

The Influence of Work-Family Conflict on Subjective Well-being and Voice Behavior in the Workplace: Moderating Effects of Age and Flow

Hoe-Chang Yang¹,

¹ Department of Distribution Management,
Jangan Univrsity, 1182 Samcheonbyeongma-ro, Bongdam-eup, Hwaseong-si,
Gyeonggi-do, Korea,
pricezzang@naver.com

Abstract. This study aimed to check influence of work-family conflict, which can occur due to multiple role performance in work and home by medium-small sized company members, on subjective well-being of life in individual perspective and voice behavior in organizations. Also, the role of a representative variable of life cycles in this relation called age and flow which is reported to pursue happiness were checked to find clues for plans to develop individual happiness and company development. Results of this study show that work-family conflict has negative influence on subjective well-being, however it has no influence on voice behavior. Age was moderated between work-family conflict and voice behavior, and flow was moderated between work-family and subjective well-being.

Keywords: Work-Family Conflict, Subjective Well-being, Voice Behavior, Age, Flow.

1 Introduction

In this study, the influence of work-family conflict, which can occur in multiple roles on work and family by members, on the subjective well-being and voice behavior of members. Also, based on the report by Allen & Finkelstein (2014) that there is negative relation between work-family conflict and age, the influence of age on each work-family conflict, subjective well-being, and voice behavior was investigated. Meanwhile, the role of flow was investigated in this study as a clue of having a happy life of members. Seligman (2000) suggested happiness theory integrating hedonistic perspective and self-fulfilling perspective and asserted that happiness can be divided by 3 components of pleasant life, engaged life and meaningful life in which engaged life, especially Csikszentmihalyi's (1990) flow is focused on. It is because silent acts or subjective life satisfaction of members at work can have positive or negative influence depending on life span, but engaged life has high possibility to promote this.

The influence of work-family conflict on individual subjective well-being and voice behavior at work was checked to expect justifiability to relieve work-family conflict in individual, family, and company aspects as results of this study. Also by

checking age and role of engagement in this relation, it was expected for various clues to be suggested for company strategy establishment and application related to employment such as the salary peak system.

2 Theoretical Background

Work-family conflict is conceptualized as a conflict between the two roles of life of role pressure at work and at home in which this occurs when they cannot mutually coexist due to several reasons (Greenhaus & Beutell, 1985). And positive mental state subjectively experienced by an individual in happiness theory in hedonistic aspect (Seligman, 2002) is defined as subjective well-being. Voice behavior is constructive behavior pursuing positive change in an organization as it has clear difference with behavior simply expressing discontent (Detert & Burris, 2007). Csikszentmihalyi (1990) defined the 'engaged life' that Seligman (2000) suggested as flow.

3 Research Design & Data

It can be found in many studies that work-family conflict lowers work results, bring passive behavior in work, and lower life satisfaction. Meanwhile, responsibility at home increases as one gets older that possibility of silent acts or defensive behavior is very high in individuals that must maintain jobs. However, flow which is the result of personal desire to pursue happiness has high possibility to relieve conflicts that occur due to the duplicity of maintaining a job and family in balance. Therefore, the following research model and hypothesis were established.

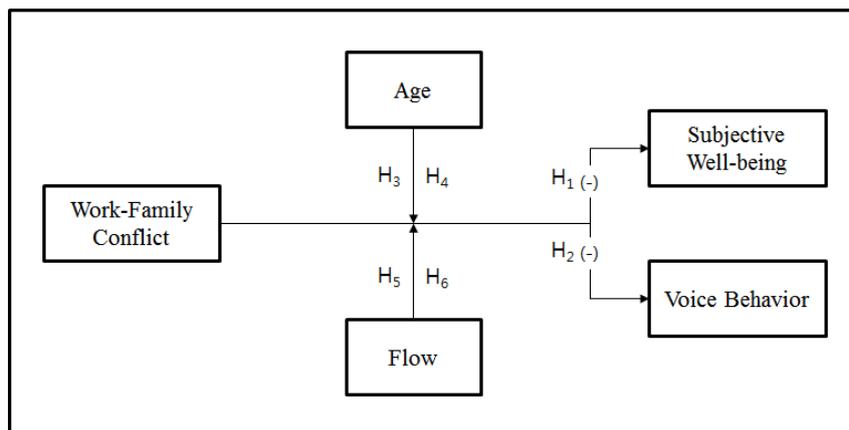


Fig. 1. Research Model

For this study subject to medium-small sized companies located in Northern

Gyeonggi regions, a total of 204 valid surveys were gained to be used for analysis.

4 Results

For demographic characteristics, there were 76 males(37.3%), 128 females(62.7%), 162 married respondents(79.4%), 126 respondents with education of college graduation or higher(61.2%), 122 respondents of monthly income of 2 million won or higher(60.8%) in which it was judged that the respondents had characteristics of ordinary medium-small sized company workers in our country. Reliability of the questions was checked with Cronbach's α coefficient for internal consistency and validity verification of variables, concept reliability, and average variance extracted index were confirmed through confirmatory factor analysis.

As result of controlling gender and income, and performing recession analysis for verification of direct effect, it was shown that work-family conflict has statistically significant negative influence on subjective well-being ($\beta=-.345$, $p<.01$), but had no influence on voice behavior ($\beta=-.092$, $p=.183$). Therefore, <Hypothesis 1> was adopted and <Hypothesis 2> was not adopted. For verification of moderating effect, mutual application questions each on work-family conflict, age, and flow were composed. As result of regression analysis, there was marginally significant negative influence of age between work-family conflict and subjective well-being ($\beta=-.117$, $p=.077$) and it was found that work-family conflict and voice behavior($\beta=-.160$, $p<.05$) had statistically significant negative influence in 95% reliability level. Meanwhile, flow had statistically significant positive influence between work-family conflict and subjective well-being ($\beta=.156$, $p<.05$) in 95% reliability level and was not statistically significant between work-family conflict and voice behavior ($\beta=.106$, $p=.132$). Therefore, <Hypothesis 4> and <Hypothesis 5> were adopted. However <Hypothesis 3> and <Hypothesis 6> were not adopted.

5 Conclusions

First, it was found that work-family conflict has negative influence on subjective well-being. This result is similar to those of previous studies. Second, it was found that work-family conflict has no influence on voice behavior. This result was somewhat different from the expected hypothesis that work-family conflict would relieve voice behavior in which careful approach is required. Third, it was found that age moderates work-family conflict and voice behavior. Therefore, it is implied that not only approach of individual perspective, but also support from company perspective must be supported to reduce conflict between work and families of old aged members. Fourth, it was found that flow moderated between work-family conflict and subjective well-being. Therefore, effort must be invested in pride of jobs and engagement on work in individual aspect.

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