

Predicting the Effect of Work-Family Conflict on Job Satisfaction among General Practitioners

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Abstract

The aim of this research was to predict the effects of work-family conflict on job satisfaction among Pakistani general practitioners. The study consisted of 184 general practitioners from different units of Nishtar Hospital Multan and Fatima Jinnah Women Hospital Multan. The 10 items work-family and family-work conflict questionnaire was used to assess work-family conflict and the instruments were taken from the study conducted by the Boyar and Carson (2006). However, the 20 items Minnesota Satisfaction Questionnaire created by Weiss and Dawis (1967) was used to assess an individual's level of job satisfaction for this study. Using regression analysis, there was evaluated that work-family conflict has a significant effect on job satisfaction among the general practitioner. Further, there were no major differences in the degree of work-family conflict and job satisfaction among general practitioners based on gender or marital status according to independent samples t-test. Using ANOVA, significant variations in the degree of work-family conflict in general practitioners were analyzed based on their age. However, there was no significant variance in work satisfaction levels based on age. In the future, it will be fascinating to see how disparities in marital status and gender affect general practitioners.

Keywords: work-family conflict, job satisfaction, general practitioners

Introduction

More than twelve thousand job satisfaction studies had been conducted since 1990, with hundreds more since then (Ghazzawi & Smith, 2009). Understanding and predicting individual work behavior necessitates a detailed understanding of the job satisfaction construct (Czarnota-Bojarska, 2015). In today's business world, work-family conflict is viewed as a crucial issue. In recent years, there was an increased interest in the conflict that exists between work and family life domains, and recent studies have illustrated the conflict that individuals encounter in between their family and work roles, referred to as work-family

conflict (Pattusamy & Jacob, 2017). Though studies and observations primarily from Western countries suggested a fascinating connection between job demands and work-family conflict and it is also suggested that long hours of work, dedication, and a hectic schedule have a direct impact on work-family conflict (Annor, 2016; Ghislieri et al., 2017; Hagqvist, Gådin, & Nordenmark, 2017). As a result, achieving a good balance between work and family domains is crucial in order to efficiently meet numerous demands in both domains and easily obtain and use the necessary resources. The relationship between these two factors; work-family conflict and job satisfaction has been studied in a number of recent studies such as Alazzam, AbuAlRub, & Nazzal (2017); Asbari et al. (2020); Buonocore & Russo (2013); Mumu, Tahmid, & Azad (2021); Purwanto, Hidayat, & Asbari (2021); Terry & Woo (2021). This study aimed to investigate that how conflicts between work and the family affect the job satisfaction between general practitioners. However, there have been only a few studies that have tried to address this in order to estimate the effect of a conflict between family and work among general practice professional on job satisfaction. Often discussed are the social and demographic characteristics of general practitioners, such as sex, age and marital status. The aim of this study was to investigate that how the gender is differentiated in terms of work-family conflict and satisfaction at work. The current research also seeks to establish how marital status influences conflict between family and work. Despite the fact that older employees are being given little attention, the majority of studies focused on adolescents and young adults, and this study aiming to see whether there was a difference in work-family conflict and job satisfaction among general practitioners based on age.

Job Satisfaction

Job satisfaction is defined by Kardam and Rangnekar (2012) as “a positive effect on the targeted environment by an employee on the degree to which the environment meets his or her needs”. According to Davis et al. (1989), “job satisfaction represents a combination of positive or negative feelings that workers have towards their work”. Job satisfaction represents the extent to which expectations are compared with the real rewards and it is closely linked to the individual’s behavior at work place (Aziri, 2011). For more than 60 years, job satisfaction with over 3000 research studies has been the most researched subjects of management and organization. Job satisfaction is a concept which can be interpreted in many ways. Asbari et al. (2020) described the pleasant emotional condition which is one of the most commonly referred meanings, as a result of evaluating one's work to accomplish or promote the accomplishment of one's work values. This statement encapsulates how people feel about different facets of their employment, as well as how they feel about their overall job and how much they like or dislike it. Several studies have also attempted to classify the factors that influence or determine job satisfaction.

