

# Work Family Conflict from a Cross-Cultural Perspective: Introduction

Karen Korabik, Ph.D.

Centre for Families, Work and  
Well-Being  
University of Guelph



# Project 3535

- A multi-national study of the work-family interface with data from 3,226 individuals from 9 countries:
  - Turkey
  - US
  - Canada
  - Spain
  - India
  - Israel
  - Indonesia
  - Taiwan
  - Australia

# Project 3535 Team Members

- Zeynep Aycan\***, Koc University, **Turkey**
- Roya Ayman**, Illinois Institute of Technology, **USA**
- Anne Bardoel**, Monash University, **Australia**
- Tripti Pande Desai**, Institute for Integrated Learning in Management, **India**
- Anat Drach-Zahavy**, University of Haifa, **Israel**
- Leslie Hammer**, Portland State University, **USA**
- Ting-Pang Huang**, Soochow University, **Taiwan**
- Karen Korabik**, University of Guelph, **Canada**
- Donna S. Lero**, University of Guelph, **Canada**
- Artiwati Mawardi**, University of Surabaya, **Indonesia**
- Steven Poelmans**, IESE University of Navarra, **Spain**
- Ujvala Rajadhyaksha**, St. Mary's University-USA, **India**
- Anit Somech**, University of Haifa, **Israel**

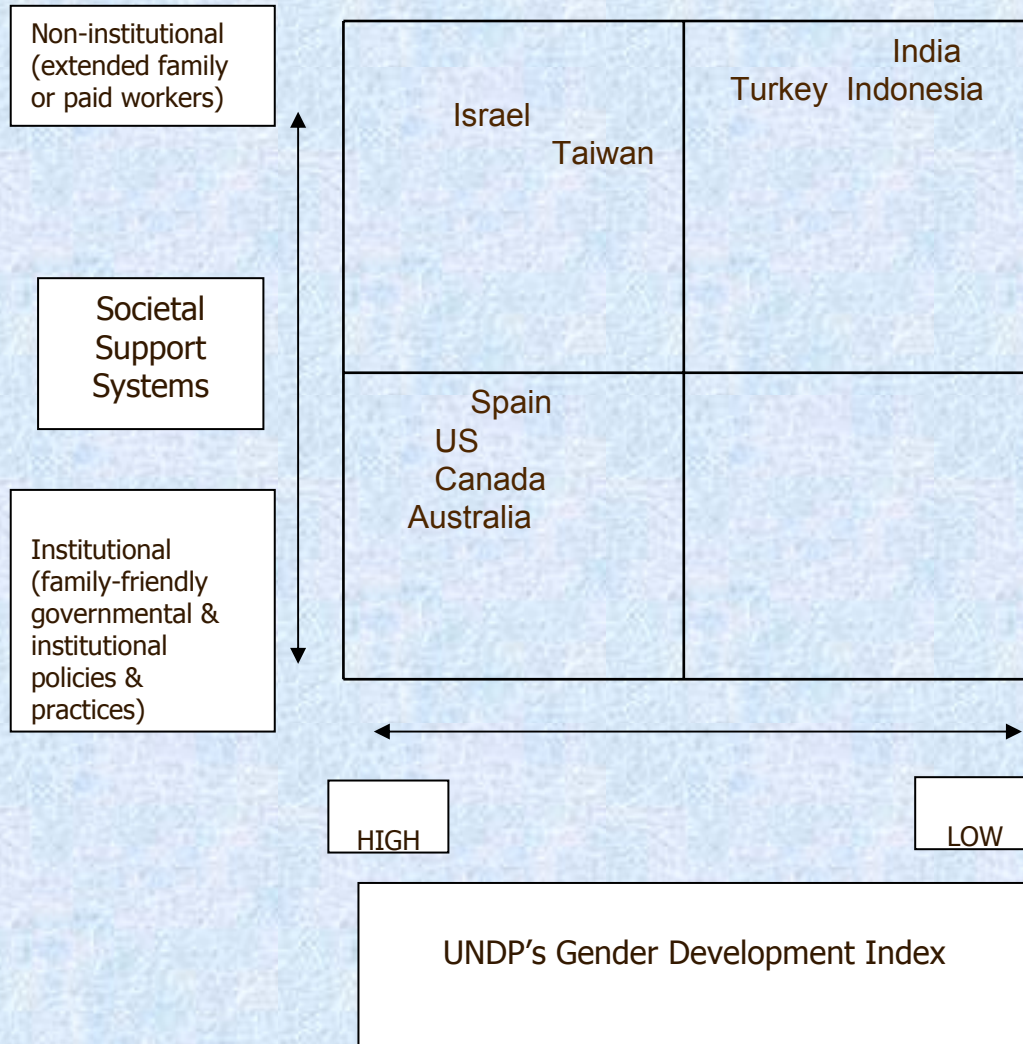
Names appear in alphabetical order.

