

# The Impacts of Job Involvement, Work Related Social Support and Working Time on Work Interference with Family Conflict With Reference to Orit Apparels Lanka (Pvt.) Ltd: Seethawaka 03

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Work-family conflict has been come in to play in most individuals' lives since it creates negative effects for organizations' as well as individuals' well being and behaviour. Current study focused on work interference with family conflict which is one dimension of the construct of work-family conflict. Since work interference with family conflict was found as the problem in Orit Apparels Lanka (Pvt.) Ltd. - Seethawaka 03 which derived through a preliminary survey. This study examined the impact of work related social support, job involvement, and working time on work interference with family conflict. Population in this study accounted for 349 employees where the sample comprised of 191 employees and the stratified random sampling method applied to select the sample. Self-administered structured questionnaire was employed to assess all the variables of the study. Both Minitab 16 and SPSS 21 software packages were used in data analysis. Statistical results from multiple regression analysis indicated that work related social support was negatively impact on work interference with family conflict. Job involvement was found as an antecedent which also impact on work interference with family conflict. On the other hand, working time was found to have no significant impact on work interference with family conflict. Among the significant variables the highest impact on work interference with family conflict was indicated by job involvement. As future research directions, it would be beneficial to expand the research done on work interference with family conflict in the garment industry in Sri Lanka since that sector having the issue among all levels of employees as well as the antecedents relevant to family domain would be further take into consideration. Findings also emphasize the managers to take necessary steps to derive more family friendly policies in organizational context in order to reduce work interference with family conflict.

**Keywords:** Job involvement, work family conflict, work interference with family conflict, work related social support, working time