Job Satisfaction among Doctors:

Job satisfaction is a complex process involving a number of variables. An employee can be satisfied with certain aspects of his or her job while dissatisfied with others (Kumar et al., 2013). A doctor, for example, may be satisfied with his occupation but dissatisfied with his pay. However, a doctor's job satisfaction or dissatisfaction has an impact on his interactions with coworkers, administration, and, most importantly, patients. The quality of healthcare treatment and the doctor-patient relationship are also influenced by work satisfaction (de Waard et al., 2018) and the workload and health-care reforms were the prime sources of dissatisfaction and stress (Harvie, Sidebotham, & Fenwick, 2019). Moreover, the physician job satisfaction is positively related to patient satisfaction (Batbaatar et al., 2017; Manzoor et al., 2019).

Job Satisfaction according to Age and Gender:

One reason for the observed relationships was that factors related to aging such as more responsible jobs and higher wages which boost up the job satisfaction. Because of their seniority and experience, many employees achieve more rewarding jobs as they get older. In their careers, older employees may have higher levels of skill usage, effects, and distinction, all of which have been related to higher levels of job satisfaction (Mortimer, Finch, & Maruyama, 2019). Gender disparities exist among medical professionals as well (Smith et al., 2019). Certain specialties do not have a proportional increase in physician recruitment. Female physicians, such as the vast majority of female gynecologists, are centered in a few specialties despite their expanded presence in the profession. Women only make up a small percentage of senior medical roles (Bismark et al., 2015).

Work-Family Conflict

Work-family conflicts are a particular form of conflict in which work-to-family pressures are incompatible with one another and which makes involvement in the role of the family more difficult due to the role of work (Torp, Lysfjord, & Midje, 2018). Individuals may experience conflict between their work and family roles because of the high-level of anxiety, burnout, depression, stress and physical health problems (Cerrato & Cifre, 2018). Moreover, these type of conflicts leads towards the “dysfunctional family relations” which have the negative effects on the well-being and health of family members. Therefore, work-family conflict has negative effects for the individuals, their families and workplaces (Torp et al., 2018). Some of the prior researches revealed that work pressure and home responsibilities create negative effects on the job (Wheatley, 2017). Work-family conflicts are two types of conflicts linked to the negative work, family and personal performance which have a negative impression on the work performance in the labor market and the negative effect on family roles and responsibilities (Bande et al., 2019).

Work-Family Conflict and Job Satisfaction

The predicted relationship between work-family and job satisfaction, as per role theory, is that as work-family conflict increases and the job satisfaction decreases (Gao et al., 2013). Various researchers have described the job satisfaction construct in a number of ways. Job satisfaction is generally recognized as the most critical and studied attitude in the field of organizational behavior (Chaita, 2014). As a result, job satisfaction is described as an emotional response to a working environment that is not apparent but it can only be presumed as a result of work-family conflict (Ismail & Gali, 2017). Job satisfaction, according to this definition, is a generalized affective response to the one’s job.

Individuals who encounter work-family conflict are more likely to be dissatisfied with their careers as stated by the Wang and Peng (2017). In different domains, there is subjective evidence that work-family conflict is negatively associated with job satisfaction (Zito et al., 2019). According to the Conte et al. (2019), work-family conflict is linked to organizational engagement, job satisfaction, and desire to leave. Moreover, the interference from family members at work may have a negative impact on how satisfied workers are with their jobs and how dedicated they are to their career goals (Cao et al., 2020).

The descriptive study based on the methodological and causal research design was carried by the Ekici, Cerit, and Mert (2017) and the population of this study was consisted of 98 nurses who were working in a private hospital in Turkey and the research model was tested with structural equation modelling (SEM). The objective of the study was to determine the work-family conflict (WFC), job satisfaction, and intention to leave the job among the nurses. This study concluded that the nurses who face difficulties to balance their family roles and responsibilities due to the forceful pressure of work have to switch their present jobs to work in organizations which offer better working conditions, lower workload, and more managerial

support. The work structure of nurses should be reorganized in order to enhance nurses' job satisfaction.

The study conducted by AlAzzam, AbuAlRub, and Nazzal (2017) aimed to analyze the relationship between work–family conflict and satisfaction level among the nurses working in the hospital. This study has used the descriptive, cross-sectional and correlational research design to conduct this study and 333 nurses were the population of this study, and the data collected with the help of self-administered questionnaire. The findings showed that nurses experienced both work and family conflict subtypes, but experienced more work-to-family conflict than family-to-work conflict. Both work and family conflict subtypes were negatively related to age and positively related to the number of children and being a female, the absence of childcare facilities in the workplace has had a positive impact on the fact of work-to-family conflict. In last, significant and negative relationship between work-family conflict and job satisfaction level was supported.

