

Factors Affecting Work-to-family Conflict: An Empirical Evidence from Aitken Spence Corporate Finance (Pvt.) Limited

Tharuka N. Kumarasinghe^a, and J. K. S. C. Perera*

^a *Department of Business Management, Sabaragamuwa University of Sri Lanka,
P.O. Box 02, Belihuloya 70140, Sri Lanka.*

*Correspondence: *tharukank@gmail.com*

Work-to-family conflict has emerged as a rising issue for many working adults all over the world. Literature shows that individuals, families, and organizations are increasingly experiencing negative effects of work-to-family conflict. Therefore, how to reduce work-to-family conflict has become a still unsolved issue in the field of research. Based on the directions in literature, this study aimed to find out whether job involvement, family supportive supervisor behaviors, and perceived organization support impact on work-to-family conflict among executive level employees at Aitken Spence Corporate Finance (Pvt.) Limited. This study was conducted based on quantitative research methodology. Deductive approach was used and three hypotheses were established in the light of the light of Identity, Scarcity, and Social Support Theories. Self-administered questionnaire was developed using validated and reliable scales. Survey data was collected from 119 out of 172 executive level employees, using simple random sampling method. Data was initially analyzed using a multiple regression analysis with the support of SPSS and Minitab software packages. However, family supportive supervisor behaviors and perceived organization support were rejected from the initial model. Therefore, final fitted model was developed using a simple regression analysis. The study revealed that only the job involvement has a significant positive impact on work-to-family conflict among executive level employees at Aitken Spence Corporate Finance (Pvt.) Limited. It indicates that if a person is over involved in a job, there is a possibility to arise work-to-family conflict. Thus time has come for the employees themselves and decision makers of this organization to develop appropriate strategies to reduce the level of employees' over involvement in work by understanding the optimal capacity of each individual and giving the work that best fits them.

Keywords: Family supportive supervisor behaviors, Job involvement, Perceived organization support, Work-to-family conflict