How Workingwomen are Sandwiched Between Family-Conflict and Work-Conflict? Analyzing their Struggle to Achieve both Life and Job Satisfaction

Arif Masih Khokhar[a], Muhammad Bilal[b*], Muhammad Husnain[c], Aisha Riaz[d], Muhammad Ayyoub[e], Nazakat Ali[f], [a]Federal Urdu University of Arts, Science and Technology, Islamabad, Pakistan, [b]BBA Faculty Member/Coordinator, Department of Business & Economics, FG Sir Syed College Rawalpindi, Pakistan, [*]Corresponding Author, [c]Assistant Professor, Department of Business Administration, University of Sahiwal, Pakistan, [d]Lecturer, Department of Management Sciences, University of Okara, Pakistan, [e]Assistant Professor, Department of Economics, University of Sahiwal, Pakistan, [f]Department of Business Administration, Iqra University Islamabad Campus, Pakistan, Email: [a]arif.khokhar@rocketmail.com, [b*]rao.muhammad.bilal@gmail.com, [c]m.husnain@uosahiwal.edu.pk, [d]aisha.riaz1@uo.edu.pk, [e]m.ayyoub@uosahiwal.edu.pk, [f]alinazakat563@gmail.com

Working mothers usually face difficulty and feel distress in dealing with work and family together. In present study, we investigated that life satisfaction is effected by work-to-family conflict and family-to-work conflict through satisfaction with work. Data were collected from 250 healthcare professionals employed in public hospitals through questionnaire survey using purposive sampling technique. Significant, negative relationships were found between work-to-family conflict, family-to-work conflict and job satisfaction. Similarly, significant, negative relationships of work-to-family conflict, family-to-work conflict with life satisfaction existed. It was noted that the effect of family-to-work conflict over satisfaction with job and life was lower than work-to-family conflict. Results indicated that job satisfaction significantly and positively affected life satisfaction. Organizations should increasingly focus on family supportive policies.

Key words: *Family-to-Work conflict (FWC), Work-to-Family conflict (WFC), Work-Family conflict (WFC & FWC), Life Satisfaction (LS), Job Satisfaction (JS)*

1. Introduction

In modern world, women leave their homes to participate in modern occupations for earn ensuring better future, social status and economic stability. Participations in the labor market and spending more time outside their homes makes their involvement in social events bit difficult. Women face various hurdles at work as well as at their homes due to gender based cultures. It is of utmost importance that at work place women should be treated with fairness. With the growth of industry the importance of women cannot be denied and their key role in coming out of their home to join industry would be decisive one.

The philosophy arose in United States and England with the industrial revolution, when production increased and moved out of domestics to industrial unit. When considering family life, men as fathers are supposed to go out of their homes to work in outside world. However, mothers are supposed to stay home along with the kids (Skolnick, 1991). Axioms such as "breadwinner father" and "stay-at-home mom" represent the philosophy of two distinct and isolated domains. However, when mothers are working these two isolated and opposite domains become relational and interconnected. Majority of working women join services mainly because of economic reasons. In order to raise living style and minimizing poverty women contribute by joining services (Khan, 2009). As involvement in the responsibility of job women are unable to properly look after their family and thus family members' health suffers. Moreover, more conflict has been noticed by couple about household work than the paid work. Working hours of husbands are the main source of conflict rising due to compensated labor (Kluwer et al., 1996).

It is of great concern that much importance has not been given to the complexity of the topic associated with work-family conflict in the area of social research (Heraty et al., 2008). Moreover, globalization, equal opportunities for women and changes in economics have made matter of work-to-family conflict highly complex (Hughes & Bozionelos, 2007). Pakistani women's participation in the economic activities makes them financially independent which furthers their worth in the family. Majority of them are employed in the agriculture and informal economy. Our labor market has comparatively less number of women as compare to developed countries. Women in Pakistan are working in various occupations such as nursing, IT, engineering, doctor, teaching, economists and politicians.

Investigating how many individuals are satisfied and what makes them satisfied at home and at work place has become continuing direction for practitioners and academicians. Present study attempts to examine these concepts in Pakistan, South-Asian context, a developing country. Majority of researches include job satisfaction as outcome variable, however, few include it as mediator. For example, Ozbag and Ceyhun (2014) suggested that association of work-family conflict with turnover intentions is mediated by job satisfaction, and Gözükara and Çolakoğlu (2016) indicated that association of job autonomy with job satisfaction is

lowered by mediating impact of work-family conflict. Current study will also investigate that work-family conflict is bi-directional.

