

# The Role of Work-family Conflict Self Efficacy, Spouse and Supervisor Support in Predicting Work-family Enrichment

Presented by:

Artiawati, Nadya Baan

Faculty of Psychology Surabaya University

Nan Zhang

Department of Psychology and Behavioral Science Zhejiang University

Liu Xiaozu, Bai Jie, Ma Renfei

School of Education Science

Zhoukou Normal University

# Abstract

- This research was aimed at examining the role of work-family conflict self efficacy, spouse and supervisor support in predicting work-family enrichment.. Participant were 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, the work-family conflict self-efficacy scale, support and supervisor support scales. All measurements were translated into Indonesian and Chinese languages. Work-family conflict self efficacy, spouse support and supervisor support are predictors for work-family enrichment in Indonesia and China. However, the dynamic in each country is different.

# Introduction

- Work-family self efficacy, supports from family and work domains are predictors for work-family enrichment (Hennessy, 2007)
- Work-family enrichment: “the extent to which experiences in one role improve the quality of life in the other roles” (Greenhaus & Powell, 2006)
- Work-family conflict self efficacy: one’s belief of his/her ability to manage work-family and family work-conflict (Cinamon, 2003)
- Supervisor support: essential source of support in managing work-family conflict (Yildirim & Aycan, 2008)
- Spouse support: support from marriage partner to manage work-family conflict (Aycan & Eskin, 2005)

# Objective

This research was aimed at examining the role of work-family conflict self efficacy, spouse and supervisor support in predicting work-family enrichment.

# Method

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.

Analysis method:

Multiple regression on SPSS ver. 21

# 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)
- All items were translated into Indonesian and Chinese

## Reliability Scores

	Indonesia	China
Work-family enrichment	0.920	0.944
Work-family conflict self efficacy	0.828	0.933
Supervisor support	0.860	0.866
Spouse support	0.875	0.873

# Result

- Work-family conflict self efficacy, spouse support, and supervisor support were significantly predicting work-family enrichment in both Indonesian and Chinese participants

Work-family Enrichment	Indonesia	China	Total
• Work-family Conflict Self Efficacy	0.267***	0.253***	0.296***
• Spouse Support	0.177***	0.414***	0.261***
• Supervisor support	0.232***	0.292***	0.273***



# Conclusion

- Work-family conflict self efficacy, spouse support and supervisor support are predictors for work-family enrichment in Indonesia and China. However, the dynamic in each country is different.