

## WORKING MOTHERS DILEMMA IN PAKISTAN: ANALYZING THEIR BATTLE WITH WORK, FAMILY DEMANDS, AND WELL-BEING

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**Abstract.** *Working mothers often are in a dilemma in balancing their work and family lives. Their*

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*lives are affected by various work and family demands. Eastern culture imposes a lot of family responsibilities and liabilities on women. The objective of the present study was to look into the well-being of mothers working as nurses and doctors in government hospitals. Specifically, work-family demands such as family involvement, work time demands influencing job satisfaction, and life satisfaction. The sample included 187 registered nurses and doctors. Purposive sampling design was used for the questionnaire survey with a response rate of 78%. Data were examined employing SPSS and AMOS software. The results showed that family involvement is positively related to work time demands but negatively related to life satisfaction. Work time demands are negatively related to both job and life satisfaction. Job satisfaction and life satisfaction are positively related to each other. Further, mediation relationships were examined by using the Hayes Bootstrap procedure for SPSS. The results showed that the relationship between family involvement and life satisfaction is not mediated by work time demands. However, the relationship between family involvement and life satisfaction is partially mediated by jointly job satisfaction and work time demands.*

**Keywords:** Family Involvement, Job Satisfaction, Life Satisfaction, Work Time Demands

## **1. Introduction**

The lives of working women in Pakistan are immensely influenced by their families as well as their workplace. The majority of people in Asian society are still living in a joint family structure. Therefore, women are under continuous influence of a lot of family pressure in terms of their husbands and in-laws. Most of the husbands do not like their wives to work in workplaces where they have to co-work with the men but poverty pushes women to gain economic stability (Khan & Khan, 2009). These husbands and their in-laws are often in conflict with these working women even after receiving a hand full of money from them. Sometimes, these conflicts result in a kind of violence in the family. On the other hand, these married working women have less time to perform their family activities and responsibilities. Researchers, Maqsood et al. (2005) have indicated that women have less time to spend with their children and other family members for which the health of their family members suffer. As their family responsibilities grow they want to work more hours to be economically and financially strong.

Current research is an attempt to examine indirect relationships between family involvement and life satisfaction through mediators work time demands and job satisfaction of health care registered nurses and doctors working in two public hospitals. Therefore, it is assumed that further investigation of a different mechanism in a different context will enhance our understanding of these contextual factors. In sum, the key question in the present study tends to answer is to what degree family involvement is positively or negatively linked to life satisfaction. n Present study tends to find family involvement through the family structure (partner presence at the same household unit, children) and family tasks (time spent on child care, elder care, and household chores) together with two family involvement structured questions. The present study also contributes to testing whether family involvement will contribute to work.

## **2. Literature Review**

The following sections are aimed at explaining the issue in detail.

### **2.1 Family involvement and work time demands**

Family involvement indicates preoccupation and psychological involvement in the family realm and less availability for the responsibilities in the work realm (Du et al., 2018). The family remains a priority for a majority of people (Hertz & Marshall, 2002), specifically, women prefer their families over everything as compare to men. Therefore, the actual source of tension in women is their view of family responsibilities (Antalyali & Carikci, 2007). The philosophy that places them liable for all problems concerning family involves them in endless jobs in family and work realms (Lilly et al., 2006). As a housewife, women

have to look after various house chores, unpaid labor, and work in office or factory paid labor to reduce poverty (Lilly et al., 2006). Even in industrialized nations, women are fundamentally responsible for child care and household tasks (Voydanoff, 2005). On the other hand, non-earning members of the family, especially, sick or older want more time, care, and financial support from the family earner which increases family-to-work conflict (Aiswarya & Ramasundaram, 2011) resulting in lowering working women job as well as life satisfaction.

