

Investigating Work Family Experiences of Workaholic Women with Moderating Effect of Family Support

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Abstract

Though the work is an important component of life but most of the time especially female employees view it as a passion and forget to pay attention to their own health, family and entertainment. The purpose of this study was to investigate work family experiences of workaholic women with moderation effect of family support through underpinning conservation of resources theory (COR) in banking sector of Pakistan. Total sample size was 110. The Smart PLS version 3.2.8 was used to assess the structural model measurement. Structural model measurement comprised of Path co-efficient (R^2) within the limit whereas the P values for workaholism and work family conflict is significant. Similarly, the moderation effect of family support also significant and hence both hypotheses were accepted. The model shows adequate predictive accuracy (Q2) within the threshold value. The study has implication for the banking sector in Pakistan to understand that their workaholic behavior is a productive and valuable phenomenon that needs to be rewarded and addressed ethically and negative outcome can be neutralized through social intervention like family support. However, the future study needs to explore other specific work-related social support as moderation on work family conflict with large sample size and different context.

Keywords: Workaholism, Work family Conflict, family support, Conservation of Resources

The world is facing many challenges. While combating these competitive challenges, the individual failed to maintain equilibrium between work and family life as much of their time is devoted to working, ignoring the family domain. This not only affects family life but also bring adverse effect on another sphere as well. Work is an important part of life, but working is also a necessary means to meet the basic needs of life. To achieve different goals, individuals view it as passion and forget to pay attention to their health, family, and entertainment. Scholars' term such employee characteristics as workaholism. Though previous research has focused on the conflict between work and family, further exploration is required to understand the workaholism in other contexts (Tahir et al., 2019).

Though the work is an important part of the life, it is also required to meet the basic need of life and pay attention to one's own family and entertainment. Working people are always in conflict as they must contribute to the workplace as well as they also need to play an important role in taking care of their families. The scholars come up with the idea that there is a reciprocal correlation between work interference with family and family interference with work. The achievement in one area may lead to an unfulfilled obligation in other domains. Such non-accomplishment of family obligation spill over into the work domain and vice versa. The work-family conflict outweighs family-work conflict. Most of the research suggested that work-family conflict is due to the devotion of time on role affecting the time devoted to the family domain (Law, 2019).

Background of the study

Adverse working condition is one of the causes of death. The study explored the impact of work and family conflict, long working duration, and job autonomy on employee wellbeing for all relevant stakeholders. Emerging studies focus on workload and job demand while neglecting personally related factors such as workaholism, which is a kind of addiction due to non-controllable needs or compulsive working continuously. Employees with workaholic trends, report more health complaints, high demand for recovery, and feel a high level of depression. Workaholism and its implications are some of the important aspects of the current research arena. Moreover, there is a correlation between workaholism and employee wellbeing; workaholism also acts as an essential component which make an employee more attached to work-family conflict, which is a kind of role conflict impacting both work and family dimension (Karapinar et al., 2019)

Problem Statement

Work-family conflict is an issue confronting in the whole world. However, there is variation in the scope and nature of the phenomena in different countries. Work-Family conflict is an emerging issue of the contemporary studies. Scholars and policymakers are quite concerned about the issue, and thus work, and family conflict is in the spotlight. Previous studies have regarded work-family conflict as a complex phenomenon. However, there are still some rooms for examination of this phenomenon. Some scholars have tried to determine the impact of organizational support for balancing work and family conflict. The objective of the study is to examine the prospects of family support from the lens of workaholism (Khursheed et al., 2019).

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According to Kim et al. (2019), work-holism has been focused by scholars since 1968 due to its implication for human resource development. Therefore, it is to explore the sample of workaholics for the investigation of workaholism. Balducci et al. (2016) elaborated that an insignificant study of workaholism's genesis. In the context of organizations, workaholism is primarily a function of personal factors. The survey of Cheung et al. (2018) suggests that explaining the work-holism as it is not addressed adequately needs to be explored with family relationships and other health-related contexts. Torp et al. (2018) suggest workaholism and work-family conflict are positively correlated, but these factors affect each other is unclear; thus, to investigate it provide more comprehension. Similarly, the study of Clark et al. (2015) persuaded to pursue research on the unique experiences of a workaholic woman where they explored that workaholic behavior of women primarily work, and family conflict can be reduced through family support. French et al. (2018) recommended making theoretical inferences for prediction of work and family conflict. Caesens et al. (2014) stated in their study that for investigation of workaholism and work engagement, job demand could be considered mediator. The researchers should also consider the social support.

