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Effect of Work-Life Balance on Job Satisfaction of Female Employee in Health Sector, Mogadishu, Somalia

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Abstract

Recently there has been growing attention on the standardization of personal, family, and work-life by the global economy and the associated social changes such as technological development and the growing number of double-earner families. As a consequence, many women have reported having stress and work-life imbalances. The purpose of this research is to examine women's work satisfaction and work-life balance. It helps identify the simplest ways of woman's job satisfaction and work-life balance in achieving both individual and organizational interest.

This research is conducted in a quantitative manner with a focus on survey method to enable it to be more conclusive and exclusive. The target population of this study is the working women in the fields of health care, in Mogadishu. The questionnaires for the research were circulated to (200) participants. This study utilizes Random Sampling and the questionnaire as the instrument of the for collecting the data. Descriptive statistics was used and the mean and the standard deviation of the variables were calculated inferential statistics, regression analysis was used to estimate the parameters of the model in this study. This study found that the mean and the standard deviation of the of the Work life balance is (2.4751), (.53434) while the mean and the standard deviation of job satisfaction is (2.241), (.5571). The result indicates that the work life balance of the female employees is acceptable and they have neutral job satisfaction. Regression result presented in the below table shows that variables, Job stress, and role conflict are significant and different from zero at the significance level of 5% while the time pressure is not statistically significant at the significance level of 5%. R square is (0.852) meaning that (85%) of the variation of the dependent variable results from the independent variable while (15%) of the variation is attributed to the variables we included to the error terms. Result also shows that variables are jointly significant as f-statistics is significant at the significance level of (5%). The result shows that (1%) increase of the job stress leads job satisfaction to decrease about(16%), while (1%) increase of the role conflict leads job satisfaction to decrease about(8%). This study found that time pressure has no significant influence to the job satisfaction. The heteroskedasticity of the data was diagnosed and the we fail to reject the nail hypothesis meaning that there is no problem of the heteroskedasticity. The multicollinear problem was examined using Variance Inflation Factor (VIF) and the result shows that variables that there is presence of the multicollinearity between the explanatory variables.

Keywords:Work-life Balance • Job Satisfaction • Time Pressure

Introduction

Today's work life reality is that employees are constantly trying to juggle their jobs and personal lives. In order to balance both, the interference of one another often leads either positive or negative instability Work-Life Balance (WLB) is a challenge faced by all employees on a daily activity which could result in high level of work stress, work-family conflict, and time pressure. Increasing work pressure and stress are possible explanation for increasing work-life problems for employees and organizations around the world. Today's most organizations are facing the challenge of globalization driven by the market and a continuous demand for growth and productivity [1]. Due to increased need for work-life balance initiatives, work-life balance and work-life conflict have been examined in the last two decades. Work related pressures has been addressed as one of the

main concerns in African's working environment (Work) stress has been primarily associated with a negative impact on the physical and psychological well-being of employees in many occupations including healthcare.

Pressures along with other factors reported in literature have influence on job satisfaction, which also has an individual and organizational work-related outcome. Since more work-related and family-related roles have been added in the modern era, employees are feeling a disparity between the areas of work and family, resulting an increased stress on employee and decreased job satisfaction. Instead, workers begin to experience work-life conflicts and fail to balance. This is because of pressures such as long working hours, inflexible work schedule or challenging employers.

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Although the most common issue of research might have been job satisfaction in organizational behavior writings, it is still unclear what exactly promotes employee satisfaction and Job satisfaction is a significant workplace attitude with a strong mental, emotional and behavioral effect on the work and life aspects of individual. It also has many implications for the well-being of both employees and organizations. There is increasing evidence that current trends in working conditions will adversely affect job satisfaction and deteriorate workers' Physical and mental health. In the present time workforce in the organization is diversified were male and female are holding almost equal responsibilities as compared to the composition of the workforce in the past. However, the role of the women in every society is having additional responsibilities for maintaining the household. A productive and positive staff-oriented environment results in greater job happiness and performance while an imbalance in work-life causes women employees' relationship decline and job disappointment as operating too often can make women overlook family activities as well as key events. The purpose of this research is to examine women's work satisfaction and work-life balance. It helps identify the simplest ways of woman's job satisfaction and work-life balance in achieving both individual and organizational interest. This paper is organized as follows. An analysis of literature on gender /WLB, gender-based work-life conflicts and under-utilized African workforce WLB options. Then will be discussed the methodology of the study, we finally examine our findings and the study's management implications.