Involvement in the family responsibilities leaves relatively little energy and time for the work realm which is necessary to balance work outcomes (Wei et al., 2018). Additionally, when such demands use up all their energy and time, they become emotionally exhausted and strained by overloading themselves (Peeters et al., 2005). Normally, people prefer to do too much in too little time. People like to work for different hours rather than their actual hours. However, they have different views about working preferences: many desire for a few hours as well as many desire for more working hours. Both dual-earner couples and male breadwinners without children are almost certainly wanted fewer hours' working (Reynolds, 2003). The presence of children does not increase the likelihood of wanting to work fewer hours but having a higher income does (Reynolds, 2005). Contrarily, having pre-school children increases the likelihood of working for more hours as Lawyers (Wallace, 1997). However, economically well off employees' desire fewer hours (Reynolds, 2003). In a developing country like Pakistan, where more than 30% of people are living below the line of poverty, economic conditions stress the need for women to work for more hours to increase their income. This suggests that working women who have more family responsibilities spend more time working for financial and economic stability.

## **2.2 Work time demands and job satisfaction**

Our lives are largely influenced by the work realm. Work provides people economic resources that shape their lives, configure the way they should pass their time, shapes their self-identity, and argues social status (Drobnic et al., 2010). Job satisfaction is referred to as the degree to which people like or dislike their jobs (Spector, 1997). It is the outcome of their perceptions and evaluations of their jobs, depending upon their expectations and values, and unique needs, which they consider significant (Guglielmi et al., 2016). Job satisfaction in an organizational context refers to the degree to which work provides need fulfillment to an employee in terms of being valued in the organization, confidence of the supervisor, co-operation from colleagues, training programs, salary, and other benefits (Leiter & Maslach, 2003).

Both work and social lives of employees become problematical by the implementation of uncommon working hours (Greubel et al., 2016). Employees prefer different work hours, some prefer more hours while some prefer little hours. Lee et al. (2015) suggested that employee who wishes for and gains more hours is associated to increase in their job satisfaction whereas employee wishes for and gain fewer hours is associated to decrease in absenteeism. Similarly, an increase in working hours and overtime leads to an increase in both job satisfaction and life satisfaction. However, a decrease in working hours and overtime leads to decreased satisfaction (Holly & Mohnen, 2012). Additionally, long working hours were significantly related to occupational stress, work-life balance, and job satisfaction (Hsu et al., 2019). Employees who feel satisfied with their long working hours turn to be more satisfied with their jobs (Jahn, 2013). They become relaxed if they are allowed to adjust their work hour arrangements and work autonomy. Employees' desire reduced work hours during the day time. Working time arrangements with a lower level of insecurity, stress and mental pressure improves job satisfaction (Wanger, 2017). For example, the majority of low-level workers with control over work-scheduling may get benefit from flexible timings (Kossek & Lautsch, 2017). However, typical working arrangements like work in shifts and weekends, unpaid overtime, and greater work pressure reduces job satisfaction (Wanger, 2017). For example, a majority of the doctors were dissatisfied with their average working hours. Working hours in a day and night shifts in a month were the most dissatisfying factors for them (Kaur et al., 2009). Furthermore, Wickramasinghe (2010) suggested that job satisfaction mediated the link between work time demands and turnover intentions. Thus, it is suggested that work time demands like working hours and work in shifts have a negative influence on the job satisfaction of working mothers in hospitals.

### **2.3 Work time demands and life satisfaction**

Resource theories suggest that people try to gain, retain, and save resources such as energy and time, stress surfaces when people feel the risk of losing or lose these resources (Hobfoll, 2002). For example, people's lives are normally affected by time pressure when performing unpaid and paid labor at home and work. They find less leisure time to involve in activities that make their body and soul relax. Nonstandard schedules which were developed by the organizations to support their employees are causing problems in their lives. Nonstandard schedules are one of the key factors causing large depressions, ineffective parenting, and poor family functioning (Strazdins et al., 2006), increasing work-family conflict and lowering levels of parental well-being (Liu et al., 2011). In another study, a higher level of depressive symptoms was noted among the workers who were working in day shifts as compared to evening shifts or night shifts. Relationship conflict among mothers increased when

mothers were working in rotating shifts. Working in evening shifts or night shifts showed variations in conflict and depression along with role overload. Findings also indicated that working in evening shifts or night shifts may increase relationship conflicts and depressive symptoms in new parents (Perry-Jenkins et al., 2007).

