

Mutual Intrusion of Work and Family Roles and Job Contentment in Workplace

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Renowned research scholars draw attention to the needs of scrupulous engagement in the sphere of work and family. Scholarship on this subject continues change the ways organisation operates, i.e., technological changes, working from home, borderless business engagement etc., and the challenges organisations confront recently. The pervading nature of spill-over and crossover effect on the mutual intrusion in executing of work and family roles has afflicted both organisations and individuals. Consequently, this study was designed to investigate the relationship between work family interference and job contentment of employees working in a high status occupation. The study and further had a close look at the role of income in negating negative relationship between work family interference and job contentment. Using random sampling techniques, a total of 569 employees working in a high status occupation were chosen. Based on strong ontological beliefs and the objective reality of epistemological assumption, this research adopted survey research strategy with a deductive approach in a cross sectional time horizon. Data were garnered using a self-administrated questionnaire. Surprisingly, employees reported long working hours and high level of work family interference than found in many developed affluent countries. Results further lent weight to the notion that work family interference was significantly negatively related to job contentment. One of the most important findings is that the level of income moderated the relationship between work family conflict and job contentment. The negative relationship between work family conflict and job contentment is stronger at low level of income, nonetheless, the negative relationship was reduced at a high level of income. Needless to say, this study makes theoretical contribution to the frontier of work family literature and proffers practical implication to the organisation and would serve as a springboard for future research studies.

Keywords: Job contentment; high status occupation; work family interference