



A Study on Life Satisfaction, Work-Family Conflict and Professional Quality of Life among Rehabilitation Professionals

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Abstract: The Quantitative study aimed to find out the relationship between Work-Family Conflicts, Professionals Quality of life and Life Satisfaction among Rehabilitation professionals. This recent study reveals the pivotal role of Work-family dynamics on Professional 's life satisfaction and overall wellbeing. The sample involved 35 Rehabilitation professionals. The results found out that family-work conflict has significant positive correlation with work-family conflict ($r=0.41$ $p < .05$) whereas burnout has significant positive correlation with family-work conflict ($r=0.54$, $p<.001$). The correlation findings for Professional Quality of Life dimensions with family-work conflict highlights that only burnout ($r=0.54$, $p<.001$) and secondary traumatic stress ($r=0.57$, $p<.001$) both have significant positive correlation whereas Compassion satisfaction showed no significant result with family-work conflict. The outcomes of this current study are corroborated by the empirical evidence. The recent study concluded that work-family dynamics affect the overall well-being of a person. It is crucial to take proactive steps for stress management and prioritize mental well-being, ensuring that chronic stress escalates the severe psychological distress if persistent for long.

Keywords: *Work-Family Conflict, Family-Work Conflict, Life Satisfaction, Compassion Fatigue, Compassion Satisfaction, Burnout, Secondary Traumatic Stress, Rehabilitation Professionals.*

1. Introduction

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work." Steve Jobs

Rehabilitation professionals are healthcare providers who help people to restore their core competencies largely in order to ensure functional autonomy and overall quality of life. From the lens of the WHO and ACMRC, the rehabilitation profession is not only limited to rehabilitate, restore, optimal, independency, revitalize but also it is renowned as a noble, empathy- driven, compassion-centered, people-focused and humanitarian profession that supports individuals and their families over an extended period, that demands compassion and active engagement with their clients.

Compassion connects us with others and helps build a trustworthy and meaningful connection, while life satisfaction gives you a sense of purpose for your higher goals. Long-term life satisfaction is deeply rooted in family dynamics. But what about work dynamics? People spend a substantial amount of time in their office environment, so it is expected that the work we do supports our life objectives and allows us to feel content. A famous quote by Steve Jobs, “*The only way to do great work is to love what you do.*” For work dynamics it's important to work in that value-driven environment which bridging the gap between subjective work well-being and life satisfaction. Because work-family integration is the key predictor of healthy work dynamics and overall, well-being. This insight is further corroborated by Sanso et al. (2020) who examined the effect of self-care and self-compassion among Spanish nurses. The results highlighted that self-care, and self-compassion had more impact on nurses’ job happiness and life satisfaction than their practice environment. It suggested professional quality of life showed a positive relationship with life satisfaction.

Burnout is the state of mental, physical and emotional exhaustion, triggered by several determinants that arise from chronic, long term self-neglect, diffused boundaries, impotency, presenteeism, marginalisation, analysis paralysis and derailment. However, the counter question remains: *If the work life ecosystem is dysfunctional then?* Then, Burnout and Compassion fatigue will take the front seat if we are exploring the contributors that trigger mental health and aggravate occupational stress driven by maladaptive workplace and family environments. Moreover, issues arise when work-family responsibilities override the other, leading to exhaustion, compromise work-family commitments and unmet subjective needs. The progression of psychological distress for a prolonged period, it eventually culminates Secondary Traumatic stress.

1.1 Life Satisfaction

According to Dogan et al. in (2022), a study was conducted on 138 healthcare professionals to determine the job and life satisfaction level of healthcare professionals working with special care needs patients. The results indicated that a positive correlation was

found between job and life satisfaction among healthcare professionals who were satisfied with their job and salary. Furthermore, the study concluded that job satisfaction plays a crucial role in life satisfaction and individual productivity.

A cross-sectional study was conducted in Poland among 350 professionally active nurses and midwives to assess life satisfaction, job satisfaction and the level of professional burnout. This study indicates a significant negative correlation between occupational burnout with Life and Job satisfaction which suggest higher job and life satisfaction among midwives and nurses to prevent occupational burnout (Uchmanowicz et al., 2019).

1.2 Professional Quality of Life

An Exploratory cross sectional survey study conducted on Nurses working in 4 adult critical care units (AACN). This study mainly focuses on the relationship between critical care work environment and Professional Quality of Life. The result implies that Nurses reported average levels of compassion satisfaction and burnout, but they have high levels of secondary traumatic levels from patient trauma (Monroe et al., 2020).

