Examining Work-Family Enrichment and Meaningful work in Organizations in Service Industry of Pakistan

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ARTICLE INFO	ABSTRACT
	This research emphasis that the path of improvement at the work life will bring about modifications in the family life of the person is known as work-family enrichment. The work-family enrichment describes that the engagement of a person in the family results in the good mood, which can assist in the work through enhancing the confidence of the person. The family and work are the main factors which play a vital role in the life of a person. It is not possible for a person to fulfill the duties of one element and ignore the other. Both of these are connected and have a large impact on the life of a person. In the starting stages, a person connects with family elements only, but later the work element is connected with the family element. Therefore, there is a requirement to develop enrichment between these two elements, and it is the only way to be glad and accomplished in life. Sadly, it isn't simple to maintain both factors effectively, but it is considered that a person cannot accomplish without managing both factors. The balance between work and family is the primary need for an accomplished life. The psychological ownership is vital in this regard which describes that a person feels a cognitive-affective state. The psychological ownerships include the main three-factor, and these are the commitment, self-concept and the attitude of an individual. The psychological ownerships assist to understand the complete work-family enrichment.

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1. Introduction

Work family enrichment is the most vital phenomena in an employee's life. In Pakistan work and family life has obsessive effects on employee's life. Various researches have shown that work family enrichment has Cognitive and physiological effects on employees (Barnett & Hyde, 2001), more specifically when the both roles benefit each other (Perry-Jenkins, Repetti, & Crouter, 2000). Recent studies further guide that impressions of fairness, inclusive leadership and public service motivation play an important role in encouraging work–family enrichment across professional environments (Zhang et al., 2025). Furthermore, participative and genuine leadership approaches have been shown to foster Work Family Enrichment by providing Interpersonal assets and mental/emotional security, which increase employees' intensity to deliver positive experiences from work to family fields (Malik & Singh, 2024; Silva, Duarte, & Oliveira, 2023). Recognized fairness in work-family policies (interpersonal, distributive, procedural and informational justice) positively indicates work-to-family enrichment (Banik, 2024). Recent evidence shows that significant work serves as a vital psychological mechanism connecting organizational factors to work–family results (Silva, Duarte, & Oliveira, 2023). Employees who assume their work as significant are more likely to face positive secondary effects between work and family fields (Bragger et al., 2005; Silva, Duarte, & Oliveira, 2023).

A recent study guides that psychological mechanisms such as mental evaluation and role engagement, describe how employees assimilate their work roles, ultimately affecting positive outcomes (Muecke & Greenwald, 2026). It has been experienced that if the employees are glad with their family life, they have a mindset and tend to be more active at work (Rice, Frone, & McFarlin, 1992; Rice et al., 1985). Modern research points out that motivational mindset and interpersonal energy promote mutual attitudes, containing felt obligation, which influence work–family enrichment (Gao et al., 2025). Employee participation in both positions can protect employees from suffering during one of the roles. For example, research has found that the association between familial pressures and decreased well-being is lower for persons who have more gratifying, high-quality work experiences (Barnett, Marshall, & Sayer, 1992; Voydanoff & Donnelly, 1999). The primary problem that arises from this study is to meet the criterion and investigate the relationship between job-family enrichment and meaningful employment for individuals in organisations (Marks, 1977). has described that inclusion in the same roles produces power that can be used to improve experiences in other roles. In Pakistan, employees' work life is very tough, and it becomes very hard for employees to give time to their families. But in various organizations employees are being given benefits, and many other facilities like bonuses and increments for good performance, as employees are driven by that. This research is conducted on the telecom and banking sectors in Pakistan to analyse the impact of work-family enrichment on meaningful work, including two mediators i.e psychological ownership and meaningful work. The prime focus of this study is on work-family enrichment. It has been explained that both roles are vital in an employee's life. These experiences modify the overall roles of life and enrich each other (Wayne et al., 2020).

