**ABSTRACT**

**Objective:** To determine the extent of and the relationship between Job Satisfaction (JS) and Work-Life Balance (WLB) across cultures.

**Methodology:** European Social Survey (ESS) data 2012 were used to answer the research questions put forth. To organize and make meaning of the data, both descriptive and inferential statistics have been used. Mean scores and standard deviations of job satisfaction and satisfaction with work-life balance (WLB) were computed for all the 29 countries. Correlation analysis was used to discern and test for the correlations among the variables of interest. Independent samples t-test was used to compare countries with high power distance and those with low power distance on job satisfaction and satisfaction with work-life balance (WLB).

**Findings:** Mean scores of job satisfaction and satisfaction with WLB and correlation coefficients between the two varied across the countries under study as expected. Mean scores of job satisfaction ranged from 6.53 in Ukraine to 8.20 in Denmark. Similarly, mean scores of satisfaction with WLB varied from 6.08 in Russia to 7.65 in Denmark. Pearson’s coefficients of correlation between job satisfaction and satisfaction with WLB varied from .301 in Finland to .667 in Ukraine. Of the six dimensions of culture, only power distance had moderate inverse relationships with both job satisfaction and satisfaction with WLB. Furthermore, as a group, countries with low power distance (PD) had significantly higher job satisfaction than countries with high power distance.

**Value Added:** The study highlighted the relevance and importance of job satisfaction and satisfaction with WLB in organizations. It also showed the universality and culture-specificity of job satisfaction and satisfaction with WLB.

**Recommendations:** Managers need to pay attention to enhancing employees’ job satisfaction and satisfaction with WLB to ensure organizational effectiveness regardless of organizational context. Managers also need to employ culturally appropriate managerial strategies in promoting job satisfaction and satisfaction with LWB.