



Influence of Work life Balance and Job Satisfaction on Organizational Commitment of Radiologic Technologist and Radiologist in Private Sector Hospital Peshawar

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Keywords: Work life balance; Job satisfaction; Organizational commitment; Work load.

Abstract

Purpose: The purpose of this study is to examine the influence of work life balance and job satisfaction on organizational commitment of radiologic technologist and radiologist in private sector hospital Peshawar.

Method: The study was done in private sector hospital Peshawar. The data were collected through self administrated questionnaire and analyzed to advance statistical software [SPSS smart PLS].

Findings: Results showed that respondents have moderate level of work load they have no job satisfaction and it may also influence their worklife balance which may effect the organizational commitment. Significant relationship is found among work-life balance, job satisfaction and organizational commitment.

Implementation: The organization have been recommended to facilitate, motivate the radiologic technologist employe, to increase their salaries, improve their productivity, increase the strength of radiologic technologist employes as per needed for their job satisfaction and worklife balance.

Result: From the study over the period of 4 months a total of 50 radiologic technologist and radiologist employes in my study area of these 32 (59%) were male and 17 (33%) were female. Out of 32 were male 17 were radiologic technologist and 15 were radiologist, out of 18 female, 9 were radiologic technologist and 9 were radiologist most of the employes has less job satisfaction at the age of 31 to 35.



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Conclusion: The final result of this study is that organizational commitment play very important role in the worklife balance of radiologic technologist and radiologist employes radiologic technologist has more worklife influence as compared to the radiologist so it is the responsibilities of the organization to reduce their workload, gave job satisfaction, increase their salary and motivate the employes help and work their employe like a team, because of the worklife of employes is balanced so the employes do their work on time.

Introduction

For more than 80 years, people have been debating the question of work-life balance and its discussion still continues [1]. Due to privatization in healthcare sector in Peshawar hospitals facing high rate of competition Internally and externally, they face a number of problems offered by the healthcare environment. Despite these difficulties, hospitals continue to competing to reach their goals quickly and effectively. Employees In hospitals are also Changes in the workforce as a result of technical innovation and a high rate of competition in the sector. Changes in work style, culture, family demands, and work environment Demands are rapidly increasing, resulting in a growth in the number of dual earners. Work-life balance was formerly regarded as crucial. Job-life balance has become impossible as the world evolves and work pressure rises. Working more than 9 hours may reduce an employee's productivity. Another investigation was conducted and the findings is that changes in physical conditions of work such as working hours, rest pauses, fatigue, incentive, employee attitude results in high employee satisfaction [2].

The more stress a workplace creates, the more difficult it is to maintain a work-life balance, which results in low motivation and a lack of life balance. Some employees work excessively long hours and do not have enough time to pursue other interests. The study was designed to discover the elements that influence employee satisfaction and to implement appropriate policies and practises in the workplace to establish a work-life balance.

The purpose of this study is to examines the influence of work life balance and job satisfaction on organizational commitment of radiologic technologist and radiologist in private sector hospital Peshawar Impact of job satisfaction on organizational commitment. Impact of work load on organizational commitement Impact of work life balance on organizational commitement Examine the role of worklife balance between job satisfaction, worklife balance and workload.

In order to assist the promotion of wider guidance to the professionals and service as a whole, managers are encouraged to collaborate with their professional bodies and share examples of best practise linked to employee motivation. Sharing challenges with the national professional bodies also enables Obtaining knowledge and data to support the promotion of these issues.to key national stakeholders and policy makers. Managers and service providers should be urged to use already-established forums, such as the National Radiotherapy Service management and the heads of radiotherapy physics network, to talk about and share best practices and enhance learning across organizations. There is also value in working local trusts, along with allied health professional leads, to ensure interventions are designed and implemented to respond to the local

context. It is recommended that Regular local surveys are conducted by service managers to track workplace satisfaction levels and identify any regional problems that need to addressed. Satisfaction levels. It will be helpful to conduct regular national polls to track progress, get opinion from the professions, and showcase best practices.

Further research is to help practitioners feel fulfilled in their work and be able to provide patients with the best treatment possible, it would be beneficial to research the elements that contribute to the onset of compassion fatigue and create professional resilience.

Reaserch questions

RQ1. What is the influence of worklife balance on organizational commitment?

RQ2. What is the influence of workload on organizational commitement?

RQ3. What is the influence of job satisfaction on organizational commitement?

RQ3. What is the of worklife balance,job satisfaction, workload on organizational commitement?