\* indicates the Project Coordinator.

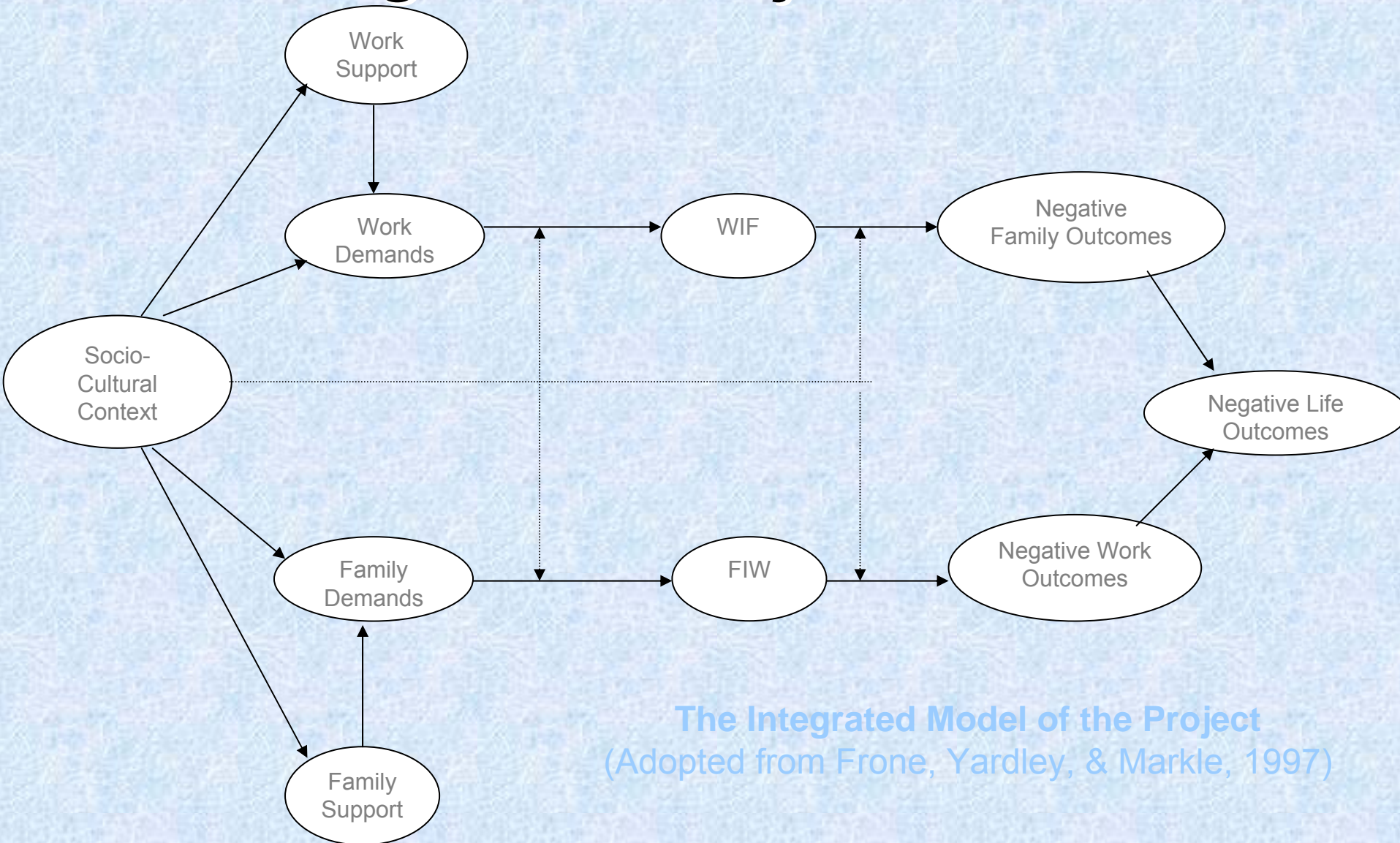
# Project 3535 Team



# Theoretical Sampling of Countries



# Integrated Project Model

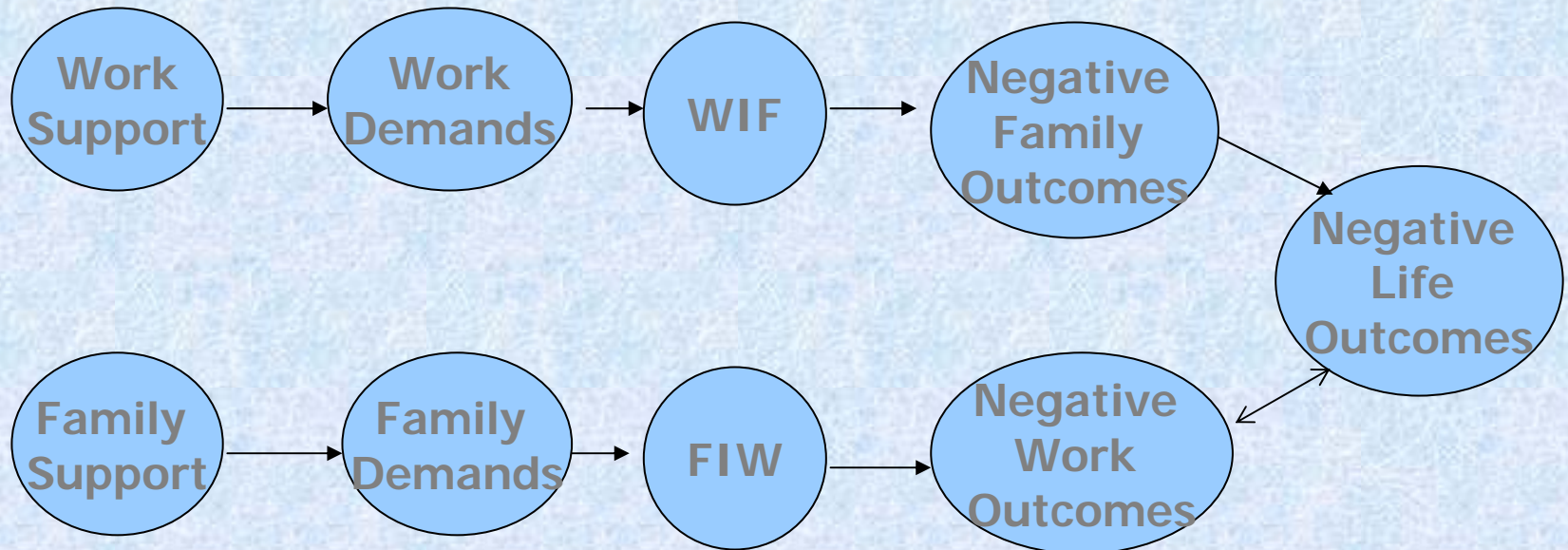


**The Integrated Model of the Project**  
(Adopted from Frone, Yardley, & Markle, 1997)

# Purpose of this Symposium

- To test the Frone et al. (1997) model specifying the antecedents and outcomes of work-family conflict using the individual country data from Project 3535 for:
  - Turkey
  - North America (US and Canada)
  - Spain
  - India
  - Israel

# Generic Model Tested



# Measures

- Received Support from Work & Family (Antani & Ayman, 2003)
  - Instrumental support for work or family issues
  - Emotional support for work or family issues
  - Satisfaction with support (General support)
- Work and Family Demands
  - Work and family overload (Peterson et al., 1995)
  - Work and family involvement (Frone & Rice, 1987)
  - Work and family control (CFWW)

# Measures (continued)

- Work-family conflict (Carlson, Kacmar & Williams, 2000)
  - Time- & strain-based work interference with family (WIF)
  - Time- & strain-based family interference with work (FIW)
- Work- and Family-related Outcomes
  - Job & family satisfaction (Hackman & Oldham, 1975)
  - WIF & FIW guilt (McElwain, 2002)
  - Turnover intentions (Camman, Firchman, Jenkins & Klesh, 1979)
