

## **Antecedents of Work-Family Conflict Dimensions**

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Although work-family conflict (WFC) has been investigated in Western and Eastern context, not many studies have focus on the dimensions of work-family conflict (i.e. time-, strain- and behavioral-based). By understanding the dimension of WFC, the causes is easier to recognized and specific intervention can be developed.

The purpose of this research is to identify the relationship between the demands and resources from work and family domain and the dimension of work-family conflict. Respondents were 506 heterogenous employees (women, men, single, married) from three public and three private sector organisations in Sarawak, Malaysia. Structural Equation Modeling (SEM) using AMOS version 18.0 was used to analyse the data.

The study found positive relationship between work demands and strain-, time- and behavior-based WFC. Family demands also shown positive relationship to the dimension of strain-, time- and behavior-based WFC. Work demands has highest relationship with strain-based WFC, while family demands has the highest relationship with time-based WFC. Thus, organisations should reexamine the job design to reduce the workload and provide training to assist their employees in managing time and stress.

Key work: Work-Family Conflict, Time-Based, Strain-Based, Behavior-Based

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