Current research mainly concentrates on assessing associations of work-to-family conflict and family-to-work conflict with life satisfaction through job satisfaction. It was suggested by Nayeri et al. (2018) that more study should be conduct in the health care context relating to work-family conflict and job satisfaction. Current study has its importance as its results may serve as guidelines to policy makers to make the job contents and working environment more family supportive for the sake of reducing work-to-family conflict among employees.

2. Literature review and hypothesis development

2.1 Work-Family conflict

Work and family are two distinct and central aspects in the life of a person. Various scholars have pointed to the bi-directionality of work and family constructs. They have established the notion that the link between them emerged as work-family conflict (Greenhaus & Beutell, 1985). The bi-directionality of work and family have been confirmed by Carmen et al. (2001) who pointed that family and work are influenced by various elements and that, work-to-family and family-to-work conflicts are bi-directional. Kahn et al. (1964) coined work-family conflict such as "simultaneous occurrence of two or more sets of pressures such that compliance with one would make compliance with the other more difficult". A new definition later on coined by Greenhaus and Beutell (1985) "A form of inter-role conflict in which role pressures from work and family domains are mutually incompatible in some respect". Three key bases of work and family roles' conflict were recognized by Greenhaus and Beutell (1985) as:

1) *Time-based conflict* emerges when time demands become incompatible. For instance, extended work hours, changing schedule conflict, or inflexibility in work schedule, makes employees unable to fulfill their family responsibilities, presence of young children or older dependents, picking up a child from a school or college, large families, both husband and wife extended work hours (Burke, 1989);
2) *Strain-based conflict* emerges due to negative spillover between two spheres. For example, a father whose only child is sick at home would not be capable of completely focusing on his/her job as Newspaper editor, making errors in his/her editing.
3) *Behavior-based conflict* emerges when roles become incompatible in these two spheres. For example, in a financial services firm a manager is considered to be dispassionate, aggressive, and ambitious, however such attitudes may result into a conflict with family members at home.

Role theory effectively provides explanation of work and family field, (Kahn et al., 1964), an important aspect in the discussion of work-family conflict (Greenhaus & Beutell, 1985). Role theory is stated as "set of behaviors or expected pattern that exists in the mind sets of people and generally explains the interaction between the roles performed" (Ilgen & Hollenbeck, 1991). While the interaction of two spheres of work, family, and their influence over individuals may be discussed under the umbrella of spillover theory. The spillover of individual values, behaviors, moods and attitudes makes these two spheres interconnected and porous (Rothbard & Dumas, 2006). Understanding and considering the overlay between them and trying to alleviate conflicts between them a significant attempt, one with the talent to assist individuals in their quest to comprehend satisfaction and contentment in two spheres (Mesmer-Magnus & Viswesvaran, 2004). Scholar like Qureshi, (2000) suggested that roles performed at work and family are the root cause of work-family conflict and are responsible for substantial personal and organizational issues. Therefore, overall life stress is link to role stressors of work and family, and work-family conflicts (Parasuraman et al., 1992; Yildirim & Aycan 2008).

2.2 Work-to-Family conflict and Job satisfaction

The topic of work-family conflict has got its importance due to continuously changing demographics at work place i.e., more and more entrance of women and couples in the paid work. Various antecedent factors increase the likelihood of existence of work-to-family conflict. For example, emotional involvement, work load, Time demands and work role conflict (Colombo & Ghislieri, 2008; Michel et al., 2010). However, some antecedent factors reduce the likelihood of occurrence of work-to-family conflict. For example, organizational support, supervisor support and work social support (Colombo & Ghislieri, 2008; Van Daalen et al., 2006; Wadsworth & Owens, 2007). Researcher, Yildirim and Aycan (2008) indicated that extended work hours are significant cause of work-to-family conflict. Majority of doctors are not satisfied due to their normal work hours (Kaur et al., 2009). Similarly, junior doctors are more emotionally exhausted due to long working hours and more on-calls, experienced more work-to-family conflict (Ahmad, 2010). A meta-analytic review indicated that more job involvement of employees or spend extra time on jobs has larger stress and work-to-family conflict (Byron, 2005).

Job satisfaction explains happiness and contentment of employees by their jobs and different elements of job. Spector (1997) demarcated job satisfaction "all the sensations that an employee perceives concerning his job and its various aspects". Happy (Sageer et al., 2012) and satisfied employees contribute to the growth of business (Hayes et al., 2010). Mendoza and Maldonado (2014) suggested in their meta-analytic study that higher employees' job satisfaction is linked to greater customer satisfaction. Highly satisfied employees perform better on their jobs (Davar & Bala, 2012), show higher commitment (Magnini et al., 2011), lower turnover intentions (Chen et al., 2015). Moreover, Edmans (2012) noted that more satisfied employees improve the perceived value of organization and Chen et al. (2015)

experience minimum level of work-to-family conflict. Demographics such as marital status, commuting, experience and family responsibilities of nurses are significantly linked to their job satisfaction (Rahman, 1996).

