



# **AMERICAN JOURNAL OF INTERDISCIPLINARY RESEARCH AND INNOVATION (AJIRI)**

**ISSN: 2833-2237 (ONLINE)**

**VOLUME 1 ISSUE 3 (2022)**



**PUBLISHED BY: E-PALLI, DELAWARE, USA**

## Work-From-Home Provides Benefits to Family and Workplace that Impact on Job Satisfaction: An Evidence from Bangladesh

Tanni Debnath<sup>1\*</sup>

### Article Information

**Received:** December 26, 2022

**Accepted:** January 04, 2023

**Published:** January 09, 2023

### Keywords

*Benefits, Job Satisfaction, Mental  
Stress, Work From Home,  
COVID Situation, Bangladesh*

### ABSTRACT

Work-from-home is not a new concept, but following COVID-19, many employees have become accustomed to this way of employment. A deeper understanding of work-from-home way to affects job satisfaction is necessary as to increase the satisfaction level of those people specially who are working from home. This study compiles information from 100 Bangladeshi employees of various organizations. A survey questionnaire was sent to study the association between seven work and family-related categories and the probability with which employees are satisfied with the possibility of working from home. Analysis of 100 observations at the level of the person reveals significant disparities in job satisfaction between firms and for work and family related domains. Employees reported increased levels of satisfaction with their physical and mental health stress reduction, child care and parental demand fulfillment and overall satisfaction. In addition, the data reveal intriguing variances due to family and employment-related characteristics. Undoubtedly, these insights can assist policymakers in enhancing employment routes for people from different organization. The current research has improved the understanding of work-from-home how may influence job satisfaction concerning the various works and family aspects.

### INTRODUCTION

The nature of work and family is undergoing the most remarkable profound shift since the industrial revolution. The industrialized world has been transitioning from industrial-based financial systems to a resource-based global economy for several decades. Such changes enable significant new options for accomplishing work from anywhere in different ways, and these changes also show how employees are controlled and engaged on the job. According to research, remote work stimulates the quality of work life, fosters more employee commitment and satisfaction, and boosts staff energy owing to reduced time wastage (Hill *et al.*, 2003).

The striving of a harmony between work and other aspects of life is a relatively new priority. It has arisen in response to growing issues over existing demographic dynamics that are driving massive shifts in the gender and age work force composition (Crosbie & Moore, 2004). Additionally, Scholars have recognized the crucial relevance of balancing work and family commitments, but individuals must also balance careers with their self-interests. Such personal interests may be notably crucial to workers without parenting duties, especially bachelors and persons in dual-career spouses prior to having children at home and after their kids leave home (Adkins & Premeaux, 2019). This study found out that all of such variables have relations to each other in job satisfaction. As previous researchers indicate, family time balancing, parental demand fulfilling, reducing work-family conflict and savings baby-sitting and transport cost that have been identified as family-life benefits for various professions, including banking, medicine, health care, and education

(Golden, 2008), (Martins *et al.*, 2002) (Adkins & Premeaux, 2019) (Deery, 2008). Additionally, other crucial workplace contexts contribute to occupational stress. This study shows the benefits that may come from work from home and its components, such as nervousness and job burnout, are prominent reasons for employee departure (Deery, 2008) (Faragher *et al.*, 2005). Along with that mental stress reduction is also vital for getting work-life benefits (Deery, 2008) (Maertz & Keough 2015). Moreover, Physical health stress may cause back pain, diarrhea, digestive issues and muscle pain (Faragher *et al.*, 2005). In a post-COVID transition in which the vast majority of the profession is facing profound changes as part of an ongoing reform, these concerns appear to be of utmost importance to employees. According to other studies, it has been discovered that job satisfaction significantly impacts work behaviors such as intentions to leave, withdrawal behaviors, and inner job performance (Nagy, 2002). Additionally, responses vary between men and women. They have varying expectations about their professions, and their answers may also vary. Those answers may influence how individuals respond to job satisfaction questions. An even more argument for the observation that women are more content with their occupations than men because they carry out different privileges at the workplace (Gazioglu & Tansel, 2002). This study tried to found the gap from previous studies meticulously. Concerning family-related benefits, the previous research data indicated that reducing work-family conflict increases family satisfaction. On the other hand, with regard to work-related benefits, earlier authors data showed that work from home reduces mental stress,

<sup>1</sup> University of Barishal Barishal-8200, Bangladesh

\* Corresponding author's e-mail: [tannidebnathbu@gmail.com](mailto:tannidebnathbu@gmail.com)

burnout, and physical stress which lead to job satisfaction. This study is a good attempt to find out such positive impact on job satisfaction for employees.

