

# Work - Nonwork Boundary Management Preferences and Well - Being Among Nurses: Family-Supportive Supervisor Behavior as a Moderator

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## ABSTRACT

The issue of managing the balance between the context of work and life among nurses is an evident fact in Malaysia, which potentially was due to the job nature of nurses and one's own personal commitments. Boundary management is a method in which people use to address their work-life balance condition leading to better wellbeing.

Furthermore, family supportive supervisor behavior pose to be a moderator in which helps to support nurses in successfully managing their boundaries. Deriving from the intention to obtain a more concrete finding on whether a supportive supervisor behaviour can help nurses attain better boundary management, the aim of the study focuses on examining the moderating effect of family-supportive supervisor behavior on the relationship between work-nonwork boundary management preferences and well-being among nurses.

Questionnaires were administered to registered nurses in a private hospital in Kuching, Sarawak with 67 responses collected and the data was being analysed using IBM SPSS version 25. Results revealed there is no significant relationship between work-nonwork boundary preferences and well-being. Family-supportive supervisor behavior was positively related to well-being among nurses. The result revealed that family-supportive supervisor behavior moderates the relationship between work-nonwork boundary management preferences and well-being among nurses.

Based on our findings, family-supportive supervision is a plausible boundary condition for the relationship between work-nonwork boundary preferences and well-being. This study suggests that, family-supportive supervision is a trainable resource that organizations should facilitate to improve employee well-being in healthcare settings.

**Keywords:** *Work-nonwork boundary management preferences, Family-supportive supervisor behavior, Well-being, Nurses*

## INTRODUCTION

A total of 63.1% nurses in Malaysia experience poor work-life balance in their career.<sup>1</sup> Work-life balance is described as a degree to which individual need to balance the responsibility between work and family demands.<sup>2</sup> Individuals who are incapable to regulate their work-life

balance are likely to experience work-life conflict. In the context of nurses, continuous conflict between family and work demand has expose them to problems such as burnout and work stress.<sup>3</sup> Rubab<sup>4</sup> also pointed out that stress either stemming from home or workplace can have adverse effects on both domain such as work-family conflict or reducing individuals' productivity in the workplace. Furthermore,