The study carried out by the Kaur and Narula (2020) examined the work-life balance in the relation between conflict (work-family conflict) and job satisfaction among female doctors. This study has analyzed the collected data with the help of PLS-SEM and the results of SEM analysis found that the effect of conflict on work-life balance and job satisfaction was negative but significant as $b_1 = -0.913$, $t = 41.78$ ($p < .01$). However, the effect of work-life balance (mediator) on the job-satisfaction was significant as $b_2 = 0.47$. In addition, conflict can have a negative effect on job satisfaction either directly or through work-life balance but the work-life balance mediates the link between conflict and job satisfaction.

Lu et al. (2017) investigated the relationship between job satisfaction, work stress, work–family conflict and turnover intention with its factors among the physicians of Guangdong Province, China. This study has used the binary logistic regression and structural equation modelling (SEM) to analyze the data which was collected from the total of 3563 physicians. The mean score of the overall perception of turnover intention of physicians working in Guangdong was 2.71 on a scale ranging from 1 to 6 and the type of institutions, age, working in an urban/rural area, and hours worked per week significantly impacted on the turnover intention. In addition, turnover intention was negatively and directly associated with job satisfaction and further it was positively, directly and indirectly linked to the work-family conflict and work stress.

Material and Methods

Research Design

This study has employed the quantitative research technique and the survey research design was used in this study. In quantitative research, survey research designs are procedures in which investigators give a survey to a sample or the full population of people in order to describe the population's views, beliefs, behaviors, or attributes. The survey research technique uses the questionnaires to collect quantitative, numerical data, which they then statistically analyze to identify trends in answer to questions and evaluate research questions or hypotheses.

Population and Sample

The participants in this study were general practitioners of hospitals of Multan, and the aim was to predict the effects of work-family conflict on job satisfaction of general practitioners. This research was conducted using a multistage random sampling technique. Multistage random sampling is a sampling process in which the researcher selects samples at each stage at random. The researcher does not make clusters in this case, but rather uses random

sampling to narrow down the sample. Multistage sampling is a sampling strategy in which samples are taken in stages, with smaller and fewer units at each stage. G*Power computed the real sample size to be 138. A total of 184 people was included in the study to increase the response rate. However, the general practitioners from Nishtar Hospital Multan and Fatima Jinnah Women Hospital Multan were among the participants.

Inclusion and Exclusion Criteria

The general practitioners with age from 26 to 55 were included as participants of the study and the general practitioners below and above this age group were excluded from the study.

Research Instruments

In this study, two instruments were used. They are as follow:

1. Work family and Family Conflict Scale (WAFCS):

The 10 items work-family and family-work conflict questionnaire was used to assess work-family conflict and the instruments were taken from the study conducted by the Boyar and Carson (2006). A seven-point Likert scale is used to respond to these questions. Within each scale, larger numbers indicate greater inter-domain conflict with 1 indicating “Strongly Disagree” and 7 indicating “Strongly Agree”.

2. Minnesota Satisfaction Questionnaire (MSQ):

The Minnesota Satisfaction Questionnaire created by Weiss and Dawis (1967) was used to assess an individual’s level of job satisfaction. It has 20 items and it is a 5-point Likert scale self-administered questionnaire.

Research Procedure

The sample size for this study was 184 individuals. The actual sample size was calculated by using G*Power which came to be 138. The researchers approached the research sample from Nishtar Hospital Multan and Fatima Jinnah Women Hospital Multan. The permission was taken from the head of the hospitals. A random sampling technique was used and the participants were divided into three groups based on their age. The participants' ages ranged from 26-35, 36-45, and 46-55 and those who agreed to fill out the questionnaire were given a short overview of the research. The informed consent was also given. The respondents were told that their demographic information, their views on work-family conflict and job satisfaction, as well as their personal information would be kept private and used exclusively for research purposes. The questionnaire was taken back at the spot when respondent filled them. These questionnaires were used to predict the effect of work-family conflict on job satisfaction among the general practitioners. After data collection, the scoring of questionnaire and the statistical analysis was done by the use of SPSS.

Data Analysis and Results Discussion

The statistical package for the social sciences (SPSS) was used to analyze the data (SPSS). Reliability analysis was used for reliability coefficients, frequency distribution of all the variables was measured including demographic variables using descriptive analysis, linear regression analysis was applied for measuring the effect of work-family conflict on dependent variable i.e. job satisfaction. Independent samples t-test was used for measuring gender differences and ANOVA was used for measuring the age groups of the general practitioners of Nishtar Hospital Multan and Fatima Jinnah Women Hospital Multan.

