Work-Life Balance and Subjective Well-Being: Role of Social Support and Psychological Detachment

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ABSTRACT
Work-life balance and subjective well-being have been studied since long time in divergent sectors nevertheless to academics. Moreover, in those influential studies, the direct effects between two variables (i.e. work-life balance and subjective well-being) have been studied disregarding other variables as moderators. Therefore, this study has been endeavoured to examine the influence of work-life balance on respondents’ subjective well-being. While, social support and psychological detachment have been considered as a moderator for examining the relationship of work-life balance and subjective well-being. Data for the study has been accumulated through the survey of 150 university teachers/professors, selected randomly from different colleges of Royal University of Bhutan. Results of correlation and regression analysis revealed a positive and significant influence of work-life balance on subjective well-being of university teachers/professors. In addition, moderated regression analysis revealed that the social support and psychological detachment significantly moderate the relationships between the work-life balance and subjective well-being of university teachers/professors. Decisively, the implications of findings have been explicated.

KEYWORDS: Work-life balance, Subjective well-being, Social support, Psychological detachment, Teachers/Professors, Royal University of Bhutan.

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