

Antecedents of work-family enrichment among Malaysian employees

Antecedents of work-family enrichment among Malaysian employees

Zaiton Hassan
Universiti Malaysia Sarawak

Recently, the positive side of work-family interface, work-family enrichment, has been receiving increased attention in work-family literature. However, most evidence comes from the Western cultural context and mostly focuses on work and family domains. Thus, this study aims to identify demands and resources, not only from work and family domains, but also community domains as antecedents of work-family enrichment in the Eastern cultural context, i.e. Malaysia. Respondents were 506 heterogeneous employees (women, men, single, married) from three public and three private sector organizations in Sarawak, Malaysia. Structural Equation Modeling using AMOS version 20 was used to analyze the data. The results showed that, Malaysian respondents reported higher family-work enrichment (FWE) than work-family enrichment (WFE). WFE and FWE were positively predicted by resources from work, family and community (neighbors and neighborhood). Work demands were negatively related to WFE. Interestingly, friends' demands were positively related to FWE. The findings strengthened the link between resources and enrichment as well as the cross-domain influence of antecedents and enrichment. It is suggested that future research should include the community domain in order to have a deeper understanding of work-family enrichment.

Key words: Work-family enrichment, Malaysia, community, resources, demands

Paper presented at 2nd conference MENA Chapter Academy of Human Resource Development Conference 2012, 8-10 November 2012, Istanbul, Turki