#### **2.4 Family involvement and life satisfaction**

Family involvement may have some positive and negative outcomes in the lives of employees. Due to changes in social and economic systems, there are more chances that women may get married under the age of 18 than earlier (Garner et al., 2006). This kind of attitude has broadly changed women's views about their work life. The majority of women desire to be identified with their jobs and not only with their homes (Belghiti & Briole, 2004). Regardless of hours spent at work and a large contribution to the job market, time spent by mothers with their children remained consistent (Sayer et al., 2004). It was also noted by Angeles (2010) that married people who have children are in an advantageous position than unmarried people with children. Children are a source of happiness for married people. Especially, women feel more satisfied with their lives at the birth of their firstborn than males. In the Asian perspective, a collectivistic society, the grandparents and other elders provide social support in child-rearing (Dillon & Beechler, 2010).

Family and work roles may cause conflict due to time constraints (Hobfoll, 2002). Various researches have shown that involvement in house chores and having children less than six years causes' energy drainage in women (Ten Brummelhuis et al., 2008; Ten Brummelhuis et al., 2010). For example, children and life satisfaction association is related to a child's age. Young children need more time than older ones. School-going children spend more time at school and thus need less care than the infants creating less conflicting roles for parents (Kalenkoski et al. 2009). Moreover, working mothers with children feel less satisfied with their lives than working mothers without children (Georgellis, Lange & Tabvuma, 2012; Eiji, 2012). Overall parents become less satisfied than non-parents in satisfaction with their marital relationships (Dew & Wilox, 2011). Therefore, we suggest that the presence of young children and greater involvement in house chores may negatively influence life satisfaction. The presence of sick or older members of the family may reduce life satisfaction in women as they consume their lot of time and energy.

#### **2.5 Job satisfaction and life satisfaction**

A considerable amount of research has been conducted to investigate the link between job satisfaction and life satisfaction. Generally, it is suggested that job satisfaction and life satisfaction are interconnected, as for the majority of people job is a crucial part of their lives in relation to time and involvement (De Jonge et al., 2001; Edwards & Rothbard, 2000). Satisfaction with a job can be explained and measured employing two techniques, global and composite. The global technique determines the aggregate individual effective reaction. However, the composite technique views an individual's behavioral pattern regarding different job elements (Spector, 1997). Life satisfaction is often considered as subjective well-being. It shows a person's judgment about various spheres of life (Diener, 1984). Life satisfaction is evaluated by allowing an individual to use personal and subjective criteria in the judgment process (Diener & Lucas, 2000). Various industrial psychology and social science researchers have suggested that job satisfaction has a spillover effect over life satisfaction. The findings of their studies have indicated that Job satisfaction and life satisfaction are positively and significantly related (Adams & King, 1996; Chiu et al., 1998; Halkos & Bousinakis, 2010; Judge & Watanabe, 1993; Unanue et al., 2017; Violanti & Aron, 1994). In this study, we intend to find the overall job satisfaction of working mothers concerning their life satisfaction.

### 3. Conceptual Framework and Hypotheses

We develop a conceptual model and hypotheses based on the literature discussed above. We used family involvement as an independent variable and life satisfaction as an outcome variable. Work time demands and job satisfaction have been used as mediating variables in this model.

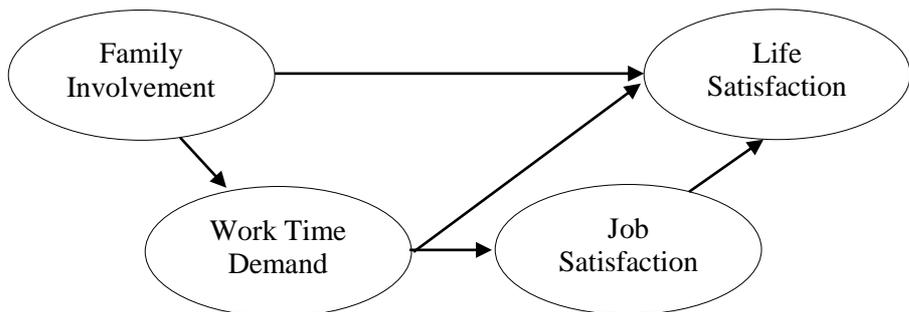


Figure 1: Conceptual Framework

- H1:** Family involvement increases work time demands.
- H2:** Work time demands decreases job satisfaction.
- H3:** Family involvement decreases life satisfaction.
- H4:** Work time demands decrease life satisfaction.
- H5:** Job satisfaction increases life satisfaction.
- H6:** The relationship between family involvement and life satisfaction is mediated by work time demands.
- H7:** The relationship between family involvement and life satisfaction is mediated by work time demands and job satisfaction.