Work-to-family conflict is when job duties influence employee's ability to fulfill family obligations is highly significant for defining employee job satisfaction. It seems that work-to-family conflict puts more pressure and force at work place. Dissatisfaction with the jobs is more apparent for couples, more specifically, working mothers when their jobs seem to be causing interference with energy and time required at home (Grandey et al., 2005). Generally, work-to-family conflict is largely associated with job satisfaction and job turnover (Zhao & Namasivayam, 2012; Pasupuleti et al., 2009). Additionally, scholars for example (Janasz & Behson, 2007; Chiu et al., 1998; Howard et al., 2004; Jayaweera, 2005; Cohen & Liani, 2009; Rahman et al., 2018) suggested that work-to-family conflict lowers job satisfaction. Moreover, Nayeri et al. (2018) indicated that job satisfaction of nurses is at different level in different departments but their extent of work-to-family conflict is the same in diverse departments. Similarly, work-to-family conflict and job satisfaction are significantly linked, especially, when work roles are mostly influenced by family roles, it is growing possibility of incomplete responsibilities at work place resulting in harsh and disapproving feelings about organizational support measures of his/her job and thus, reducing job satisfaction (Nohe & Sonntag, 2014). Hence, it is proposed that work-to-family conflict decreases job satisfaction.

2.3 Family-to-Work Conflict and Job satisfaction

Researchers have long discussed family-to-work conflict since modernization of societies. Women have strong attachment and love for parents in an Eastern society. In extended family structures which includes parents, sisters and brothers and parents-in-law etc., are major contributors in the establishing childcare provisions and their worth. Women care for their families more as compare to men. Therefore, main reason of tension in women is their understanding about their household obligations (Antalyali & Carikci, 2007). Researchers, Lilly et al. (2006) indicated differential effect between gender and family-work conflict. They suggested some variances in family-work conflict between men and women. Women at home as housewife are responsible for childcare, eldercare and house chores and in the offices for office work to achieve economic stability. Eastern cultures entangle women in endless family activities at home and work together. Number of children (Adekola, 2010), and non-earning family members (old and sick) require more responsibility, income and time from earner and cause increase in family-to-work conflict in females (Aiswarya & Ramasundaram, 2011). Moreover, Howard et al. (2004) suggested that family-work conflict arises when family responsibilities make it hard to achieve organizational tasks.

Different researchers of work and family have indicated the link between family-to-work conflict and job satisfaction. For example, family-to-work conflict decreases job satisfaction (Cohen & Liani, 2009) resulting in volunteer turnover (Pasupuleti et al., 2009). Additionally, employment type also affects this relationship. For example, the link of family-to-work

conflict with job satisfaction is moderated by individual's employment type. This effect is higher for self-employed individuals (Yucel, 2017). In other researches, (Parayitam & Kalra, 2008; Kossek et al, 1998; Rahman et al., 2018; Akram & Hassan, 2013) suggested that work-to-family conflict reduces job satisfaction. Thus, we suggest that family-to-work conflict decreases job satisfaction.

2.4 Work-to-Family conflict and Life Satisfaction

On the basis of significance of life satisfaction to persons, enterprises and society on the whole, it is considered as a crucial consequence (Diener & Biswas-Diener, 2008; Veenhoven, 2008). Life satisfaction has been vastly used in measuring happiness in individual's life. It is defined as "overall attitudes and feelings at a specific moment migrating from negative to positive about one's life" (Diener, 1984). These are three key presenters of well-being: positive stimulus, negative stimulus and life satisfaction. This description of life satisfaction is rooted in cognitive theory which is stated as "A positive evaluation of the situations of your life, a judgment that at least on equilibrium, it measures up favorably against your values or expectations" (Diener, Emmons, Larsen, & Griffen, 1985). Personality, work and family are considered to be antecedent factors influencing life satisfaction. Veenhoven (1991) best explains this argument of life satisfaction, according to him "it is the extent to which individuals positively assesses the overall quality of his/her life all together". Contrarily, role stressors linked to family and work, along with work-to-family conflict are linked to overall life stress (Parasuraman et al., 1992). For example, anxiety showed at work negatively effects persons, families, relationships and society in general (Nadeem & Abbas, 2009). Thus, in less supportive organizational culture, fathers experienced less pressure and work-to-family conflict, and higher satisfaction with family, marital relations and life than mothers (Hill, 2005). Satisfaction with marital relations and job highly positively influence life satisfaction (Chiu et al., 1998). Therefore, individuals should also consider and give time to those people around them in the family as job and life satisfaction appears when they have the support of those very close to him/her in the family and flexible timings to lessen the work-to-family conflict (Ballout, 2008).

