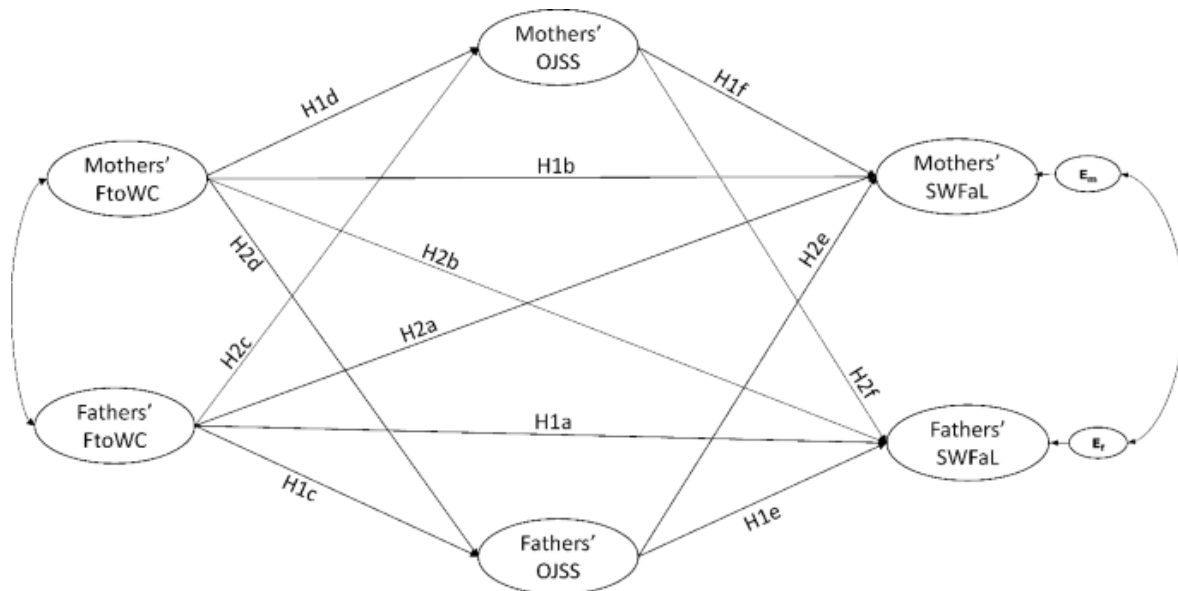
Conceptual model of the proposed actor and partner effects between Family-to-Work Conflict (FtoWC), Job Satisfaction (OJSS), and Satisfaction with Family Life (SWFaL) in dual-earner parents with adolescent children
 E_m and E_f : residual errors on SWFaL for the mothers and fathers, respectively

The indirect effects of Job Satisfaction (H3) were not shown in the conceptual path diagram to avoid cluttering the figure below:

International Journal of Innovative Research in Science, Engineering and Technology

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Specifically, when both spouses highly value family involvement (i.e., high-high), they would be more likely to understand and support each other in the family domain and thus develop positive affect at the family level. When the spouses both have a low value of family involvement (i.e., low-low), they both would likely prefer to sacrifice family time to undertake work requirements, and this decreases the possibility of creating positive affect at the family level. Further, when there is an incongruence of spouses' family involvement, it means one is highly involved in family life while the other is less involved in family life (i.e., high-low and low-high). This disequilibrium between the couple is likely to challenge either spouse's contribution to the family and thus cause a negative impact on positive affect at the family level. It was found that work-family conflict hurts job, family, and life satisfaction. According to the findings obtained, a negative relationship was found between work-family conflict and job satisfaction. The study results on the work-family conflict on an academician; No statistically significant difference was found between gender and marital status variables and work-family conflict. In the study, it was observed that there is a positive relationship between work-family conflict and family-work conflict, and similarly, [3,4] a positive relationship between life satisfaction and job satisfaction. According to the results it was determined that work-family conflict and family-work conflict are essential predictors of job satisfaction. A negative and significant relationship was found between job satisfaction and work-family conflict levels. However, no statistically significant difference was found between gender differences and job satisfaction levels, and the level of work-family conflict they experienced. It has been determined that work-family and family-work conflict negatively affect life satisfaction, job satisfaction positively affects life satisfaction, and teachers have a high level of life satisfaction. It was determined that female teachers' life satisfaction levels are higher than male teachers. However, there is no significant difference between teachers' life satisfaction levels according to the variables of working time, marital status, status, age, education level, working time at school, years of experience in the profession. [5,6]

