

An overview of work family conflict and employee wellbeing : Role of support and family friendly policy

Abstract

This paper will examine work family conflict and its impacts on employee wellbeing. Because of a recent change in workforce demographics that show increasing female participation, work family conflict and work performance has become the issue of concern in South-East Asian countries. Indeed, previous studies highlighted the evidence of multiple roles creating conflicts that have a severe impact on employee wellbeing (Alpert & Culbertson, 1987; Frone, Russell, & Cooper, 1992). Wellbeing is a multidimensional construct and this paper will discuss both subjective and psychological wellbeing. Subjective wellbeing comprises of life satisfaction and a balance of positive and negative affects, whereas, psychological wellbeing is derived from Ryff and Keyes (1995) that focus on six dimensions: Autonomy, Environmental Mastery, Personal Growth, Positive Relations with Others, Purpose in Life and Self Acceptance. Most significantly, work family conflict is defined as a form of inter-role conflict which occurs when an individual has to face incompatible role pressures from work and family. Goode's (1960) scarcity theory which has been used extensively in work and family research also will be explained. Review of articles in this area including demographic pattern of work family conflict which mostly focuses on working mothers. Since the strategy to minimize work family conflict can be regarded as the management policy on employee welfare, several recommendations for both employees and organizations are also discussed.