Literature Review

Employees in all organizations are diversified by gender and female are holding almost equal responsibilities as compared to the composition of the workforce in the past. The much attention has been given to the work life balance and the job satisfaction of the women as several studies concentrated on this issue. Such studies include that examined impact of expected work-life balance and job satisfaction on health care workers and found that organizational engagement is important for developing and enhancing organizational commitment among healthcare workers. Found that there is a positive relationship between work-life balance, job satisfaction, and organizational commitment. argues that Institutional and custodial help are key factors in male and female work-family conflict stated that work-life balance is not the product of maintaining work and family responsibility alone but also of visiting friends and family, leisure and innovative activities [2]. According to Hughes found that The word work-life balance can reduce the problems of stress, anxiety and regular worker sickness. Stated a balance between work commitments and spending time with friends and family is a key element of a complete, healthy life, so it seems that some countries are more mindful of this than others, workers in Pakistan have a lower time pressure compared to German workers. Found that there is a negative association between time pressures at level of organization, job satisfaction. Argues that Government employment and parental leave policies show that have fewer work hours and more extensive family leave provide an important complementary source of job satisfaction.

Found that work stress is significantly and inversely related to job satisfaction among health workers argues that job satisfaction has been identified as a significant mediator in the relationship

work context factors and turnover intentions among nurses found that job satisfaction played a significant mediation role in the relationship between work stress and turnover intention among nurses. States that stress emerges when a person experiences emotions of burden and pressure in response to environmental or institutional requirements that surpass their responsive power indicated that the hospital departments that had a higher level of employee satisfaction provided better experiences for patients' online forum respondents emphasized the importance of workers in improving patient experience. They stressed the needs of employees like recognition, respect, and visibility. Macklin, argues that gender might also be a deciding factor of the impact of work stress among employees. Found that working fathers face fewer job-family conflicts, less personal stress and higher family happiness, marital satisfaction and life satisfaction even than working mothers. That shift work, emergency situation, shortage of staff and increased work demand health care workers are facing work-life conflicts.

Presented that work stress and job satisfaction have such a substantial negative connection which implies that job stress raises job satisfaction declines In institutions work stress is continually recognized as an unavoidable difficult thing. States that added role demands put women in a more conflicting situation as compared to the male counterpart. Men and women view their work and home-related expectations differently. Found that health care workers are especially prone to such conflicting situation in life where the role demands are very high and at the same time family too.

Show conflict between family and work has been found to be related to both family satisfaction and job satisfaction. states that job satisfaction; the conflict between family and work has a detrimental cause on job satisfaction. Job satisfaction is an important job attitude of an individual toward her job. It is the extent to which a person likes the assigned tasks or dislikes this. Research suggests that job satisfaction is a complicated matter and is the result of an evaluation of the number of job elements .Individuals with greater work-family conflict experienced lower satisfaction in their career in particular and live in general. States that healthcare workers are known as the hospitals' identity builders if they are the level of fulfillment and happiness that an employee has with his / her job and that ha:

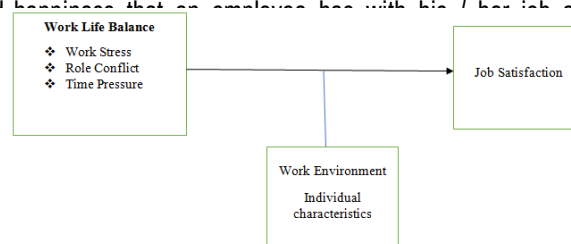


Figure 1. Conceptual framework of the study

Several research questions and hypothesis were formed in order to attain research goals:

- H1: The balance of work and life has a positive impact going on job satisfaction for women working in the health sector.
- H2: There is a fundamental relationship between stresses at work and job satisfaction

- H3: There is a negative association between work-family conflict and job satisfaction
- H4: Time pressure is strongly and positively connected to job satisfaction.

