

## Perceived Effects of Work-Family Balance on Employee's Job Satisfaction among Extension Agents in Southwest Nigeria

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**Abstract :** This study determines the perceived effects of work-family balance on employees' job satisfaction among Extension Agents in the Agricultural Development Programme (ADP) in southwest Nigeria. A multistage sampling technique was used to select 256 respondents for the study. Data on personal characteristics, work-family balance domain, and job satisfaction were collected. The collected data were analysed using descriptive statistics, Chi-square, Pearson Product Moment Correlation (PPMC), multiple linear regression, and Student T-test. Results revealed that the mean age of the respondents was 40 years; the majority (59.3%) of the respondents were male, and slightly above half (51.6%) of the respondents had MSc as their highest academic qualification. Findings revealed that turnover intention ( $\bar{x} = 3.20$ ) and work-role conflict ( $\bar{x} = 3.06$ ) were the major perceived work-family balance domain in the studied areas. Further, the result showed that the respondents have a high (79%) level of job satisfaction. Multiple linear regression revealed that job involvement ( $\beta=0.167$ ,  $p<0.01$ ) and work-role conflict ( $\beta=-0.221$ ,  $p<0.05$ ) contributed significantly to employees' level of job satisfaction. The results of the Student T-test revealed a significant difference in the perceived work-family balance domain ( $t = 0.43$ ,  $p<0.05$ ) between the two studied areas. The study concluded that work-role conflict among employees causes work-family imbalance and, therefore, negatively affects employees' job satisfaction. The definition of job design among the respondents that will create a balance between work and family is highly recommended.

**Keywords :** work-life, conflict, job satisfaction, extension agent

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