Table 1: *Frequency Distribution of the Demographic Characteristics*

Variables	Frequency (F)	Percentage (%)
Gender		
Male	105	57.1
Female	79	42.9

Age		
26-35	121	65.8
36-45	40	21.7
46-55	23	12.5
Marital Status		
Single	85	46.2
Married	99	53.8

Table 1 indicates the 184 participants in a sample size for this study. There were 105 males (57.1%) as in comparison to females 79 (42.9%). The above table also indicates that there are more participants in the age group of 26-35 (65.8%) than age group 36-45 (21.7%) and 46-55 (12.5%). This table also indicates that the percentage of single general practitioners (46.2%) is lower than married general practitioners (53.8%).

Table 2: Descriptive Statistics of Variables

Variables	N	Minimum	Maximum	Mean	Std. Deviation
Work-Family Conflict	184	10.00	74.00	38.2283	8.89170
Job Satisfaction	184	28.00	84.00	51.9867	9.65612

Table 2 represent descriptive statistics of variables. The result shows that the total number of participants (N=184). The minimum score of work-family conflict was 10.00 and maximum score of work-family conflict was 74.00. The mean value was 38.2283 with standard error 8.89170. The result also indicates the minimum score of job satisfaction 28.00 and maximum score of job satisfaction was 84.00. The mean value was 51.8967 and its standard error was 9.65612.

Table 3: Reliability Statistics of Work-Family Conflict

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of items
.762	.794	10

The above table 3 shows the Cronbach's Alpha reliability of work-family conflict. The total number of items of work-family conflict are 10. The Cronbach's Alpha based on standardized items is .794. The Cronbach's reliability for work-family conflict is .762.

Table 4: Reliability Statistics of Job Satisfaction

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of items
.821	.817	20

Table 4 shows the Cronbach's Alpha reliability of job satisfaction. The total number of items of job satisfaction are 20. The Cronbach's Alpha based on standardized items is .817. The Cronbach's reliability for job satisfaction is .821.

Hypothesis 1:

It was hypothesized that there would be an effect of work-family conflict on job satisfaction among general practitioners. For this purpose, standard linear regression analysis was done by using Statistical Package for the Social Sciences (SPSS).

Table 5: Standard Regression Model showing Effect of Work – Family Conflict on Job Satisfaction among General Practitioners (N=184)

Dependent	Predictors	Model Coefficients					
		F	R ²	B	SE	β	p – Value
Job Satisfaction	Work-Family Conflict	3.916	.021	.158	.080	.145	.049

* $p < .05$

The table 5 shows the effect of work-family conflict on job satisfaction among general practitioners. The total number of participants were 184. The value of F was 3.916 and B was

.158. The value of R square was .021. The standard error was .080 and beta was .145. The value of p was .049. It shows that there is a significant impact of work-family conflict on job satisfaction among general practitioners. According to this table, the first hypothesis is accepted that there would be an effect of work-family conflict on job satisfaction among general practitioners.

Hypothesis 2:

It was hypothesized that general practitioners would show different levels of work-family conflict according to their age. For this purpose, independent measure ANOVA was done by using Statistical Package for the Social Sciences (SPSS).

Table 6: Independent Measure ANOVA Comparing Work-Family Conflict in Age Group 25-34, 35-44 and 45-54

Variable	N	Mean	SD	F	Sig.
Work-Family Conflict				4.663	.011
26-35	121	39.6446	7.97168		
36-45	40	35.5250	10.31302		
46-55	23	35.4783	9.50057		

* $P < 0.05$, ** $p = 0.01$, *** $p = 0.001$, between group $df = 2$, within group $df = 181$, total df of groups = 183

The table 6 shows the comparison of work-family conflict in different age groups that are 25-34, 35-44 and 45-54 among general practitioners. The findings show that the number of participants were 121 in age group 25-34. The mean of this group was 39.6446 and the standard deviation was 7.97168. This table shows that the number of participants were 40 in age group 35-44. The mean of this group was 35.5250 and the standard deviation was 10.31302. This table also shows that the number of participants in the age group of 45-54 were 23. The mean of this group was 35.4783 and the standard deviation was 9.50057. The value of F was 4.663. The value of $p = .011$ which was < 0.05 . It shows that there is a significant difference of work-family conflict in age group 25-34, 35-44 and 45-54 among general practitioners. Therefore, the hypothesis 2 that general practitioners would show different levels of work-family conflict according to their age is accepted.

