

The Differences of Work-family Enrichment across Gender, Job Level and Culture

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Abstract

- This research was aimed at examining the differences of Work Family Enrichment across gender (female and male), job level (manager and staff), and culture (Indonesia and China). Participants are male and female workers (499 Indonesian and 228 Chinese), married and having at least 1 child in family under 21 years old. Measurement used were the work family enrichment scale, which was translated into Indonesian and China languages.. Results showed that there are differences of *Work Family Enrichment* across gender and culture. No impact for job level.

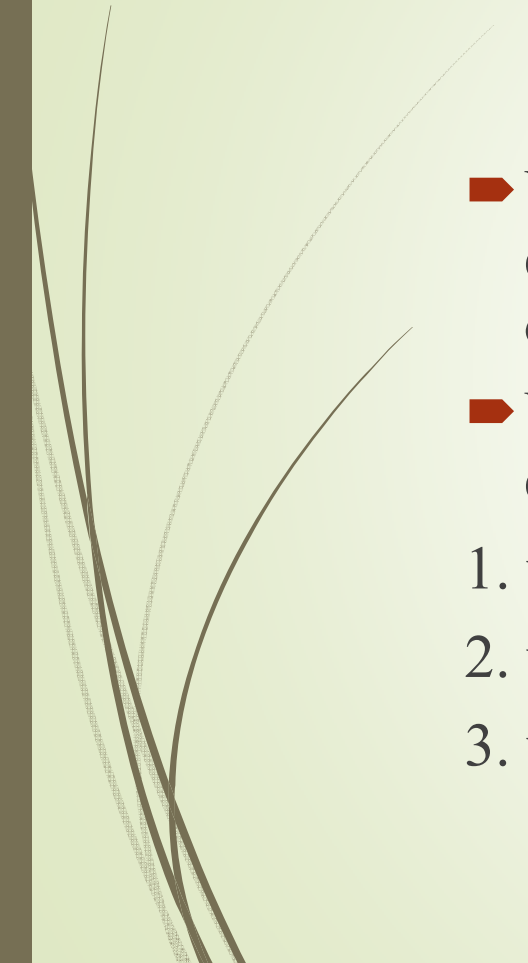


Previous Study

- ▶ Worker's perception that their job experience enriches their family life has been considered a mechanism that explains their positive attitudes toward the organization where they work.
- ▶ Because women and men live their work family differently, gender may condition this relationship.
- ➔ The Exchange Relationship between Work-Family Enrichment and Affective Commitment: the Moderating Role of Gender
- ▶ Working Hours, Work-family Conflict and Work-family Enrichment Among Professional Women: A Malaysian Case (Sabil, S. & Marican, S., 2011)

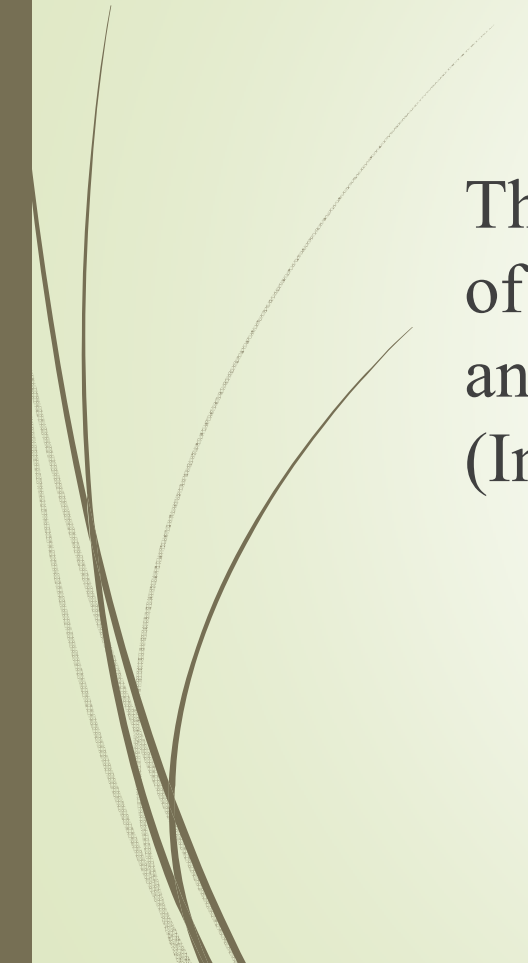


Introduction

- ▶ Work Family Enrichment is “the extent to which experiences in one role improve the quality of life in the other roles” (Greenhaus & Powell, 2006).
 - ▶ Work-family enrichment and family-work enrichment each include three dimensions:
 1. work-family capital
 2. work-family affect
 3. work-family development
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Objective:



This research was aimed at examining the differences of Work Family Enrichment across gender (female and male), job level (manager and staff), and culture (Indonesia and China).



Method: Participant

Participants of this study were:

- ▶ Male and female workers (499 Indonesian and 228 Chinese)
- ▶ Married and having at least 1 child in family under 21 years old.