The professional business companies not only work for their progress and development, but also work for the progress and growth of its staff and workforce. Many organisations contribute to its staff and help them to enhance their abilities, capability and scale of achievements (Jung & Yoon, 2016). These companies take the efficient and essential procedures in order to increase the skill sets of their labor. It not only enhances the company's performance and productivity, but it also increases the personal skill set that assist to manage and controlling personal life events (Kim & Beehr, 2018). Such actions make staff satisfied with their job. Thus, they can perform very well at the organisational level and also at the personal level. Still, the prime objectives of these steps is to increase the performance, ability and level of satisfaction among employees(Kim & Beehr, 2018). It includes trainings, performance-increasing meetings, and awareness campaigns that help to increase the competency of employees. The study that contains the effect of family enrichment in a proper organization contains high significance because it plays an important role in the progress of many individuals' personal and family life (Rothausen & Henderson, 2019). On the other hand, this study is a great proof that provides outcomes and effects of such contributions of companies towards its workforce (Rothausen & Henderson, 2019). Discussing about the further contribution and importance of the study it will enhance the focus of the study by providing the actions that help to subsidize in more effective means(Rothausen & Henderson, 2019).

2. Literature Review
2.1. Work-Family Enrichment
Modern researches shows that the positive spillover perspective, displaying that enriched work generate emotional energy and role efficiency that benefit family functioning (Silva, Duarte, & Oliveira, 2023). Organizational justice are vitally correlated with work-to-family enrichment, highlighting the role of fair solution in increasing cross-domain resource gains (Heskiau & McCarthy, 2021). Work-family enrichment follow the pattern of relational energy when employees have low power distance (Zhang, Liu, & Wang, 2025). Recent studies focuses work–family enrichment as the movement of resources and skills from work to family roles (Greenhaus & Powell, 2006). The family-work enrichment simply occurs when the interference of family towards work provides suitable results in the generation of good quality and positive mood such as feelings of success (Lapierre et al., 2018). Work–family enrichment refers to the extent to which encounters at work improve the quality of family life through the movement of resources such as positive affect and psychological capital (Greenhaus & Powell, 2006). Company staff who faces work family enrichment perceive their working as an asset rather than a burden, focusing them to fulfil both work and family tasks more effectively (Zulkarnain et al., 2024). Work-family enhancement focuses on the transfer of relational resources. Work-family enrichment is defined as experiences in one position that improve the quality of life in a mutual role. Work-family enrichment explains leadership's involvement in organisational success (Zhang et al., 2025).

Work-family enrichment refers to the movement of internal resources from the workplace to the family domain. Zhang, Liu and Wang (2025) applied a longitudinal model to check mediation, focusing on the use of various information in checking relationships in work-family research (Ahmed, Azhar, & Mohammad, 2024; Mohammad & Ahmed, 2017).

Recent research has shifted its focus to the interaction known as work-family enrichment, in which resources gained by involvement in one position improve the quality of functioning in another. This implies that the work-family relationship is not negative, but rather depends on organisational capacity and contextual circumstances (Ghosh & Ray, 2026). Job enrichment, explained with components which include skill and performance feedback, has been defined as a main background for personal inspiration and increased work-family attachment. Together, job enrichment represents one of the main mechanisms through which companies can affect employees' ability to combine work and family responsibilities (Ghosh & Ray, 2026). Employees in today's technology-driven service sector strive to balance their professional and personal lives. Work-family issues exacerbate this strain, disrupt equilibrium, and reduce well-being. (Kamboj & A., 2026). As the building, engineering, and construction industry handles employee stress and work-life balance, while also demonstrating diversity and maintaining sustainable development between talented staff members, these organisations maintain a range of flexible schedules across staff members with high levels of success (Dhaenens et al., 2026). Organisations recognise the value of workplace wellness for employee availability and advancement. This article discusses the connections between work-family balance. Our research underlines the need of fostering a work-family culture in order to create workplace happiness. The study adds to the pool of knowledge by demonstrating that the relationship involving both of these factors also contributes to employee engagement (Momin & Rolla, 2026).