Without question, employees play a crucial role in an organization, and their pleasure is even more critical for boosting production. Employers should consider allowing employees to work from home if they are more satisfied with the work-from-home option, as this is the subject of this study. The main objective of this study was to find out the relationship among work and family related variables and their relationship with job satisfaction.

This study analyzed correlation and regression for variables pertinent to this research in order to determine the results. However, this segment is followed by literature review, method, results and discussion, and finally the conclusion part of the study.

## LITERATURE REVIEW

Particularly at specific points of their life cycle, workers frequently have priorities regarding the period and geographical location of work time during the day. Nevertheless, the placement of flexible work schedules along with locations among employees eventually reflects the employer's human resource strategy, which may be universal or planned. Evidence reveals that the rapid growth of the global health pandemic known as COVID-19 (Coronavirus Infection) needs a shift from office-based to home-based work (Saidi *et al.*, 2021). For instance, the number of workers in the United Kingdom who worked extensively from home increased between 1981 and 1998 (Crosbie & Moore, 2004).

### Work from home

Despite extensive research, there is still no consensus on how to define remote work, which has been examined under various labels (including teleworking, telecommuting, and working from home). Various studies employ identical words in different contexts (Hill *et al.*, 2003). Managers who telework are physically removed from their direct reports and manage them remotely (Kurland, 1999). Although this article uses WFH to describe the existing research, it uses the lexicon of its predecessors when discussing the cited works. WFH can reduce commuting time, allow more flexible work hours, boost job satisfaction, and enhance work-life balance (Gibbs, Mengel, Siemroth, 2021). Even, at the beginning of the Covid-19 pandemic, a few publications predicted the possibility of a job transitioning from WFO (work-from-office) to WFH (work-from-home) (Dingel & Neiman, 2020). Another study aims to understand better how organizations may support employees who prefer WFH by assessing the impact of organizational, job, individual, and domestic aspects on a single set of professional employees (Baker, Avery & Crawford, 2007).

### Family Benefits

#### Balanced Family time

As previous studies mentioned, the ability to alter

one's own daily beginning and ending schedules was substantially connected with the possibility of working from home and flexible work may help balancing family time (Golden, 2008). Both male and female worker need to spend family time with their dearest one but male persons are more privileged in this aspect (Rafnsdóttir & Heijstra, 2013).

### Parental demand fulfillment

Similarly several studies have examined a wide variety of distinct precursors to the Family Work Conflict- such as child care, ageing parent care responsibility (Maertz & Keough, 2015). Traditional family structures are characterized by the male breadwinner position and the female caretaker and housewife role (Asbari *et al.*, 2020). Such perception fix that female person are only responsible for child care. A person's spouse or loved one is included in the family context, children (whether young or grownup), and extended family member such as parents or in-laws. Research might vary significantly depending on whether the spouse or partner is also employed, the age of any children, ties with extended family, and elder care preferences (Adkins & Premeaux, 2019). The disparity in the number of children that employees have may be the reason for their different plans to quit their jobs (Linda K, JeanneM, & Anne H, 1996) (McCrane, 2005).

### Minimizing work-family conflict

A new study consistently demonstrates the multiple ways in which work seeps into the home, along with the dimensions in which family life can shape one's experiences in the workplace (Bedeian, Burke & Moffett, 1988). Some studies have demonstrated that WFC and FWC are separate concepts that may be discriminated between (Maertz & Keough, 2015). Few empirical researches have explicitly examined the friction that might arise when balancing work and family responsibilities. It has been demonstrated that poor adjustment, unsatisfactory role behavior, limited conversation, and other forms of interpersonal conflict can be the result of trying to balance the demands of work and home responsibilities (Suchet & Barling, 1986). Many authors believe that the level of support employees receive will affect work-family conflict. Besides this individual traits and organization's HR practice also can be an issue to affect work-family life (Deery, 2008).

