WORK-LIFE BALANCE OF EMPLOYEES AND FINANCIAL PERFORMANCE OF BANKS LISTED ON THE NIGERIAN STOCK MARKET

Dorcas Titiilayo Adetula, Covenant University, Ota, Nigeria
Folashade Owolabi, Covenant University, Ota, Nigeria
Tolu Abiodun, Covenant University, Ota, Nigeria
dx.doi.org/10.18374/JABE-16-3.9

The objective of this study is to ascertain the relationship between the financial performance of banks listed on the Nigerian Stock Market and the work-life balance of employees. A survey research design was adopted. Data was collected through the administration of 100 copies of questionnaires to respondents using systematic sampling approach. The sample size was chosen by ranking banks in Nigeria based on their financial performance (measured by Return on Assets). The highest two and lowest two banks were chosen. Spearman rank correlation was used for analysis with the aid of statistical packages for social sciences. The results revealed is a positive but not significant relationship between financial performance of companies and work-life balance of the employees. Enforcement of national policies by Government that promote work life balance by Government is recommended. This is expected to bring a favorable financial performance of companies listed on the Nigerian Stock Market and by extension, economic development.

Keywords: Work-life balances, Financial Performance, Return on Assets

1. INTRODUCTION

Organizations with good financial health and performance represent a key component for developing countries and they play vital roles in their citizenry. As a result, all components that provoke high financial performance must be the top priorities of management (Gavrea, Ilies and Stegerean, 2011). It was established by Harvard Business Review (2013) that a highly engaged workforce leads to increase in development, profitability and bottom-line performance of firms in highly competitive markets. Thus, Mayhew and Media (2015) assert that organization's success is deeply dependent on employees' performance. Employee performance is explained as the way to perform the job assignments according to the arranged and specified job description (Saeed, Mussawar, Lodhi, Iqbal, Nayab and Yaseen, 2013). Jeffrey, Greenhaus, Collins and Shawet (2003) as cited by Rajesh and Prasad (2013) define work-life balance as the level to which an individual is similarly incorporated into, and similarly contented with his/her work part and family part. Finding a balance between personal life and career life has been a challenging task for employees in every field of work.

Work-life balance has become an increasingly tenacious concern to both employers and employees of most organizations around the globe (Fapohunda, 2014). However, there is a lack of empirical research examining whether companies that are employee-friendly and that facilitate work-life balance will have better financial performance than other companies.

There is inadequate empirical research as to investigating whether companies that promote work-life balance of employees will have better financial performance than other companies. This is the gap that this study seeks to fill. This paper investigates the relationship between financial performance and work-life balance of employees, the extent to which work-life balance affects employee performance and the extent to which work-life balance policies are being adopted in organizations.

This paper is arranged as follows; Section 2 is the theoretical framework and review of literature, section 3 is the methodology adopted in conducting the study and Section 4 is presentation and discussion of study findings.