Another research conducted has defined the concept of work-family enrichment, and it is observed that feelings of success, which usually supports to the individuals in coping in a much better, confident and recharged way. Moreover, it is observed that work-family enrichment is considered to be a domain imparting a strong effect on the within-domain consequences as compared to that of cross-domain consequence (Zhang et al., 2018). Social exchange Theory is a sociological and psychological concept which incorporates towards the social behaviors for the interaction of two parties who are likely to implement a cost-benefit evaluation for the determination of both the benefits and risks as well The research argued on the changes which are imparted on the workplace characteristics over the last few decades as the relationship for the traditional and theoretical framework is regarded to be imperious in this way (Cropanzano et al., 2017). Work-family enrichment theory is considered to be a facilitation concept which refers to the processing of the work-life interface when both work and family are allies(Ragmoun & Alfalih, 2024; Ragmoun, Alfalih, & Alfalih, 2017). The theory determines the experience containing the improvisation of quality of life, which occurs through the description of work and family roles. The research has proven the theoretical outlook to be an exploration of the mediating mechanisms related to self-efficacy and work-life balance (Chan et al., 2016). Effective employment and enrichment in the workplace and family are positively related.

The author explains that if a person has to work in his field, and he or she is satisfied with the job, the results could be proven very effective. The major factors on which the author has focused are meaningful work, job satisfaction and other important aspects. There has been a significant increase in the demand for useful work (Blake A. Allan, 2018). Meaningful work displays employees' thoughts that their work is important and connected with their personal values (Steger, Dik, & Duffy, 2012). A previous study has shown that meaningful employment improves motivation and psychological well-being (Geldenhuys, Łaba, & Venter, 2014). Recent research confirms that meaningful work plays a significant role in shaping employee well-being, workplace connection, and enrichment processes (Zulkarnain et al., 2024). Work meaning is a critical mediator between home-work distribution and life satisfaction, especially when family flexibility is limited. (Dughi et al., 2025). A recent study explains that meaningful work plays a vital role in shaping positive work–family dynamics. Specifically, meaningful work increases employees' contribution and fulfilment, which coordinates the transmission of positive emotions into family life (Silva, Duarte, & Oliveira, 2023). Studies established in 2025 highlight that meaningful work contributes to enrichment outcomes by strengthening employees' psychological connections to their roles and organizations (Kossek et al., 2023). Meaningful employment is considered as a significant predictor of work-family enrichment.

Effective employment is defined as a sense of purpose and alignment with one's beliefs (Steger, Dik, & Duffy, 2012). Employees who experience a high quality of work express higher emotional commitment to their responsibilities and greater drive to spend personal resources in their work (Geldenhuys, Łaba, & Venter, 2014). If a person does not carry an accurate attitude there is less chance that a meaningful outcome could be seen. Hence, for this reason, it is vital for an individual to working in a job that makes him feel happy (Blake A. Allan, 2018). The resource-based model suggests that positive experiences gained skills and social capital enhance family life (Zhang et al., 2025). There is a positive relationship between work-family enrichment and psychological ownership. The psychological relationship explains that individuals need to take ownership of the organisation in order to work in it (Scholarios, 2004). Inclusive leadership provides key resources (like psychological safety and empowerment) that can be formulated as part of meaningful work, which in turn focuses on WFE (Zhang, Liu, & Wang, 2025). Psychological ownership increases employees' willingness to spend personal assets at work, which promotes positively in life at home (Silva, Duarte, & Oliveira, 2023). Recent research suggests that cognitive evaluation processes play an important role in translating meaningful effort into favourable outcomes (Muecke & Greenwald, 2026). Employees who appraise their work as important are more likely to develop ownership, encouraging them to allocate additional resources.