- Life Outcomes
  - Life satisfaction (Diener, Emmons, Larsen & Griffin, 1985)
  - Well-being (Santor & Coyne, 1997)

# Measurement Equivalence (ME)

- Assures measures have the same meaning for participants in different countries
- In the absence of measurement invariance cross-national comparisons may be meaningless

# Levels of Invariance

- Configural- same relationship between items & latent variables
  - multi-group CFA has good fit (GFI & CFI > .9; RMSEA < .05)
- Weak (metric)- same item loadings
  - fit not worse than configural model ( $\Delta\text{CFI} < .02$ )
  - country data can be combined in SEM models
- Strong (scalar)- same means and intercepts
  - fit not worse than weak model

# Preliminary ME Results

<b>Construct</b>	<b>Configural</b>	<b>Weak</b>	<b>Countries Equivalent</b>
Supervisor support	√	√	All
Spouse support	√	Marginal	AU, CA, US, SP// IS, TW// IN, IO, TR
Work overload	√	√	All
Family overload	√	No	All except IO & TR
Work involvement	√	No	AU, CA, US, SP// IS, TW// IN, TR
Family Involvement	√	√	All

<b>Construct</b>	<b>Configural fit</b>	<b>Weak fit</b>	<b>Countries Equivalent</b>
Job control	√	No	AU, CA, US, SP, TW// IN, IO, TR
Family control	√	No	AU, CA, US, IS, TW// IN, IO, TR (not SP)
WIF	√	√	All
FIW	√	√	All
Family satisfaction	√	Marginal	AU, CA, US, IS, TW
Guilt	√	√	All
Turnover Intent	√	Marginal	All except IN & IO
Life Satisfaction	√	√	All