

The effects of Work Life Balance on Job-Family satisfaction among women police: Structural Equation Modelling Approach

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Abstract

Work–life balance is the lack of opposition between work and other life roles. It is the state of equilibrium in which demands of personal life, professional life, and family life are equal. Primary aim of this paper is to explore the effects of job and family satisfaction on work life balance among women police working in the state of Kerala. Both primary and secondary data are used for the purpose of the study. Questionnaire is used to collecting the data. Non probability sampling technique is used. Convenience sampling method is adopted .Sample size is 200. Respondents of the questionnaire of this study are women in police at Thrissur district, Kerala. Co-variance based Structural Equation Modelling techniques were adopted for data analysis. The study reveals that the job satisfaction and family satisfaction has a positive effect on work life balance and family satisfaction has a positive effect on job satisfaction among women police in Kerala.

Keywords: Work life Balance, Job Satisfaction, Family satisfaction

Introduction

Work life balance is a reflection of the importance that individuals attribute to each of the various aspects of their life. It is a reflection of how much time and attention a person gives, and is able to give, to the responsibilities, obligations and activities, including leisure, that he/she carries out at work, home and elsewhere. Work–life balance is a term commonly used to describe the balance that a working individual needs between time allocated for work and other aspects of life. Areas of life other than work–life can include personal interests, family and social or leisure activities. Work life balance is important as it allows you to separate work and home, meaning that the stress of work should stay at work, and not follow you outside of office hours. Allowing work stress to infiltrate your home life is one of the primary indicators that you are not achieving a work life balance.

Literature Gap, Statement of the problem and research questions

Work-family balance is the global assessment that works and family resources are sufficient to meet work and family demands such that participation is effective in both domains. Work-life balance is a term commonly used to describe the balance that a working individual needs between time allocated for work and other aspects of life. Areas of life other than work-life can include personal interests, family and social or leisure activities. It is the state of equilibrium in which demands of personal life, professional life, and family life are equal. According to 2010 National Health Interview Survey Occupational Health Supplement data, 16% of U.S. workers reported difficulty balancing work and family. The findings were more prevalent among workers between 30-44 years old. This study is addressed to the following research question

What are the effects of job and family satisfaction on work life balance among women police working in the state of Kerala?

Objectives of the study

To explore the effects of job and family satisfaction on work life balance among women police working in the state of Kerala

Significance of the study

This is the first study which is conducted among assess the work-life balance among women police in Kerala. The study helps to reveals the work family satisfaction, job and family satisfaction of the women police in Kerala

Scope of the Study

This study is conducted among women in Kerala police with special reference to Thrissur district. The study consists of various positions in police force such as Sub Inspector, General Woman Civil Police Officer and Senior General Woman Civil Police Officer. Variables used in the study are work life balance, job satisfaction and family satisfaction.

Research Methodology

Both primary and secondary data are used for the purpose of the study. Primary data for the study collected through questionnaires survey. Secondary data collected by published sources of information from books, journals, websites, magazines and profiles etc. Questionnaire is used to collecting the data. Questionnaire is constructed by the

comprehensive review of literatures, expert's opinions and previous studies. A pilot study conducted for ensuring the reliability and validity of the questionnaire and it is found that the questionnaire is valid and reliable. 60 data used for this purpose. Non probability sampling technique is used. Convenience sampling method is employed. Sample size is 200. Respondents of the questionnaire of this study are women in police at Thrissur district, Kerala. For analysis and interpretation of collected data, Co-variance Based Confirmatory Factor Analysis and Structural Equation Modelling were used.

ANALYSIS AND INTERPRETATION

Confirmatory factor analysis (CFA)

Confirmatory factor analysis (CFA) is a statistical technique used to verify the factor structure of a set of observed variables. CFA allows the researcher to test the hypothesis that a relationship between observed variables and their underlying latent constructs exists (Suhr, 2009). Confirmatory factor analysis (CFA) is a special form of factor analysis, most commonly used in social research. It is used to test whether measures of a construct are consistent with a researcher's understanding of the nature of that construct (or factor).

The following tools are employed for assessment of the measurement model:

(1) **Composite Reliability (CR)** - Values of composite reliability of >0.7 and above are good (Hair et al., 2010 & Raykov, 1997).

