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## EFFECTS OF WORKPLACE CHARACTERISTICS ON WORK-LIFE BALANCE OF WOMEN IN NIGERIAN PUBLIC SECTOR

GBADEBO OLUBUNMI ADEJUMO, ELIZABETH IBUKUNOLUWA OLOWOOKERE

### Abstract

*The number of women working outside home setting is on the increase in Nigeria. This is due to changes in their roles as helpers and even breadwinners in some instances. But, this has not removed their traditional roles of being the home keepers. Women are in charge of home management and they are expected to use the available resources effectively to cater for the family. However, these are often clash with working conditions such as heavy workloads, lack of participation in decision-making, health and safety hazards, job insecurity, and tight deadlines. This often leads to work-life conflict. Work-life conflict occurs when the cumulative demands of work and non-work life roles are incompatible in some respect so that participation in one role is made more difficult by participation in the other role. This study, therefore, examined the impacts of workplace characteristics on work-life balance of women in the Nigerian Public Sector. A total of 886 women were randomly selected from three states in south west Nigeria-Lagos, Ogun and Oyo states. These participants were selected from three federal and state ministries- education, health and information. The finding of this study reveals that there is a significant difference in work-life balance of women with supportive and unsupportive bosses in the Nigerian public sector at  $t=21.56$ ,  $df = 884$  and  $<0.05$  significant level. A significant difference in work-life balance of women working in departments where overtime is required and those working where it does not required at  $t=18.24$ ,  $df = 884$  and  $<0.05$  significant level was equally found. It was concluded that many women are having work-life conflict which are caused by unsupportive bosses and other hostile working environments. It was recommended the on-going public service reforms in Nigeria should consider the welfare of women and make available work-life policies which include flexible work scheduling, family leave policies allowing periods away from work for employees to take care of family matters, and childcare assistance.*

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