



Bankers' Work-Life Balance and Organizational Commitment: Exploring the Dominant Factors to Move on Job-Family Life Balance

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Abstract

A widespread challenging issue for any employees is to maintain both the family life and the work life satisfactorily. As banking sector of Bangladesh is a wide money market for the job seekers, a controversy is always being found after getting job with the two integral parts i.e. family vs. work of their life. The aim of the study was designed as three steps process. In Step-1, a number of bank executives (n=300) were interviewed (convenient sampling method from unknown population size) through a separate 17 items of WLB contents & WLB policy and its impact on job under a structured questionnaire. In Step-2, based on the responses; an exploratory factor analysis was run by using SPSS (v, 22) to identify the dominant factors which supported the initial selected WLB contents. The alpha ($\alpha = .731$) testing revealed that the data are internally consistent and five factors were identified such as: Work to family Balance, Involvement Balance, Satisfaction Balance, Job Interest Balance and Communication Balance. In the final step (Step-3), the study tried to observe the impact on commitment (affective & normative) towards WLB contents and the result showed affective & normative commitment which are somewhat depended on WLB contents and the relationships are positively correlated as well as significant. The result was coherent with literatures; however, the relationship was not as strong as the supported literature.

Keywords: Work-Life Balance, Commitment, Factors of WLB, Bankers, Bangladesh