Various influences of work-to-family conflict on life satisfaction were noted by social science researchers depending upon their framework, context and methodology. Work-to-family conflict decreases life satisfaction (Parayitam & Kalra, 2008) and engagement (Fiksenbaum, 2013). In a family supportive environment, increase in family and job satisfaction and decrease in work-to-family conflict improves life satisfaction (Lapierre et al., 2007). In contradiction, Willis et al. (2008) indicated that work-to-family conflict is unrelated to life satisfaction. On the other hand, the association of family satisfaction, WFC and FWC is moderated by social support from colleagues (Rathi & Barath, 2013). Hence, it is proposed that work-to-family conflict decreases life satisfaction.

2.5 Family-to-Work conflict and Life Satisfaction

The words 'happiness' and 'life satisfaction' have been synonymously used and defined as dominance of positive stimulus over negative stimulus (Diener & Biswas-Diener, 2008). Higher satisfaction with life indicates that people enjoy good quality of life and little satisfaction means that something is really wrong (Prasoon & Chaturvedi, 2016). Home and work place constant pressure on personal lives because of both unpaid and paid labor. Thus, they have less leisure time for relaxing their mind and body. Nonstandard working schedules affect family functioning and parenting and cause more depressive symptoms in parents. In dual-career couples, women and men had differences in the performance of their household tasks and parental roles (Maintier et al., 2011). Similarly, working mothers perceived low level of family satisfaction, marital satisfaction and life satisfaction and more stress and work-family conflict as compare to fathers (Hill, 2005). Contrarily, no differences existed with regard to life satisfaction in male and females (Ng et al., 2008). In the shared culture, members of the family are highly coupled and influence life of one another, specially, the partner. Similarly, the life of British women having children is influenced by an array of variables such as their personality, demographics, work and family (Noor, 2003). Contrary to other studies, Angeles (2010) suggested that having children at home improves life satisfaction.

Family-to-work conflict is strongly linked to life satisfaction (Parayitam & Kalra, 2008). Results of a meta-analytic review showed little association between family-to-work conflict and life satisfaction (Kossek, et al., 1998). Also, these associations were significant through factors like family relations and parents well-being (Strazdins et al., 2006). Hence, it is proposed that family-to-work conflict decreases life satisfaction.
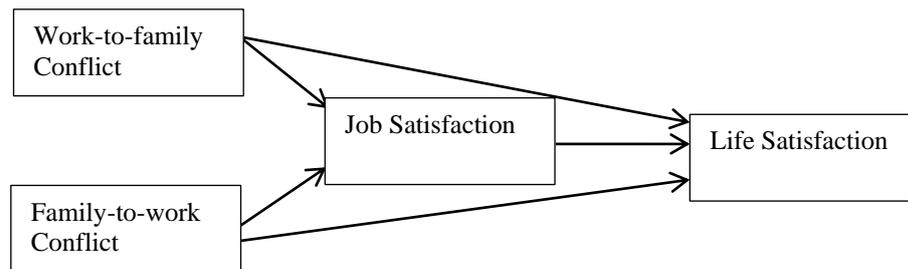
2.6 Job satisfaction and Life satisfaction

Various studies have acknowledged that job satisfaction is associated to life satisfaction. Generally, satisfaction with job and life are interconnected, job is chief part of employees professional life (De Jonge et al., 2001). Job satisfaction can be explained in two ways: composite and global. Composite methodology takes in view behavioral pattern of employees about various job elements. While, global methodology considers aggregate responses of individuals (Spector, 1997). Satisfaction with life is usually taken as subjective well-being of individuals. It indicates individual's responses about different areas of life (Diener, 1984). In evaluation of life satisfaction, individuals make use of subjective measures and personal judgment process (Diener & Lucas, 2000). Different researchers have indicated in their investigations that job satisfaction is linked to life satisfaction (Unanue et al., 2017; Halkos & Bousinakis, 2010; Chiu et al., 1998). Hence, we suggest that job satisfaction increases life satisfaction in employees.

2.7 Conceptual Model and hypotheses

On the bases of discussion above, researchers form a conceptual model. This model uses work-to-family conflict and family-to-work conflict as independent variables, life satisfaction as dependent variable and job satisfaction as mediating variable.

