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Examining The Effect of Boundary Strength at Home on Work-Family Conflict – Outcome Relationship

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Introduction

Work and family both domains have cultures and expectations that are different from each other (Morf, 1989). Work-family conflict (WFC) is a form of role conflict that occurs due to role pressure from both work and family domains (Greenhaus and Beutell, 1985). This study incorporates Conservation of Resources (COR) theory to depict the effect of boundary strength at home on the outcomes of WFC (e.g. job satisfaction, marital satisfaction, life satisfaction). According to COR theory, people feel stressed when they get threats from the environment about the resources they value and are motivated to achieve and retain them (Hobfoll, 1989).

Research Question

- ❖ Will boundary strength at home help people to attenuate the adverse effect of WFC on the outcome variables?

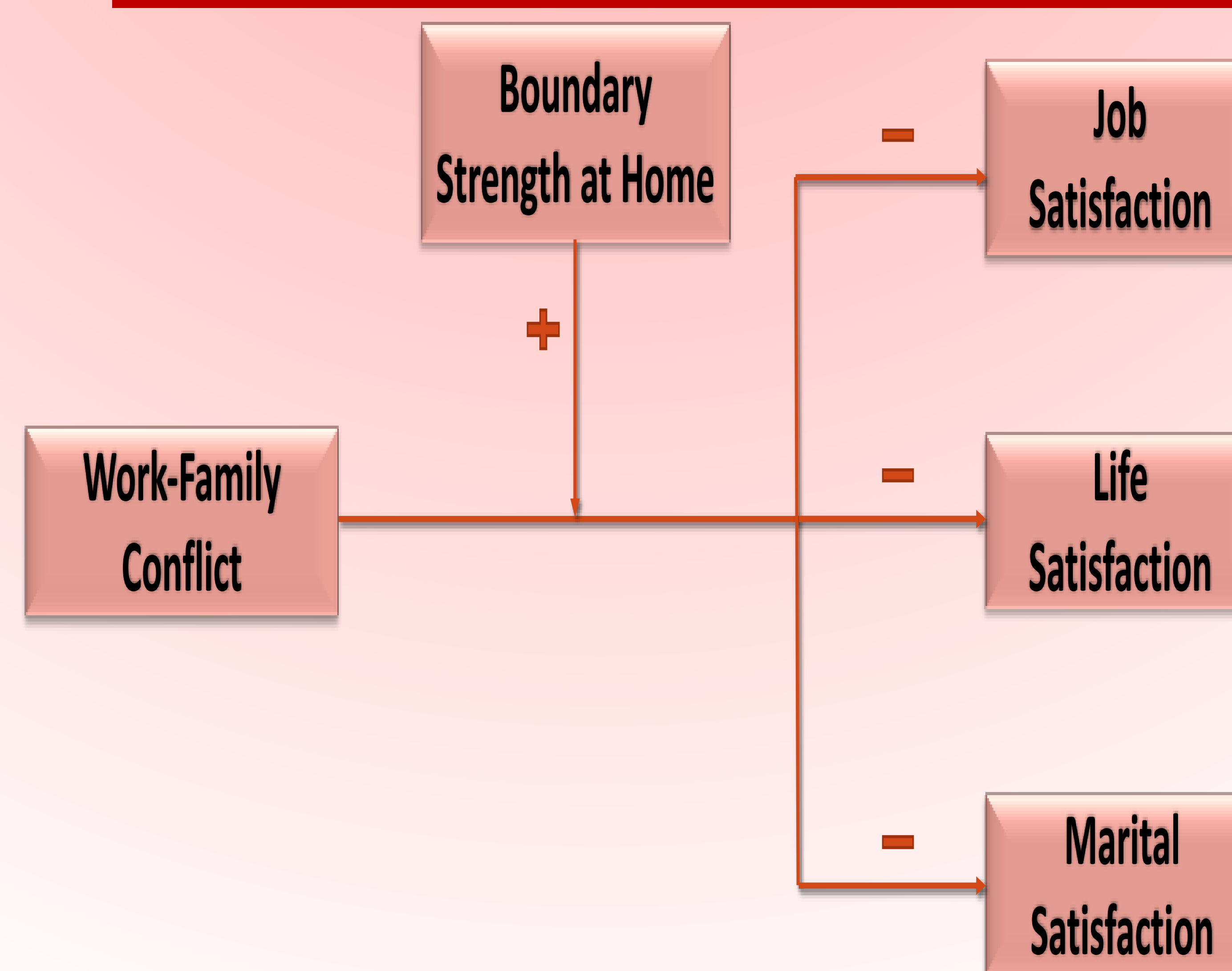
Objectives

- ❖ Identify the relationship between WFC and the outcome variables.
- ❖ Investigate the effect of boundary strength at home on the relationship between WFC and the outcomes.

Hypotheses

- ❖ WFC is negatively related to job satisfaction (JS).
- ❖ WFC is negatively related to marital satisfaction (MS).
- ❖ WFC is negatively related to life satisfaction (LS).
- ❖ Boundary strength at home (BSH) reduces the negative impact of WFC on the outcome variables.

Proposed Model



Methodology

- ❖ Survey Instrument: Qualtrics Survey form
- ❖ Participants: ISU Faculty and Staff
- ❖ Statistical Software: MS Excel, R, SPSS, Tableau
- ❖ Analyses: Descriptive Statistics, Correlation Analysis, Data Visualization

References

- ❖ Morf, M. (1989). *The work/life dichotomy*. New York: Quorum Books.
- ❖ Greenhaus, J.H. & Beutell, N.J. (1985), Sources of conflict between work and family roles, *Academy of Management Review*, 10, 76–88.
- ❖ Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American Psychologist*, 44, 513–524.