1.3 Work-Family Conflict and Family Work Conflict

This cross-sectional quantitative study was conducted by Kılıç and Aydemir (2026) using a sample size of 469 healthcare professionals. The primary objective of this research is to analyse the relationship between compassion fatigue and psychological resilience with work-family life balance in healthcare professionals. The findings suggest that Compassion Fatigue and Resilience both share a moderate negative correlation with each other; similarly Work-life balance follows the same trend with Compassion Fatigue. And highlights that there is a positive correlation between psychological resilience and work-life family balance.

2. Literature Review

A study was conducted by Etesaminia and Tarim in 2025. This study mainly focuses on the relationship between work-family conflict and compassion fatigue in healthcare workers. The cross-sectional study was conducted by using face-to-face survey methods on 431 healthcare workers working in private hospitals in Istanbul. This study confirms that there is a relationship between work-family conflict and compassion fatigue, and the negative impacts of both can subsequently increase burnout situations and psychological distress among professionals, ultimately impacting their overall quality of work.

The research study was carried out by Zainab et al. (2025), who examined 100 female healthcare professionals in Pakistan. The study emphasises that work-family conflict is a major cause of psychosocial issues and that compassion fatigue acts as an intermediary variable.

A Cross- sectional study conducted on 312 Oncologists across Canada. This study mainly emphasizes burnout, compassion fatigue, workload, time pressure at work, work-family conflict and other personal, family and occupational characteristics. It mainly focuses on how burnout and compassion fatigue affect overall work-family balance. This study found that burnout, compassion fatigue, and work-family conflict share common ground, and subjective time pressure is a key predictor (Kleiner & Wallace, 2017)

According to Hosseinjanizadeh et al. (2022), a study was conducted on 159 married nurses of eight public hospitals of Kerman, Iran. The objective of this study was to interpret self-differentiation as a mediator and check the correlation among the variables compassion fatigue, moral distress and work-family conflict among nurses. The researcher chose a descriptive correlational method and convenience sampling. Results showed that all these variables, self-differentiation, compassion fatigue, and moral distress, could significantly predict work-family conflict in nurses. It concluded that self-differentiation skills can significantly reduce compassion fatigue and more stress in nurses and thus reduce work family conflict.

Research conducted on 60 clinicians aged 26-67 years administered the Professional Quality of Life scale to assess compassion fatigue, burnout and secondary traumatic stress. The results revealed that burnout was most prevalent among individuals whose work was emotionally exhausting or who operated in stressful environments. Conversely, those who had long been involved in helping professions and were happy or who maintained private practices exhibited higher levels of compassion satisfaction (Bhutani et al., 2012)

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The research study was carried out by Argan and Mersin (2021), who examined life satisfaction, life quality and leisure satisfaction among health professionals. The outcome of this research suggested that there was a positive significant relationship between the variables with the rise in level of leisure satisfaction of health professionals, also increases the life satisfaction and life quality. According to Rupert et al. (2012), a study was conducted on 368

professional psychologists. The aim of this study was to predict work-family conflict and life satisfaction. The findings suggest that work-life balance increases life satisfaction.

This cross-sectional quantitative study was conducted by Stevanovic and Rupert in 2009. This study focuses on work-family spillover and life satisfaction among professional psychologists. The study shows both positive and negative correlation between family and work domains. Results suggested that family support and life satisfaction have a positive relationship with workplace satisfaction. On the other hand, family stressors and lowered satisfaction that leads to emotional exhaustion.

2.1 Purpose

The purpose is to study the relationship between work-family conflict, professional quality of life and life satisfaction among rehabilitation professionals.

2.2 Hypothesis

H₁: There will be a significant correlation between Professional Quality of Life dimensions (Compassion Satisfaction, Burnout and Secondary Traumatic Stress) and Life Satisfaction.

H₂: There will be a significant negative correlation between Work-Family Conflict and Family-Work Conflict and life satisfaction

H₃: There will be a significant correlation between Professional Quality of Life dimensions and Work-Family Conflict

H₄: There will be a significant correlation between Professional Quality of Life dimensions and Family-Work Conflict

H₅: There will be a significant positive correlation between Work-Family Conflict and Family-Work Conflict.

3. Methods

3.1 Sample

A total of 30 rehabilitation professionals from Delhi city participated in this study.

3.2 Measures

The Satisfaction with Life Scale (SWLS): The Satisfaction with Life Scale as developed by Diener et al. in 1985 is a self-reported questionnaire meant to measure an individual's perceived life satisfaction. The scale consisted of 5 items scored on a 7-point scale Likert Scale (1 = Strongly Disagree to 7 = Strongly Agree)

The Professional Quality of Life Scale (ProQol): The Professional Quality of Life Scale as developed by Dr. Beth Hudnall Stamm in 1985 is a self-report questionnaire meant to

measure the advantages and disadvantages of helping Professionals. The scale comprises 3 Sub dimensions which covers Compassion Satisfaction, Burnout and Secondary Traumatic Stress. The 30 items on the scale were rated on a 5-point Likert scale (From 1 =never to 5 = Very often).

