

The Relationship between Work-Family Conflict and Work Stress: Effects of Supervisor Support and Gender

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Extended Abstract

Previous studies have well-demonstrated that work-family conflict heavily results in individuals' psychological and physical health issues (Almeida et al., 2016). Therefore, it is imperative to understand the nature and determinants of work-family conflict so as to make appropriate strategies to cope with negative consequences result from work-family conflict. Work stress has been identified as one of the leading causes of individuals' work-family conflict (Fuß et al., 2008), and supervisor support for work-family balance and gender have been found to moderate the association between work-family conflict and the resultant health problems (Ismail et al., 2013; Cinamon & Rich, 2002). Since little research had been conducted to examine the roles of supervisor support and gender in the relationship between work stress and work-family conflict, the present study attempted to explore this area and inform policy decisions. This study firstly sought to re-examine the association between work-family conflict and work stress. After that, the study aimed to investigate the impact of supervisor support and gender on work-family conflict, and to uncover whether supervisor support and gender serve as moderators in the relationship between work-family conflict and work stress. The data from the 500 Family Study, undertaken by Schneider and Waite (2008), were analyzed. Participants were recruited from eight urban and suburban communities throughout the United States from 1998 to 2000. Ordinal logistic regression and linear regression models were performed for the analysis. The results substantiated the findings of past research: work-family conflict was positively related to work stress, and women displayed a greater degree of work-family conflict, compared to men. However, out of our expectation, supervisor support was positively associated with work-family conflict. The findings regarding the moderating roles of supervisor support and gender in the relationship between work-family conflict and work stress were not significant. Future researchers may consider addressing the non-significant results and the inconsistency between our results and previous research. Nevertheless, this study reaffirmed the positive relationship between work-family conflict and work stress as well as the effect of gender. Policy makers may tailor proper strategies based on the results to better individuals' well-being.

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