

# **Testing the Moderating Effects of Sex, Age and Job Classification on Work-life Balance, and Job Satisfaction of Higher Education Institution Employees**

Glenda B. Joy Lopez, Nedilyn T. Reyes and Evely Lintao  
Adventist University of the Philippines

## **Abstract**

Work-life balance and job satisfaction have become a predominant issue in the workplace especially for those with conflicting responsibilities. This study examined the relationship of work-life balance and job satisfaction of 120 employees of a sectarian higher education institution. It further tests the effects of sex, age, and job classification on the relationship between work-life balance and job satisfaction. Validated survey questionnaires were used to assess the employees' work-life balance and job satisfaction. The moderator variables are sex, age (classified as above 40 years old and 40 years and below), and job classification in terms of teaching and non-teaching. The study utilized the descriptive and structural equation modeling techniques using SPSS version 23 and AMOS. The overall results revealed that the employees agree that they have a balanced work and family life. Further, the employees also claimed that they are highly satisfied with their current job. This study established that work-life balance has a positive influence on job satisfaction. The effects of sex, age, and job classification do not moderate the relationship of work life balance and job satisfaction. This research can be beneficial not only to academic institutions but also to any organization especially in maintaining the human resources of the institution.

**Keywords:** *work-life balance, job satisfaction, moderating effects*