This sense of ownership motivates employees to give energy and skill set in their work roles, which can spill over into the family domain, increasing work–family enrichment (Silva, Duarte, & Oliveira, 2023). Thus, psychological ownership gives a plausible mediating mechanism connecting meaningful work to Work Family Enrichment. Psychological ownership refers to a state in which employees feel a sense of ownership and responsibility toward their work and company (Pierce, 2001). The relationship between psychological and work is very close; therefore, the self-improvement of an employee is necessary. This leads to a better lifestyle and effective performance (Van Dyne, 2004). Research on employee service motivation also explains that obligation-based mechanisms boost employees to put additional effort that increases both work and family domains (Zhang et al., 2025). There is a positive relationship between work-family enrichment and feeling an obligation. Parents have their duty while, on the other hand, children need to focus on their duty; there is less chance of any issue to be developed. There are five factors on which the authors have explained the duties of family. Contact is one of the major factors which should be maintained in the family (Corso, 2013).

Recent studies explain that energy and motivational resources amplify employees' obligation, which influences positive work behaviors and outcomes (Kim, Kim, & Holland, 2020). Study on employee job motivation point out that meaningful work drive obligation-based attitudes that boost employees to perform beyond formal job tasks (Zhang et al., 2025). Psychological control and meaningful job are positively related. Jon L. Pierce concentrates on the topic of ownership inside the company. The psychological ownership can be defined as taking ownership for the job; there is job satisfaction in the employee, and working in a particular environment increases the performance. A state of mind should be developed for an individual to own the thing in the organization's pottery himself as the owner. The core feeling of ownership can be explained as the possession of any work to be done (Pierce, 2001). An individual must contain the self-identity to work confidently and with passion. It has been observed that employees do not usually express themselves as they should. Working responsibly can enhance the ability of ownership (Pierce, 2001). Recent findings explain this mechanism by defining that psychological mediators play a vital role in explaining enrichment results (Butt et al., 2020; Muecke & Greenwald, 2026). Moderated mediation models in work-family study supports investigating indirect effects, such as those involving family flexibility and power distance (Dughi et al., 2025; Zhang, Liu, & Wang, 2025).

Employees who have the resources are better able to transfer good abilities and energy into their personal sphere, resulting in high work-family enrichment (Greenhaus & Powell, 2006; Timms et al., 2015). Psychological ownership modulates the relationship between familial enrichment and meaningful work. Wang et al. performed their research to observe the psychological control of one's position along with the explanation of both favorable and detrimental workplace effects associated with job engagement. The background insinuations of this research are based on the fact that job engagement usually donates to the extent through which the worker makes investments to the full self-performance of the job. It is evaluated that existing research has studied the good benefits of job engagement while paying little regard to

the possible costs of organizations. In this regard, connection with a theoretical framework is further developed on behalf of self-theory, and the literature on psychological ownership is viewed as an overarching theoretical framework (Wang et al., 2019). For any one of the listed variables, it can be believed as the result of two research projects that multiple scoring and multi-phase data participation will basically lead to positive workplace outcomes, in which the effectiveness of behavior associated with organizational citizenship through emotional ownership will be involved. It is also seen simultaneously as well that job involvement is more likely to have good relationships with the poor work environment results in which territorial conduct based on knowledge concealment and pro-job dishonesty are part of the same kind are based on psychological control (Wang et al., 2019). Felt commitment mediates the relationship between familial enrichment and meaningful labor.

Martinez-Sanchez et al. did additional study on the topics of felt obligation, work-family policy, and employment-family enrichment. The primary goal of the research was to examine the effects of a set of policies linked to work-family enrichment on individual job satisfaction and organizational commitment. In this context, a predominantly empirical study carried out with a group of 322 workers drawn from Spanish enterprises. The study hypothesis was developed and tested based on structural equation modeling (Martinez-Sanchez et al., 2018). Results of this research have shown that higher use of Work-family development.policies enhances the extent of felt obligation in a more positive manner and thus, the conflicts in this regard are more likely to be decreased with the increment in the job satisfaction.