### Money savings-transport cost, baby-sitting

According to many studies home office helps to save money through minimizing transport cost, baby-sitting or nanny cost etc.(Martins *et al.*, 2002) (Blau, F. D., Ferber, M. A., & Winkler, A. E., 2013). People with more financial resources can afford a broader range of services (Whelan, 1998) (Gordon, 1998). We expected persons with more financial resources would be less likely to have personal conflict hinder their capacity to satisfy career expectations, such as travel, relocation decisions, and longer work hours.



## Workplace benefits

### Minimizing weakness, burnout or nervous exhaustion

The literature on staff retention has focused on traditional causes like job dissatisfaction and work engagement. But stress and its components, such as emotional weariness and job burnout, are significant causes of employee departure (Deery, 2008) (Faragher *et al.*, 2005). Burnout is identified as the vital source of work-related stress at workplace (Beckstead, 2002).

### Reducing mental stress

According to different cited documents mental stress may come from work stress. Such work stress can be demonstrated as work role conflict, role ambiguity, overloaded work etc. (Deery, 2008) (Maertz & Keough, 2015). Mental stress can be caused by any occurrence or thought that causes people to feel disappointed, angry, or anxious (Pikó, 1999). Such anxiety disappointment and ashamed feeling may arise from workplace people (boss, peers, and supervisor) or society which causes heavy mental pressure. Many studies revealed the relationship with mental health, job stress and job satisfaction (Ramirez *et al.*, 1996).

### Reducing health issues due to work pressure

Workplace stress refers to how some aspects of employment or the workplace affect employees (Pikó, 1999). Physical health outcome measurements and mental health outcome measures were distinguished. Physical health problems are primarily considered psychosomatic issues- such as headaches, dizziness, muscle pain, digestive issues, cardiovascular illness, and musculoskeletal disorders (Faragher *et al.*, 2005). It was hypothesized that high levels of job satisfaction were connected with better health. Due to work stress employees' psychosomatic health problem including stomach acidity, tension diarrhea, palpitations back pain etc. become severe (Pikó, 1999).

The outcomes of Work and family life, such as job satisfaction, work-life conflict, parenting demands, and the impact of marital contentment, all have a role in the overall level of job satisfaction an individual experiences.

### Job Satisfaction

Recently, the question of whether job satisfaction is a worldwide notion or consists of happiness with various aspects of an individual's job has sparked controversy

(Faragher *et al.*, 2005) (Wanous, Reichers & Hudy, 1997), (Oshagbemi, 1999). If individuals are content with their jobs, they exhibit positive work habits, such as reduced absenteeism and increased productivity (Aseanty, Andreas & Lutfiyani, 2022). When organizations accept more flexible timing of work schedules, employees' job satisfaction, work shift satisfaction, and work-family balance tends to increase (Golden, 2008). Employers want to know if their workers are happy since it directly affects how they behave in the workplace, including how productive they are, how often they leave their jobs, and how often they call in sick. According to several studies, an employee's level of contentment in their employment is an equally accurate predictor of quitting as their salary (Gazioglu & Tansel, 2002). The research conducted on job satisfaction focuses on a variety of different areas. Here this study found that work from home develop satisfaction among employees (Crosbie & Moore, 2004). Despite the fact that a negative correlation between employee retention and levels of satisfaction has been demonstrated, other studies proved alternatively (Richard F. Ghiselli, Joseph M. La Lopa, 2015).

## METHOD

### Sample and procedure

Respondents for this study were selected from a random selection of respondents who are involving in different job sector like- teaching, telecommuting, sales marketing job, online page handler etc. Anonymous questionnaires were distributed to people who were working in different sector in different organization which has followed by (Pikó, 1999). Both online and offline questionnaire distributed to respondents.

### Instrument

Self-completed questionnaires were used to collect data on work and family-related domain from working from home aspect, and on some basic socio demographics. Family and Work-related questionnaires had come from different previous studies. This study has used Likert type data for better response from its respondents. Responses were coded as strongly disagree (1), disagree (2), neutral (3), agree (4), and strongly agree (5). Both online (Google form) and offline (printed) questionnaire were made and distributed to working people for having their precious response. Both MS Excel and SPSS software have used for data analysis. Finally 100 respondents have responded

**Table 1:** Demographic characteristics of sample

Age	N	%	Children number	N	%
18yrs-30yrs	84	84.0	Only one	17	17.0
31yrs-40yrs	12	12.0	Two or more	5	5.0
40yrs above	4	4.0	No	78	78.0
Marital status			Education		
Married	36	36.0	SSC	2	2.0
Unmarried	64	64.0	HSC	22	22.0
Gender			Graduation	32	32.0
Male	48	48.0	Post-graduation	44	44.0
Female	52	52.0			

properly which is a limitation of this study. The following demographic variables were examined in the study: age, gender, marital status, education, number of children etc.

