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**Impact of Work-Life Balance on Motivation and Satisfaction of Private Sector
Employees**

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Introduction:

In the light of the globalization, the globe has become one giant marketplace. Accordingly, companies must encounter intensive completion. Thus, for surviving in the market, leaders anticipate maximum contribution from their employees with greater productivity from employees to enhance customer satisfaction and to increase the companies' profitability (Cooper et al., 2014). Because of this driving notion of commercial organizations, employees judge that they may work 24/7 to get outstanding standing in the workplace (Sonnentag et al., 2014). Employees in contemporaneous organizations seek to do their best through working overtime, accepting several project, and involving in further tasks, driving employees stay longer in their workplaces (Kohll, 2018).

Work-life balance has emerged as a crucial issue with the globalization idea, where globalization has influenced the work environment and technology that has resulted in human diversification (Adikaram, 2016). Also, because of technical, economic, and other developments, employees have trouble balancing their work and personal lives (Fapohunda, 2014). Thus, there are many employees have the intendency to quit because they are not able to balance their professional and personal lives (Atiq et al., 2017). Furthermore, Work-life balance is anticipated to be needed in private sector especially with as the nature of work at this sector. Employees put in longer hours and encounter stress at work because of their heavy workloads (Adikaram, 2016).

Employees must keep increased levels of productivity and efficiency while dealing with a dynamic environment (Galagedara et al., 2021). During the organizational transition, companies must look after their effective employees. The aim of offering employees care is to provide them enjoyment, that can increase job performance and eventually

push the business to get a competitive advantage over its competitors. There are several discussions had taken conducted on the relationship between work-life balance and job satisfaction (Rifadha et al., 2015). Also, it was figured out that individuals who have significant stability between their professional and personal lives are happier at workplace and home.

There are many intrinsic and extrinsic reward elements impact job satisfaction as it impacts an employee's emotional attachment to the employer that associates with work (Soomro et al., 2017). This would lead to job satisfaction in the workplace. Employee satisfaction is described as one's degree of satisfaction with one's career (Arunika et al., 2015). This includes satisfaction with staff/supervisors, satisfaction with responsibilities, and the influence of work on their private lives added to their daily responsibilities (Dharmawansa et al., 2020). Job satisfaction is essential since it enhances staff productivity. In case it comes to the organization behavior viewpoint, job satisfaction is generally described as the consequence of employees' views may lead to a pleasant emotional state, a favorable reaction, and action patterns in the workplace (Maan et al., 2020).

Research Problem:

Compared to the public sector, the private sector is seen to be extremely competitive. In general, employees' work is believed to be very demanding, and the business must take suitable efforts ensuring that the staff is satisfied (Rifadha et al., 2015). This has led to more hours for employees to do their tasks, encountering a lot of job stress, as well as establishing a lifestyle of bad work-life balance, resulting in severely unsatisfied employees (Arunika et al., 2015). There are several studies about work-life balance and job satisfaction have been conducted throughout the world, however a few studies on a similar matter have been taken out in the private sector context. Thus, there is a gap must be filled. Accordingly, we decided to address this problem, and hence the main goal of the current research is about the following:

- To determine the effect of work-life balance on employees' job satisfaction in private sector.

The importance and objectives of the research:

The current research highlights the effect of work-life balance on employees' job satisfaction. As better work-life balance would help organizations to keep loyal employees with improved performance that ultimately increase profits. It also helps organizations to have more productive employees. This research is a reference for organizations on how work-life balance is very important for their success.

Research objectives:

The current research aims to achieve the following:

- To determine the effect of work-life balance on employees' job satisfaction in private sector.

Research Hypothesis:

There is an impact of work-life balance on the job satisfaction of employees in private sector.

Literature Review

Work-life balance:

Work-life balance is a working idea that ties employees' energy to divide their focus of effort, concentration, and energy among tasks and other significant parts of their life (Shantha, 2019). Organizations look to keep competitive through tracking and enhancing productivity. Work-life balance is considered as an essential factor in intrinsic components of job satisfaction. Employees are more committed to their work to get higher rewards and admiration (Yadav et al., 2014). Work-life balance needs more than just separating time between work and non-work activities; it also entails minimizing friction between these two spheres and managing many tasks. Also, employers have realized that to promote work-life balance, the high performance and values of employees' lives with their families must frequently change (Darko-asumadu et al., 2018). It should be noted that there are three ways that contribute to work-life balance: involvement management, time management, and satisfaction management (Gonzi-Legaz et al., 2016).

Job Satisfaction:

Job satisfaction is an indicator of an employee's contentment with their employment, whether or not employees like the career of particular features or occupations components, such as the labor or supervision type (Aflah et al., 2020). Job satisfaction and improved performance are the result of psychological organizational commitment to react to the organization's appropriate environment, rewards and incentives (Shantha,

2019). Job satisfaction is decided by the employee capability to do needed activities, the organization's level of communication, and how the administration treats staff. They are several reasons why job satisfaction is important. Mainly satisfied employees bring satisfied clients (Adikaram, 2016). Even so, the opportunities are that this will be represented in their relations with the customers in case the employees are unhappy at work. Also, this talent takes with it ethical knowledge once it leaves the organization, that could harden up the competition for organizations' products and services immolations.

Relationship between work-life balance and job satisfaction:

Employees with better work-life balance are more satisfied with their responsibilities than those with poor work-life balance. Work-life balance satisfaction is the strongest reflection of employee satisfaction, while a lack of this balance decreases job satisfaction (Mohamed et al., 2015).

Research Methodology

Research Structure:

Research Design:

Cross-sectional survey design will be utilized to conduct the current study.

Research Structure

Study Sample:

The targeted population in the current research consists of private-sector employees.

Research Setting:

The sample will be randomly selected from several companies at the private sector in Riyadh, Kingdom of Saudi Arabia, to ensure that the current study will be representative of private-sector employees as whole. After selecting the sample, they will be told personally about the purpose and nature of research.

Data collection tool:

The current research will utilize questionnaire to collect data from the study sample.

Data Analysis:

SPSS tool will be utilized to analyze data obtained from the study sample.

Ethical considerations:

Employees will participate in the current study voluntarily after getting their verbal consent.

Research Limits:

The current research focuses on the private sector employees only that may limit the findings generalizability. Also, there was a limited access to the study sample. Furthermore, the time was not enough to gather data from the respondents.

Initial Research List:

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