Significance of research study

Significance of influence of work life balance and job satisfaction on organizational commitment of radiologic technologist employes is that the organization is priostize the worklife balance of their employes. Employee satisfaction can be manipulated by maintaining a balance between work and personal life. Employees that are dissatisfied with their work will not perform at their best.if the employes are satisfied with their work so they perform well are a valuable asset to the company.It is the responsibility of human resources and management is to understand each individual and their needs. Improve the employe productivity, increase their salary,reduce their work hours ,increase the strength the strength of employs as per modalities they needs, what they require and what to motivate them to achieve their goals. .This study examined the characteristics that contribute to a balanced work-life balance and how it affects employee job satisfaction.

Research model



Hypothesis

- 1) Job satisfaction is related to organizational commitment.
- 2) Workoverload is related to organizational commitement.
- 3) Worklife balance moderate the relationship between organizational commitement and job satisfaction in such away in-

crease organizational support strengthen the relation between organizational commitment and job satisfaction.

4) Worklife balance moderate the relation between organizational commitment and work overload in such away increase organizational support strengthen the relation between organizational commitment and work overload.

Literature review

Organisational commitment is described as a condition in which an employee's goals are aligned with the goals of the organisation, and they want to stay with it [3] define commitment as an emotional attachment to the organisation, if an employee has a positive relationship with their employer, turnover will be lower the likelihood that they will resign from their current position Furthermore, the company should practise open communication. Because this makes employees feel appreciated by the company, they will be more loyal. This means that if you're looking for a unique way to express yourself Employees will be more motivated to work if they have better communication [4]. Conceptualizes commitment as a moral obligation toward the rules job satisfaction is positively effect on organization commitment, because if the employes is more satisfied from his work so they can do more work for the growth of organization which may not only increase the employes values but also the organization growth in marketing and industrial places.when the employes have no job satisfaction they will not perform their duties well which may negatively effect on organization

Work overload occurs when a person's ability to cope with job demands exceeds his or her ability to deal with them, i.e. the time and resources available. Work overload is the accumulation of hours, the sacrifice of time, and the irritation of not being able to finish work in the time, emotional dissonance, which is the inconsistency between the state of emotional labor processes and expressing emotions is likely to be connected to burnout, which reduces individual workers' productivity and results in psychological frustration [5] Workoverload impacts organizational commitment because if workoverload is increase so the employes do not perform their duties well which may cause stress, frustration job dissatisfaction. Work overload also means that work is too demanding and puts the individual under pressure [6].

Work-life balance is a state of equilibrium in which one's job and personal life are equally prioritised. It is believed that the work-life balance trend and its growth can be investigated, may influence employees 'well-being and job results at work [7]. Consider the best way to create balance at work and in your personal life while developing a timetable that works for you. Work life balance moderate the relationship between job satisfaction and organizational commitment because if the then employes work life balance so they perform their duties well and improve the organization growth which may increase the employes productivity. Work-life balance means keeping an individual's work life style in place [8].

Work life balance moderate the relationship between work overload and organizational commitment because the radiologic technologist is more work in the radiology departement in private sectoor hospital peshawar because of the shortage of staff and increase work demand from the hospital and they have no time to maintain their work life balance which may cause family conflicts, stres, depression. If the organization support the radiologic technologist employes accept the employes

demands, increase the radiologic technologist Employes, and their salaries which is help in their work life balance.

Methodology

Study Design: Discriptive study design

Study Settings: Private sector Hospital Peshawar

Study Duration: 04 Months.

Sample Size: Sample size of this study is 50 employes of radiologic technologist and radiologist. the questionnaire consists of 4 parts, job satisfaction, workover load, worklife balance, organizational commitment. The questions are asked with the five points of lickert scale range from 1 to 5 (strongly agree to strongly disagree).

Sampling technique: Convenient sampling technique.

Sample selection:

(a) Inclusion criteria

The study will include all radiologic technologist and radiologist of both genders (male and female).

(b) Exclusion criteria:

Other healthcare professional are excluded.

Data collection procedure

After the approval of synopsis from the concerned department of private sector hospital Peshawar. The research team members then addressed staff from the radiology department and asked them to participate in the study. Prior to obtaining consents, each participant was informed of the study's goals and objectives. A structured Performa or questionnaire was used to record the data.

Statiscal analysis

Data is presented in the form of graphs such as bar graph, pie chart etc, of the Social Science Statistics Package (SPSS) is used for data analysis. Data were viewed in SPSS .Descriptive statistic was run on data. Categorical data was presented in the form of pie charts.

Result

The study was done at private sector hospital peshawar at radiology departement total of 50 employes of radiologic technologist and radiologist of both gender of male and female with the 4 months 0 study duration from March to July 2022.of these 50 employes 18 were females (33%) and 32 were males (59%) are involed in the study most are 31 to 35 years of age.