2.2. Hypothesis Development
2.2.1. Work Family Enrichment and Meaningful Work
Research results suggest that work-family enrichment is strongly influenced by leadership attributes and meaningful work experiences (Galanakis & Tsitouri, 2022; Silva, Duarte, & Oliveira, 2023). Work-family enrichment has been shown to coexist with better levels of job engagement (Timms et al., 2015).

H1: There is a positive relation between work-family enrichment and meaningful work

2.2.2. Relationship between work-family enrichment and psychological ownership
The research supports the use of mediation model in work-family study, where psychological mechanisms explain how work resources support family life (Zhang, Liu, & Wang, 2025).

H2a: Psychological ownership and work-family enrichment are closely associated.

2.2.3. Relationship between work-family enrichment and felt obligation
Empirical research demonstrates that pleasant job experiences improve employees' overall well-being (Jiang & Men, 2017; Silva, Duarte, & Oliveira, 2023). Recent study emphasizes that work family enhancement is substantially related to positive work attitudes such as satisfaction and well-being (Timms et al., 2015; Zhang et al., 2025).

H2b: There is a favorable association between enhancing work-family and perceived obligation.

2.2.4. Relationship between psychological ownership and meaningful work
Meaningful employment improves satisfaction as work-family enrichment by bringing psychological resources into the family realm (Dughi et al., 2025).

H3a: Emotional ownership and meaningful job are positively related.

2.2.5. Relation between work-family enrichment and meaningful work under psychological ownership
The human resources department should implement programs that help both employees as well as their families enrich their professional lives, especially in today's work environment. Managers should prioritize developing bonds with their staff members through honest dialogue and support, as this bond immediately enhances work motivation and reduces turnover intentions (Kidron & Vinarski Peretz, 2026).

H4: Psychological ownership mediates the relation between work-family enrichment and meaningful work.

2.2.6. Relation between work-family enrichment and meaningful work under Felt Obligation

Connecting these perspectives, recent studies supports a psychological process in which meaningful work increases employees' connection to their roles, leading psychological ownership and felt obligation. These states boost up employees to invest additional and emotional resources at work (Pierce, 2001; Silva, Duarte, & Oliveira, 2023).

H5: Felt responsibility mediates the relationship between the integration of work and and meaningful labor.