The Work -Family Conflict Scale (WAFCS): The Work- Family Conflict Scale as developed by Netemeyer et al. (1996) was used to measure the *work-family* conflict levels of employees. The two sub-dimensions of the scale are work-to-family conflict resulting from work life and family-to-work conflict resulting from family life. The scale comprises five items for each dimension. The scale was translated into Turkish by Efeoglu (2006).

4. Analysis of Data

4.1 Results

Table 1: *N, Mean and Standard Deviation*

	Life Satisfaction	Work-family conflict	Family-work conflict	Compassion Satisfaction	Burnout	Secondary Traumatic Stress
N	35	35	35	35	35	35
Mean	22.0	23.6	13.9	37.7	24.6	25.8
Standard deviation	6.75	7.18	8.43	7.86	4.86	7.97

Table 2: *Correlation*

	Life Satisfaction	Work-family conflict	Family-work conflict	Compassion Satisfaction	Burnout	Secondary Traumatic Stress
Life Satisfaction	—					
Work-family conflict	-0.313	—				
Family-work conflict	-0.139	0.412*	—			
Compassion Satisfaction	0.277	-0.017	-0.098	—		
Burnout	-0.189	0.216	0.540***	-0.134	—	
Secondary Traumatic Stress	-0.102	0.319	0.568***	0.078	0.820***	—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

5. Discussion of Results

The results found out that family-work conflict has significant positive correlation with work-family conflict ($r=0.41$ $p < .05$) whereas burnout has significant positive correlation with family-work conflict ($r=0.54$, $p<.001$). Hence, the hypothesis that there will be a significant positive correlation between Work-Family Conflict and Family-Work Conflict is Accepted. This pattern of results is consistent with the previous literature conducted by Ajala in 2017 on the working mothers in public hospital nurses and government clerical staff in Ekiti Staff of Nigeria. The results of this study suggested that there was a significant relationship between Work-Family Conflict, Family-Work Conflict and Job performance of working mothers.

The Correlation findings for Professional Quality of Life dimensions with family-work conflict highlights that only burnout ($r=0.54$, $p<.001$) and secondary traumatic stress ($r=0.57$, $p<.001$) both have significant positive correlation whereas Compassion satisfaction has failed to show any significant relationship with family-work conflict. Therefore, our research findings partially support our H4. The present results are consistent with previous study done by Zandian et al. (2010), and results strongly back up our findings that Quality of work life has negative significant correlation with family life stressors. Another research study confirmed that working/ rotating shifts overall affects the work life balance and reduces job satisfaction (Al-Hammouri & Rababah, 2023).

On the other hand, Secondary Traumatic Stress has significant positive correlation with Burnout ($r= 0.82$, $p<.001$). A research study by Ciealak et al. (2014) carried out the similar findings that professionals highly tend to attain secondary traumatic stress in carrying job burnout for a long time which supports our H5, clearly demonstrating that burnout and secondary traumatic stress are highly correlated with each other. Another empirical research done by Wang et al. (2020) indicates that the overall living condition of a person triggers both dependent variables as long working hours, job satisfaction, poor sleep quality led to burnout, while chronic occupational stress and poor working condition leaves professionals highly prone to secondary traumatic stress.

There is no correlation between Life Satisfaction with Work-family conflict and Professional Quality of Life but in contrast if research outputs an empirical study conducted by Abbaszadeh et al. in 2024. The findings revealed that there is a significant positive correlation between occupational stress and life satisfaction and also shared a negative significant correlation between occupational stress and job satisfaction.

6. Conclusion

The research study was undertaken with the aim of determining the relationship between life satisfaction, professionals' quality of life and work- family conflict. The synopsis of the results, synthesis that there is a positive significant correlation between burnout and secondary traumatic stress with family-work conflict. The study also revealed that there is a positive significant correlation between family-work conflict and work-family conflict. Furthermore, the findings indicate that there is a positive significant correlation between secondary traumatic stress and burnout. The crux of this study suggests that work-family dynamics affect the overall well-being of a person. It is crucial to take proactive steps for stress management and prioritize mental well-being, ensuring that chronic stress escalates the severe psychological distress if persistent for long. The current study was limited to a small sample size of 35 professionals yet facilitates the vast scope of future research to augment the reliability of findings in a broader demographic scale. For progressing the work in this domain, we can further incorporate more variables like Self-efficacy, Emotional intelligence, loneliness, Procrastination, Marital Satisfaction, Alienation to explore the intricacies of work-family dynamics and subjective well-being. Although the present study deployed an online survey method. Furthermore, we can adopt a mixed method research design for future research for in-depth perspective.

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