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**The effect of flexible working schedules on employee work life balance with
mediating role of job satisfaction and moderating role of organizational
support**



Submitted By:

Behram khan
01-221251-019

Supervisor:
Dr Bakhtiar Ali

HR and Management Department

Bahria Business school
Bahria University Islamabad

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ABSTRACT

Modern workplaces are being reshaped by the growing implementation of a flexible approach to working, which allows organizations to enhance employees' wellbeing and organizational performance. The current study attempted to investigate the relationship between Flexible Working Schedules (FWS) and Employee Work-Life Balance (WLB) and how Job Satisfaction (JS) and Organizational Support (OS) are related to the relationship between the two constructs. The study was conducted with the employees of the Private Sector Organizations of Islamabad. The results indicated that the Flexible Working Schedules influenced the employees' Work-Life Balance significantly positively. Additionally, Job Satisfaction was a partial mediator between Flexible Working Schedules and Work-Life Balance, suggesting that Flexible Working Schedules had an indirect effect on employees' WLB through increased Job Satisfaction. The results also indicated that Organizational Support was a significant moderator of the relationship between Flexible Working Schedules and Job Satisfaction and the positive effects of flexible work schedules were stronger when employees were more supportive of the organization. In general, the three research hypotheses were confirmed. The current study makes a contribution to the existing literature by bringing together three theories – Social Exchange Theory, Work Family Border Theory and Perceived Organizational Support Theory – under one roof in the context of the private sector in Pakistan. The results are significant for organizational leaders and human resource practitioners as they highlight the need to implement measures that promote flexible working methods while creating supportive organizational practices to further enhance employee wellbeing, job satisfaction and work-life balance.

Keywords: Flexible Working Schedules, Work-Life Balance, Job Satisfaction, Organizational Support, Mediation, Moderation, Pakistan, Private Sector.

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