#### **4 Method and Analysis**

Data for this study were taken from two government-funded hospitals in Rawalpindi city, Pakistan. Female registered nurses and doctors from these hospitals were the populations for the study. For data collection, the purposive sampling method was used to collect data from the sample with the condition that the sample should be a) female, b) married, and c) be working in the same hospital for a minimum of one year. Data collection was performed on family involvement, work time demand, job satisfaction, and life satisfaction.

Five-point Likert type scales from *strongly disagree* to *strongly agree* were used in the present study for all measures. Validated and well-established scales were used to measure family involvement, work time demands, job satisfaction, and life satisfaction. Family involvement was measured on two questions adapted from the Job involvement scale by Kanungo (1982). The internal consistency of these questions was .76. Additionally, researchers collected information about marital status, number of children, age of the youngest child, number of elders living with her, hours spent on family activities to enhance our estimation about employee's involvement in her family. Work-Family Conflict Scale measured work time demands on two questions developed by (Netemeyer et al., 1996). These questions had an internal consistency of .78. The job satisfaction scale measured the job satisfaction of participants on five questions developed by (Brayfield & Rothe, 1951). These questions had an internal consistency of .85. Life scale (SWLS) measured the life satisfaction of participants on six questions developed by (Diener, 1985). These questions had an internal consistency of .88.

The present research used data from two government hospitals in Rawalpindi city, Pakistan. The researcher personally contacted and explained the purpose of the study to the participants. Participation in the survey was

entirely voluntary. Purposive sampling methodology was used in the present study as used by (Yates, 2014) in her research. A total of 260 questionnaires were distributed to the respondents out of which 202 were received back. Participants rated their responses in the questionnaire survey. Data collection took approximately two months. Collected questionnaires were checked for inconsistencies and completeness in SPSS. The response rate for the survey was 78%. Out of the total received questionnaires, 187 fulfilled the sample requirement (doctors 61, nurses 126). For data analysis, SPSS and AMOS version 21.0 computer packages were used. At the first stage, convergent and discriminant validity of data was calculated using SEM in AMOS. Then descriptive statistics and correlation analysis were performed to investigate the preliminary statistics and linkages. Regression analyses were performed using SPSS to investigate links of independent and dependent variables. Hayes Bootstrap procedure for SPSS was used for mediation analysis.

#### **4.1 Data analysis**

Demographics of individuals are important factors that affect their responses. Researchers should know them to better understand the economic, work, and family situation they are in. Following demographics have been taken from the sample to better understand the sample and the population overall. The personal information of participants and their respective averages, percentages, and frequencies are presented here. The majority of the participants were married (98.4) and were living with their spouses. In terms of participants' average age, the majority of them were in the age group of 35 to 50 years. When considering the participants' age, 70.1% were younger than 35 years. When considering participants education, diploma in nursing (51.3%) and BSN/BA/BSc (13.9%) degree, MBBS degree (26.2%), master degree / enrolled in master program (7.5%). However, a few of the participants had MS/M Phil degree / enrolled in the MS program. On average, participants had been working in the hospitals for 6 to 10 years whereas, (61.5%) had been working for one to five years. This shows that majority of them had just stepped on the ladder of their careers. Considering participants' work schedules, participants working in the shifts with nights (69%), morning shift (28.9%), and evening shift (2.7%). Considering working hours, the majority of the participants (72.2%) had been working for > 48 hrs. /Week. On average each participant had two children and the majority (32.6%) of them had one child. The majority of the participants (46.5%) had 1-3 years of young children at home. On average, participants had one elder living with them. The majority of the participants (46.0%) had no elder living with them in the same house. On average, participants spent approximately three hours in family activities daily. The majority of the participants (27.8%) spent five to six hours in family activities daily.

