

OUTCOMES OF WORK-FAMILY ENRICHMENT : AN EXPLORATORY STUDY IN MALAYSIA

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Abstract

The increasing amount of attention of work family interface and work family enrichment has recently receiving positive side in work family literature. Unfortunately, most evidence came from studies in Western cultural context. As work family interface is culturally sensitive, it would be interesting to determine to what extent Western findings could be generalized to Eastern cultural context. The purpose of this study is to explore the relationship between work-family and family-work enrichment and mental and physical health among private sector employees in Malaysia. A quantitative survey methodology and self-completed questionnaires with 18 items of work family and family work enrichment; 20 items mental and physical health were used to obtain data from a sample of 50 respondents from private sector organizations in Kuala Lumpur, Malaysia. The data collected was analyzed using Statistical Package for the Social Sciences (SPSS) version 17.0. Overall finding showed that Malaysian respondents had a higher level of family-work enrichment than work-family enrichment. Pearson Correlation Test was used to identify the relationship of work-family enrichment and family-work enrichment with mental health and physical health of employees. The finding of this study showed that they were a significant relationship between work family enrichment and family work enrichment with mental health of the employees. However, neither work-family nor family-work is significantly correlated with physical health of the employees. Parallel to previous Western findings, high level of enrichment lead to high level of mental health on the matter. Related to the matter no further investigation is needed between enrichment and physical health. Therefore, organization could develop policies and programs to increase employees' work-family and family-work enrichment so as to maintain and improve their mental health; which eventually will affect organization performance.

Key word: Work-family enrichment, family-work enrichment, mental health, physical health