Abstract

Ingy M. Sameh

Factors Affecting Work Life Balance: An Investigation of Staff Perception in Some Universities in Alexandria, Egypt

Work life balance is a topic of interest which is considered to be among the most relevant HR practices nowadays, and this is due to the demographic, societal cultural changes and the increase of working couples, individuals have found it difficult to balance between their work and personal life(Cegarra-Leiva et al., 2012).So employees require some programs, benefits and practices offered by their organizations to enable them balance between work and life, these programs such as, maternity leave, flexible working hours, employee assistance, job sharing, dependent care, those programs will help employees to avoid facing a negative spill over between their most important domains (Hartel et al., 2007).Poor work-life balance adversely affect employees, their family, organization and the society as whole. Work demand and family demand should be managed by adopting appropriate coping strategies because on the one hand work-life balance helps to increase satisfaction, motivation, commitment, and productivity on the other hand it reduces the absenteeism and turnover rate(Raisinghani & Goswami, 2014). The current study will investigate Selected factors affecting work life balance on university staff members in Alexandria-Egypt. A total of 367 from staff members responded to the questionnaire from both public and private universities. Results revealed all the hypotheses were supported based on the correlation analysis, and based on the multiple regression analysis, results showed that organization work life culture was the most significant variable affecting work life balance also it was the most variable that contributed to work life balance. These findings seem to be reasonable because a supportive culture helps employees to balance between different obligations without being afraid of being perceived as uncommitted employee (Lazar et al., 2010). Also results showed that coworker support has significant positive relationship with work life balance, while role overload and working hours have significant negative relationships with work life balance, and it was shown that personal social support& supervisor support have no significant relationships with work life balance based on multiple regression analysis. More over control over working hours was tested as a moderator on the relationship between organization work life culture, personal social support, work support, role overload, working hours and work life balance, and the results showed that it moderates the relationship. Furthermore, the researcher tested control over working hours as a moderator on the relationship between working hours and work life balance, due to its importance (Valcour, 2007). Results showed that control over working hours moderates the relationship between working hours and work life balance, and this also seems reasonable because if employees are capable of controlling their working hours and decide when to work this might affect the negative relation between working hours and work life balance (Berg et al., 2007).Since the results showed that the most influential variables on work life balance are organizational work life culture, coworker support, therefore the current study will provide some managerial implications on how universities can pay attention to those two variables to help its staff members achieve work life balance. The first limitation is the use of convenience sampling technique the second limitation is that the study was conducted in public/private universities in Alexandria, Egypt only. Furthermore, the questionnaires were distributed during the final exams. Finally the current study provide some directions for future researches such as developing a longitudinal study that examines the changes in the variables of the study over time also comparisons could be made between organizations with higher support of work-life balance and those with lower support of work-life balance to indicate the difference of perceived support has on various outcomes.