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## Job and Family Satisfaction and Work-Family Enhancement. Mediating Processes

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### Abstract

The relationship between work-family positive interactions and different forms of satisfaction has recently begun to be addressed in work-family interface research. The purpose of this study is to provide a greater understanding of the relationship between job and family satisfaction and positive work-family interactions, examining self-efficacy and coping strategies as mediating variables. Participants completed self-report measures of family and job satisfaction, coping strategies, self-efficacy for work-family conflict management and work-family enhancement. On a sample of 192 participants, structural equation modelling was performed in order to test the hypotheses about the direct and indirect relations between the independent and the dependent variables. The mediation model fit the data well. Theoretical and practical implications of the results are discussed.

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### 1. Introduction

The relationship between job/family satisfaction and work-family conflict was at the center of several studies which aimed at establishing if certain characteristics of one domain, like family stressors, influence the satisfaction in the other domain, for example the professional life. Few studies analyzed the relationship between satisfaction and the positive work-family interactions (Carlson, Grzywacz & Kacmar, 2010; Carlson, Kacmar, Wayne & Grzywacz, 2006; Wiese, Seiger, Schmid & Freund, 2010) and even fewer included mediating variables in this relationship (Carlson et al., 2010). Different concepts are used to describe the positive work-family/family-work relationships: positive spillover, enhancement, enrichment and facilitation. Within existing research, work-family/family-work

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positive interactions were conceptualized as independent variable, while satisfaction was considered a dependent variable. Taking into account the correlational nature of the research, conclusions about the direction of the relationship could not be drawn. As Wiese et al. (2010) suggest, job and family satisfaction can predict the positive relationships between the two roles. Data from existent research show that work-family positive interactions are associated with increased levels of satisfaction (Carlson et al., 2010; Carlson et al., 2006; McNall, Kicklin & Masuda, 2010). In a study designed to develop and validate a work-family enrichment scale, Carlson et al. (2006) found that work-family enrichment correlated to a higher extent with job satisfaction, while family-work enrichment correlated with family satisfaction.

## 2. Objective

The purpose of this study was to test the mediating role of self-efficacy and coping strategies in the relationship between job/family satisfaction and work-family/family-work enhancement.

## 3. Method

### 3.1. Participants

192 subjects participated in this study, aged between 24 and 60 years old ( $m = 36.5$ ,  $s = 7.90$ ) and working in different domains, like justice (46.9%), economics (11.5%), IT, technical jobs, engineering (12.5%), health, medicine (9.4%), HR (3.6%).

### 3.2. Variables and measures

Job and family satisfaction were the independent variables, while work-family/family-work enhancement represented the dependent variable. The mediating variables were self-efficacy for managing work-family conflict and coping strategies. The following measures were used:

- *Family satisfaction.* Olson's ten-item *Family Satisfaction Scale* (1995) was used. The author reported an alpha Cronbach coefficient of 0.92. Within our study, the internal consistency of the scale is also 0.92.
- *Job satisfaction.* We measured job satisfaction with the *Brief Job Satisfaction Measure II* (Judge, Locke, Durham, & Kluger, 1998). The reported alpha Cronbach coefficient is 0.88. In this study, the internal consistency of the scale was 0.83.
- *Coping strategies.* We used items from the following scales: *Dual Employment Coping Scales* (Skinner & McCubbin, 1982), *COPE* (Carver, Scheier, & Weintraub, 1989), *Ways of Coping Questionnaire* (Folkman & Lazarus, 1988), *Coping Skills Inventory* (Jerabek, 1996), in order to measure the following coping strategies: active role management, partner support, social support and tension reduction. The alpha Cronbach coefficients of the scales ranged from 0.70 to 0.89.
- *Self-efficacy.* *The Self-Efficacy for Work-Family Conflict Management Scale* (Cinamon, 2003), validated by Hennessy and Lent (2008), with ten items assessing perceptions about one's own abilities in managing the work-family conflict, was used. The alpha Cronbach coefficients reported by the authors are 0.83 and 0.84 for the two scales of the questionnaire. Within our study, the coefficients are 0.87 and 0.53.
- *Work-family enhancement.* We assessed work-family enhancement with Wiese et al.'s (2010) measure, including 44 items and six dimensions: work-family/family-work compensation, transfer of competencies and transfer of emotions. Within our study, the internal consistency for the six scales ranged from 0.92 and 0.96.

### 3.3. Hypotheses

The general hypothesis of this research is: *Self-efficacy and coping strategies mediate the relationship between job/family satisfaction and work-family/family-work enhancement.* In accordance with our objective, six specific hypotheses were formulated about the relationships between the variables.

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