(2) **Construct validity, measured by**

(a) **Convergent Validity:** The threshold value of AVE is >0.5 (Hair et. al., 2010) in this study

(b) **Discriminant Validity:** The square root of AVE of each construct should be greater than its latent variable correlation with any other constructs (Fornell and Larcker, 1981)

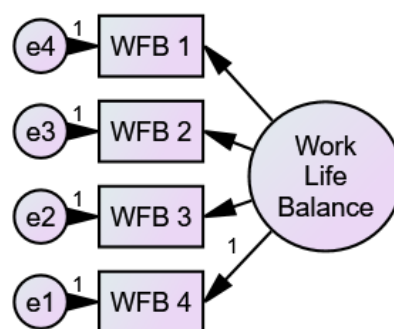


Figure : Confirmatory Factor Analysis for work life balance

Model fit indices for work family balance constructs

ATTRIBUTES	CMIN/DF	P-VALUE	GFI	AGFI	CFI	RMSEA
Study model	4.22	0.000	0.917	0.903	0.933	0.047
Recommended value	Acceptable fit [1-5]	Greater than 0.05	Greater than 0.9	Greater than 0.9	Greater than 0.9	Less than 0.08
Literature support	Hair et al., (1998)	Barrett (2007)	Hair et al. (2006)	Hair et al. (2006)	Hu and Bentler (1999)	Hair et al. (2006)

Table 4.1 represents the CFA model fit indices to assess the overall model fit. The value of Chi-Square to the degrees of freedom ratio for an acceptable model should be less than 5. In this case, the value is 4.22 which is very well within the suggested maximum value. The RMSEA score is 0.047, well below the accepted threshold score of 0.08. Moreover, the GFI and AGFI values are above 0.9 and CFI is above 0.9 for which 1.0 indicates exact fit. Thus, the model is a good fit and can be considered for further analysis.

Table 4.2: Final Reliability and Validity for work family balance constructs

Constructs	Item code	Factor loading	Cronbach's Alpha Final	AVE	Composite Reliability
Work Life Balance (WLB)	WFB 1	0.78	0.878	0.627	0.869
	WFB 2	0.76			
	WFB 3	0.84			
	WFB 4	0.78			

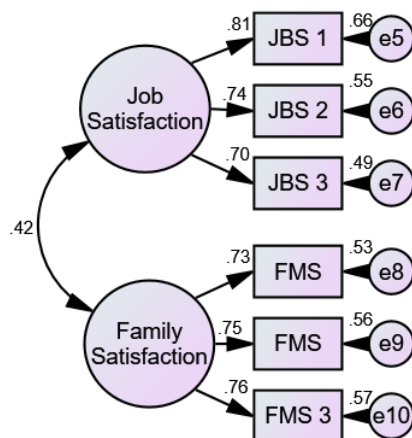


Figure : Confirmatory Factor Analysis for Job satisfaction and family satisfaction

Model fit indices for Job satisfaction and family satisfaction constructs

ATTRIBUTES	CMIN/DF	P-VALUE	GFI	AGFI	CFI	RMSEA
Study model	2.154	0.000	0.927	0.918	0.947	0.056
Recommended value	Acceptable fit [1-5]	Greater than 0.05	Greater than 0.9	Greater than 0.9	Greater than 0.9	Less than 0.08
Literature support	Hair et al., (1998)	Barrett (2007)	Hair et al. (2006)	Hair et al. (2006)	Hu and Bentler (1999)	Hair et al. (2006)

The above table represents the CFA model fit indices to assess the overall model fit. The value of Chi-Square to the degrees of freedom ratio for an acceptable model should be less than 5. In this case, the value is 2.154 which is very well within the suggested maximum value. The RMSEA score is 0.056, well below the accepted threshold score of 0.08. Moreover, the GFI and AGFI values are above 0.9 and CFI is above 0.9 for which 1.0 indicates exact fit. Thus, the model is a good fit and can be considered for further analysis.