Figure 1: Conceptual Model of study

H1: Work-to-family decreases job satisfaction.
H2: Family-to-work decreases job satisfaction.
H3: Work-to-family decreases life satisfaction.
H4: Family-to-work decreases life satisfaction.
H5: Job satisfaction increases life satisfaction.
H6: Work-to-family conflict influences life satisfaction through job satisfaction.
H7: Family-to-work conflict influences life satisfaction through job satisfaction.

3. Research Methodology

3.1 Participants

Population for current study was healthcare professionals (doctors, nurses) employed in 2 government hospitals located in Islamabad and Rawalpindi, Pakistan. Data were collected from the participants through purposive sampling. Three conditions were imposed for the selection of sample: 1) female, 2) married and 3) at least one year experience. These conditions are fair enough to distinguish our sample.

3.2 Measures

A Likert scale with five points from "strongly disagree" to "strongly disagree" was used. Data were collected on well-developed and validated scales to measure FWC, WFC, job satifaction and life satisfaction. *Work-to-family conflict and Family-to-work conflict* both were measured on five questions each from Work-Family Conflict Scale developed by (Netemeyer et al., 1996). *Job Satisfaction* was assessed on five questions from Job Satisfaction Measure developed by (Brayfield & Rothe, 1951). *Life satisfaction* was

measured on five questions from Satisfaction with Life Scale by (Diener, 1984). The internal consistency of WFC was .84, FWC was .84, JS was .70 and LS was .87.

3.3 Procedure

Data for current study was collected from 2 public hospitals, one in Islamabad and one in Rawalpindi city. A sample of 250 (doctor 75, nurses 175) voluntarily participated in the survey. We used purposive sampling technique as employed (Yates, 2014) by for data collection. Data were collected on WFC, FWC, JS and LS. Survey was self-administered by the researchers themselves. Sufficient time was given to participants for the completion of survey questionnaires. Data collection approximately took two and half months. Researchers received back 201 questionnaires out of 250, 14 of which are omitted due to incompletion of majority of scales and double tick of questionnaires. Valid questionnaires were coded and entered into data file in SPSS. Finally, valid and complete questionnaires are 185 (62 = Doctors, 123 = Nurses). Data were then checked for missing values and inconsistencies. The demographic descriptive analysis, reliability test, convergent and discriminant validity was performed to get the data ready for further analysis using SPSS and AMOS. After the data were ready, correlation analysis, regression analysis and mediation analysis were performed. Mediation analysis was conducted using Sobel Test.

4. Results

First of all, descriptive analysis of demographics was performed. Structured Equation Modeling in AMOS was then performed on data measurement model. Regression analyses were performed through SPSS to examine the links between independent and dependent variables in the model.

4.1 Participants' Demographics

Participants' mean age lied between 35 and 50 yrs. (M=1.31, SD=.126) and 67.6% of them were younger than 35 years as shown in table 1. Married women who were accompanied by their partners were 97.3%; 2.7% separated, divorced (M=2.02, SD=.126). 51.4% had Diploma in Nursing; 13.5% had Bachelor in Nursing (degree); 27% had MBBS (degree); 8.1% had MS (degree) or registered in MS program (M=1.93, SD=1.083). The average experience of the participants was 6-10 years (M=1.84, SD=1.281), 63.8% had 1-5 years' experience. Participants work schedule was, 7.6% morning shift; 3.2% evening shift and 69.2% shift with nights (M=2.41, SD=.901). They in average had 2 children (M=1.46, SD=1.210), though 24.3% had no child, 33.5% had 1 child and some had 4/5 children. On average, participants were living with at least one elder at home (M=0.53, SD=.500). Majority of the participants 47% were living without any elders.

Table 1: Descriptive analysis of demographics of participants

Variables	Coding	Frequency	Percent	Mean
Marital status				2.02
Married	1	180	97.3	
Others (divorced/widowed/separated)	2	5	2.7	
Age				1.31
20-35 yrs	1	125	67.6	
35-50 yrs	2	58	31.4	
Above 50 yrs	3	2	1.08	
Qualifications				1.93
Diploma	1	95	51.4	
BSN / BA	2	25	13.5	
MBBS	3	50	27.0	
Masters	4	15	8.1	
Experience (years)				1.84
1-5	1	118	63.8	
6-10	2	32	17.3	
11-15	3	19	10.3	
16-20	4	16	8.6	
Work Schedule				2.41
Morning shift	1	51	27.6	
Evening shift	2	6	3.2	
Shift work with nights	3	128	69.2	
No of elders living with you				1.04
0 elder	0	87	47.0	
1 elder	1	37	20.0	
2 elders	2	49	26.5	
3 elders	3	9	4.9	
4 elders	4	3	1.6	
Number of children				1.46
no child	0	45	24.3	
1 child	1	62	33.5	
2 children	2	43	23.3	
3 children	3	27	14.6	
4 children	4	8	4.3	

