

Impact of Work- Life Balance and Organizational Pride on Affective Commitment

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Work – life balance is the priority of any employee in their career life. Prior researchers have examined the consequences of work – life balance and its relationship with other constructs such as employee commitment. However, little is known about the role of organizational pride on the relationship of employee work life balance and commitment. Hence, the main purpose of this study was to identify the impact of work life balance on affective commitment by exploring the mediating mechanism of organizational pride. The current study is a cross sectional study which comprises a sample of 108 operational level employees in ABC Company. Data were collected through an online survey, and paper and pencil surveys. The hypotheses were tested using the Pearson correlation coefficient, linear regression analysis.

Finding revealed that work life balance has a significant positive impact on affective commitment as well as organizational pride. Further, it was revealed that organizational pride has significant impact on affective commitment of operational level employees in ABC Company. Apart from that, organizational pride partially mediated the relationship between work life balance and affective commitment. Thus, all hypotheses were accepted organizational pride not previously research in collaboration with other variables. Hence researchers recommended that to uplift the organizational pride would have greater impact on creating the relationship between work life balance and affective commitment.

Keywords: *Affective Commitment, Operational Level Employees, Organizational Pride, Work-Life Balance*

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