

# **Dynamics of Balancing Personal and Professional Commitments and Impact on Job Satisfaction: Evidence from Nigerian Women in Professional Spheres**

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# INTRODUCTION

In today's rapidly evolving digital era, the dynamics of balancing personal and professional commitments have become increasingly complex, particularly for Nigerian women in professional spheres.

This study explores the **strategies** Nigerian female professionals use to balance personal and professional demands and their **impact on their job satisfaction level**.

Managing competing personal and professional demands becomes a critical issue for these women, who often find themselves **struggling to strike a balance** between their roles as employees, careers, partners, and mothers while also pursuing their career aspirations and professional growth (Parker, 2015; Ely & Padavic, 2020; Chen et al., 2022).

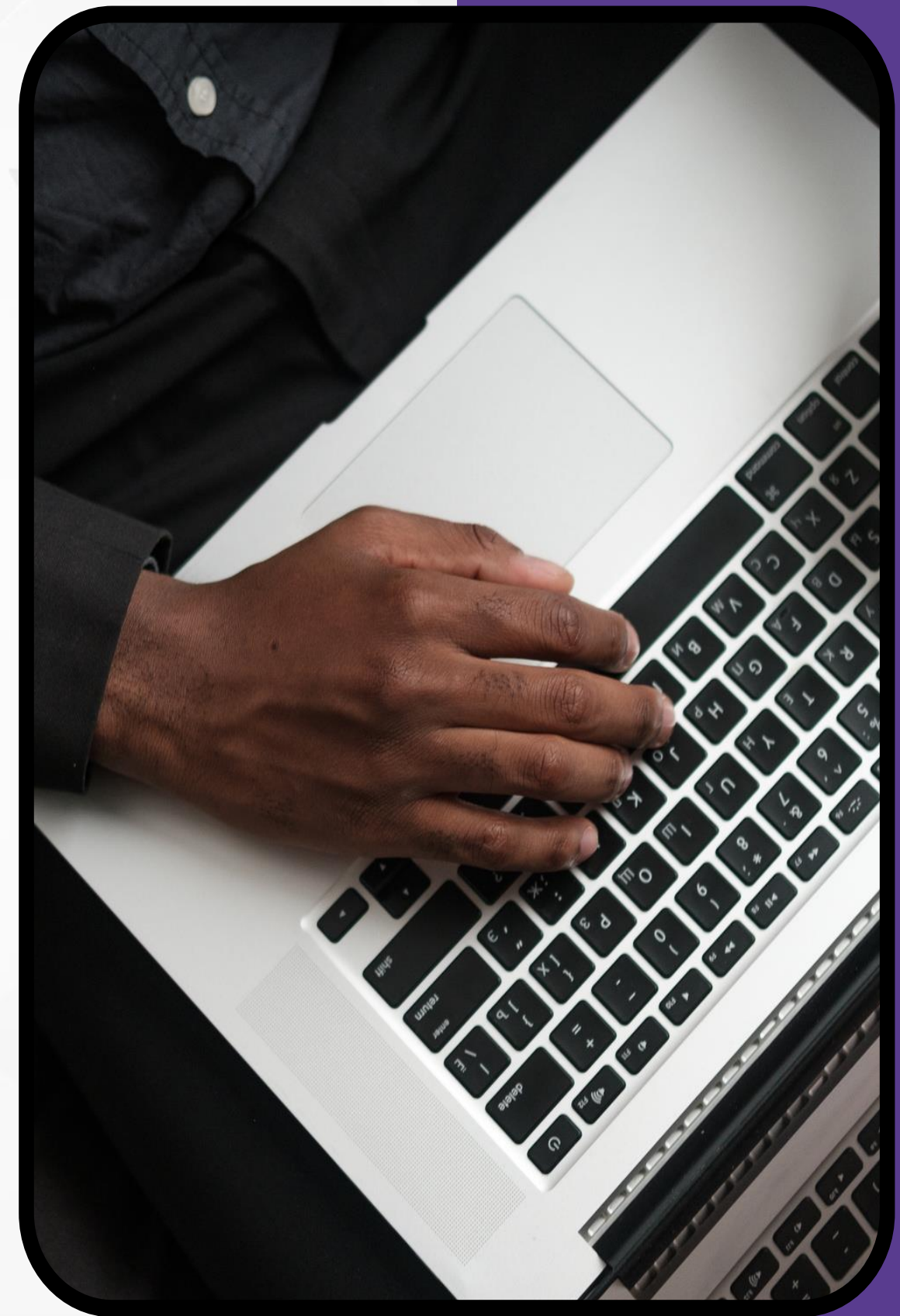
# RESEARCH METHODOLOGY

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Adapting a **predictive survey research design**, the data for this study were gathered from **412 female professionals** across varied industries inside Nigeria, employing an online survey questionnaire application.

