



The Relationship between Boundary Work Tactics and Work-Family Conflict among Working Women

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ABSTRACT

This study aims to identify the relationship between boundary work tactics (behavioral, temporal, physical and communicative) and work-family conflict among working women. A survey methodology was used in this study. This research involves the utilisation of questionnaire which was administered among one-hundred and three (103) working women currently working in a selected organisation. This study was conducted in a selected private organisation in Kuching, Sarawak. The relationship between boundary work tactics and work-family conflicts was analyzed using the Pearson's correlation analysis test. The results of this study revealed that there is a significant relationship between behavioral tactics, temporal tactics, and communicative tactics with work-family conflict. Hence, from this study, the organisation can implement more strategic tactics to reduce work-family conflicts when the working women are challenged to balance responsibilities between their work and family.

Keywords: Boundary work tactics; work-family conflict

INTRODUCTION

A growing development in organizations has been employers' concern in whether their employees are experiencing a high quality of work life (QWL) or not. Ca-

reers that involve high-tech management, as well as 24-7 monitoring, for instance in the department of Information Technology, have driven the curiosity of scholars from different studies to investigate methods that can generate improved state of work life (Gayathiri & Ramakrishnan, 2013). Work-family conflicts occur when the working women fail to balance responsibilities towards their work and family. Work-family conflict has been defined as *“a form of inter-role conflict in which the role pressures from the work and family domains are mutually in-compatible so that par-*

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e-ISSN: 2550-1623

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