

## **CORRELATION BETWEEN WORK LIFE BALANCE, JOB SATISFACTION AND MENTAL HEALTH: A STUDY ON FEMALE BANKERS OF KARACHI – PAKISTAN**

Tooba Atif  
University of Karachi  
Department of Public Administration- Pakistan

Assist. Prof. Dr. Shameel Ahmed Zubairi  
Karachi University Business School (KUBS)  
University of Karachi- Pakistan

### **Abstract**

Women need to struggle to maintain individuality as well as skilled professionally. This study attempts to highlight the relationship of work life balance and job satisfaction with mental health. Work life balance and job satisfaction plays a significant role in the fast moving banking environment as they immensely affect social wellbeing and psychological factors of personnel working in banking sector. 135 female bankers were randomly selected from private sector banks of Karachi (Pakistan) ranging age of 22 to 45 years. The hypothesis stated in the research belong to the relationship of work life balance with mental health, and job satisfaction with mental health. To test the hypothesis correlations and regression were applied. The tools that were used for the study are center of epidemiological studies depression CESD-R-20 scale, burns anxiety inventory and job satisfaction scale developed by Scott MacDonald & Peter MacIntyre (1997), Work life balance scale by Jeremy Hayman (2005). Findings reveal the potential association of work life balance and job satisfaction with depression and anxiety.

**Keywords:** Work Life Balance, Job Satisfaction and Mental Health.