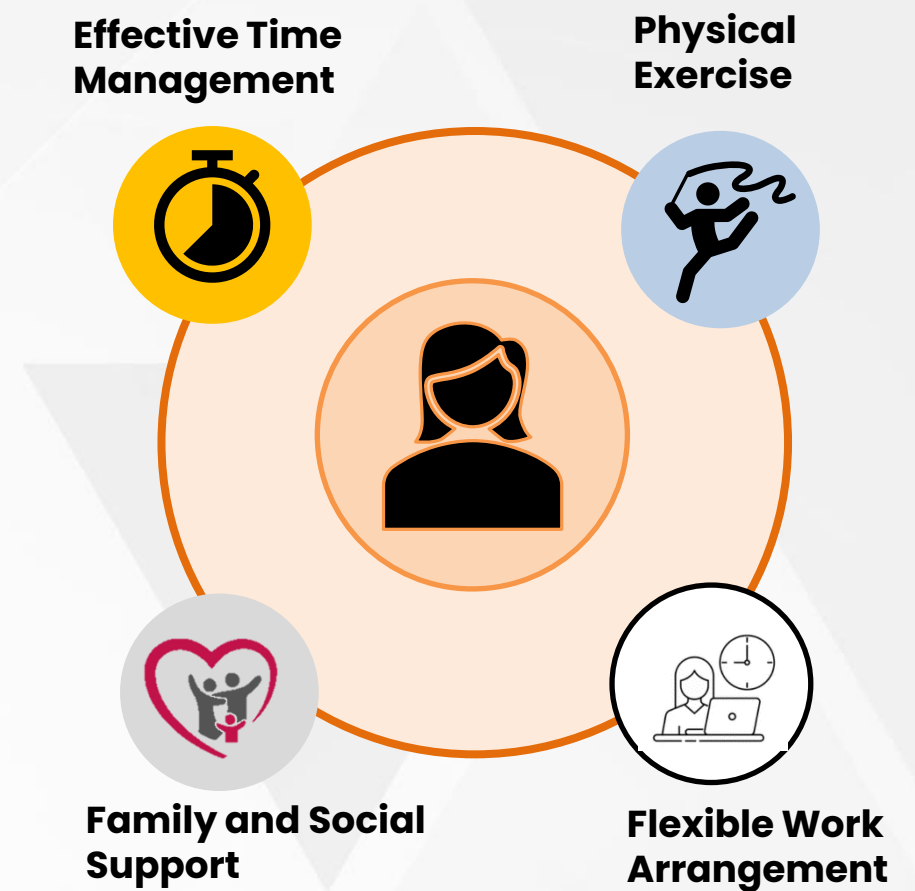
An **online survey questionnaire** technology was used to enable the inclusion of respondents from various geographic regions and professional backgrounds, facilitating effective and widespread data collecting. This tool's use not only expedited the data collection process but also encouraged inclusivity by recording a wide range of viewpoints and experiences.

Both **descriptive** and **multinomial logistic regression** was used to analyse the relationship between balancing personal and professional commitments, and job satisfaction.



# RESEARCH RESULTS

Nigerian female professionals leverage **specific strategies** to manage demanding work-life conflicts, leading to career progression.



The study also found that **more time for personal commitments** is strongly associated with **higher job satisfaction**.



However, **higher overall life satisfaction** and **more skills development** are associated with **lower job satisfaction**.

# PRACTICAL IMPLICATIONS AND POLICY RECOMMENDATIONS

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## For Individual Female Professionals



- ❖ Develop and refine personal strategies
- ❖ Advocate for self
- ❖ Promote well-being

## For Organizations



- ❖ Implement supportive policies
- ❖ Challenge societal norms
- ❖ Collect and analyze data

## For Policymakers



- ❖ Support national policies
- ❖ Partner with organizations
- ❖ Raise awareness

A background image showing three business professionals in a meeting. A man on the left is speaking, a woman in the center is listening, and a man on the right is looking at a laptop. The image is faded and serves as a backdrop for the text.

# THANK YOU

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