ABSTRACT

The primary objective of the study was to examine the effect of work life balance (WLB) on psychological well being (PWB) and family life satisfaction (FLS). A total sample of 248 drawn from four different occupations constituted the sample for the study. Null hypotheses were formulated assuming:

a. No differences across occupations on WLB, PWB, FLS and stress.

b. No relationship between WLB and occupational stress with dependent variables of the study.

c. No difference on the dependent variables of the study between occupations categorized based on the quantum of human interaction inherent to the job.

d. Demographic variables like work shift and work experience do not have any effect on WLB, OS (occupational stress), PWB and FLS. Appropriate tools with adequate psychometric properties were used to measure the variables of the study.

The obtained results were analysed using SPSS 13.0. Both parametric and non-parametric statistical tests like correlation, t, anova discriminant function analysis, Mann Whitney U test, Kruskal Wallis test were used to verify the hypotheses. Based on the results of statistical analysis hypotheses a, b and d were rejected and c was accepted and with regard to the demographic variables work experience found to influence dependent variables of the study.

The profile of stress measured in terms of somatic complaints, somatic reactions and coping across the occupations revealed, common somatic complaints were problem in vision, weakness, vomiting, burning eyes and sweating and common somatic reactions to stress were can not cry when feel like crying, shouting at others for the injustice done to one’s self, and irritated over small things and common coping method used were shut one’s self from difficult situations, taking off, escape from the situation, keeping aloof, withdrawing from day to day activities and eat more. The differences observed can be attributed to nature of the job, subjective variables and demographic variables.

* An attempt has been made in the thesis to adhere to the guidelines provided in the 6th edition of the publication manual of the American Psychological Association (2010)