II. DISCUSSION

The Work-Family Conflict (WFC) is an established phenomenon of modern economies and has become more intense for the female labor force which has to perform multiple roles in society. This study has been conducted to answer research questions regarding the impact of WFC on job satisfaction and its effect on life satisfaction of female executive workers. The study's purpose is to identify areas of conflict for female students to enhance their qualification as future labor force and examine the association between WFC, job satisfaction, and life satisfaction. The investigation also included demographic questions information regarding age and marital status. The study results report a negative correlation between WFC, job satisfaction, and life satisfaction. Since stress is cumulative from many

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Vol. 5, Issue 1, January 2016

sources, the source of stress may be an individual's interpretation and not real according to attribution theory. The relationship between job satisfaction and WFC also depends on the motivational structure of an individual as his or her priorities are either on their career or family.[7,8]

The family and the work place are two arenas of central importance for most adult people. Consequently, one can assume that the level of satisfaction with one's family life and job may be critical to one's level of happiness in general. However, there are reasons to believe that there are variations according to gender and gender regime. The general aim of this study is to analyse the relative importance of job satisfaction and satisfaction with family life for happiness among women and men in different gender regimes. Analyses are based on comparative data from the International Social Survey Program . Results show that the level of satisfaction with family life appears more important to the general level of happiness than the level of job satisfaction. This is true for both women and men and in different gender regimes. However, the level of satisfaction with family life appears less important to men's level of happiness in countries representing a conservative gender regime. Another interesting related result is that the level of happiness appears generally lower among women living in a conservative gender regime.

Job satisfaction, employee satisfaction or work satisfaction is a measure of workers' contentedness with their job, whether they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction can be measured in cognitive (evaluative), affective (or emotional), and behavioral components. Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction), or cognitions about the job (cognitive job satisfaction). One of the most widely used definitions in organizational research is that of Edwin A. Locke (1976), who defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" . Others have defined it as simply how content an individual is with their job; whether they like the job.[9,10]

It is assessed at both the global level (whether the individual is satisfied with the job overall), or at the facet level (whether the individual is satisfied with different aspects of the job). Common facets include appreciation, communication, coworkers, fringe benefits, Job conditions, nature of the work, organization, personal growth, policies and procedures, promotion opportunities, recognition, security, and supervision. Superior-subordinate communication is an important influence on job satisfaction in the workplace. The way in which subordinates perceive a supervisor's behavior can positively or negatively influence job satisfaction. Communication behavior such as facial expression, eye contact, vocal expression, and body movement is crucial to the superior-subordinate relationship . Nonverbal messages play a central role in interpersonal interactions with respect to impression formation, deception, attraction, social influence, and emotional. Nonverbal immediacy from the supervisor helps to increase interpersonal involvement with their subordinates impacting job satisfaction. The manner in which supervisors communicate with their subordinates non-verbally may be more important than the verbal content . Individuals who dislike and think negatively about their supervisor are less willing to communicate or have motivation to work whereas individuals who like and think positively of their supervisor are more likely to communicate and are satisfied with their job and work environment. A supervisor who uses nonverbal immediacy, friendliness, and open communication lines is more likely to receive positive feedback and high job satisfaction from a subordinate. Conversely, a supervisor who is antisocial, unfriendly, and unwilling to communicate will naturally receive negative feedback and create low job satisfaction in their subordinates in the workplace.[11,12]

III. RESULTS

Psychological well-being (PWB) is defined as "the overall effectiveness of an individual's psychological functioning" as related to primary facets of one's life: work, family, community, etc. There are three defining characteristics of PWB. First, it is a phenomenological event, meaning that people are happy when they subjectively believe themselves to be so. Second, well-being involves some emotional conditions. Particularly, psychologically well people are more prone to experience positive emotions and less prone to experience negative emotions. Third, well-being refers to one's life as a whole. It is a global evaluation. PWB is primarily measured using the eight-item Index of Psychological Well-

International Journal of Innovative Research in Science, Engineering and Technology

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Vol. 5, Issue 1, January 2016

Being developed by Berkman (IPWB). IPWB asks respondents to reply to a series of questions on how often they felt "pleased about accomplishing something", "bored", "depressed or unhappy", etc.

