



Advancing Knowledge on Work-Family Interface
through a Cross-Cultural Approach:
Theory & Methodology



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Methodology

- **Researchers**
- **Study's Phases**
- **Measures**
- **Sample**

Researchers' Qualification

Access to sample & local funding

Experience with cross-cultural research

Prefer having a Ph.D. degree

Study's phases

1. Focus groups

2. Pilot study

3. Policy Analysis

4. *Quantitative Two-Wave Survey*

Focus group Phase

Researcher conducted a Focus-groups

- * How do you handle W & F **responsibilities** and **conflict**?
- * What are the key **reasons** and **outcomes** for **WIF** and **FIW** ?
- * How do you **cope** with these (e.g., the support mechanisms)?

Pilot study

In each country:

Q was back translated

15-25 professionals participated

**Gave input about: the length, language,
and ease of responding.**

Measures

Example of :

Etic measure: Carlson's WFC

Etic measure: Guilt measure

Derived Etic measure: Social support

Sample

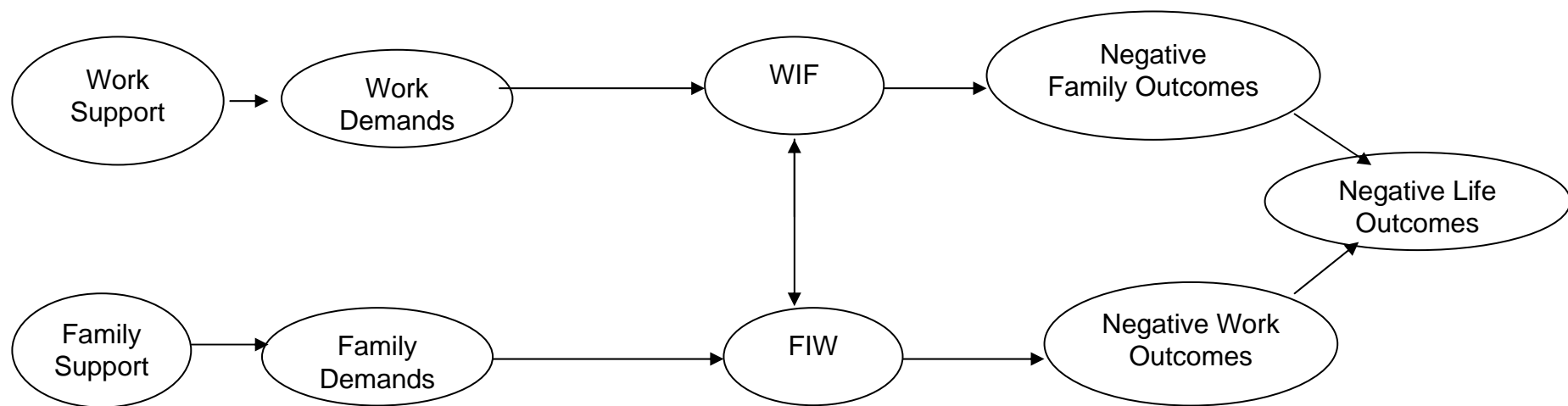
- Urban, White collar,
- Married/live in partner but partners not included
- With at least one unmarried child at home
- Both MNCs and locally owned organizations
- Not self-employed
- Representation of Gender, Industry, level
- N= min. 320

Theoretical Framework

- Adaptation of Frone model of Work-family conflict (WFC) (Frone et al., 1997)
- WFC comprised of both work interference with family (WIF) and family interference with work (FIW)
- Extensive list of antecedent and outcome variables, selected based on the most recent literature on WFC as well as emic focus group results

WIF is a function of work supports and work demands
FIW is a function of family support mechanisms and family demands

Assumptions: 1) supports antecedent to demands 2)
indirect reciprocal relationships between WIF and FIW