3.   Research Framework
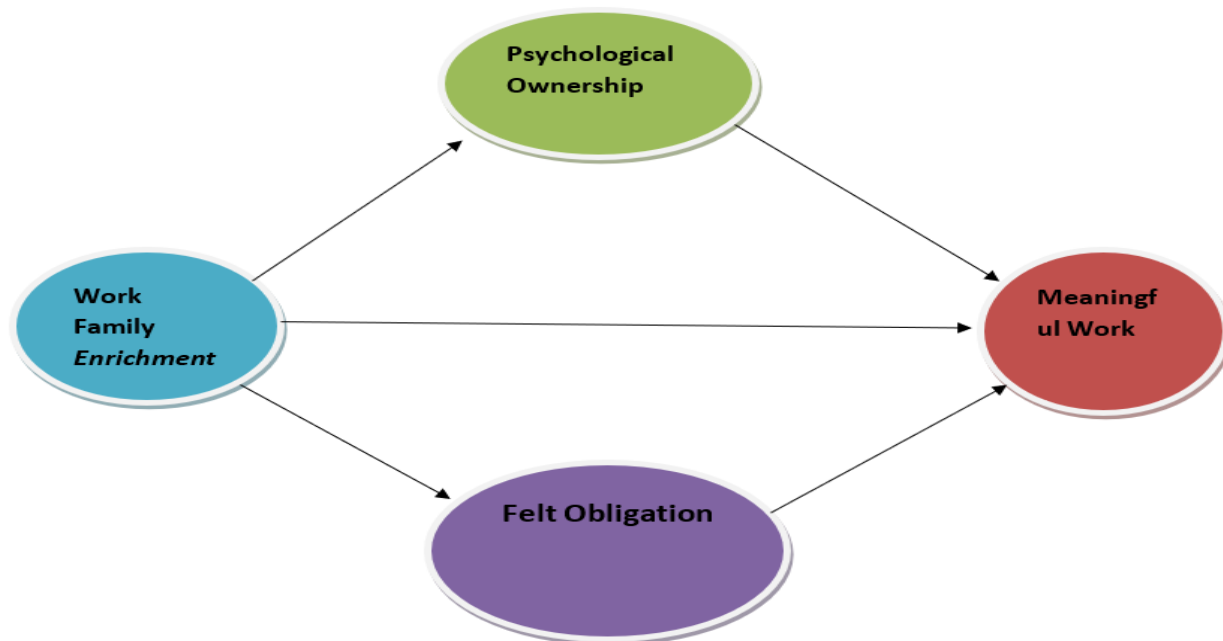
4.   Research Methodology

The nature of this study is cross-sectional and quantitative, as data were obtained via a questionnaire. Furthermore, this study is conducted in a non-contrived situation. Employees serve as the analytical unit. SPSS or SmartPLS software was used to conduct the analysis. The population targeted of this study includes employees working in the telecommunications and banking sectors, with a final sample size of 214. The individuals who were selected from top-level management for participating in this research are 99. The upper management of the organisations was selected from both of the sectors. The individuals who are selected from middle-level management for the sampling of this research are 77. The individuals who are selected from low-level management for the sampling of this research are 38. The simple random technique of sampling is used in this research. The study was a field study, and some of the data was collected through online means, and 500 questionnaires were distributed among employees, and 240 questionnaires were received and response rate. Some questionnaires had some missing data. The overall response rate was 42.8. Survey research design is mainly referred to as the quantitative research approach in which a sample is selected for the determination of attitudes and behaviours of people as the characteristics of that population. The PLS software in this research was employed for the critical evaluation of data and for the assessment of the reliability of the information.

4.1.   Analysis and Results

A total of 214 questionnaires were distributed to the people related population, and the questionnaire was distributed among 300 people, and 214 people among them responded to the analysis. Besides them, some of the incomplete responses have also been rejected. It is significant to note that Table 1 represents the demographics of the workers in the domains of gender, as it is perceived that 138 were male workers, while 75 were female workers who were

selected for this research. Thus, it is perceived that the male response to the research was 65% while 35% was the female response.

Table 1: Gender

		Frequency	Per cent	Valid Percent	Cumulative Percent
	1	138	64.5	64.8	64.8
Valid	2	75	35.0	35.2	100.0
	Total	213	99.5	100.0	
Missing	System	1	.5		
Total		214	100.0		

Table 2: Age

		Frequency	Per cent	Valid Percent	Cumulative Percent
	1	79	36.9	36.9	36.9
	2	111	51.9	51.9	88.8
Valid	3	24	11.2	11.2	100.0
	Total	214	100.0	100.0	

Table 3: Marital status

		Frequency	Per cent	Valid Percent	Cumulative Percent
	1	89	41.6	41.6	41.6
	2	124	57.9	57.9	99.5
Valid	3	1	.5	.5	100.0
	Total	214	100.0	100.0	

Table 3: Organization

		Frequency	Per cent	Valid Percent	Cumulative Percent
	1	99	46.3	46.3	46.3
	2	77	36.0	36.0	82.2
Valid	3	38	17.8	17.8	100.0
	Total	214	100.0	100.0	

Table 4: Highest Qualification

		Frequency	Per cent	Valid Percent	Cumulative Percent
	1	12	5.6	5.6	5.6
	2	116	54.2	54.2	59.8
Valid	3	86	40.2	40.2	100.0
	Total	214	100.0	100.0	