4.2 Convergent and discriminant validity

Confirmatory Factor analysis was performed on data set using maximum likelihood technique. Measurement model in AMOS was obtained by drawing all the study variables. Standardized criteria were met for good fit of measurement model. The measurement model fit indices of current research were Chi-square = 218.761, degree of freedom = 183, Normed Chi-square = 1.195, Goodness of Fit Index = 0.900, Adjusted Goodness of Fit Index = 0.874, Tucker-Lewis coefficient = 0.985, Comparative Fit Index = 0.987, Root Mean Square Error of Approximation = 0.032.

Table 2 presents factor loadings of all four variables. This procedure guides the investigator to examine that entire set of items (questions) linked to unique variable must load to that same individual variable and not on other variables of the study. Bench mark for factor loadings to be significant is that it should be greater than 0.7. All values presented in Table 2 were greater than 0.7. First factor, work-to-family conflict was investigated on five items. Its factor loading was between 0.799 and 0.840. Second factor, family-to-work conflict was also investigated on five items. Its factor loading was between 0.771 and 0.865. Third factor, job satisfaction was examined on five items. Its factor loading was ranged between 0.798 and 0.837. Final factor, life satisfaction was examined on six items. Its factor loading was from 0.734 to 0.870. Above test was the first step of three stage procedure developed by (Fornell & Larcker, 1981) to confirm validity of scales. First two steps approve the convergent validity and third step confirms discriminant validity of the scales.

Table 2: Factor Loadings

Variables	No. of Items	Factor Loadings
Work-to-Family conflict	5	.810, .799, .847, .840, .718
Family-to-Work conflict	5	.771, .865, .838, .809, .826
Job Satisfaction	5	.808, .822, .798, .814, .837
Life Satisfaction	6	.870, .843, .838, .734, .841, .813

At this stage, psychometric properties were examined by using (Fornell & Larcker, 1981) standardized estimates. The results of composite reliability (CR) and average variance extracted (AVE) and correlation matrix of study variables are presented in table 3. Minimum criteria of CR values is that the values must be larger than 0.5. CR values of WFC, FWC, JS and LS were 0.901, 0.913, 0.909 and 0.927 respectively. These CR values are greater than 0.5. Thus, the convergent validity of the scales is confirmed.

At third stage, discriminant validity of the instruments was confirmed. The values of AVE of variables WFC, FWC, JS and LS were 0.647, 0.677, 0.666 and 0.679. The square root of

AVE values presented in bold in diagonals in table 3 were larger than its all variables correlational values. These results confirmed discriminant validity of the scales.

Table 3: Psychometric properties

Variables	CR	AVE	WFC	FWC	JS	LS
Work-to-Family conflict	0.901	0.647	**0.804**			
Family-to-Work conflict	0.913	0.677	.314**	**0.823**		
Job Satisfaction	0.909	0.666	-.607**	-.252**	**0.816**	
Life Satisfaction	0.927	0.679	-.533**	-.378**	.663**	**0.824**

Note: **$p < 0.01$

Table 3 indicates study variables' correlations too. The work-to-family conflict was negatively linked to job satisfaction (-.607; $p < 0.01$) and life satisfaction (-.533; $p < 0.01$). Similarly, family-to-work conflict was negatively linked to job satisfaction (-.252; $p < 0.01$) and life satisfaction (-.378; $p < 0.01$). Results indicated that work and family issues together lowered happiness in employees' lives. However, job satisfaction and life satisfaction were positively linked (.663; $p < 0.01$), indicated that satisfaction with job increased happiness in employees' lives.

Now, SEM in AMOS was ready to run as structural model. Goodness of fit indices was compared against the bench marks as suggested by Kline (2011). For path analysis, the fit indices of the structural model for current investigation were Chi-square = 1.461, Df = 1, Normed Chi-square= 1.461, GFI = 0.997, AGFI = 0.971, TLI = 0.988, CFI = 0.996, RMSEA = 0.048.

