

# DYNAMICS OF

# BALANCING PERSONAL AND PROFESSIONAL COMMITMENTS AND IMPACT ON JOB SATISFACTION:



## Evidence from Nigerian Women in Professional Spheres

### Purpose

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.

### Design/methodology/approach

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. Analysis of the gathered data was conducted using multinomial logistic regression.

### Findings

The results revealed that 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.

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### Practical Implications

This study suggests the importance of personal time and potential challenges with skills development and overall life satisfaction of women in the workplace context. Policymakers and organizations should advocate for gender equality and raise public awareness to create a more balanced future.

### Originality/value

This study investigates Nigerian female professionals' strategies for managing demands and their impact on career progression, a topic not previously studied. The findings can inform policies to improve career satisfaction and progression, contributing to discussions on work-life balance, gender equality, and career management in Nigeria.