

Work Family Enrichment and Life Satisfaction among Women in IT Sector

Trabajo enriquecimiento familiar y satisfacción con la vida de las mujeres en el sector de TI

Enriquecimento da Família no Trabalho e Satisfação com a Vida entre as Mulheres no Setor de TI

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Abstract

The expectation and exact discoveries with respect to work–family enhancement and fulfillment has been inconsistent in previous research. The existing study inquire about tries to clear up this irregularity by looking at both bearings of work–family improvement with both employment and family fulfillment to figure out whether their belongings are comparable/differing. Data was gathered using self structured questionnaire and a sample of 653 respondents were chosen among women professionals working in IT sector. Regression, correlation and structural equation modeling analysis were used to check how Work family enrichment has direct effect on life satisfaction. However, the impact on employment fulfillment is solidly based on enhancement from descendents to work rather than job to family enrichment.

Keywords: Work to family enrichment, Family to work enrichment, Life Satisfaction, Family satisfaction, Job satisfaction and Women employees.

Abstracto

La expectativa y los descubrimientos exactos con respecto al mejoramiento y la satisfacción del trabajo en familia han sido inconsistentes en investigaciones previas. El estudio existente indaga sobre los intentos de aclarar esta irregularidad al observar los dos aspectos del mejoramiento del trabajo y la familia con el empleo y la satisfacción familiar para determinar si sus pertenencias son comparables / diferentes. Los datos se recopilaron mediante el cuestionario auto estructurado y una muestra de 653 encuestados fueron elegidos entre las mujeres profesionales que trabajan en el sector de TI. Se usaron análisis de regresión, correlación y modelado de ecuaciones estructurales para verificar cómo el enriquecimiento familiar en el trabajo tiene un efecto directo en la satisfacción con la vida. Sin embargo, el impacto en la satisfacción laboral está sólidamente basado en la mejora de los descendientes al trabajo en lugar del enriquecimiento laboral o familiar.

Palabras clave: trabajo para enriquecimiento familiar, enriquecimiento familiar para el trabajo, satisfacción con la vida, satisfacción familiar, satisfacción laboral y empleados de mujeres.

Abstrato

A expectativa e as descobertas exatas em relação ao aprimoramento e cumprimento da família e do trabalho têm sido inconsistentes em pesquisas anteriores. O estudo existente sobre as tentativas de esclarecer essa irregularidade, examinando ambos os padrões de melhoria trabalho-família, tanto com o emprego quanto com a realização da família, para descobrir se seus pertences são comparáveis / diferentes. Os dados foram coletados por meio de questionário auto-estruturado e uma amostra de 653 entrevistados foi escolhida entre mulheres profissionais que atuam no setor de TI. Análises de regressão, correlação e modelagem de equações estruturais foram usadas para verificar como o enriquecimento familiar no trabalho tem efeito direto sobre a satisfação com a vida. No entanto, o impacto no cumprimento do emprego é solidamente baseado no aprimoramento dos descendentes para o trabalho, em vez de enriquecer o trabalho com o enriquecimento familiar.

Palavras-chave: Trabalho para o enriquecimento familiar, enriquecimento familiar para o trabalho, satisfação com a vida, satisfação familiar, satisfação no trabalho e empregados mulheres.

Introduction

In every individual life work and family will act as an important component that are interrelated. Boyar, S.L. et.al (2007) pointed out that factors in work part will influence the family life and vice versa. This role of work and family create an impact on satisfaction in life. Employees well being in family and job is based on the knowledge of balancing roles enacted in employment and household activities (Sabitha,

Introducción

En cada vida individual, el trabajo y la familia actuarán como un componente importante que está interrelacionado. Boyar, S.L. et.al (2007) señaló que los factores en la parte del trabajo influirán en la vida familiar y viceversa. Este rol del trabajo y la familia crean un impacto en la satisfacción en la vida. El bienestar de los empleados en la familia y el trabajo se basa en el conocimiento de los roles de equilibrio establecidos en el empleo y

