

EXPLORING NATURE OF WORK FAMILY CONFLICT: AN EXPLORATORY STUDY IN THE BANKING SECTOR

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ABSTRACT

The work family literature demonstrates the great vitality and diversity of scholarship and it is an omnipresent factor in the study of contemporary organizations and society. This study was designed to diagnose the pervading nature of work family conflict in Sri Lanka. A total of fifteen respondents were purposively selected from a high status occupations viz., banking organisations and the experience survey was employed. The majority of the employees interviewed are in accord with existence of time based and strain based work family conflict in Sri Lanka. Nonetheless, as the third form of work family conflict-behaviour based work family conflict- in the vantage point of the majority of the employees opined that there was a flimsy of evidence to its existence. Most importantly, this study identified a new form of psychological based work family conflict and thus these novel insights unequivocally contribute to revamp the work family conflict literature. This study becomes a springboard for future research studies.

Keywords: High status occupation, Role theory, Work family conflict

1. INTRODUCTION

Work family conflict (WFC) focuses on the difficulties employees have in balancing their work and family responsibilities (Adams, King, & King, 1996). Albeit voluminous research studies on work family interference have been carried out in Western cultures, no research has attempted to excel the concepts of work family conflict in Asian culture a rather researchers on same culture have just applied the developed concepts in different culture without any questions. Notwithstanding, there are bereft of research in collectivist culture and it has

thus been decided to conduct an exploratory study in order to clarify existing nature of work family conflict in Sri Lankan context. It thus helps to ensure adequate understanding of the investigating phenomenon and to provide lend support to mother lode concept derived from reviewed literature extant in the past. The objective of this research was twofold: one was designed to diagnose the nature of work family conflict and for portraying; other one is for dimension testing. Therefore, this research would exert meaningful interpretation to