Table 5: Monthly income

		Frequency	Per cent	Valid Percent	Cumulative Percent
	1	19	8.9	8.9	8.9
	2	115	53.7	53.7	62.6
Valid	3	80	37.4	37.4	100.0
	Total	214	100.0	100.0	

4.2. Analysis and Results

For data analysis, we have used PLS software because it is suitable for academic research (Hair et al., 2017; Lee et al., 2011). Different research methods are used in the evaluation of item reliability along with determining content validity, internal consistency, discriminant and convergent validity (Hair et al., 2012; Henseler, Ringle, & Sinkovics, 2009).

Table 6

	Cronbach's Alpha	Composite Reliability	Average Variance Extracted
Felt Obligation	0.857	0.894	0.586
Meaningful Work	0.914	0.933	0.699
Psychological Ownership	0.914	0.934	0.702
Work family enrichment	0.919	0.934	0.639

Discriminant validity describes that various measures for a given construction must be related strongly to its own measures and other constructs measures (Campbell & Fiske, 1959). Following table no 4.4 show the cross-loading of all constructs of this study.

Table 7

	Felt Obligation	Meaningful Work	Psychological Ownership	Work-family enrichment
Felt Obligation	0.766			
Meaningful Work	0.774	0.836		
Psychological Ownership	0.736	0.746	0.838	
Workfamily enrichment	0.656	0.782	0.673	0.799

Table 8: Path Coefficients / Hypotheses Testing

Hypothesis Results

Hypothesis	Relationship	Hypothesis Statement	Results
H1	Work Family Enrichment and Meaningful Work	There is a positive relation between work-family enrichment and meaningful work	Accepted β= 0.000 and t-value= 5.940 Here p< 0.05
H2a	Relationshhip between work-family enrichment and psychological ownership	There is a positive relationship between work-family enrichment and psychological ownership.	Accepted β = 0.000 and t-value= 12.717 Here p< 0.05
H2b	relationship between work-family enrichment and felt obligation	There is a positive relationship between work-family enrichment and felt an obligation	Accepted β= 0.000 and t-value= 5.322 Here p< 0.05
H3a	Relationship between psychological ownership and meaningful work	There is a positive relationship between psychological ownership and meaningful work.	Accepted β= 0.000 and t-value= 11.293 Here p< 0.05
H3b	Relationship between felt mediation and meaningful work.	There is a positive relationship between felt mediation and meaningful work.	Accepted β= 0.004 and t-value= 2.896 Here p< 0.05
H4	Relation between work-family enrichment and meaningful work under psychological ownership	Psychological ownership mediates the relation between work-family enrichment and meaningful work.	Accepted β= 0.000 and t-value= 5.172 Here p< 0.05
H5	Relation between work-family enrichment and meaningful work under Felt Obligation	Felt obligation mediates the relation work-family enrichment and meaningful work.	Accepted β= 0.007 and t-value= 2.695 Here p< 0.05

Table 9: Confidence Interval Bias Corrected

Paths	Direct Effect			Indirect Effect			Bias corrected confidence interval	
	Coefficient	t-value	p-value	Coefficient	t-value	p-value	2.5 %	97.5 %
Felt obligation -> Meaningful work	0.346	5.940	0.000				0.227	0.455
Work family Enrichment -> Felt obligation	0.660	12.717	0.000				0.551	0.752
Work family Enrichment ->	0.407	5.322	0.000				0.249	0.550

Meaningful work								
Work family Enrichment -> pyschological Ownership	0.675	11.293	0.000				0.553	0.785
pyschological Ownership -> Meaningful work	0.218	2.896	0.004				0.083	0.370
Work family Enrichment -> Felt obligation -> Meaningful work				0.229	5.172	0.000	0.144	0.317
Work family Enrichment -> pyschological Ownership -> Meaningful work				0.148	2.695	0.007	0.055	0.265

