

# **IMPACT OF WORK FAMILY CONFLICT ON JOB SATISFACTION IN THE DOCTORS OF KARACHI, PAKISTAN**

**BY**

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**MBA Thesis  
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Statement**

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| 5 | 10-November-2017 | Ma'am's Cubicle  | Showed the questionnaire for approval to collect data, noted all the suggestion and made the advised amendments. | <i>Rabia Ahmed</i>   |
| 6 | 08-December-2016 | Ma'am's Cubicle  | Discussed about the collected data and took guidance regarding data entry and data analysis on SPSS.             | <i>Rabia Ahmed</i>   |
| 7 | 22-December-2017 | Ma'am's Cubicle  | Interpretations and recommendations and overall thesis got checked and the report undergone plagiarisms check.   | <i>Rabia Ahmed</i>   |

**APPROVAL FOR EXAMINATION**

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at **6%** that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: *Sayma Zia* Date: 30-01-2017

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## ABSTRACT

**Purpose-** *The main of the study was to examine the Work-Family Conflict in detail and to find out the impact of each part of Work Family Conflict which are Interference of Work on Family and Interference of Family on Work and the three types of conflicts which are time, strain and behaviour based on both work and family domain and to understand the impact of each variable related to clashes from work and family domain on doctors'/employees job contentment.*

**Methodology/Sample-** *For the purpose of the research data collection from male and female doctors of Karachi was conducted. 550 survey questionnaires were distributed to doctors from different private hospitals and private clinics. Out of 550 questionnaires, 480 questionnaires were responded from which 60 questionnaires were not reflecting the appropriate and consistent data. Data was processed on SPSS. After the data entry and data transformation, in order understand the impact of dependent and independent variables, Tests of Linear Regression, ANOVA and Correlation were applied.*

**Findings-** *The findings clearly exhibits the significant impact of time based work interference with family on doctors' job contentment. It also concluded that family interference has less impact on employee's job satisfaction as compared to work interference. At the end report was concluded that Work-Family Conflict pose a substantial impact on job contentment of employees.*

**Practical Implications-** *Some essential suggestions are addressed like by providing training sessions on the ways of coping the occurrence and consequence, by providing the facility of flexi hours employees can manage the work and family roles in harmony.*

**Keywords:** Work-Family Conflict, Work Interference on family, Family Interference on Work and Job Satisfaction.

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