

Predicting work-family conflict from work, family and community domains: A longitudinal study

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Abstract

Shifting from Western-dominated perspectives, demands and resources from the community domain were investigated, together with work and family domains to predict work-family and family-work conflict. Pearson correlation analysis was conducted on data obtained through two self-report questionnaires completed three months apart by 277 executives and non-executives from three public and private sector organisations in Sarawak, East Malaysia. After controlling for conflict at Time 1, work demands were a positive predictor; while work resources were a negative predictor of work-family conflict and family work conflict at Time 2. In addition, community demands work-family conflict and family work conflict at Time 2. The study underscores the roles of community which has been neglected in Western studies, as important in influencing the work-family conflict in Malaysia. Therefore, to better understand the work-family conflict in a society which is predominantly collectivist and has strong cultural beliefs and values, aspects of community should be incorporated.

Keywords: Work-family conflict, Malaysia, demands, resources, community

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