

PREDICTORS OF WORK-FAMILY CONFLICT IN MALAYSIA: A LONGITUDINAL STUDY

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Most evidence on work-family conflict comes from the Western cultural context and has utilised a cross-sectional design. The aim of this study is to identify antecedents of work-family and family-work conflict from the work, family and community domain in an Eastern cultural context, Malaysia, using longitudinal data. We hypothesed that demands will be more strongly related to work-family and family-work conflict than resources. Respondents were 296 employees from six organisations in Sarawak, Malaysia. Two surveys were conducted at a three month interval. Structural Equation Modeling via AMOS 7.0 was used to analyse the data.

We found that Malaysian respondents reported higher work-family conflict than family-work conflict. Both work-family and family-work conflict were predicted by high demands from work and community domain as well as low resources from community.

Similar to Western findings, demands were more strongly related to conflict. The findings supported a cross-domain effect. Different from Western findings, community domain has more influence on work-family and family-work conflict than the work and family domain. Therefore, in predominantly collectivist societies, the role of the community domain should be considered in minimizing conflict.

Key word: Work-family conflict, Malaysia, community, demands, resources

The paper was presented at Asian Psychological Association (APSYA) Conference 2010, 4-7 July 2010, Darwin, Australia by Prof. Maureen Dollard.