Method: Measurement

- 18 items work-family enrichment scale (Carlson, Kacmar, Wayne, & Grzywacz 2006)
- 10 items work-family conflict self-efficacy (Cinamon, 2003)
- 5 items spouse support and 5 item supervisor support (Antani and Ayman, 2003; added one item by project 3535)
- Translated into Indonesian and Chinese
- Reliability scores : Indonesia (0.920)
Chinese (0.944)

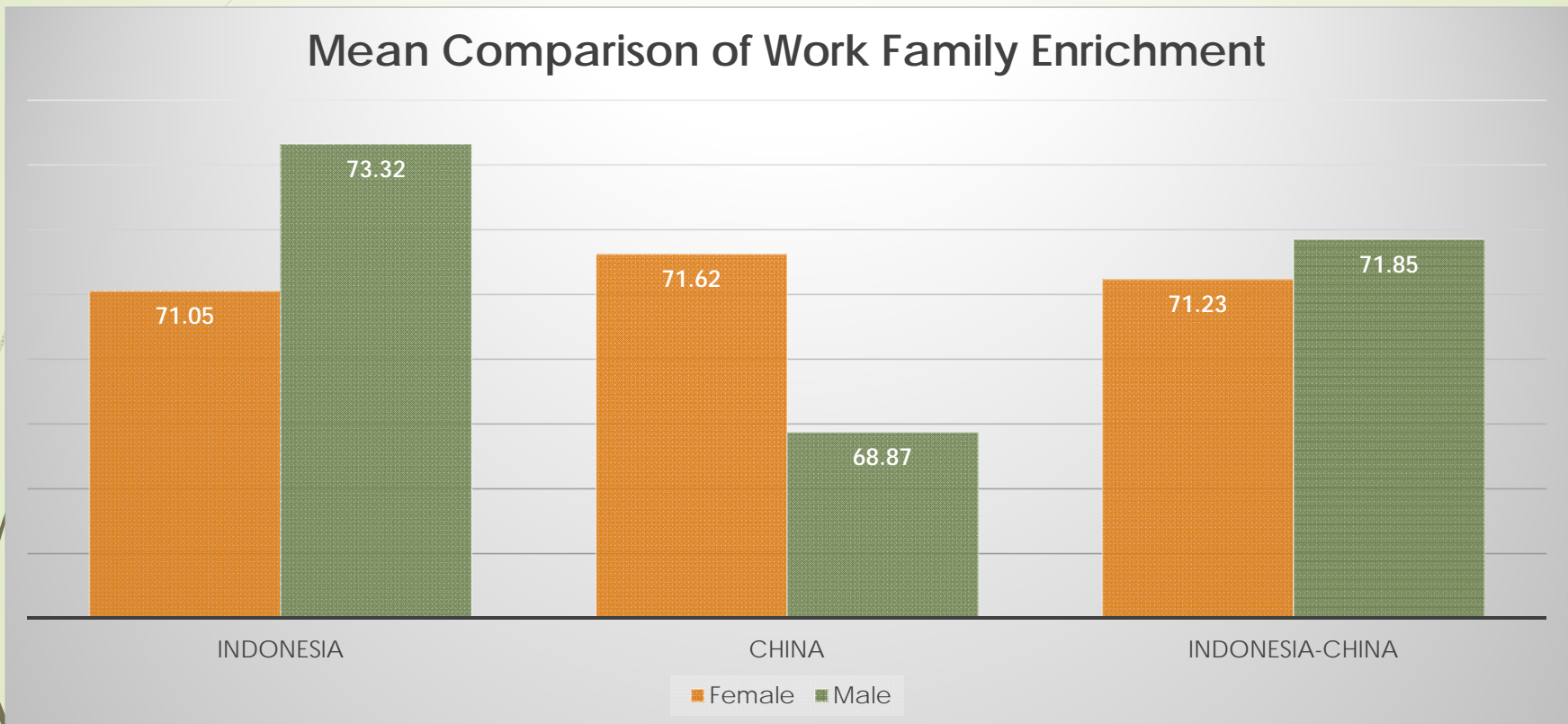
Result:

- Result from this study showed that there is a significant interaction between gender and culture ($F = 0.004$; $p = 0.002$).

Source	F
Gender*Job level	516
Gender*Culture	10.004 **
Job level*Culture	168
Gender*Job level*Culture	2.151

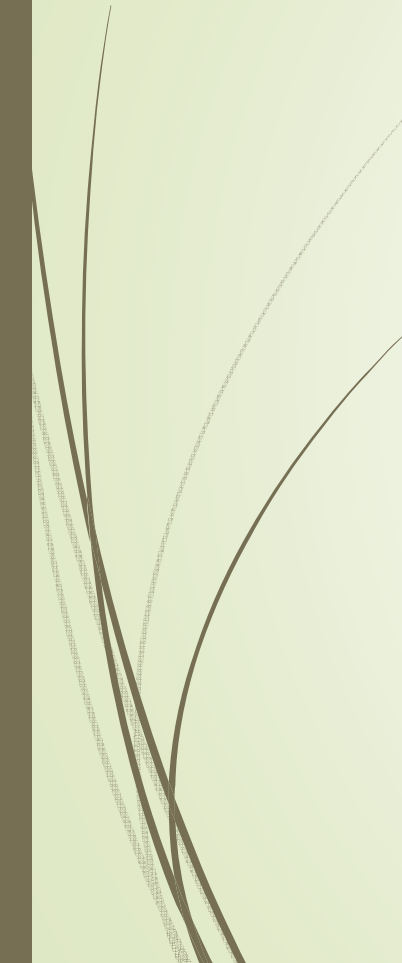
Result:

Mean Comparison of Work Family Enrichment





Conclusion

- ▶ There are differences of *Work Family Enrichment* (WFE) across gender and culture.
 - ▶ In Indonesia, WFE of male is higher than that of female, while in China WFE of female is higher than that of male.
 - ▶ It is important to consider interaction of gender and culture in understanding WFE.
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References

- Marques, A. M., Chambel, M. J., Pinto, I.(2011). The Exchange Relationship between Work-Family Enrichment and Affective Commitment: the Moderating Role of Gender. *Span J Psychology*.
- Sabil, S. & Marican, S.(2011). Working Hours, Work-family Conflict and Work-family Enrichment Among Professional Women: A Malaysian Case. *Journal International Confrence on Social Science and Humanity IPEDR vol.5. 206-209*