Hypothesis 3:

It was hypothesized that the level of job satisfaction would be different in general practitioners on the basis of their age. For this purpose, Independent Measure ANOVA was done by using Statistical Package for the Social Sciences (SPSS).

Table 7: Independent Measure ANOVA Comparing Job Satisfaction in Age Group

Variables	N	Mean	SD	F	Sig.
Job Satisfaction				1.028	.360
25-34	121	52.3223	10.0939		
35-44	40	50.0000	8.44591		
45-54	23	52.9565	9.20217		

* $P < 0.05$, ** $p = 0.01$, *** $p = 0.001$, between group $df = 2$, within group $df = 181$, total df of groups = 183

The table 7 shows the comparison of Job Satisfaction in different age groups that are 26-35, 36-45 and 46-55 among General Practitioners. The findings show that the number of participants were 121 in age group 26 – 35. The mean of this group was 52.3223 and the standard deviation was 10.0939. This table shows that the number of participants were 40 in age group 36 – 45. The mean of this group was 50.0000 and the standard deviation was 8.44591. This table also shows that the number of participants in the age group of 46 – 55 were 23. The mean of this group was 52.9565 and the standard deviation was 9.20217. The

value of F was 1.028. The value of $p = .360$ which was > 0.05 . It shows that there is no significant difference of Job Satisfaction in age group 26-35, 36-45 and 46-55 among General Practitioners. Therefore, the third hypothesis revealed that the level of job satisfaction would be different in General Practitioners on the basis of their age is rejected.

Hypothesis 4:

It was hypothesized that the level of work-family conflict would vary with gender in general practitioners. For this purpose, Independent Samples T-test was done by using Statistical Package for the Social Sciences (SPSS).

Table 8: Independent Samples T-test for Gender Difference in Work-Family Conflict on the basis of Gender among General Practitioners

Variable	N	Mean	SD	t	Sig.	95% CI	
						LL	UL
Work Family Conflict				-.317	.752	-3.04013	2.19866
	105	38.0476	9.26156				
	79	38.4684	8.42742				

$p < 0.05$, $df = 182$, $F = 1.028$, $CI = Confidence Interval$, $LL = Lower Limit$, $UL = Upper Limit$

The table 8 shows the difference of work-family conflict according to gender that are male and female among general practitioners. The total number of participants were 184. The findings show that the number of male participants were 105. The mean of male participants was 38.0476 and the standard deviation was 9.26156. This table also shows that the number of female participants were 79. The mean of female participants was 38.4684 and the standard deviation was 8.42742. The value of T-score was -.317. The value of $p = .752$ which was > 0.05 . It shows that there is no significant difference of work – family conflict in gender among general practitioners. Therefore, the hypothesis 4 that the level of work-family conflict would vary with gender in general practitioners is rejected.

Hypothesis 5:

It was hypothesized that there would be a difference in the level of job satisfaction among general practitioners on the basis of their gender. For this purpose, Independent Samples T-test was done by using Statistical Package for the Social Sciences (SPSS).

Table 9: Independent Samples T-test for Gender Difference in Job Satisfaction on the basis of Gender among General Practitioners

Variable	N	Mean	SD	t	Sig.	95% CI	
						LL	UL
Job Satisfaction				-.649	.991	-3.77722	1.90694
Male	105	51.4952	9.51125				
Female	79	52.4304	9.88094				

$p < 0.05$, $df = 182$, $F = 0.000$, $CI = Confidence Interval$, $LL = Lower Limit$, $UL = Upper Limit$

The table 9 shows the difference in the level of job satisfaction according to gender that are male and female among general practitioners. The number of male participants was 105, according to the results. The standard deviation for male participants was 9.51125, and the mean was 51.4952. In addition, this table shows that there were 79 female participants. The standard deviation for female participants was 9.88094, and the mean was 52.4304. The T-test score had a value of -.649. The value of $p = .991$, which was greater than 0.05. It demonstrates that there is no significant difference in level of job satisfaction in males and females among general practitioners. Therefore, the hypothesis 5 that there would be a difference in the level of job satisfaction among general practitioners on the basis of their gender is rejected.

Hypothesis 6:

It was hypothesized that the level of work-family conflict would vary on the basis of marital status among general practitioners. For this purpose, Independent Samples T-test was done by using Statistical Package for the Social Sciences (SPSS).

