

Work-Family Conflict, Job Stress and Job Satisfaction among teachers

Hajra Maqsood*, Talat Sohail**, Uzma Qureshi***

Tehziba Kausar****

Abstract

A research was undertaken to explore the work-family conflict faced by teachers of Lahore College for Women University, a public sector University. A Survey based Cross Sectional Research Design was used for the study. The data was obtained through different scales namely Work-Family Conflict Scale by Kopelman, Greenhaus and Connolly (1983), Job Stress Scale by Parker and Decotlis (1983), Job Satisfaction Scale by Schriesheim and Tsu l (1980) and a demographic sheet were administered. Descriptive and Inferential Statistics was applied on data of 300 female University teachers. The SPSS version 20 was employed for data analysis. The major findings of the study revealed that Work-Family Conflict and Job Stress seem to be negatively related. Regression Analysis further added that the level of Job Satisfaction is influenced by the variables of Work-Family Conflict and Job Stress of University female teachers. The demographic variables of Age and Income showed negative correlations with Job Satisfaction while Experience showed a positive relationship. Results also showed that Job Satisfaction among teachers having less job experience (1-5 years) is significantly different from teachers having more (5 years and more) experience. Implications that can be made from this study could be that in order to make employees satisfied with their jobs in academic environment; there is a strong need for a stress free environment in all departments of the university.

Keywords: Work-Family Conflict, Job Satisfaction, University teachers.

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**Talat Sohail, Department of Applied Psychology, LCWU talat_lcwu@yahoo.com

***Prof. Dr. Uzma Quraishi Institute of Education LCWU uqr202@gmail.com

****Tehziba Kousar MS Health Psychology Scholar Department of Applied Psychology, LCWU Email: tehziba@hotmail.com