2009). Some studies states that the cover among work and family parts will prompt to strife (Aminah, 1995). Eby et.al (2005) states that organization needs to give serious attention for the relationship between employment and house roles. This helps the employees to perform well at work and in their families. Now a day, researcher has made more endeavors to inspect the indisputable consequence on job and genealogy alluded to as work family improvement (Siu et al., 2013; Rotondo & Kincaid, 2008). Work family enrichment has a direct effect on satisfaction (McNall, Nicklin, & Masuda, 2010), performance (Grzywacz, & Whitten, 2011) and health (Carlson et.al.,2006). The current study drew on cognitive viewpoint to develop existing hypothetical comprehension of enrichment– life fulfillment relationship see (figure 1).Life satisfaction is alienated into two parts family and job contentment. An employee feeling about their work is most important in job gratification and family fulfillment is similarly representing the employee prosperity. Few reviews have consolidated the bi-directivity of work–family embellishment and employment genealogy contentment (Carlson, Grzywacz, & Kacmar, 2010).

Indians, being part of a collectivist civilization, give high priority to achieve family and social responsibilities(Hofstede, 2001) since their relationships occupy a pivotal situation in life.This dilemma of work and family is serious for women employees as they are responsible for the success of their own business and welfare of the families. Now a day youth are interested to work in IT sector because of its pay structure and atmosphere but it is more competitive field because one has to update their skills to remain in

las actividades domésticas (Sabitha, 2009). Algunos estudios afirman que la vida entre las mujeres profesionales en el sector de TI cobertura entre el trabajo y las partes familiares provocará conflictos (Aminah, 1995). Eby et.al (2005) afirma que la organización necesita prestar atención seria a la relación entre el empleo y los roles de la casa. Esto ayuda a los empleados a desempeñarse bien en el trabajo y en sus familias. Hoy en día, el investigador ha hecho más esfuerzos para inspeccionar la consecuencia indiscutible en el trabajo y la genealogía aludida como mejora familiar del trabajo (Siu et al., 2013; Rotondo & Kincaid, 2008). El enriquecimiento familiar laboral tiene un efecto directo sobre la satisfacción (McNall, Nicklin, y Masuda, 2010), el rendimiento (Grzywacz, y Whitten, 2011) y la salud (Carlson et.al., 2006). El estudio actual se basó en el punto de vista cognitivo para desarrollar la comprensión hipotética existente de la relación enriquecimiento-cumplimiento de la vida, véase (figura 1). La satisfacción de la vida se enajena en dos partes, la satisfacción familiar y laboral. El sentimiento de un empleado sobre su trabajo es más importante en la satisfacción laboral y la satisfacción familiar representa de manera similar la prosperidad de los empleados. Pocos comentarios han consolidado la bidireccionalidad del embellecimiento trabajo-familia y la satisfacción genealógica del empleo (Carlson, Grzywacz y Kacmar, 2010). Los indios, al ser parte de una civilización colectivista, dan alta prioridad para lograr responsabilidades familiares y sociales (Hofstede, 2001) ya que sus relaciones ocupan una situación fundamental en la vida. Este dilema del trabajo y la familia es serio para las mujeres empleadas, ya que son responsables del éxito de su propio negocio y bienestar de las familias. Ahora un día

the IT field is more stressful due to work schedule, working shifts. It is evident from the past studies that many software women employees suffer from severe conflict due to the inability of balancing work and family. Various studies have taken place related to the negative outcome of work family conflict. Unfortunately very few studies are carried out in the relationship of positive outcome among individuals in this particular profession. So the main aim is to confirm the theorized interrelationships among constructs of work-family enrichment and life fulfillment among women professionals in IT sector.

Theoretical foundations and development of hypothesis

Greenhaus and Powell (2006) developed theory of enrichment, defined as 'degree to which encounter in one party ameliorate the attribute of spirit in other role. Work family enrichment will perform bi-directionally, enrichment from work to family happens when work stimulate family role results in a emend accomplishment of genealogy life, and enrichment from family to job occurs when patronymic enhance work functioning and performance. Recent investigation has determined that work-family enrichment is often absolutely related to both fulfillment (Carlson et.al, 2010 and McNall, Nicklin, & Masuda, 2010). Locke (1976) defined job satisfaction as "The concept of one's cognitive, emotional, and behavioral responses to a job as an effect of appraising job characteristic and job-related events".