## RESULTS

### Internal Consistency Reliability

In this study the internal consistency reliability for the 10 item included work life, family life benefits and job satisfaction is evaluated based on reliability and calculating Cronbach's alpha. According to most researchers' notion Cronbach

alpha value of 0.70 is acceptable. Here alpha value 0.789 prove the adequate internal consistency for the 10-item.

### Descriptive Statistics of sample

The descriptive statistics for work and family-related variables and other job satisfaction related variables are displayed in Table 3. The mean for Work family conflict was slightly lower, that of parental demand fulfillment was slightly higher and the mean scores for job satisfaction was much lower than data for workers in Bangladesh. As compared to other country's employees job satisfaction were lower among employees in Bangladesh (Golden, 2008). Mental stress reduction was slightly lower and money savings was considerably lower. The subscales of job satisfaction showed moderate level. This study

**Table 2:** Cronbach's Alpha

Reliability Statistics	
Cronbach's Alpha	N of Items
.789	10

**Table 3:** Descriptive Statistics of sample

Variables	Mean	SD	N=100
WFH fulfill parental demand	4.38	.722	
WFH reduce Work family conflict	3.87	.906	
WFH help to save money	3.87	1.107	
WFH minimize weakness, burnout etc.	3.91	1.111	
WFH helps to balance family time	4.12	.742	
WFH reduce mental stress	3.91	1.036	
WFH reduce health stress	4.31	.787	
You Feel comfortable WFH	1.06	.239	
Will you suggest employers to allow WFH	1.06	.239	
WFH will satisfy you	1.06	.239	

has high standard deviation (SD) for money savings, weakness, and burnout minimizing and mental stress reduction variables.

### Correlation matrix

Table 4 presents a correlation matrix for work and family-

related variables. There were significant inter-correlations among work and family subscales. In addition, family time balancing positively correlated with the parental demand fulfillment, Work family conflict, save money, minimize weakness, burnout, mental and health stress factors. It shows the values respectively 0.517\*\*,

**Table 4:** Correlation matrix for work and family-related variables

	1	2	3	4	5	6	7
1.WFH helps to balance family time	—	.517**	.549**	.597**	.466**	.579**	.610**
2. WFH fulfill parental demand	—	—	.401**	.404**	.232*	.357**	.519**
3. WFH reduce Work family conflict	—	—	—	.496**	.480**	.536**	.411**
4. WFH help to save money	—	—	—	—	.557**	.492**	.429**
5. WFH minimize weakness, burnout etc.	—	—	—	—	—	.493**	.367**
6. WFH reduce mental stress	—	—	—	—	—	—	.592**
7. WFH reduce health stress	—	—	—	—	—	—	—

\* $p < 0.05$ ; \*\* $p < 0.01$ ; two-tailed test

0.549\*\*, 0.597\*\*, 0.466\*\*, 0.579\*\* and 0.610\*\*. Among all the values family time balancing is highly positively correlated with health stress reduction and comparatively lower with weakness and burnout minimizing. Besides this, parental demand fulfillment is highly correlated with health stress reduction and the value is 0.519\*\* and less relation with weakness and burnout that shows the value of 0.232\*. Along with that reduction of work family conflict has better correlation with mental stress than money savings and burnout, nerve weakness and health stress. Moreover, mental and physical health

stresses are positively correlated with each other that shows the value 0.592\*\*. Money savings has also positive correlation with burnout reduction, health stress and mental stress minimizing variables which represents the values respectively 0.557\*\*, 0.492\*\* and 0.429\*\*. Table 5 presents a correlation matrix for Job satisfaction variables. In this study, each of the three measures examined global job evaluation rather than views of particular elements e.g., do you feel comfortable to WFH? Will you suggest employers to allow WFH? Will WFH satisfy you? These three questions are positively correlated with one another

**Table 5:** Correlation matrix for job satisfaction samples

	(JS1)	(JS2)	(JS3)
You Feel comfortable WFH (JS1)	—	.291**	.645**
Will you suggest employers to allow WFH (JS2)	—	—	.291**
WFH will satisfy you (JS3)	—	—	—

\*\* $p < .01$ ; two-tailed test

as it shows the value respectively 0.291\*\* and 0.645\*\*. JS3 shows higher correlation than others.