## 4.2 Descriptive statistics of study variables

First of all, data were screened and refined before further calculations. Then descriptive statistics for all four variables family involvement, work time demands, job satisfaction, and life satisfaction were calculated using SPSS. Table 1 showed the mean, standard deviation, missing values, Cronbach's alpha, Skewness, and Kurtosis of study variables. In the descriptive analysis, results showed no missing values existed in the data set. Mean values show the average responses by the participants. Standard deviation values show the variation of responses from the mean value.

Table 1 *Descriptive Statistics*

Variables	No. of Items	Mean	Std. Dev.	Cron $\alpha$ value	Factors	Skewness	Kurtosis
Family Involvement	2	3.171	1.12	0.76	1	-0.32	-0.861
Work Time Demand	2	3.257	1.16	0.78	1	-0.372	-0.874
Job Satisfaction	5	3.834	0.84	0.85	1	-0.629	0.158
Life Satisfaction	6	3.816	0.91	0.88	1	-0.622	-0.118

All four factors were measured through a single dimension. Cronbach alpha values show the reliability of the instruments whose threshold value is that the value should be greater than 0.7. The first variable, Family involvement (FI) has to mean value of 3.171, a standard deviation of 1.117, and an alpha value of 0.76. The second variable, Work time demand (WTD) has to mean value of 3.257, a standard deviation of 1.162, and an alpha value of 0.78. The third variable, Job satisfaction (JS) has a mean value of 3.834, a standard deviation of 0.842, and an alpha value of 0.85. The fourth variable, Life satisfaction (LS) has a mean value of 3.816, a standard deviation of 0.907, and an alpha value of 0.88. Descriptive data show that there is no issue of normality of data as all values of skewness and Kurtosis once divided by standard error were lower than 2.96 (Field, 2013).

## 4.3 Convergent and discriminant validity

Structure Equation Modeling (SEM) is one of the functions in the AMOS software package. In this step hypothesized model was drawn in AMOS to obtain the measurement model of data. All the variables in the current model were drawn in AMOS and then set to freely co-vary with each other. This is known as confirmatory factor analysis (CFA). The standards of the model of fit indices were adopted from Kline (2011). The names and standard criteria to be

met for CFA was as: values of Goodness of Fit Index (GFI), Adjusted Goodness of Fit Index (AGFI), Tucker-Lewis coefficient (TLI), and Comparative Fit Index (CFI) all should be greater than 0.8, normed chi-square should be less than 3 and Root Mean Square Error of Approximation (RMSEA) should be less than 0.06. The fit indices of the measurement model of the present study were Chi-square = 67.430, df = 84, Normed Chi-square= 0.803, GFI = 0.957, AGFI = 0.939, TLI = 1.017, CFI = 1.000, RMSEA = 0.000.

Table 2 Factor Loadings

Variables	No. of Items	Factor Loading
Family Involvement	2	.710, .862
Work Time Demand	2	.710, .892
Job Satisfaction	5	.704, .781, .715, .711, .726
Life Satisfaction	6	.702, .729, .793, .707, .742, .760

Table 2 displays the factor loading of items at each variable. This procedure helps the researcher to investigate that all set of items belongs to individual factors were loaded on the same variable, not on any other variable included in the model. The factor loading minimum standard is that the value of each item must be > 0.7. All the values of factor loading in Table 2 were greater than 0.7. The first factor, family involvement was measured using 2 questions. Its factor loading was between 0.710 and 0.862. The second factor, work time demand was measured using 2 questions. Its factor loading was between 0.710 and 0.892. The third factor, job satisfaction was measured using 5 questions. Its factor loading ranged between 0.704 and 0.781. The fourth factor, life satisfaction was measured using 6 questions. Its factor loading ranged between 0.702 and 0.793. All of the above model fit indices met the minimum acceptable criteria. Above mentioned validity test was performed by using Fornell and Larcker(1981) three steps procedure. The first two stages approve of convergent validity and the third stage approve of discriminant validity of the data. The first stage of the procedure proposes to set all the variables of the model to set them freely co-vary with each other. This action resulted in the form of factor loadings displayed in table 2.