Every organizational performance and goals are depends on the people satisfaction on their job and family (Adnan&Muhammad, 2010) and (Rao & Malik, 2012). Satisfaction in work

los jóvenes están interesados en trabajar en el sector de TI debido a su estructura de pago y atmósfera, pero es un campo más competitivo porque uno tiene que actualizar sus habilidades para permanecer en este campo y las condiciones de trabajo en el campo de TI son más estresantes debido al trabajo horario, turnos de trabajo. Es evidente a partir de los estudios anteriores que muchas mujeres empleadas de software sufren un conflicto grave debido a la incapacidad de conciliar el trabajo y la familia. Se han realizado diversos estudios relacionados con el resultado negativo del conflicto familiar laboral. Desafortunadamente, muy pocos estudios se llevan a cabo en la relación de resultados positivos entre individuos en esta profesión en particular. Por lo tanto, el objetivo principal es confirmar las interrelaciones teorizadas entre los constructos de enriquecimiento trabajo-familia y la realización de la vida entre las mujeres profesionales en el sector de TI.

will get affect due to salaries, working environment, role conflict (Ghoniem et al, 2011). Employees hold negative feeling when they are dissatisfied with their job. Vodafone (2005) states that role of enrichment helps to increase satisfaction. Enrichment from family to work increases the satisfaction level in family (Boyar & Mosley, 2007). Wayne et.al (2004) and Balmforth & Gardner, (2006) highlighted that fulfillment in job is based on the enhancement from work. Given these questionable model of outcome, we have to observe these links in enrichment and province of satisfaction.

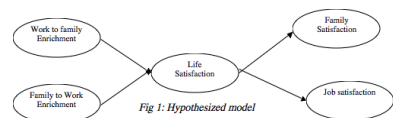


Fig 1: Hypothesized model

Literature review

Work Family Enrichment

Greenhaus and Powell's (2006a) define work and family enrichment as the "extent to which experiences in one role improve the quality of life in the other role". In order for work-family enhancement to happen, two conditions should be satisfied: (1) not only the resources should be exchanged from the one part to next, however (2) this must outcome in the performance of receiving domain (Ameeta Jaga and Jeffrey Bagraim 2011). Work to family Enrichment Life Satisfaction. Every organizational performance and goals are depends on the people satisfaction on their job and family (Rao & Malik, 2012a). Satisfaction in work will get affect due to salaries, working environment, role conflict (Ghoniem et al, 2011a). Employees hold negative feeling when they are dissatisfied with their job.

Job Satisfaction/Life Satisfaction

The term job satisfaction is brought to an attention by Hoppock (1935) who reviewed job satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say, "I am satisfied with my job". Lippman et al., 2012 define life satisfaction is the comprehension of a person that his/her life is going destined for success and confidence about being content with one's own particular life. Unremitting research on occupation fulfillment has been carried out throughout the previous decades. Job Satisfaction has noteworthy ramifications toward employee's turnover intention (AbuAlRub, El-Jardali, Jamal, & Abu Al-Rub, 2015). Job satisfaction is the important determinant which has high impact on organizational commitment (Raymond, T & Mjloi, TQ, 2012), Employees will exhibit positive behavior only when they are met with organizational goals and when they feels organizational

climate as positive (Pelín Kanten and Funda Er Ülker, 2013). (Rathi & M, 2012) stated that the negative linkages between work family conflict and job family satisfaction can be get increased only work family enrichment act as a mediator Job/family satisfaction.

Problem Statement

Globally individual in general do have concern on their house hold chores and society, especially women will give a high priority on it. Both success and failure of the employees in work and family highly relies upon how employees are balancing the demands of work and family simultaneously. In the Indian context family resources are assumed to be significant due to the strong emotional attachment of an individual with family. Due to societal changes and technological advances created a serious potential for interference and competitive demands between workplace and personal needs at home. The dilemma of the work and family is serious for women employees as they are responsible for the success of their own business and welfare of the families. In spite of this high occupation requests and work family strife of women employees restrain their family obligations and occasionally bring pessimistic approach toward employment in turn lowers the contentment on their family life. Running conflicts between work and family may result in a variety of negative outcomes including risks to physical and mental health, poor job performance, poor parental performance, incidence of work withdrawal behaviors low morale and low satisfaction with job, life, marriage and family.

