

DETERMINANTS OF WORK LIFE BALANCE ISSUES IN SERVICES INDUSTRY OF KARACHI

By

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2nd Half-semester Progress Report & Thesis Approval Statement

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	12.1.15	Bahria University	Discussed literature review and determinants of work life balance issues.	
6	19.2.15	Bahria University	Discussed research methodology and procedures.	
7	9.3.15	Bahria University	Discussed presentation and information analysis data.	

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 10% 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: Date: 13/5/15

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Abstract

Purpose: The purpose of this study was to find out the determinants of the work life balance with respect of the personal related and task related which are associated with the office. Beside knowing the determinants this study is designed to know about the remedial actions or strategies which employer and employee may adopt in order to cater the issue of managing work life balance issue.

Methodology/sample: Service industry organizations selected for the research purpose were the software houses, audit firms, banks and media organizations. Questionnaire was designed to test the determinants and remedial actions. Around 80 respondents have filled this questionnaire. The result has been analyzed through statistical tool of distributive analysis, which includes frequency table and graphs, and also analytical statistical tool of t-test is applied on the variables in order to validate the hypothesis.

Findings: Based on the distributive and analytical (t-test) data analysis of primary data, it is came to know that personal targets of life, employers motivational practices do not create work life balance issue for the employees in service industry, rest all of the selected variables do affect the work life balance issue. For remedial strategies providing more access to resources, education & consultancy, direct services and employee stress coping style do not help in remediation for work life balance issue rest all variable do help in assisting the work life balance.

Practical Implications: This study may help the employer, managers, supervisor and employees working in any organization and particularly in service organization to device appropriate strategy and take pertinent steps which could minimize the work life conflicts. This study also helps the human resource managers for maintaining a culture, which take care of work life balance issues. This study has knowledge for employees facing such issues and the remedial actions, which they could take for maintaining balance.

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