Does work and family support moderate the relationship between work family interference and job satisfaction?

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Abstract

Of late, economic and business globalization incubates work family issues increasingly important not only in developed but also developing country. This study investigated the moderating effect of supervisor and family support between work family conflict (work to family conflict and family to work conflict) and job satisfaction. Using a simple random sampling, 127 employees working in a banking organization were selected and the relevant data were garnered with the aid of self-administrated questionnaire. Results indicated that work to family conflict and family to work conflict was significantly, negatively related to job satisfaction. Result further revealed that the family support moderated the family to work conflict and job satisfaction. Contrary to expectation, supervisor support did not moderate the relationship between work family conflict and job satisfaction. Implications for research and practice, and the limitations of the present study are discussed.

Keywords: *Family support, family to work conflict, job satisfaction, supervisor support, work to family conflict.*

1. Introduction

The issue of work family conflict has received a great attention of late. Both work and family domains are overriding aspects in the life of the people. Albeit human beings are well-nigh stuck to family structure, they hinge on work as it is the source for generating income that would necessary for the family functioning. In the contemporary world, employees are performing a multi-role in their day to day life (Livingston & Burley, 1991). As the difficult move to a more equal distribution between work and family roles execution, conflict between these two roles has become a striking concern for the organizations and individuals. The multi-roles performed by individuals in society today can become overwhelming and result in work family conflict. The issue of work family conflict has been considered as a particular concern for today's businesses (Grandey, Cordeiro, & Crouter, 2005).