PWB in the workplace plays an important role in determining job satisfaction and has attracted much research attention in recent years. These studies have focused on the effects of PWB on job satisfaction as well as job performance. One study noted that because job satisfaction is specific to one's job, the research that examined job satisfaction had not taken into account aspects of one's life external to the job. Prior studies had focused only on the work environment as the main determinant of job satisfaction. Ultimately, to better understand job satisfaction (and its close relative, job performance), it is important to take into account an individual's PWB. Research published in 2000 showed a significant correlation between PWB and job satisfaction ($r = .35, p < .01$). A follow-up study by the same authors in 2007 revealed similar results ($r = .30, p < .01$). In addition, these studies show that PWB is a better predictor of job performance than job satisfaction alone. Job satisfaction more associate to mental health than physical health.[13,14]

Work–life interface is the intersection of work and personal life. There are many aspects of one's personal life that can intersect with work including family, leisure, and health. Work–life interface is bidirectional; for instance, work can interfere with private life, and private life can interfere with work. This interface can be adverse in nature (e.g., work–life conflict) or can be beneficial (e.g., work–life enrichment) in nature. Recent research has shown that the work–life interface has become more boundary-less, especially for technology-enabled workers. Work–life balance is the equilibrium between personal life and career work. It has been argued that the work–family conflicts, in particular role conflicts, can be interpreted in terms of Lewis A. Coser's concept of "greedy institutions". These institutions are called "greedy" in the sense that they make all-encompassing demands on the commitment and loyalty of individuals, and tend to discourage involvement in other social spheres. Institutions such as religious orders, sects, academia, top level sports, the military and senior management have been interpreted as greedy institutions. On the other hand, also the family has been interpreted as a greedy institution in consideration of the demands placed on a caretaker. When a person is involved in two greedy institutions—be it child care and university, or family and the military, or others—task and role conflicts arise. Often, work takes precedence over everything else in our lives. Our desire to succeed professionally can push us to set aside our own well-being. Creating a harmonious work-life balance or work-life integration is critical, though, to improve not only our physical, emotional and mental well-being,[15,16] but it's also important for our career. In short, work-life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Some of the common reasons that lead to a poor work-life balance include:

- Increased responsibilities at work
- Working longer hours
- Increased responsibilities at home
- Having children

IV. CONCLUSIONS

Here are eight ways to create a better work-life balance:-

1. Accept that there is no 'perfect' work-life balance.

When you hear "work-life balance," you probably imagine having an extremely productive day at work, and leaving early to spend the other half of the day with friends and family. While this may seem ideal, it is not always possible.

Don't strive for the perfect schedule; strive for a realistic one. Some days, you might focus more on work, while other days you might have more time and energy to pursue your hobbies or spend time with your loved ones. Balance is achieved over time, not each day. "It is important to remain fluid and constantly assess where you are [versus] your goals and priorities," said Heather Monahan, founder of the career mentoring group, #BossinHeels. "At times, your

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Vol. 5, Issue 1, January 2016

children may need you, and other times, you may need to travel for work, but allowing yourself to remain open to redirecting and assessing your needs on any day is key in finding balance.”[17]

2. Find a job that you love.

Although work is an expected societal norm, your career shouldn't be restraining. If you hate what you do, you aren't going to be happy, plain and simple. You don't need to love every aspect of your job, but it needs to be exciting enough that you don't dread getting out of bed every morning. Monahan recommended finding a job that you are so passionate about you would do it for free. “If your job is draining you, and you are finding it difficult to do the things you love outside of work, something is wrong,” said Monahan. “You may be working in a toxic environment, for a toxic person, or doing a job that you truly don't love. If this is the case, it is time to find a new job.”