Final Reliability and Validity for Job satisfaction and family satisfaction constructs

Constructs	Item code	Factor loading	Cronbach's Alpha Final	AVE	Composite Reliability
Job Satisfaction (JBS)	WFB 1	0.81	0.863	0.566	0.795
	WFB 2	0.74			
	WFB 3	0.70			
Family Satisfaction (JBS)	FMS 1	0.73	0.851	0.553	0.791
	FMS 2	0.75			
	FMS 3	0.76			

From the above two tables, it can be inferred that all the factor loadings are above the threshold level of 0.5 which establishes the item validity of the constructs. The final values of Cronbach's Alpha are found to be greater than 0.7 which confirms the reliability of the variables used to measure the construct. The Composite Reliability values are found to be higher than 0.7 which indicates that all the constructs have high level of internal consistency reliability. The Average Variance Extracted (AVE) values are also found to be above the threshold value of >0.5. Thus, it can be inferred that the constructs have high levels of

convergence. As all the parameters meet the prescribed value, the data is appropriate for further analysis and model building.

STRUCTURAL EQUATION MODELLING

Hypotheses of the study

Following hypotheses were used for the study

H1: Job satisfaction has a positive effect on Work life balance

H2: Family satisfaction has a positive effect on Work life balance

H3: Family satisfaction has a positive effect on Job satisfaction

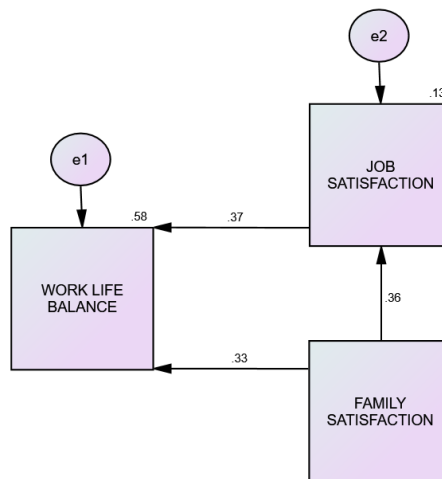


Figure 4.2: Work Life Balance and Job-Family satisfaction model

Model fit indices for work life balance and Job-family satisfaction model

ATTRIBUTES	CMIN/DF	P-VALUE	GFI	AGFI	CFI	RMSEA
Study model	2.37	0.000	0.954	0.924	0.967	0.037
Recommended value	Acceptable fit [1-5]	Greater than 0.05	Greater than 0.9	Greater than 0.9	Greater than 0.9	Less than 0.08
Literature support	Hair et al., (1998)	Barrett (2007)	Hair et al. (2006)	Hair et al. (2006)	Hu and Bentler (1999)	Hair et al. (2006)

Table 4.1 represents the CFA model fit indices to assess the overall model fit. The value of Chi-Square to the degrees of freedom ratio for an acceptable model should be less than 5. In this case, the value is 2.37 which is very well within the suggested maximum value. The RMSEA score is 0.037, well below the accepted threshold score of 0.08. Moreover, the GFI and AGFI values are above 0.9 and CFI is above 0.9 for which 1.0 indicates exact fit. Thus, the model is a good fit and can be considered for further analysis.

Path values of work life balance and Job-family satisfaction model

Path relationships		Standardized co-efficient (Beta values)	Critical Ratio	P value
Work Life Balance	← Job satisfaction	0.37	5.82	<0.001
Work Life Balance	← Family Satisfaction	0.33	5.12	<0.001
Job Satisfaction	← Family satisfaction	0.36	5.74	<0.001

Interpretation of SEM model

Since the p value is less than 0.01 the hypotheses H1, H2 and H3 are accepted that the job satisfaction and family satisfaction has a positive effect on work life balance and family satisfaction has a positive effect on job satisfaction.

Result summary of hypothesis testing

Hypotheses No.	Hypotheses	Result of Hypotheses testing
H1	Job satisfaction has a positive effect on Work life balance	<i>Supported</i>
H2	Family satisfaction has a positive effect on Work life balance	<i>Supported</i>
H3	Family satisfaction has a positive effect on Job satisfaction	<i>Supported</i>

Summary

The study reveals that the job satisfaction and family satisfaction has a positive effect on work life balance and family satisfaction has a positive effect on job satisfaction among

women police in Kerala. It means women police has good job satisfaction and family satisfaction and it leads to their work life balance. Besides this, their family satisfaction also leads to their job satisfaction.

Conclusion

In this article, we discussed the objective that the effects of job satisfaction and family satisfaction on work life balance. The study shows that family satisfaction leads to the job satisfaction among women police in Kerala

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