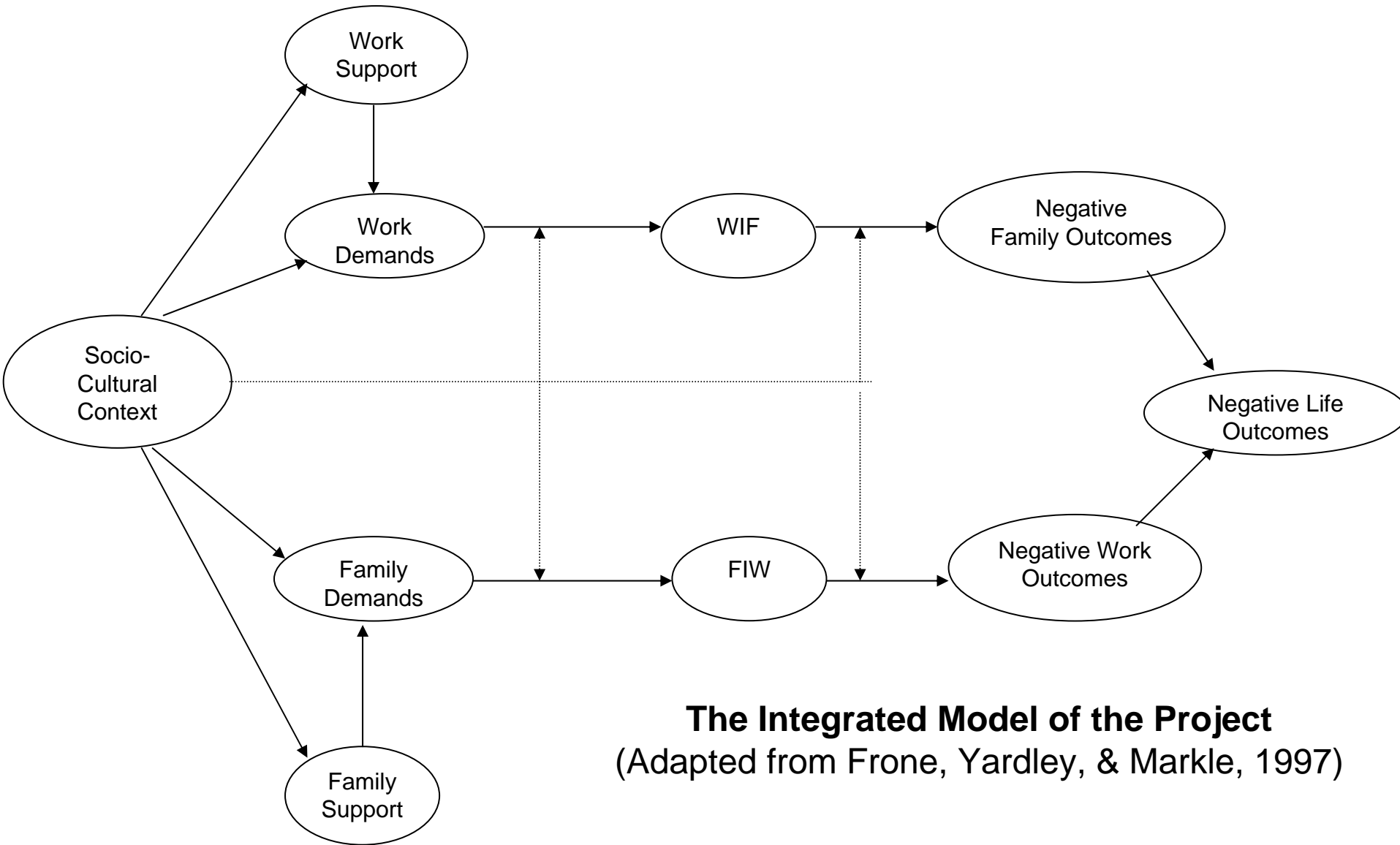


(Frone, Yardley, & Markle, 1997)

Cross Cultural, Multi-Level Perspective

Added socio-cultural, contextual, & policy variables:

- Gender-role ideology
- Vertical & horizontal individualism/ collectivism
- Monochronic/ polychronic time orientation
- Positive spillover & strategies for coping with WFC
- Degree of public policy support and service provision available to assist individuals to reconcile work and family responsibilities.



The Integrated Model of the Project
 (Adapted from Frone, Yardley, & Markle, 1997)

Hypotheses: Cross-Cultural Generalizability of Frone Model

- H1a: Lower work support (from supervisor & co-workers; organizational policies) and higher work demands (longer hours, higher work overload & work involvement) will result in higher WIF.
- H1b: Lower family support (from spouse and relatives) and higher family demands (responsibilities, overload, & involvement) will result in higher FIW.

- H2a: Higher WIF will result in negative outcomes in the family domain (lower family and marital satisfaction, higher parental guilt).
- H2b: Higher FIW will result in negative outcomes in the work domain (lower job satisfaction, higher intention to turnover).
- H2c: Both higher WIF and higher FIW should be related to more negative general life outcomes via their effect on family and work outcomes.

Effects Due to Context & Culture

- H3: Because they decrease work & family demands and increase perceptions of work & family support WFC will be alleviated by:
 - positive spillover
 - the use of adaptive coping strategies
 - family friendly organizational policies
- Expect relationships in our model will apply in all cultures
- Expect differences depending upon the socio-cultural & contextual variables operating in each country. Socio-cultural context variables conceptualized both as having main effects, directly influencing demands and supports, as well as being moderators, influencing the magnitude of relationships among demands, supports, and work-family conflict.

Example:

- In polychronic cultures, multitasking is the norm, whereas in monochronic cultures, people do one thing at a time.
- Commonly assumed that multitasking results in increased strain.
- Preliminary data from cultures like India, Turkey, and Israel have indicated that women often report that they fulfil many work and family duties without much support, and yet feel satisfaction with such 'multitasking'.
- May be that people in polychronic cultures experience more work & family demands, but not necessarily more WFC compared to their counterparts in monochronic cultures.
- Alternatively, perhaps it is only under certain conditions that multitasking leads to increased WFC.

Gender

- Work demands will be more important in predicting WIF for men; family demands will be more important in predicting FIW for women.