3. Prioritize your health.

Your overall physical, emotional and mental health should be your main concern. If you struggle with anxiety or depression and think therapy would benefit you, fit those sessions into your schedule, even if you have to leave work early or ditch your evening spin class. If you are battling a chronic illness, don't be afraid to call in sick on rough days. Overworking yourself prevents you from getting better, possibly causing you to take more days off in the future. “Prioritizing your health first and foremost will make you a better employee and person,” said Monahan. “You will miss less work, and when you are there, you will be happier and more productive.” Prioritizing your health doesn't have to consist of radical or extreme activities. It can be as simple as daily meditation or exercise.

4. Don't be afraid to unplug.

Cutting ties with the outside world from time to time allows us to recover from weekly stress and gives us space for other thoughts and ideas to emerge. Unplugging can mean something simple like practicing transit meditation on your daily commute, instead of checking work emails. Monahan said when she used to travel with her boss for work, she'd look over to find him reading a novel while she would be doing something work-related. “I didn't understand at the time that he was giving himself a break and decompressing while I was leading myself to a potential burnout,” said Monahan. Now, Monahan practices the same tactics. She reiterated that taking that time to unwind is critical to success and will help you feel more energized when you're on the clock.[18]

5. Take a vacation.

Sometimes, truly unplugging means taking vacation time and shutting work completely off for a while. Whether your vacation consists of a one-day staycation or a two-week trip to Bali, it's important to take time off to physically and mentally recharge. According to the State of American Vacation 2015 study conducted by the U.S. Travel Association, 52% of employees reported having unused vacation days left over at the end of the year. Employees are often worried that taking time off will disrupt the workflow, and they will be met with a backlog of work when they return. This fear should not restrict you from taking a much-needed break. “The truth is, there is no nobility in not taking well-deserved time away from work; the benefits of taking a day off far outweigh the downsides,” said Chancey. “With proper planning, you can take time away without worrying about burdening your colleagues or contending with a huge workload when you return.”

6. Make time for yourself and your loved ones.

While your job is important, it shouldn't be your entire life. You were an individual before taking this position, and you should prioritize the activities or hobbies that make you happy. Chancey said that achieving work-life balance requires

International Journal of Innovative Research in Science, Engineering and Technology

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Vol. 5, Issue 1, January 2016

deliberate action. "If you do not firmly plan for personal time, you will never have time to do other things outside of work," said Chancey. "No matter how hectic your schedule might be, you ultimately have control of your time and life." When planning time with your loved ones, create a calendar for romantic and family dates. It may seem weird to plan one-on-one time with someone you live with, but it will ensure that you spend quality time with them without work-life conflict. Just because work keeps you busy doesn't mean you should neglect personal relationships. "Realize that no one at your company is going to love you or appreciate you the way your loved ones do," said Monahan. "Also [remember] that everyone is replaceable at work, and no matter how important you think your job is, the company will not miss a beat tomorrow if you are gone."

7. Set boundaries and work hours.

Set boundaries for yourself and your colleagues, to avoid burnout. When you leave the office, avoid thinking about upcoming projects or answering company emails. Consider having a separate computer or phone for work, so you can shut it off when you clock out. If that isn't possible, use separate browsers, emails or filters for your work and personal platforms. Additionally, Chancey recommended setting specific work hours. "Whether you work away from home or at home, it is important to determine when you will work and when you will stop working; otherwise, you might find yourself answering work-related emails late at night, during vacations or on weekends off," said Chancey. Chancey advised notifying team members and your manager about boundaries beyond which you cannot be accessible because you are engaged in personal activities. This will help to ensure that they understand and respect your workplace limits and expectations.[19]

8. Set goals and priorities (and stick to them).

Set achievable goals by implementing time-management strategies, analyzing your to-do list, and cutting out tasks that have little to no value. Pay attention to when you are most productive at work and block that time off for your most important work-related activities. Avoid checking your emails and phone every few minutes, as those are major time-wasting tasks that derail your attention and productivity. Structuring your day can increase productivity at work, which can result in more free time to relax outside of work.[20,21]

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International Journal of Innovative Research in Science, Engineering and Technology

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Vol. 5, Issue 1, January 2016

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