Considering the above background, the study's main aim is to examine the relationship of workaholic women's experiences on work-family conflict with the moderation effect of family support.

- To explore the relationship between workaholism and work family and conflict
- To evaluate the moderation effect of family support on relationship of workaholism and work family conflict

Workaholism and Work and Family Conflict

The study of sportsman behavior revealed that there is a positive relationship between workaholism and burnout. Work-family conflict partially mediated between workaholism and burnout (Taylor et al., 2019). Several studies confirmed that workaholism adversely affects the relationship and leads to increased work-family conflict. It is further confirmed that Work-family Conflict is gaining sufficient ground in the research arena due to its negative outcome like psychological stress (Brady et al., 2008). Workaholics experience a low level of psychological wellbeing and high level of stress than non-workaholics. Workaholics are more likely to suffer from reduced physical health. One of the potential consequences can be family-work conflict (Snir et al., 2006).

H1: Workaholism has significant positive effect on Work Family Conflict

An empirical study of work-family conflict and social support using 163 workers samples living with at least one family member concluded that work and family have a significant impact on life satisfaction. It has been found that there is a relationship between work and family conflict and social support. A high level of work interference in the family is related to lower family emotional and instrumental support (Adams et al., 1996).

H2: Family Support as moderator weakens the relationship between Workaholism and Work Family Conflict.

According to Burch, (2019) study that work-family conflict refers to the intersection of roles within an employee or dual-earner

couple. In an organization, employees are feeling the tremendous work-family conflict. The study conducts at the Society of Human Resource Management on changing workforce stated that work-family conflict interference had increased from 34% in 1977 to 46 % in 2016. Regular press focuses on workaholism, where there is little research undertaken in this respect. The definition of construct and measurement has not been appropriately addressed. The opinions and conclusions regarding workaholism are varying. Many scholars presented workaholism as positive, and others viewed it negatively from an organizational perspective (Burke, 2000). This quantitative study uses a convenient sampling method. The sample was computed using G*power with sample size 110 for validation of the model comprising workaholism effect on work and family conflict and moderation effect of family support for the female working in the banking sector in Pakistan. Smart PLS has been used for measuring the model. Out of the total sample of 110, the available response rate has been 76%, whereas 11 % of participants have never been responded. 13% of the questionnaires submitted were utterly unusable. Table 4.1.1 exhibit the distribution of participants.

Table 1: Participant Distribution

Participants	Frequency	Percentage
Respondent	84	76
Non-Responsive Participants	12	11
Unusable	14	13

The p-value for the workaholism to work-family conflict is 0.029, being highly significant prompt us to accept an alternative hypothesis. Thus, the moderation effect of family support using two-stage moderation with 500 samples bootstrapping is significant at 0.1 with two tail testing. The moderation effect of family support is significant at 0.021, prompting us to accept an alternative hypothesis. Hence both hypotheses have been accepted.

Table 2: Bayesian Test (P test and T test)

Construct Relation	Beta	S. D	T	P-val
Family Support -> Work Family Conflict	0.62	0.08	7.00	0
Moderating Effect 1 -> Work Family Conflict	-0.17	0.07	2.31	0.02
Workaholism -> Work Family Conflict	0.20	0.09	2.18	0.02

Critical t-values for a two-tailed test are: $t < 1.96$ ($p > 0.05$)