Table 10: Independent Samples T-test for Difference of Marital Status in Work-Family Conflict among General Practitioners

Variable	N	Mean	SD	t	Sig.	95% CI	
						LL	UL
Work-Family Conflict				1.293	.198	-.89278	4.28624
Male	85	39.1412	8.99888				
Female	99	37.4444	8.76824				

$p < 0.05$, $df = 182$, $F = 0.006$, $CI = Confidence Interval$, $LL = Lower Limit$, $UL = Upper Limit$

The table 10 shows the difference of marital status in work-family conflict among general practitioners. A total of 184 people took part in the event. The number of single participants was 85, according to the results. The standard deviation for single participants was 8.99888, and the mean was 39.1412. In addition, the table shows that there were 99 married participants. The standard deviation for married participants was 8.76824, and the mean was 37.4444. The value of T-test score was 1.293. The value of $p = .198$, which was greater than 0.05. It demonstrates that there is no significant difference in work-family conflict among general practitioners based on marital status. Therefore, the hypothesis 6 that the level of work-family conflict would vary on the basis of marital status among general practitioners is rejected.

Hypothesis 7:

It was hypothesized that job satisfaction would vary in terms of marital status among general practitioners. For this purpose, Independent Samples T-test was done by using Statistical Package for the Social Sciences (SPSS).

Table 11: Independent Samples T-test for Difference of Job Satisfaction in Marital Status among General Practitioners

Variable	N	Mean	SD	t	Sig.	95% CI	
						LL	UL
Work-Family Conflict				-.584	.560	-3.65813	1.98659
Male	85	51.4471	8.89155				
Female	99	52.2828	10.29666				

$p < 0.05$, $df = 182$, $F = 2.385$, $CI = Confidence Interval$, $LL = Lower Limit$, $UL = Upper Limit$

The table 11 depicts the difference in the level of job satisfaction on the basis of marital status among general practitioners. A total of 184 people took part in the event. According to the results, the number of single participants was 85. The mean of single participants was 51.4471, with an 8.89155 standard deviation. In addition, the table shows that there were 99 married participants. The standard deviation of married participants was 10.29666, and the mean was 52.2828. The value of the T-test score was -.584. The value of $p = .560$, which was greater than 0.05. It demonstrates that no significant difference was found in the levels of job satisfaction according to marital status among general practitioners. As a result, hypothesis 7, that job satisfaction would vary in terms of marital status among general practitioners, is rejected.

Conclusion

There is a scarcity of knowledge among general practitioners about the influence of work-family conflict on job satisfaction. Overall, work-family conflict had a significant effect on job satisfaction among general practitioners. The effect was measured using linear regression analysis. In this study, gender differences were also assessed using independent samples t-

test. According to the results, there was no significant gender difference in the levels of work-family conflict and job satisfaction among general practitioners. The study looked at gender differences in levels of work-family conflict and job satisfaction. The findings by using ANOVA revealed that among general practitioners, there was a significant difference in the level of work-family conflict and an insignificant difference in the level of job satisfaction according to age. Work-family conflict and job satisfaction levels varied depending on marital status in this study. The results found that the level of work-family conflict and job satisfaction among general practitioners was unaffected by marital status.

This research will help to predict the effects of work-family conflict on job satisfaction among general practitioners. Managing a family and a job generally requires a woman's commitment on both aspects, which usually requires a very tight schedule. Making ends meet and living up to one's expectations is a significant challenge for women. It would be beneficial for female practitioners to handle their conflicts at work that are interfering with their job satisfaction. The findings of the present study has revealed that the influence of age is important in work-family conflict and job satisfaction. However, the gender gaps in work-family conflict and job satisfaction among general practitioners are also discussed. Therefore, the results will be useful for people who work to manage and balance their work-family conflicts while performing dual roles. The findings of this study can be applied to future research on these variables. As a result, this research will raise awareness about how to address the social and domestic issues that arise solely as a result of these factors.

Future Implications

This research in future can be extended to overall country for generalization of the findings and it would aid organizations in providing a better work environment for job satisfaction. For the researchers, this research will lay the groundwork for future research on related topics. Furthermore, general practitioners can be classified according to their ranks, such as postgraduate residency (PGR), consultants, and surgeons. In future it could be interesting to see the differences between marital status and genders. However, separate studies should be performed to put more focus into the multiple areas of work-family conflict.

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