Table 6 presents multiple regression analysis for overall job satisfaction. Job satisfaction was also positively and significantly related to overall work-life and overall family-life. However, the overall family life is more relational than the overall job life. Additionally, gender, age, level of education, and marital status predicted overall job satisfaction. Social demographics factors, overall work-life and overall family-life explained 19% of variation in overall job satisfaction.

**Table 6:** Multiple regression estimates for Overall Job satisfaction

Independent variables	Overall Job satisfaction
Overall work-life	.062
Overall family-life	.642
Respondent Age	.857
Respondent Gender	.033
Respondent education	.017
Respondent marital status	.023
Adjusted R Square	.194

Table 7 presents multiple regression analysis for work-from-home (WFH) that reduces mental stress. WFH reduces mental stress and is positively and significantly related to family time balance, parental demand fulfillment, and work-family conflict reduction. However, age and level of education also predicted mental stress reduction. Social demographics factors, family time balance, parental demand fulfillment and work-family conflict reduction explained 37% of the variation in mental stress reduction.

**Table 7:** Multiple regression estimates for WFH reduce mental stress

Independent variables	WFH reduce mental stress
Respondent Age	.451
Respondent education	.593
WFH helps to balance family time	.000
WFH fulfill parental demand	.833
WFH reduce Work family conflict	.001
Adjusted R Square	.378

## DISCUSSION

The prime purpose of the ongoing study has been to explore the relationships among balance family time, Work family conflict, parental demand fulfillment, burnout, job satisfaction and some variables like physical health stress, mental stress etc. in a sample from different organizational employees. Even though the working system is undergoing significant changes due to the covid-19 pandemic, psychological work condition, and the

impact of massive changes in job-related experiences (for example, (Gibbs *et al.*, 2021) few research have examined these topics. Literature reveals that there are significant interrelationships between low levels of job satisfaction, family variables, and other work or organizational issues generated from work at home (Adkins & Premeaux, 2019) (Hill *et al.*, 2003) (Gazioglu & Tansel, 2002).

Moreover, as a result of workplace stress, these significant characteristics of work settings may impact employees' health (Pikó, 1999) (Faragher *et al.*, 2005). Job satisfaction is a prominent content in working life of an employee (Aseanty *et al.*, 2022). This study's findings indicate that its three sub-questions relate to and strongly encourage other companies in Bangladesh to adopt a work-from-home strategy to develop employees' personal and organizational success. Balance family time is a prime feature of workplace stress (Rafnsdóttir & Heijstra, 2013). Weakness, burnout complaints were found to be related to work-related stress (Deery, 2008) (Beckstead, 2002). On the basis of these findings, burnout and nervousness indicators may also be regarded as significant factors of workplace stress. According to correlation analyses, burnout and nervousness symptoms have a positive relationship with employees' mental and physical health stress. In addition, Work-family conflict reduction has impact on minimizing mental stress among employees in multiple firms were associated.

In regression analysis, the study finds demographic attributes such as age, gender, and educational attainment are significant motivating factors against specific negative and weak variables related to work-related experiences. These results highlight the significance of enhancing the work-family time balance and reducing work-family conflicts among employees. Some variables values shows that those have less impact on job satisfaction. Moreover, Overall work-life and overall family-life values have impact on overall job satisfaction.

The findings reported in this research must be evaluated in light of certain limitations. As stated in the section on methods, the sampling procedure and low response rate may reduce the reliability of the results. This study suggests that future research could enhance these findings by collecting additional primary data that could be utilized to construct a more refined interpretation and assessment of the work satisfaction variables. For example, Future research may find other advantages of work-from-home strategies and influence job satisfaction experimentally. Likewise, Future research might further analyze how the present study's findings are affected by the nature of jobs (e.g., work-from-home) and particularly investigate disparities across groups of persons with and without workplace satisfaction.

