**Family Supportive Supervisor Behavior and Father Involvement in Parenting: The Role of Work Family Conflict as a Mediator**

Kartika Widiningtyas, Artiawati

Master of Psychology Program, University of Surabaya, Indonesia

**ABSTRACT**

The role of father in parenting is as important as the role of father as a breadwinner.The effort to meet the demands of both work and family life simultaneously can lead to work-family conflict among working fathers, which can reduce father involvement in parenting. It is important to study about resource in the work environment that can minimize work family conflict. Family supportive supervisor behavior has the potential to reduce the work family conflict and thus increase father involvement in parenting. This study was aimed at examining the relationship between family supportive supervisor behavior and father involvement as mediated by work family conflict. The total number of 188 working fathers in the state-owned banks in Indonesia participated in this study. The purposive sampling method applied in collecting data. The results showed that work family conflict partially mediated the relationship between family supportive supervisor behavior and father involvement (indirect effect =2.034, p=0.042; direct effect =10.265, p=0.001; total effect=9.504, p=0.001). Some important findings from the research include:

* Supervisor support for family life is needed by working fathers in order to reduce work family conflict so that the fathers can better involve in parenting.
* Long working hour and stress due to work is one of the obstacle for working fathers to involve in parenting
* Gender orientation has an association with father involvement in parenting.

Supervisor as the role model and creative work family management are the most significant aspects in influencing work family conflict and father involvement in parenting. Reducing excessive working hours is also important in reducing work family conflict of working fathers. It is suggested for further research to consider gender orientation in predicting father involvement in parenting.

Keyword : father involvement in parenting, family supportive supervisor behavior, work family conflict