Various research finding shows that many software women employees suffer from severe conflict due to the inability to balance work and family. Contrary to this in case of getting support from work environment the adverse effect due to work family conflict is curtailed to the maximum extent. Various studies have

takes place related to the negative outcome of work family conflict. Unfortunately very few studies is carried positive outcome among individuals in this particular profession. So the main aim of the study is to find the impact of work to family enrichment and family to work enrichment on life satisfaction among women employees in IT sector.

Methodology

Sampling procedure used for the study is multi stage sampling technique. To measure the variables and to test the propositions survey was conducted by distributing structured questionnaire to the respondents. Sample size in IT companies was determined based on the company workforce and employee’s strength of 1000 and above was shortlisted based on the data provided by NASSCOM. To give the reasonable results a total of 710 questionnaires was distributed in which 653 is received.

Measures

Instrument used for collecting data is questionnaire which is both reliable and valid in previous studies. Each variable was measured using seven point Likert scale. Reliability analysis and SEM (Structured Equation Model) was executed to recognize and validate the concept of model.

Inference of Results

Systematic data analysis was done throughout the process. Reliability of the data set was found using cronbach alpha; it determines internal stability. A construct underlying high value of alpha denotes how it is closely related to related set of items. Alpha value ranging between .7 and .9 seems good consistency in the data set. As shown in Table 1 cronbach alpha for our data is above 0.7 this shows that data used in this survey is highly reliable. The correlation between enrichment and satisfaction is included in table 2.

Table 1: Reliability test

Variables	Cronbach Alpha
Work Family Enrichment	.928
Family Satisfaction	.761
Job Satisfaction	.932

Table 2: Mean, Standard Deviation and Correlation analysis

Variables	Mean	SD	1	2	3	4	5	6
Age	35.82	5.99	1					
Tenure	6.14	5.43	.31**	1				
WFE	3.92	.67	-.07	-.03	1			
WFW	3.34	.88	-.02	-.05	.51**	1		
JS	3.87	.86	.10	.01	.52**	.36**	1	
FS	3.68	.66	.11	.00	.37**	.47**	.34**	1

Note: *p<.05, **p<.01

The table shows that family to work enrichment was significantly and positively affect job satisfaction ($r=.52^{**}, p<.01$). Similarly with family satisfaction ($r=.36^{**}, p<.01$). Additionally work and family satisfaction was positive related to job ($r=.47^{**}, p<.01$) and family satisfaction ($r=.34^{**}, p<.01$)

Structural Equation Modeling

The primary objective of this research is to empirically test how work family enrichment affects satisfaction level among employees. The structural equation modeling was used to test hypothesized model and final model is shown below.

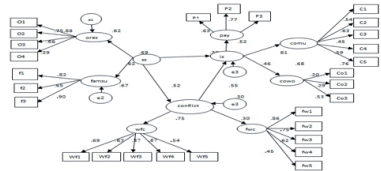


Figure 2: structural Equation Model Fit

The effect of the full fledged SEM (Figure 1) , used AMOS data-fitting program, which uphold the hypothesized relationships. Specifically, greatest resemblance inference the shape furnishes several remarkable results, which collectively nourish the adequacy of the model.

Model fit indices

Bentler and Bonnet (1980) study indicated that the model fit can be checked by RMSEA which is less than 0.08 has a good fit and less than 0.05 has a closer fit. Joreskog and Sorbom (1988) study proposed that for GFI (Goodness of Fit Index) should be above 0.9 and AGFI (Adjusted good-of-fit Index) should be above 0.8. Bentler (1990) study suggest for good model fit CFI (Comparative Fit Index) should be greater than 0.9.

Table3: Model Fit Index

Model fit Index	Score	Standards
Chi-Square/df	1.654	≤5.00
Goodness of fit Index (GFI)	0.954	>0.9
Adjusted Goodness of fit Index (AGFI)	0.927	>0.8
Comparative fit Index (CFI)	0.965	>0.9
Normed fit Index (NFI)	0.918	>0.9
Root mean square error of Approximation	0.040	<0.08

In the model estimation output, chi-square value of 1.65 is significant at the $p < 0.001$ level. The value of AGFI (0.927) and CFI (0.965) indicate the adequate fit between the structural model and sample data. The GFI of 0.954 and RMSEA of 0.040 suggest a good fit. This confirms that the available data set moderately fits into the proposed structural model.