Table 3 Psychometric Properties

Variables	CR	AVE	FI	WTD	JS	LS
Family Involvement	0.766	0.623	<b>0.790</b>			
Work Time Demand	0.786	0.650	0.713	<b>0.806</b>		
Job Satisfaction	0.849	0.530	-0.276	-0.399	<b>0.728</b>	
Life Satisfaction	0.879	0.547	-0.298	-0.360	0.794	<b>0.740</b>

In the following stage, psychometric properties were estimated and investigated using standard benchmarks set by Fornell and Larcker (1981). The results displayed in table 3 represent Composite Reliability (CR) values of the data in comparison with standard values of higher than 0.5 for every variable. All CR values were larger than 0.5. These items explained variance to their relevant variable only on which these items were supposed to load not on and with any other variable under consideration. Thus, the convergent validity of the study instruments confirmed.

Finally, we move to the third stage to confirm the discriminant validity of the instruments of various study constructs. Discriminant validity defines "the extent to which measures of various constructs are distinct and unique" (Campbell & Fiske, 1959). For this purpose, the values of the square root of AVE were evaluated to examine if the values were larger from all variables correlational values indicated in the diagonal of Table 3. Results showed that correlational values were lesser than the diagonal values. The results showed that questions linked to one variable loaded to fit relevant variables were not in conflict with other variables included in the model. These results confirmed the discriminant validity of the study measures. Now, data were ready to be run in AMOS to apply SEM for determining final results.

## **5. Results**

At this stage, SEM in AMOS was run as a structural model of the study. This enabled us to investigate casual relationships for the validation of the results of the proposed hypotheses. The indices of the goodness of fit of the structural model as in the measurement model were compared with standard values suggested by Kline (2011). For path model, the fit indices of the measurement model of the present study were Chi-square = 1.450, df = 1, Normed Chi-square= 1.450, GFI = 0.996, AGFI = 0.961, TLI = 0.987, CFI = 0.998, RMSEA = 0.049.

### **5.1 Correlation analysis**

Table 4 shows the results of correlations among the four study variables. Results show that the relationship between independent and dependent variables are significant ( $p < .01$ ). The dependent variable family involvement is significantly related to work time demands ( $r=.559$ ;  $p<.01$ ) and significantly and negatively related to life satisfaction ( $r= -.256$ ;  $p<.01$ ). Work time demands are significantly and negatively related to job satisfaction and life satisfaction ( $r= -.308$ ,  $r= -.292$ ;  $p<.01$ ) respectively. Job satisfaction is significantly related to life satisfaction ( $r=.685$ ;  $p<.01$ ).

Table 4 *Correlation Analysis*

<b>Variables</b>	<b>FI</b>	<b>WTD</b>	<b>JS</b>	<b>LS</b>
Family Involvement	1.00			
Work Time Demands	.559**	1.00		
Job Satisfaction	-.242**	-.308**	1.00	
Life Satisfaction	-.256**	-.292**	.685**	1.00

## 5.2 Regression analysis

Results in Table 5 show that independent variable family involves (FI) when regressed with dependent variable work time demands (WTD), the regression model is significant ( $R^2 = 0.313$ ,  $F = 84.24$ ;  $p < 0.01$ ). The coefficient of determination  $R^2$  is 0.313. It means 31% variations in work time demands are explained by predictor FI (0.582). Results show that involvement in family activities positively influences work time demands. Hence our hypothesis H1 is accepted.

Table 5 *Outcome Variable: Work Time Demand*

<b>Independent Variable</b>	<b>B</b>	<b>R<sup>2</sup></b>	<b>T</b>	<b>F</b>	<b>Sig.</b>
Family Involvement (FI)	0.582	0.313	9.178	84.241	0.000

Results of table 6 show that independent variable work time demands (WTD) when regressed with dependent variable job satisfaction (JS), regression model is significant ( $R^2 = 0.101$ ,  $F = 10.42$ ;  $p < 0.01$ ). It means 10% variations in job satisfaction are explained by predictor WTD (-0.182). Results show that work time demands negatively influence the job satisfaction of employees. Hence our hypothesis H2 is accepted.

