

Balancing Work and Family Life: Research and Implications

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Road Map

- Project 3535 research (2002-2017)
- Research on 3 Asian countries (India, Taiwan, Indonesia (2011)
- Doctoral Dissertation (2012)
- Joint research with Zhejiang University & Zhokou Normal university, China (2016)
- International Study of Work and Family (ISWAF) Project (2017)

Project 3535

- Starting 2002, conducting a qualitative study to investigate the antecedents and outcomes of work-family conflict.
- Building a model (2003), then conducting a quantitative survey (2004).
- Using 2803 samples in 10 countries
- Findings have been published in the book **“The Work-Family Interface in Global Context”** (Routledge, 2017)

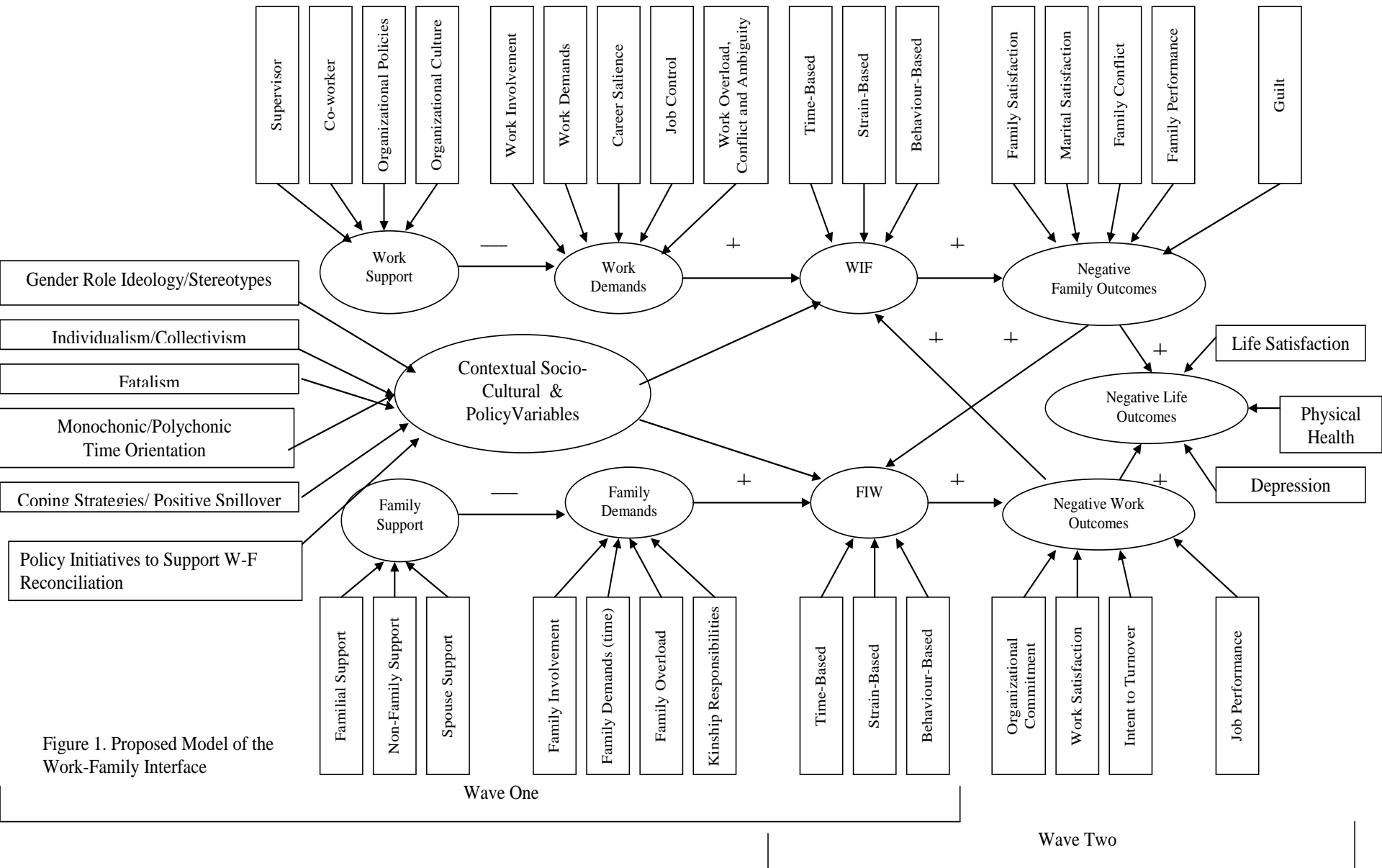


Figure 1. Proposed Model of the Work-Family Interface

THE WORK-FAMILY INTERFACE IN GLOBAL CONTEXT



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Research on 3 Asian countries (India, Taiwan, Indonesia)

- Ujvala Rajadhyaksa, Ting-pang Huang & Artiawati (2011)
- **Gender role ideology, work-family overload, conflict and guilt: Examining a path analysis model in three Asian Countries.**
- 1148 samples (561 India, 281 Taiwan & 306 Indonesia)
- Presented in Regional Conference International Association of Cross-Cultural Psychology, Istanbul, Turkey (2011)

Doctoral Dissertation

- Artiawati (2012)
- **Work-Family Conflict on Journalists in Java and Bali: A model of work-family conflict with gender-role ideology, role overload, social support and personality as antecedents; guilty feeling and psychological well-being as consequences**
- 360 journalists in 6 provinces of Indonesia.

Joint research with Zhejiang University & Zhokou Normal university, China

- Artiawati, Wulan Widayaswari, Febe Septiyanti, Paxia DAS, Icha Prameswari, Nadya Baan (Faculty of Psychology, University of Surabaya), Nan Zhang (Department of Psychology, Zhejiang University), & Liu Xiaozu, Bai Jie, Ma Renfei (School of Education Science, Zhoukou Normal University) (2016)
- **The Differences of Work-Family Conflict Self-Efficacy across Gender, Job Level, and Culture**
- **The Differences of Work-family Enrichment across Gender, Job Level and Culture**
- **The Role of Work-family Conflict Self Efficacy, Spouse and Supervisor Supports in Predicting Work-family Enrichment**
- 727 samples (499 Indonesia & 228 China)



International Study of Work and Family (ISWAF)

- Starting mid 2017
- The primary objective is to extend existing cross-national work-family research by **examining the impact of national context in particular cultural values on individual's work family conflict, enrichment and balance, as well as work-family boundary management**
- 35 countries prepared for 10.500 samples

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Implication

Work-family balance is a state when

1. Work and family satisfaction are balanced
2. Work-family conflict is well managed
3. Work-family enrichment (some other positive aspects of work-family interface) are gained
4. Some predictors play important roles (eg. gender role ideology, demands, supports, personality, work-family conflict self-efficacy)

Thank
You.