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

Dorcas Titilayo Adetula, Covenant University, Ota, Nigeria
Folashade Owolabi, Covenant University, Ota, Nigeria
Tolu Abiodun, Covenant University, Ota, Nigeria
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ABSTRACT

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*