This research is conducted in a quantitative manner with a focus on survey method to enable it to be more conclusive and exclusive. The target population of this study is the working women in the fields of health care, in Mogadishu. The questionnaires for the research were circulated to (200) participants. This study utilizes Random Sampling and the questionnaire as the instrument of the for collecting the data of all those questionnaires, (177) were returned making the response rate about, 89 percent. Descriptive statistics was used to describe study constructs while the inferential statistics is used to test the hypothesis of interest. To construct the study variables, several survey items were used. In this survey, the independent variables are work stress, time pressure and role conflict. The dependent variable is job satisfaction. 28 items which measure the main variables included in this study are included in the questionnaire used in this research. A scale that uses the five point format of Likert. The highest scale is 5, which is "strongly agree" and the lowest is 1, which is "strongly disagree. Regression analysis specially Ordinary Least Square (OLS) is used to estimate the model parameters. OLS is one of the strongest tools of the regression referring to basic assumption is built on it. In this model, job satisfaction is dependent variable while job stress, time pressure and the role conflict were explanatory variables. Where JSf is job satisfaction, JST job stress, RCF is role conflict, TMP is time pressure, i is number of observations and u is error time [3]. The overall significance of the model is tested using F statistics and this hypothesis is developed:

This Null hypothesis is referred to joint hypothesis and it states that all model parameter except the intercept is zero. If the null hypothesis is true, it means that none the explanatory variables have significance influence on the explained variable Consistency of the of the result is one of the requirements of the point estimators. it describes that the distribution of the estimator is falling around the parameter as the sample size gets large, but does not state the shape of that distribution for a given sample size. We develop this hypothesis to estimate the distribution of the estimators

- H_0 Data is not normally distributed
- If the null hypothesis is not rejected, it means that data used in this study is not normally distributed and there a risk of the Heteroskedastic error.
- We also examine if the ideal assumption of the homoscedasticity is holding. So that we developed this null hypothesis
- So, if we reject the null hypothesis, then we conclude that model has problem of the heteroscedasticity.
- To assure the strength of the model the existence of the serial correlation which is the correlation between members of a series of numbers arranged in time. To test the existence of the autocorrelation following hypothesis is developed.

RESULTS

This study sampled 200 medical staff that works various hospitals in Mogadishu. The questionnaires for the research were circulated to (200) participants. This study utilizes Random Sampling and the

questionnaire as the instrument of the for collecting the data. Of all those questionnaires, (177) were returned making the response rate about, 89 percent. Descriptive statistics was used to describe study constructs while the inferential statistics is used to test the hypothesis of interest. The demographic characteristics of the respondents were examined and the result is presented in (Table 1).

Variable	Frequency	Percentage
Age		
18-25	97	54.8
26-35	68	38.4
36-45	10	5.6
45-above	2	1.1
Marital status		
Single	102	57.6
Married	75	42.4
Number of children		
None	103	58.2
One Child	18	10.2
Two Child	21	11.9
Three & More	27	15.3
Is your spouse employed		
Yes	66	37.3
No	111	62.7
Qualification		
unschoolcd	38	21.5
Secondary	3	1.7
Bachelor	120	67.8
Master	13	7.3
Diploma	3	1.7
Nature of job		
Managerial	23	13
Non-managerial	154	87
Experience		
less than 1 year	20	11.3
1-5 years	128	72.3
6 years and above	29	16.4

Table 1. Demographic characteristics of the respondents.

(Table 1) shows the age of the respondents, with 18-25 years of age being the most prevalent age of female hospital workers, followed by 26-35 years of age of female hospital workers and 36-45 years of age, while minority groups working in hospitals are above 45 years of age. This statistics shows us that people within age bracket 18-25 take a lead in working hospitals in Mogadishu. The table shows that most (N=102, 57.6 percent of the respondents were married. On

the other hand, the table shows that 42.4% of the respondents (N=75) were single, meaning that they were not married. There were no children in the majority of respondents (N=103, 58.2%), whereas there were more than three children (N=27, 15.3%), two children (N=21, 11.9%) and only one child (N=18, 10.0%). This result shows that not having a child does not mean that your work life does not need to be balanced. The table also shows the respondents' level of education.

