

**IMPACT OF WORK-LIFE BALANCE ON JOB SATISFACTION AMONG
THE WORKING WOMEN IN NEPALESE COMMERCIAL BANK.**

A Dissertation submitted to the Office of Dean, Faculty of Management,
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In partial fulfillment of the requirement for the Degree of Master of Business Studies

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CERTIFICATION OF AUTHORSHIP

I hereby confirm that I have researched and submitted the final draft of dissertation entitled Impact of Work-Life Balance on Job Satisfaction among the working women in Nepalese Commercial Bank. The work of this dissertation has not been submitted previously for the purpose of conferral of any degrees nor has it been proposed and presented as part of requirements for any other academic purposes. The assistance and cooperation that I have received during this research work has been acknowledged. In addition, I declare that all information sources and literature used are cited in the reference section of the dissertation.

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REPORT OF RESEARCH COMMITTEE

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ABBREVIATIONS

FWH	: Flexible Working Hour
JD	: Job Design
JS	: Job Security
MBS	: Master of Business Studies
MS	: Managerial Support
SPSS	: Statistical Package for Social Science
WFC	: Work Family Conflict
WLB	: Work-Life Balance
WP	: Welfare Policy

ABSTRACT

The work-life balance and job satisfaction of working women at a Nepalese commercial bank were the main subjects of this study. Job satisfaction is the dependent variable in this study, with welfare policy, flexible work schedules, job design, work-family conflicts, and managerial support components serving as independent variables. The study's findings are based on the performance of the five commercial banks that were chosen and data was collected from 100 employees. The result shows that welfare policy, job design, managerial support, flexible working hour have positive impact on job satisfaction whereas, work family conflict have negative impact on job satisfaction as of regression analysis. Overall independent variables used in the research is positively related to the dependent variable as of correlation analysis. So, every organization should make good policies related to work life balance in order to get job satisfaction among the employees.