Table 6 *Outcome Variable: Job Satisfaction (JS)*

<b>Independent Variable</b>	<b>B</b>	<b>R<sup>2</sup></b>	<b>T</b>	<b>F</b>	<b>Sig.</b>
Work Time Demands (WTD)	-0.182	0.101	-2.980	10.421	0.003

Results in Table 7 show that independent variable life satisfaction (LS) when regressed with family involvement (FI), regression model is significant ( $R^2 = 0.066$ ,  $F = 13.015$ ;  $p < 0.01$ ). It means 6% of variations in life satisfaction are explained by predictor family involvement (-0.208). Results show that family involvement negatively influences life satisfaction. Hence our hypothesis H3 is accepted. Independent variable life satisfaction (LS) when regressed with work time demands (WTD), regression model is significant ( $R^2 = 0.085$ ,  $F = 17.272$ ;  $p < 0.01$ ). It means 8% of variations in life satisfaction are explained by predictor WTD (-0.228). Results show that work time demands negatively influence life satisfaction. Hence our hypothesis H4 is

accepted. Independent variable life satisfaction (LS) when regressed with job satisfaction (JS), regression model is significant ( $R^2= 0.469$ ,  $F= 163.21$ ;  $p< 0.01$ ). It means 74% of variations in life satisfaction are explained by predictor job satisfaction (0.737). Results show that satisfaction with a job positively influences life satisfaction. Hence our hypothesis H5 is accepted.

Table 7 *Outcome Variable: Life Satisfaction (LS)*

<b>Independent Variable</b>	<b>B</b>	<b>Model R<sup>2</sup></b>	<b>T</b>	<b>Model F</b>	<b>Sig.</b>
Family Involvement	-0.208	0.066	-3.608	13.015	0.000
Work Time Demand	-0.228	0.085	-4.156	17.272	0.000
Job Satisfaction	0.737	.469	12.775	163.206	0.000

### **5.3 Mediation analysis**

Hayes Bootstrap procedure is a new concept for mediation analysis in social sciences and psychology. In mediation analysis, 1000 samples with the bootstrapping procedure were repeated. In this kind of bootstrapping mediation is considered as significant when no zero lies between low-level confidence interval LLCI and upper-level confidence interval ULCI at 95% confidence interval (Preacher & Hayes, 2004). Path analysis test results of the mediation effect of work time demands (WTD) for 1000 Bootstrapping procedures with 1000 samples repeated have been shown in table 8. The table shows that the overall indirect effect of both variables in the model is significant; overall effect = -0.152,  $p<0.001$  as zero does not lie between LLCI = -0.272 and ULCI = -0.035. Results of first mediation show that indirect effect of work time demands is not significant (indirect effect = -0.024,  $p> 0.05$ ), zero lies between LLCI = -0.101 and ULCI = 0.045. LLCI is negative and ULCI is positive that depicts that zero lies between these two values. This shows that no mediation of work time demands existed. Hypothesis H6 the relationship between family involvement and life satisfaction is mediated by work time demands is rejected.

Second mediation is the double mediation effect of work time demands and job satisfaction on family involvement and life satisfaction. Results show that indirect effect is significant (indirect effect = -0.074,  $p< 0.001$ ), zero does not lie between LLCI = -0.129 and ULCI = -0.029. Hypothesis H7 relationship between family involvement and life satisfaction is mediated by work time demands and job satisfaction is accepted.

Table 8 Mediation Analysis (at 95% CI)

Path	Effect	Boot SE	Boot LLCI	Boot ULCI
Overall	-0.152	0.060	-0.272	-0.035
FI → WTD → LS	-0.024	0.038	-0.101	0.045
FI → WTD → JS → LS	-0.074	0.026	-0.129	-0.029

## 6. Conclusion

Conclusively, after testing the model to determine the effects of family involvement, work time demands, and job satisfaction on life satisfaction of working mothers in public sector hospitals. The results have shown that family responsibilities and emotional attachment with the family make working mothers be away from home for more hours at the workplace which reduces their job and life satisfaction. The job satisfaction of the majority of working mothers increases their satisfaction with their lives. Work time demands do not mediate the relationship between family involvement and life satisfaction. However, work time demands and job satisfaction jointly partially mediate the relationship between family involvement and life satisfaction.

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