The Antecedence and Consequence of Employee’s Work-family Conflict in Thailand

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Abstract

The main purpose of this study were threefold (1) to specify the level of agreement between work/family related demand and work-family conflict, work-family conflict and job-family satisfaction(2) to identify the effect between work/family related demand and work-family conflict, work-family conflict and job/family satisfaction (3) find work-family conflict mediate work/family related demand and job/family satisfaction, Data were collected from a sample of 415 employees in service and industry companies. LISREL 8.72(student edition) was used to analyzed the model.

The findings showed both of work related demand and family related demand have positive effect on work-family conflict, moreover, the work-family conflict had the negative effect on job satisfaction and family satisfaction.