48% were radiologic technologist and 44% were radiologist. Out of 48% of radiologic technologist 16% are satisfied from the work environement,5%were not,8% of radiologic tecnologist were suffer from their workload,12% were satisfied from their work life balance remaining 10% werer less satisfied from their job.

Out of 44% of radiologist 11% were satisfied from their working environement,7% were not,8% of radiologist were suffer from their workload9% were satisfied from their work life balance remaining 5% were not satisfied from their job.

Analysis

Figure 1: Gender of both male and female radiologic technologist and radiologist employees.

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	32	59.3	64.0	64.0
	Female	18	33.3	36.0	100.0
	Total	50	92.6	100.0	
Missing	System	4	7.4		
Total		54	100.0		

Figure 2: Age of both radiologic technologist and radiologist employees.

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 to 25	12	22.2	24.0	24.0
	26 to 30	8	14.8	16.0	40.0
	31 to 35	22	40.7	44.0	84.0
	35 to 40	8	14.8	16.0	100.0
	Total	50	92.6	100.0	
Missing	System	4	7.4		
Total		54	100.0		

Profession

Figure 3: Profession of both Radiologic technologist and Radiologist employees.

Correlations					
		JOBSATMEAN	WOLMEAN	OCMEAN	WLBMEAN
JOBSATMEAN	Pearson Correlation	1	-.290*	.124	.008
	Sig. (2-tailed)		.041	.391	.956
	N	50	50	50	50
WOLMEAN	Pearson Correlation	-.290*	1	-.200	.045
	Sig. (2-tailed)	.041		.165	.758
	N	50	50	50	50
OCMEAN	Pearson Correlation	.124	-.200	1	-.051
	Sig. (2-tailed)	.391	.165		.727
	N	50	50	50	50
WLBMEAN	Pearson Correlation	.008	.045	-.051	1
	Sig. (2-tailed)	.956	.758	.727	
	N	50	50	50	50

Correlation analysis.

Figure 4

Correlations					
		JOBSATMEAN	WOLMEAN	OCMEAN	WLBMEAN
JOBSATMEAN	Pearson Correlation	1	-.290*	.124	.008
	Sig. (2-tailed)		.041	.391	.956
	N	50	50	50	50
WOLMEAN	Pearson Correlation	-.290*	1	-.200	.045
	Sig. (2-tailed)	.041		.165	.758
	N	50	50	50	50
OCMEAN	Pearson Correlation	.124	-.200	1	-.051
	Sig. (2-tailed)	.391	.165		.727
	N	50	50	50	50
WLBMEAN	Pearson Correlation	.008	.045	-.051	1
	Sig. (2-tailed)	.956	.758	.727	
	N	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed).