Discussion

Research in the circumference of work and family has newly begun to explore how both fertilize in every individual life. The aim of current study is to investigate role of work family enrichment on satisfaction outcomes. Knowledge in work family enrichment is getting expanded in various ways using the findings of present study; it indicates that the stream of enrichment is in two directions with its own different outcomes. WFE and FWE have direct effects on job and family satisfaction. It was get supported previous research by (Demerouti, 2012) and (Restubog, 2010) explain that individuals getting cognitive resources will influence the well being and job satisfaction among employees. Mean score of family to work enrichment is higher (3.92) than work to family enrichment, it indicates that family role gives more resources to employees which helps in improving work roles than provided by the work to enrich family role (Stoddard & Madsen, 2007). Statistical analyses point out an insignificant relationship between job satisfaction and work-family/family-work enhancement ($\beta = 0.06, p = 0.38$)

and a significant relationship between family satisfaction and work-family/family work enhancement ($\beta = 0.15, p = 0.03$). The first hypothesis (There is a significant relationship between job satisfaction and work-family/family-work enhancement, job satisfaction positively predicts the enhancement) was not supported, while the second hypothesis (There is a significant relationship between family satisfaction and work-family/family-work enhancement, family satisfaction positively predicts the enhancement) was supported by the results: an increase in the family satisfaction level tends to be associated with a higher level of positive interactions between the two roles. The types of positive interactions that significantly correlated with family satisfaction are family-work compensation ($\beta = 0.43, p = 0.000$) and family-work transfer of competencies ($\beta = 0.27, p = 0.000$). Family satisfaction has a negative relationship with work-family compensation ($\beta = -0.17, p = 0.01$). As Wiese et al. (2010) suggest, this finding can be explained by the fact that lower levels of family satisfaction can be related to the need to compensate negative experiences within the family domain through the positive experiences associated with the professional role. The positive relationship between family satisfaction and family-work compensation may be due to the fact that a high level of family satisfaction, associated with a positive perception of the family role, represents a resource which helps individuals manage problems at work.

The work family enrichment relationship with satisfaction is further get insight by Blau's (1964) social exchange theory. It is anticipated that when organizations and families support to manage their work and family parts, then they tend to react with moving attitudes (McNall et.al 2010). The result of multiple regressions confirms that enrichment from both work

research (Boyar & Mosley, 2007). The demographic control variable did not have strong effect on satisfaction outcomes, this shows that employees experiencing more enrichment will be satisfied in the success of their career supported by previous research by (Gordon et al. 2007). On gender base women are more receptive in work family domains (Wayne et al., 2007). As observed by the researcher duration of working hour is not uniform among the IT professionals so married employees with children are more stressed while interfering work and family roles.

The discoveries of the review propose that improvement among IT employee's prompts to beneficial outcome on work and family factor. WFE help to perform more efficiently in family space and enrichment from family to work help in the productive capacity of work area. Association ought to consider business related strategies that help work family enhancement. Ellen Ernst (2011) suggests that organizations may use many strategies increase work to family supervisor and organizational support. Increase in supervisor balking perceptions helps to increase job home compassionate policies which in turn induce employees to perceive the organizational climate, which relates to balance work and family roles.

Conclusion

The present research tries to address this limitation by investigating individual mediating variables in the relationship between satisfaction and enhancement (Allen et al., 2012). Our findings suggest that family satisfaction is a significant predictor of family-work enhancement, which is consistent with McNall et al.'s (2010a) meta analysis. The results of our research support the existence of a positive relationship between family satisfaction and family work compensation, as well as between family satisfaction and family-work

transfer of competencies. Women professionals in IT sector it is essential to comprehend the ground reality and strike a balance among professional and individual life for accomplishing professional superiority without this women professional cant able to climb up in their job hierarchy. It is common anticipation that manager should be reasonable enough towards women employee in IT sector while executing work flexibility policies. Regrettably kids are being the biggest causality. They are being deprived of parental care very often. It is a matter of concern for employer, women employee, their partners and other family members to build a healthy rational society by integrating work and family life. Family which is the primary core value of Indian society should not suffer as well as women having equal potentialities should also be not hindered or discouraged to realize their career goal. Improper work life balance may have a low quality life style leading to family conflict and unsatisfactory performance at the work places (or a negative impact on quality output at the work place).

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