## CONCLUSION

Recent phenomena show us that most workers seem unable to travel to work because of COVID-19 and many people become habituated with home office practice. This study help determining the work and family-related advantages a work-from-home opportunity provides to the employees. This study finds out the relationship among those variables and shows the impact level on job satisfaction. Future studies could also investigate additional domains of job satisfaction and a relatively broad range of potential confounding variables within a variety of work-life and family-life issues characterized by distinct aspects, as well as examine these work-from-home issues using techniques that would permit more incredible interpretation. Notwithstanding these limitations and the corresponding prospects for future research, the present study has improved our understanding of how work-from-home may influence job satisfaction concerning various work and family aspects. In addition to contributing to theory, the current work offers vital new insights to inform policy interventions.

## REFERENCES

- Adkins, C. L., & Premeaux S. F. (2019). A Cybernetic Model of Work-Life Balance through Time. *Human Resource Management Review*, 29(4), 100680. <http://doi.org/10.1016/j.hrmr.2019.01.001>.
- Asbari, Masduki, Innocentius Bernarto, Rudy Pramono, Agus Purwanto, Dylmoon Hidayat, Ardian Sopa, Virza Utama Alamsyah, Pierre Senjaya, Miyv Fayzhall, & Mustofa. (2020). The Effect of Work-Family Conflict on Job Satisfaction and Performance: A Study of Indonesian Female Employees. *International Journal of Advanced Science and Technology* 29(3), 6724–48.
- Aseanty, Deasy, Andreas Andreas, & Ismi Lutfiyani. (2022). The Effect of Servant Leadership on Work Engagement and Affective Commitment Mediated by Job Satisfaction on Education Staff at Private Universities in West Jakarta. <http://doi.org/10.4108/eai.3-8-2021.2315131>.
- Baker, Ellen, Gayle C. Avery, & John Crawford. (2007). Research And Practice Professionals Work From Home. *Research and Practice in Human Resource Management*, 15.
- Beckstead, Jason W. (2002). Confirmatory Factor Analysis of the Maslach Burnout Inventory among Florida Nurses. *International Journal of Nursing Studies* 39(8), 785–92. [http://doi.org/10.1016/S0020-7489\(02\)00012-3](http://doi.org/10.1016/S0020-7489(02)00012-3).
- Bedeian, Arthur G., Beverly G. Burke, & Richard G. Moffett. (1988). Outcomes of Work-Family Conflict Among Married Male and Female Professionals. *Journal of Management*, 14(3), 475–91. <http://doi.org/10.1177/014920638801400310>.
- Crosbie, T., & Moore, J. (2004). Work-life Balance and Working from Home. *Social Policy and Society*, 3(3), 223–33. <http://doi.org/10.1017/s1474746404001733>.
- Deery, Margaret. (2008). Talent Management, Work-Life Balance and Retention Strategies. *International Journal of Contemporary Hospitality Management* 20(7), 792–806. <http://doi.org/10.1108/09596110810897619>.
- Dingel, Jonathan I., & Brent Neiman. (2020). How Many Jobs Can Be Done at Home? *Journal of Public Economics*, 189. <http://doi.org/10.1016/j.jpubeco.2020.104235>.
- Faragher, E. B., M. Cass, & C. L. Cooper. (2005). The Relationship between Job Satisfaction and Health: A Meta-Analysis. *Occupational and Environmental Medicine* 62(2), 105–12. <http://doi.org/10.1136/oem.2002.006734>.
- Gazioglu, S., & A. Tansel. (2002). ERC Working Papers in Economics 03/04 Job Satisfaction, Work Environment and Relations with Managers in Britain. Economic Research Center (January).
- Gibbs, Michael, Friederike Mengel, & Christoph Siemroth. (2021). Work from Home & Productivity: Evidence from Personnel & Analytics Data on It Professionals. *SSRN Electronic Journal* (14336). <http://doi.org/10.2139/ssrn.3846680>.
- Golden, L. (2008). Limited Access: Disparities in Flexible Work Schedules and Work-at-Home. *Journal of Family and Economic Issues*, 29(1), 86–109. <http://doi.org/10.1007/s10834-007-9090-7>.
- Hill, E., Ferris, M., & Mårtinson, V. (2003). Does It Matter Where You Work? A Comparison of How Three Work Venues (Traditional Office, Virtual Office, and Home Office) Influence Aspects of Work and Personal/family Life. *Journal of Vocational Behavior*, 63(2), 220–41. [http://doi.org/10.1016/S0001-8791\(03\)00042-3](http://doi.org/10.1016/S0001-8791(03)00042-3).
- Kurland, Nancy. (1999). Telework: The Advantages and Challenges of Working Here, There, Anywhere, and Anytime Cite This Paper. *Organizational Dynamics* 53–67.
- Linda K, Stroh, Breatt JeanneM, & Reilly Anne H. (1996). Family Structure, Glass Ceiling, and Traditional Explanations for the Differential Rate of Turnover of Female and Male Managers. *Journal of Vocational Behavior* 118(49), 99–118.
- Maertz, Carl P., & Shawn Keough. (2015). A Model Of Linkages Between Conflict : Work And Family Domain Variables And Turnover Intentions, 15(2), 175–90.
- Martins, Luis L., Kimberly A. Eddleston, & John F. Veiga. (2002). Moderators of the Relationship between Work-Family Conflict and Career Satisfaction. *Academy of Management Journal*, 45(2), 399–409. <http://doi.org/10.2307/3069354>.
- Pikó, B. (1999). Work-Related Stress among Nurses: A Challenge for Health Care Institutions. *The Journal of the Royal Society for the Promotion of Health* 119(3), 156–62. <http://doi.org/10.1177/146642409911900304>.
- Rafnsdóttir, Gudbjörg Linda, & Thamar M. Heijstra. (2013). Balancing Work-Family Life in Academia: The Power of Time. *Gender, Work and Organization* 20(3), 283–96. <http://doi.org/10.1111/j.1468-0432.2011.00571.x>.
- Ramirez, A. J., J. Graham, M. A. Richards, A. Cull, &