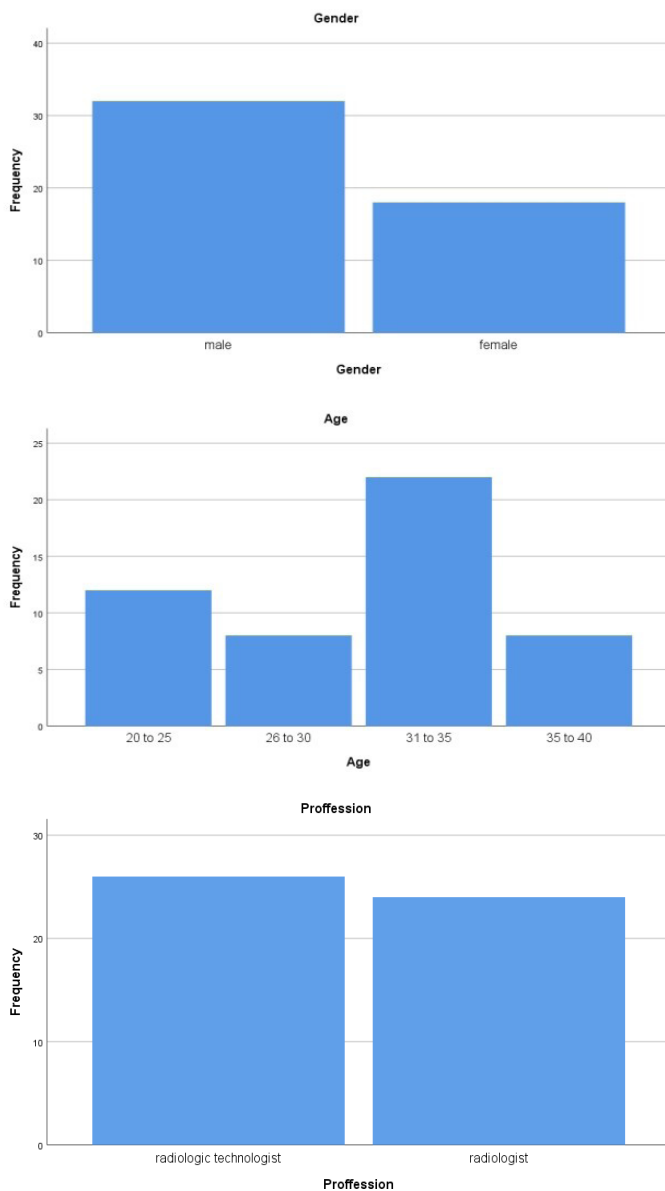
Regression analysis

Figure 5

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Profession, Gender ^b	.	Enter
2	WLBMEAN, WOLMEAN, JOBSATMEAN ^b	.	Enter
3	WLBintoWOL, WLBintoJOBSAT ^b	.	Enter

- a. Dependent Variable: OCMEAN
- b. All requested variables entered.

Graphs



Discussion

Job satisfaction is positively effect on organization commiteent, if the employ is satisfied from their job and work they can perform their duties on time. Job satisfaction is a preference for feelings that employees have towards the role that they are performing at the work place [9] the employe perform their duty at their work place honestly but they are not satisfied from their work due to no organizational support organization demand work harder from their employes and do not give time relaxation in duty hours). Job satisfaction can also be defined as a positive emotion that is resulted by a positive value regard-

ing the job and positive working environment. Most research shows that workers have specific needs, and how well this requirement is met affects the level of job satisfaction [10]. If the organization provide positive working environment to their employes it may create positive emotion and result of positive job satisfaction means the increasing job satisfaction may increases the chances of productivity of employes and organization.

Workload excess also refers to employment that is overly hard and places the individual under pressure [11]. Workover load impacts the organizational commitement this is the main problem of radiologic technologist because many organization did not hire equal strength of employes for their work of radiology department because they thought that the due to digitalization only few employes are enough for the department which may stress anxiety depression in employes and they cannot perform their duties because of the pressure. Burnout, which reduces each worker's performance, is likely related to emotional dissonance, which is the incongruity between the state of emotional labour processes and emerging emotions.' productivity and leads to psychological frustration [12].

Worklife balance moderate the relationship between organizational commitement and job satisfaction and workoverload. Recent topics include how workers prioritize their positions in the workplace, family, person and society [13], it play very important role in employ job satisfaction and organizational commitement, because if the employes maintain or balance their work and life so they positive impact on their life, family society and also their duty because they are not in presseure from their organization or family issues. There is a growing number of people have been spending more time on work-related activities [14]. People spending more time on their work related activities because firstly they are happy from their work and next their work life balance.

OC can serve as a person's foundation for self-realization and may affect other work-related outcomes like turnover, absenteeism, job effort, and job satisfaction.role, and performance (e.g. [15,16,17,18]. Organizational commitement with the employes impact on their satisfaction of job and work life balance if the organization commit their employe befor the job joining or the date of joining for the job performance, restriction etc so it is their responsibility to give their employes job satisfaction, reduce work overload,and maintain their worklife balance.

Recommendation

This study provide information about the work overload of radiologic technologist and radiologist faculty in private sector hospital peshawar.

Policy maker of target hospital needs to reduce work overload of radiologic technologist and radiologist staff hire more radiology staff, motivate the employes so it may decrease the work overload.

The reaserch data provide that with organization commiteent ensure radiologic technologist and radiologist staff about their job satisfaction.

The organization provide all facilities to the radiologic technologist and radiologist to balance their worklife which may reduce stress, anxiety and depression.

Private sector organization needs to ensure the job satisfaction, reduce work overload and balance the work life of radiologic technologist and radiologist which may not only increase

the employe productivity but also enhance the image of organization.

Limitations

Aim of this research study is influence of work life balance and job satisfaction of organizational commitement of radiologic technologist and radiologist in private sector hospital peshawar, there were some limitations.

Most of the radiologic technologist and radiologist did not allow us for data collection.

According to research model there is no work life balance of radiologic technologist and radiologist staff.

Most of the radiology managers did not hire staff as per actual need.

Increase the workload, job satisfaction it is difficult to balance the work life of radiologic technologist and radiologist.

Overall response was obtainde in a confined environment which leads to provide specific feedback.

Further reaserch needed in public sector hospital peshawar.

Conclusion

Above reaserch study concluded that it is the responsibility of organization to reduce the work overload , ensure the job satisfaction and balance the work life of radiologic technologist and radiologist ,motivate their staff, increase their salary improve their productivity.To increase the employees' commitment to the organisation, it is critical to foster a trusting environment that involves positive connections with supervisors. Employees should be able to speak openly with their managers and get assistance when they need it.

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