The above table also shows that most (N=154, 87.0%) of the respondents were non-Manual. On the other hand, the table shows respondents (N=23), 13.0 percent, were managerial employees, which means they had high positions. The majority of them (N= 111, 62.7 percent) did not work with their spouses because all respondents were female, while (N= 66, 37.3 percent) had a working spouse. This result shows that the majority of working women have a husband who is unemployed. From the results, most (67.8 percent) had a bachelor's degree followed by 21.0 percent of employees since the data was collected from hospitals' managerial and non-managerial female employees, 7.3 percent had a master's degree, 1.7 percent a diploma, and the remaining 1.7 percent had a secondary degree. It can be concluded from the results of the study that most of the participants had a bachelor's degree and had the opportunity to work there because they had a degree. Finally, the table shows that the majority of respondents worked for 1-5 years, representing 72.3 percent. Where 11.3 percent of respondents have worked for less than one year, whereas 16.4 percent of respondents have more than six years of experience, the findings indicate that respondents have been working in hospitals in less than 6 years.

The descriptive statistics of the variable of this study were examined as mean and the standard deviation of the each variable was calculated. Work life balance is decomposed into three variables those are; work stress, role conflict, and time pressure. These variables are input variable while job satisfaction was target variables. The result of the descriptive statistics presented in below tables.

Variables	Mean	Std. Deviation
Work Life Balance	2.4751	0.5343
Job Satisfaction	2.2412	0.5571
Work Stress	2.6554	0.587
Role Conflict	2.5805	0.5435
Time Pressure	2.1544	0.6779

Table2. Descriptive Statistics of the Variables.

The result in the table shows the degree to which respondents agreed with the above statements on work-life balance and job satisfaction from the research findings, most respondents strongly agreed that; employees experience work-life balance as shown by a mean work-life balance of 2.4751, and most respondents strongly agreed that employees experience work stress as shown by an average of 2.6554. They usually work long days and also have a concerning impact on the quality of life from work stress and have not much time to interact with partner/see family in the week. As shown by a mean of (2.580), their supervisors create work role conflict when they require more performance. Role conflict is the extent to which an

employee experiences pressures in one role that are inconsistent with pressures in another role. Due to the extreme pressure or long work hours, they experience suffering from the relationship with partner/parent, and family is lacking out on their input, because either they don't see enough of them/ are too exhausted, but they take work home most of the time to resolve conflict at work.

The present study has found that Time pressure has a negative effect on job satisfaction of female workers in health sector. As shown by a mean of 2.1544. The respondents agreed that, based on the physical working conditions in their place of work and their promotional opportunities at the workplace, their job satisfaction is neutral, as shown by an average of 2.2418. The study agrees with that employees begin to experience conflicts between work and life and fail to balance them. This is due to pressures such as long working hours, and inflexible schedule of work, or employers that are challenging. The regression analysis, OLS method specified in equation is used to estimate the intercept and the coefficients of the model, and the result is presented in (Table 3).

Variable	Coefficient	Std. Error	t-Statistic	Prob.
ln (JSF)	0.0402	0.008597	4.676	0.0001
ln (JST)	-0.1659	0.01329	12.568	0
ln (RCF)	-0.08635	0.010272	8.40634	0
ln (TMP)	-0.6023	10.6	0.05682	0.87

Table 3. Estimation of the Model Parameters.

Regression result presented in the below table shows that variables, Job stress, and role conflict are significant and different from zero at the significance level of 5% while the time pressure is not statistically significant at the significance level of 5%. R square is (0.852) meaning that (85%) of the variation of the dependent variable results from the independent variable while (15%) of the variation is attributed to the variables we included to the error terms [4].