Table 4: Outcome variable (Job satisfaction)

Model	Independent Variable	Beta	R^2	T	F	Sig.
1	Work-to-Family conflict	-.607	.369	-10.397	108.10	0.000
2	Family-to-Work conflict	-.225	.051	-3.143	9.88	0.002

Model 1 of table 4 indicates significant values of F = 108.10; p<0.000; β = -.607 and R^2 = .369 using SPSS. It indicates that antecedent variable WFC (-.607) suggested 37% changes in job satisfaction. Model 2 indicates significant values of F = 9.88; p<0.002; β = -.225 and R^2 = .051. It indicates that antecedent variable FWC (-.225) suggested 5% changes in job satisfaction. Results suggest that both predictors WFC and FWC lower satisfaction with job by 37% and 5% respectively. Thus, hypothesis H1 which states that work-to-family conflict

decreases job satisfaction and hypothesis H2 which states that family-to-work conflict decreases job satisfaction were approved.

Table 5: Outcome variable (Life satisfaction)

Model	Independent Variable	Beta	R^2	T	F	Sig.
1	Work-to-Family conflict	-.533	.284	-8.564	73.349	0.000
2	Family-to-Work conflict	-.378	.143	-5.551	30.814	0.000

Model 1 of table 5 presents significant values of F = 73.349; p<0.000; β = -.533 and R^2 = .284. It indicates that antecedent variable WFC (-.533) suggested 28% changes in life satisfaction. Model 2 presents significant values of F = 30.814; p<0.000; β = -.378 and R^2 = .143. It indicates that antecedent variable FWC (-.378) suggested 14% changes in life satisfaction. Results suggested that both predictors WFC and FWC lower satisfaction with life by 28% and 14% respectively. Thus, hypothesis H3 which states that work-to-family conflict reduces life satisfaction and hypothesis H4 which states that family-to-work conflict decreases life satisfaction were approved.

Table 6: Outcome variable (Life satisfaction)

Independent Variable	Beta	R^2	T	F	Sig.
Job satisfaction	.663	.440	12.047	145.138	0.000

Table 6 presents significant values of F = 145.138; p<0.000; β = .663 and R^2 = .440. It indicates that antecedent variable JS (.663) suggested 44% changes in life satisfaction. Thus, hypothesis H5 which states that job satisfaction increases life satisfaction was approved.

All direct relationships presented in tables 4, 5 and 6 are significant. This proves necessary condition of all the direct relationships among independent, mediator and dependent variables to be significant for mediation analysis (Baron & Kenny, 1986).

4.3 Mediator (Job satisfaction)

Present study uses WFC and FWC as independent variables, LS as dependent variable and JS as mediator. Table 7 shows direct relationships among independent variables and mediator and mediator and dependent variable. Independent variable WFC was meaningfully linked to mediator JS (β = -0.827, S.E. = 0.080, t = -10.397). Independent variable FWC was meaningfully linked to mediator JS (β = -0.220, S.E. = 0.065, t = -3.143). Similarly, mediator JS was meaningfully linked to dependent variable LS (β = 0.786, S.E. = 0.070, t = 12.047).

All direct relationships are statistically significant, which is a necessary condition for mediation.

Table 7: Direct Relations

Relationship	B	S. E.	t	Sig.
WFC → JS	-0.827	0.080	-10.397	0.000
JS → LS	0.786	0.065	12.047	0.000
FWC → JS	-0.220	0.070	-3.143	0.002

For mediation analysis, Sobel Test, one of the frequently used tests was used. In model 1 of table 8 both direct effect *c* and complementary mediation effect (*a*b*) were significant, negative and indicated in the same direction.

Table 8: Mediation analysis

Model	Test Statistics	S.E.	p-value
1	-7.8576	0.0827	0.000
2	-3.6418	0.0568	0.002

In model 1 (test statistic = -7.8576; S.E. = 0.0827; p = 0.000) indicates that introduction of mediator job satisfaction meaningfully influenced the link between WFC and LS, assuming α = 0.05. Therefore, partial mediation was confirmed in this case. Consequently, hypothesis H6 which states that work-to-family conflict influences life satisfaction via job satisfaction was approved.

In model 2 of table 8 both direct effect *c* and complementary mediation effect (*a*b*) were significant, negative and indicated in the same direction. In model 2 (test statistic = -3.6418; S.E. = 0.0568; p = 0.002) indicates that introduction of mediator job satisfaction meaningfully influenced the link between FWC and LS, assuming α = 0.05. Therefore, partial mediation was confirmed in this case. Consequently, hypothesis H7 which states that family-to-work conflict influences life satisfaction via job satisfaction was approved here. These results have confirmed that the associations between WFC, FWC and life satisfaction were partially mediated by job satisfaction.