- W. M. Gregory. (1996). Mental Health of Hospital Consultants: The Effects of Stress and Satisfaction at Work. *Lancet* 347(9003), 724–28. [http://doi.org/10.1016/S0140-6736\(96\)90077-X](http://doi.org/10.1016/S0140-6736(96)90077-X).
- Richard F. G., Joseph M. L. L., & Billy Bai. (2015). Job Satisfaction , Life Satisfaction , and T Urnover Intent. 28–37.
- Saidi, Raihana Md, Anis Afifah Sharip, Nurul Zahirah Abd Rahim, Zuhri Arafah Zulkifli, and Siti Maisarah Md Zain. (2021). Evaluating Students’ Preferences of Open and Distance Learning (ODL) Tools. *Procedia Computer Science*, 179(2019):955–61.<http://doi.org/10.1016/j.procs.2021.01.085>.
- Suchet, Melanie, & Julian Barling. (1986). Employed Mothers: Interrole Conflict, Spouse Support and Marital Functioning. *Journal of Organizational Behavior* 7(3), 167–78. <http://doi.org/10.1002/job.4030070302>.
- Wanous, John P, Arnon E. Reichers, & Michael J. Hudy. (1997). Overall Job Satisfaction: How Good Are Single-Item Measures? *Journal of Applied Psychology* 82(2), 247–51. <http://doi.org/10.1037//0021-9010.82.2.247>.
- Backstead, J. W. (2002). Confirmatory factor analysis of the Maslach Burnout Inventory among Florida nurses. . *International Journal of Nursing Studies*, 39(8), 785-792.
- Blau, F. D., Ferber, M. A., & Winkler, A. E. (2013). The economics of women, men and work. Pearson Higher Ed.
- Francine D. Blau, M.A Ferber, Anne Winkler. (2013). The economics of women, men and work. Pearson Higher Ed.
- Gordon, J. R. (1998). Successful professional women in midlife: How organizations can more effectively understand and respond to the challenges. *Academy of Management Perspectives*, 12(1), 8-24.
- McCrate, E. (2005). Flexi, workplace authority, and compensating wage differentials in the US. *Feminist Economics*, 11(1), 11-39.
- Oshagbemi, T. (1999). Overall job satisfaction: how good are single vs. multiple-item measures? *Journal of Managerial Psychology*, 14, 388–403.
- Whelan, J. R. (1998, Feb 1). Successful professional women in midlife: How organizations can more effectively understand and respond to the challenges. *Academy of Management Perspectives* , 12(1).