5. Discussion and conclusion

Work-family integration has been increasingly likely to affect employees' performance during the past few decades. The research conducted in the telecommunication and banking industries in Pakistan has boosted the managerial grasp of the interaction between two variables (work-family enrichment and meaningful work). Work-family improvement takes place whenever there is beneficial collaboration between employees and their families, such as support and happy moods (Lapierre et al., 2018). According to this study, work-family enrichment is the phenomenon whereby experiences in one aspect of life lead to improvements in another, such as increased productivity and success at work.." (Greenhaus & Powell, 2006). The aim of this research was to investigate how work-family enrichment affects meaningful labour using two mediators: psychological ownership and emotional obligation. Meaningfulness in this research was the dependent variable of this study, which was predicted by work-family enrichment. Two variables, felt obligation and psychological ownership, mediated the whole relationship. Based on the previous studies work family enrichment and meaningful work can help for the betterment of better life styles of employees. Their positive relation has been analysed by various researchers in which they support each other.Previous studies have demonstrated a beneficial relationship between psychological ownership and work-family enrichment. Organisational theory has also demonstrated that a positive work attitude affects the calibre of work (Piccolo & Colquitt, 2006). Research has demonstrated a beneficial relationship between emotional obligation and work-family enrichment. According to the theory of Eisenberger et al. (1986), companies that show concern for their employees' families are more likely to succeed. According to Eisenberger et al. (1986), workers take into account how they are treated in the workplace to create a global perception of the company's concern for its workers.

Psychological ownership affects the meaningful work in a way that the employee takes the job responsibility as his or her own personal work, and he or she is accountable for that work, resulting in the employee considering his or her job worthy, meaningful and worthwhile. (Hackman & Oldham, 1975). Previous studies have demonstrated a beneficial relationship between perceived obligation and meaningful work. People who obtain socioeconomic benefits from their organisations feel more obligated to them, perform better to help them reach their objectives, and will reciprocate the benefits (Cropanzano & Mitchell, 2005). The theory of social exchange has indicated that Obligations are established in persons over a certain length of time by the exchange practices who are giving advantage to each other (Blau, 2017). Previous research has demonstrated that the association between meaningful employment and work-family enrichment is mediated by psychological ownership. Employees are happier and more content with their work, take ownership of it, and find it more meaningful when they are satisfied with their employment resources (Albrecht & Su, 2012). Previous research has demonstrated that the association between valuable employment and work-family enrichment is mediated by emotional obligation. If someone is treated well within the company, he feels more obligated to repay the favor (Gouldner, 1960). Findings has supported the modern research on JD-R model

by adding psychological ownership and felt obligation together in a frame. This research has also some practical implications. For managers, our findings help them to analyze the importance of meaningful work. Our research results have also prompted CEOs and HR managers to give workers more freedom so they may make better judgments about their work. Findings of our research also indicate that organizations should also consider the importance of family life of employees as if they are happy or satisfied they will be more encouraged for their work. Another practical contribution of this research is that work life of employees have great influence on the individual attitudes (felt obligation) which will help the employees to be more productive at work in the future which will lead to organizational success. In conclusion work family enrichment has positive impact on the meaningful work. Support from the work life has great impact on the working capability of employees. When an organization's atmosphere positively affects its employees' lives, people tend to produce more meaningful work.

5.1. Limitation and Suggestions for Future Research

The study's completion duration, which was necessary for task execution, and the researcher's capacity to indulge a large sample size of the primary study are some obvious implications Considering the completion time, the analysis was said to be restricted to the timetable for finishing a dissertation that included all of the study's full sections.. There were time constraints as well as completing means and resources that made it possible for the research to involve a larger sample size in order to carry out the primary research, which clarified that the research had to allot sufficient time for each component of the complete study. In addition, it was stated that another challenge with the ease of sampling approach was identifying the questionnaire and the attitudes of the respondents.

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