4.4 Discussion

Identifying and understanding the elements that effect employees' performance and commitment is important for organizations. We establish that WFC and FWC decrease job satisfaction. It suggests that participants faced with WFC and FWC had lower level of

satisfaction with their jobs. Our findings endorse previous results by (Akram & Hassan, 2013; Parayitam & Kalra, 2008) which indicate that WFC and FWC are negatively linked to job satisfaction. We also establish that the influence of WFC was higher than FWC on job satisfaction. Most of the working mothers were in initial years of their jobs and had low salaries as compared to the experienced working mothers. Thus, majority of them were not financially and economically sound. However, majority of the participants were living with their spouses and were working. Spousal employment helped them to better manage their household issues. Results also indicated that working mothers had lower level of family-to-work conflict. Actually, majority of the working mothers had made adjustments and arrangements to fulfill their work obligations. On the other hand, shift work had created issues in working mothers' marital life. However, child care responsibilities, especially, young children were the major cause of increase in FWC. Spending more time on family activities adversely affected their performance on job. The difficulties of child rearing were overcome by the social support form elders who were residing with the majority of the working mothers in the same house. Those who did not have the support of elders at home managed it by having services of maid to look after their children and home.

We found that factor like WFC and FWC decrease life satisfaction. It suggests that participants faced with WFC and FWC had lower level of satisfaction with their lives. Our findings endorse previous results by (Akram & Hassan, 2013; Parayitam & Kalra, 2008) which indicate that WFC and FWC are negatively linked to life satisfaction. We also establish that effect of FWC over satisfaction with life was lower than WFC. As spouses of majority of the working mothers were working in some way, raising children and performing house chores was not easy. Thus, they had managed it by having the support of their elders. The elders were helping them in childcare and housekeeping. Additionally, as the women got older their mutual relationship with the partners improved and they had better understanding and had more satisfaction with their jobs. The more the doctors and nurses stay in the organization the more they become satisfied with their jobs as their salary increased and status in the organization improved. But this satisfaction in their job and life shattered with the improved education. Improvement in the education came up with the desire to explore more opportunities in the job market resulting in increased stress.

Findings of present study indicate that job satisfaction increases life satisfaction. Our findings endorse previous results by (Landry, 2000). It indicates that more satisfaction with the job made lives of majority of the working mothers happy. Job plays a crucial part in the economic and financial stability in one's life and thus happiness.

Current study findings indicate significant indirect links between WFC, FWC and life satisfaction through job satisfaction. These outcomes endorse current literature as they suggest that job satisfaction influenced the link between WFC and life satisfaction. This proposes that working mothers satisfied with their jobs had low level of WFC and their satisfaction with lives had improved. In addition, findings suggest that job satisfaction

influenced the link between FWC and life satisfaction. This suggests that working mothers were satisfied with their jobs had low level of FWC and their satisfaction with lives had improved. It indicates that reduction in WFC and FWC together brought happiness in working mothers live. We have also found that work-family conflicts are bi-directional. This result endorses previous finding by (Kossek & Ozeki, 1998) who suggested that work-family conflicts are bi-directional.

5. Discussion and Conclusion

Working women are always in a dilemma in balancing their family and work life. Especially in eastern culture, women have increased family responsibilities as compare to western culture. Present study examines the influence of work and family conflicts encountered by working mothers in health sector. Results of study point that WFC and FWC decrease job satisfaction and life satisfaction in women. Study findings endorse outcomes achieved by previous scholars like (Kossek & Ozeki, 1998; Anafarta, 2010). We establish that work-family conflicts are bi-directional. Though, work-to-family conflict has stronger influence on satisfaction with job and life than family-to-work conflict as suggested earlier by (Howard et al., 2004). Additionally, job satisfaction contributes a lot in working mothers' happiness in life. Therefore, it is suggested that if factors WFC and FWC antecedent to job satisfaction are reduced in some way, it will result in improvement in satisfaction with life. For example, substantial incentives should be given to those employees with higher qualifications in order to keep talented and more qualified individuals in the organization.

Suggestions for future study
- Present study includes only female nurses and doctors, male nurses and doctors may be included in future.
- For comparative study, nurses and doctors from private hospitals of same scale may be included in future.
- Present study is limited to only doctors and nurses, other professions may be included in future.

Implications
- Government policy makers and executives should devise family supportive policies to eliminate or minimize such job contents that contribute to work-to-family in employees. For example, government hospitals can facilitate working mothers by providing in-house day care facilities.
- Managers or supervisors should make special arrangements to facilitate married employees. For example, married employees can be transferred to a reduced amount of workload and stress departments and places. This kind of arrangement does not involve any financial burden over organization and approval of higher authority.
- Meaningful benefits may be provided to employees working in critical or intensive care departments. These benefits could be in the form of bonus or extra salary or extra leaves.

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