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### The Influence of Work-Life Balance and Job Security on Employee Engagement: The Mediating Role of Job Satisfaction and the Moderating Effect of Employee Age

1<sup>st</sup> M Kamran Khan

1<sup>st</sup> Scholar, Department of Commerce, Thal University Bhakkar.

KEYWORDS	ABSTRACT
Work-Life Balance, Job Security, Employee Engagement, Job Satisfaction, Employee Age	This study aims to explore the effect of work-life balance and job security on employee engagement. Additionally, the research examines the mediating role of job satisfaction in the relationships between work-life balance, job security, and employee engagement. Lastly, the moderating effect of employee age on these relationships is investigated. A quantitative research design was employed, guided by a positivist research philosophy. The study's population consisted of employees from a multinational company, and a sample size of 300 respondents was selected using a convenience sampling technique. Data were collected through a structured survey questionnaire. SPSS and PLS-SEM were used to analyze the data and test the proposed hypotheses. The findings of the study reveal that work-life balance significantly enhances employee engagement. Similarly, job security positively influences employee engagement. The mediating role of job satisfaction was found to be significant. Furthermore, the moderating role of employee age showed a notable influence. This research underscores the importance of fostering a balanced and secure work environment and tailoring engagement strategies to accommodate the diverse age groups within the workforce.
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