Result also shows that variables are jointly significant as f-statistics is significant at the significance level of (5%). The result shows that (1%) increase of the job stress leads job satisfaction to decrease about(16%), while (1%) increase of the role conflict leads job satisfaction to decrease about(8%). This study found that time pressure has no significant influence to the job satisfaction. The heteroskedasticity of the data was diagnosed and the we fail to reject the null hypothesis meaning that there is no problem of the heteroskedasticity.

The multicollinear problem was examined using Variance Inflation Factor (VIF) and the result shows that variables that there is presence of the multicollinearity between the explanatory variables. We also found that there is not autocorrelation problem in the model. The normality of the data was examined using Jaque-Bera method while the stability of the data was tested using recursive estimates specially CUSUM test. The result is presented in the below (figure 2 and 3).

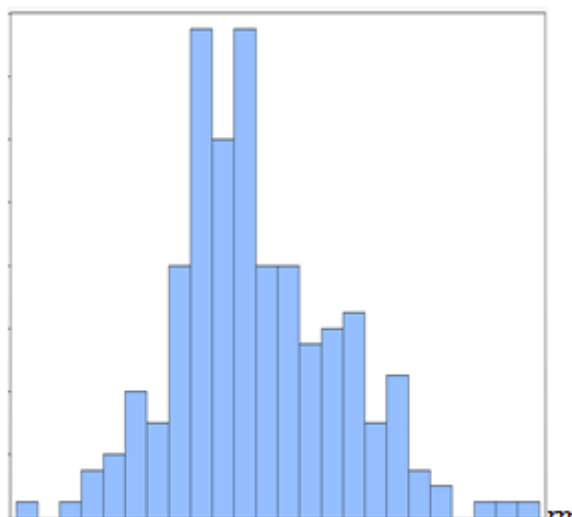


Figure2. Normality and the stability of the data.

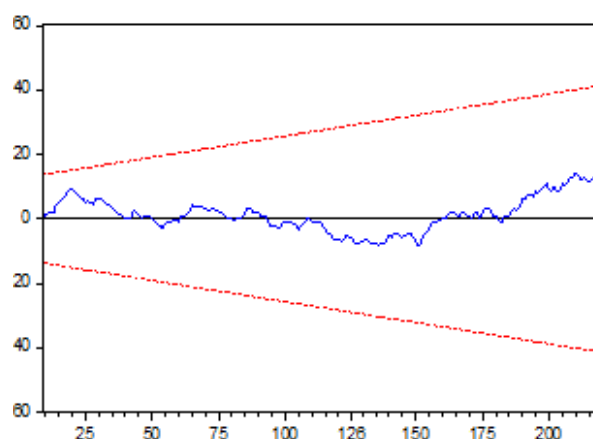


Figure3. Normality and the stability of the data.

The results are similar with the work-family relationships between Zhao and Namasivayam (2012) and seem to be complex and mutually advantageous. Based on this study, it was much less comfortable for people who reported higher levels of a strong emphasis on persistent progression while work tried to interfere with family responsibilities. The results are consistent who observed that work stress is due to management level, long working hours, lack of organizational support and lack of supervisor and colleague support for organizational change, and conflict with demands and pressures of female workers. This research is consistent with the work-life balance of and is significantly correlated with job satisfaction, so the job satisfaction of employees could also be increased by increasing the work-life balance [5]. And the findings of this study show that the female employees' work-life balance is acceptable and they have neutral job satisfaction.

Conclusion

The purpose of this research is to examine women's work satisfaction and work-life balance. It helps identify the simplest ways of woman's job satisfaction and work-life balance in achieving both individual and organizational interest. This research is conducted in a

quantitative manner with a focus on survey method to enable it to be more conclusive and exclusive. The target population of this study is the working women in the fields of health care, in Mogadishu. The questionnaires for the research were circulated to (200) participants. This study utilizes Random Sampling and the questionnaire as the instrument of the for collecting the data. Descriptive statistics was used and the mean and the standard deviation of the variables were calculated inferential statistics, regression analysis was used to estimate the parameters of the model in this study. This study found that the mean and the standard deviation of the of the Work life balance is (2.4751), (.53434) while the mean and the standard deviation of job satisfaction is (2.241), (.5571). The result indicates that the work life balance of the female employees is acceptable and they have neutral job satisfaction.

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