Discussion

Workaholism (workaholic Risk test) was significantly related to a greater work-family conflict. Whereas, workaholism battery high drive scores were also associated with more work-family conflict (Brady et al., 2008). Academic staffs experienced more workaholism and work-family conflict than non-academic staff. Workaholism was positively related to work-family conflict and partially mediated the relationship between role overload and work-family conflict (Torp et al., 2018). Enjoyment and commitment of variable workaholic had a higher level of work to family conflict (Lee, 2019). The study found out using PLS-SEM that work engagement was negatively correlated to life to work interference than work to life interference. In contrast, workaholism was positively related to work to life interference (Di Stefano et al., 2018). The study result of the relationship between social support and work-family conflict shows that women reported more strained based work to family conflict than men. Social supports from spouse and colleagues were related to family to work conflict. In a nutshell, it is concluded that social support is important in reducing the family to work conflict (Van et al.,

2006). Family support was associated with work and family conflict; hence it reduced strains and increased job and family satisfaction (Drummond et al., 2017).

Conclusion

The study was conducted to investigate the work-family experience of workaholic women with the moderating effect of family support in Pakistan's banking sector. The empirical analysis of the model was performed using data collected from the woman working in the banking sector to assess the model and structural model. The Exploratory Factor Analysis, including Cronbach's alpha, convergent validity shows above the acceptance criterion of 0.7. Whereas the variance extracted is above 0.50. The model assessment comprised of Indicator Validity and Variance inflation factor (VIF) check for collinearity with value within 0.5 and heterogeneity of the formative model using FIMIX-PLS for computation of error variance. The heterogeneity values above 0.1 are small, where above 0.3 is a large error variance. Indicator validity exhibit that only SPS1 (item for family support) with a value of 0.478 outer loadings is less than a threshold value of 0.6, but the item is significant with P-value 0.000, prompting us to retain the item for model assessment. The rest of the items for all constructs' outer loading are within threshold value and significant at P-value 0.000. The variance inflation factor for each item is below 0.5 shows the model is without any collinearity problem. The heterogeneity values for the segment 1 and segment 2 is 0.286 and 0.001 showing small heterogeneity as error variance for the model. The structural assessment of the model comprised of path coefficient (R²) is 0.67 and denoting a substantial change of latent construct as a result of a change in an independent variable. The effect size (f²) for workaholism, family support, and the moderation effect of family support using two-stage moderation is 0.058, 0.538, and 0.082. The small impact of workaholism on work-family conflict. In contrast, the moderation effect is small, but the direct relation of family support on work-family conflict is medium. The predicative relevancy (Q²) is computed for family

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- Karapinar, P. B., Camgoz, S. M., & Ekmekci, O. T. (2019). Employee wellbeing, workaholism, work–family conflict and instrumental support, workaholism, and family conflict is 0.349, 0.282, and 0.355. It is showing adequate, relevant falling above the threshold value of zero. The intervention of family support is highly recommended as substantial measures as denoted from the investigation to minimize workaholism.
- The study enables the practitioners in the banking sector in Pakistan to understand the work-family conflict through the lens of Conservation of Resource theory with empirical validation using the concept used in this study. The study contributes to enhancing the understanding of employees in the banking sector in Pakistan. It can be used as a guideline for further exploration and explanation of the workaholism and family support through the broader theoretical underpinning of conservation of resources and deduced with statistical testing using PLS-SEM. There are many limitations to the study. One of the limitations is sampling as the sample size was small and only reflecting the banking sector in Pakistan. The instrument has been self-administrated and self-evaluated, which is an implication for the generalizability of the result. The study is measuring only workaholics women in the banking sector. There are chances of gender bias and boundary condition implication.
- The scholars are suggested to explore the workaholism-specific dimensions like excessive working and compulsive working on family conflict in different contexts and other industries using a large sample size. Similarly, conservation of Resource Theory can be applied to validate specific work-related social support like peer support as a moderator to estimate the effect of workaholism on work-family conflict. Relationship between social support and work-family conflict shows that women reported more strained based work to family conflict than men. Social supports from spouse and colleagues were related to family to work conflict. In a nutshell, it is concluded that social support is important in reducing the family to work conflict (Van et al., 2006). Family support was associated with work and family conflict; hence it reduced strains and increased job and family satisfaction (Drummond et al., 2017).
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