

Dynamics of Job Satisfaction and Its Intervening Effect: An Empirical Study of Diversified Company

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ABSTRACT

The purpose of this study is to unearth and bridge a population gap, which is the mediating effect of job satisfaction on the relationship between dynamics of job satisfaction, i.e., work-life balance, leadership and employee retention. This is a quantitative study, and the study's purpose is hypothesis testing. The type of investigation is correlational in a non-contrived study setting. This study was conducted with minimum researchers' interference. The time horizon of this study is cross-sectional. The unit of analysis is individual, i.e. managerial employees and non-managerial employees in XYZ diversified Company, using a sample of 77 selected based on simple random sampling. Data was gathered through a self-directed questionnaire. In order to bridge the identified population gap, a set of hypotheses was developed based on theoretical and empirical justifications. The findings suggest that there is a mediating effect of job satisfaction on the relationship between work-life balance and retention. Employee retention is crucial for any organization's success. Organizations should give more emphasis on the constructs such as work-life balance and job satisfaction in order to enhance the retention of employees.

Keywords: Employee Retention, Job satisfaction, Leadership, Work-Life balance

About the presenter:

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