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Additive and Multiplicative Effect of Academic Faculty's
Bi-Directional Conflict and Enrichment on Satisfaction with
Work Family Balance

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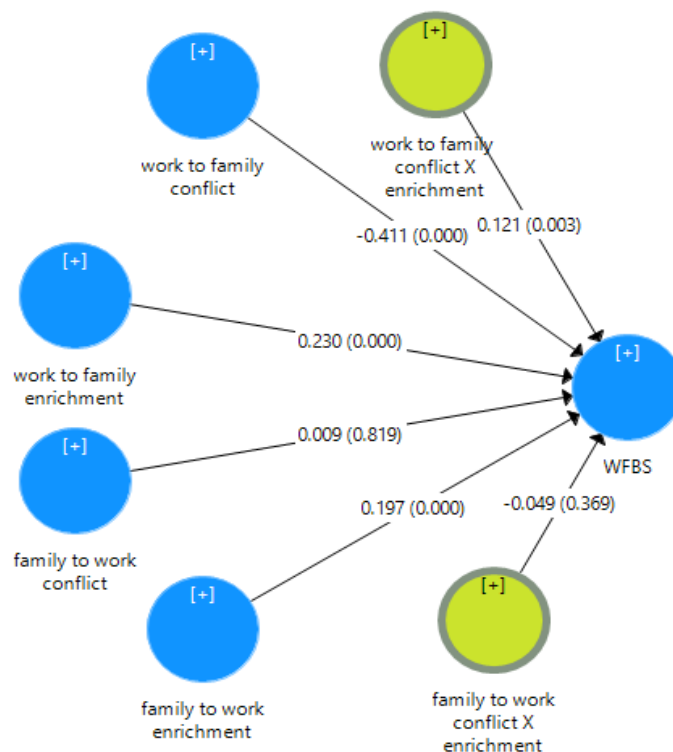




Research Highlights

This study explores how work to family conflict, family to work conflict, work to family enrichment and family to work enrichment influence faculty’s global balance measured as satisfaction with work family balance (SWFB). In addition the multiplicative interactive effect of work to family conflict with enrichment and family to work conflict and enrichment were also tested. Results revealed that work to family conflict and enrichment, their interaction and family to work enrichment were significantly related to SWFB. Work to family conflict was most potent predictor of outcome variable but there is a need for managers to improve faculty’s perception of work interfering with family. Both directions of enrichment had high levels but their importance was moderate while family to work conflict was very low in importance requiring minimal managerial interventions. Multi group analysis revealed no significant difference between male and female faculty.

Graphical Abstract





Research Objectives

Recently work family constructs are divided into directional linking mechanisms and non-direction but global perception of balance. The linking mechanisms are either negative such as conflict or positive such as enrichment. In addition these linking mechanisms are bi-directional in nature. Theoretically it is proposed that conflict and enrichment are antecedents of global experience of work family balance (Greenhaus & Allen, 2011). Scant research has explored relationship between these linking mechanisms and SWFB (Grawitch, Maloney, Barber, & Mooshegian, 2013; Wayne, Butts, Casper, & Allen, 2017). SWFB is a form of global balance formulated as an attitude (Valcour, 2007) with cognitive and affective component. There is dearth of research on work family balance satisfaction of faculty in Pakistan. The first objective of current research is to test the influence of four types of linking mechanisms on satisfaction with work family balance (SWFB) of academic faculty in Pakistan. The second objective is to test the influence of interaction of same direction positive and negative linking mechanisms on SWFB. Third objective is to verify for existence of any gender based variation in hypothesized model.

Methodology

The current study is cross-sectional and non contrived in nature. Survey method with online data collection was used to collect data from faculty members of 30 universities in Pakistan. The final data size was 450 with 66% males, 77% married and 50% with PhD degree. Measures for five psychological study constructs were adopted from existing studies. The hypothesized model was testing using two step approach using variance based structural equation modelling in SMART PLS software (Hair, Hult, Ringle, & Sarstedt, 2017; Ringle, Wende, & Becker, 2015). Adequate factor loadings, scale reliabilities, convergent validities and divergent validities were established. The structural model was tested for variance inflation factor, coefficient of determination, and F-Square effect size. Bootstrapping with 5000 samples was used to test for direct and interaction relationships. Importance performance map analysis was used to get more insight on which of the predictor had greatest effect size and performance for outcome. Multi group analysis was applied to test for any significant difference in hypothesized relationship based on gender.





Results

It was revealed that four exogenous variables and two of the interaction term produced 46% variance in WFBS. Work to family conflict ($\beta = -.41, P = .00$), work to family enrichment ($\beta = .23, P = .00$), family to work enrichment ($\beta = .20, P = .00$), were significant predictors of outcome variable while there was no significant relationship with family to work conflict ($\beta = .02, P = .82$). Similarly interaction of work to family conflict and enrichment ($\beta = .12, P = .00$), had a significant positive relationship with SWFB while second interaction had insignificant relationship ($\beta = -.05, P = .12$). The model was adequate as standardized root mean square value was 0.06. Importance performance map analysis revealed that for SWFB, work to family conflict was most important predictor as one unit decrease in work to family conflict would increase SWFB by 0.41 but its current performance level of 50 is moderate. The second and third important predictors were work to family enrichment and family to work enrichment respectively with high performance of 70. T test revealed that males faculty was more satisfied with balance and experienced less work to family conflict while no difference existed in hypothesized relationships.

Findings

Our findings revealed that work to family direction of linking mechanisms are more instrumental for faculty's satisfaction with work family balance. The lower levels of work to family conflict and higher performance of work to family enrichment yield existence of somewhat favourable influence of working condition of faculty's family lives. The results partially confirmed Frone's (2003) postulations that high enrichment and low conflict additively and multiplicatively contribute to perception of balance. However our results also varied existing findings that females are less satisfied with balance and experience greater work to family conflict as compared to males (Winslow & Davis, 2016)

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