

Impact of Work Place Social Support on Managerial Employees' Work Family Conflict of Large Scale Apparel Companies in Sri Lanka

C.B.M.Y.S. Weerasekara and K.A.C Chandrika

*Department of Human Resource Management, University of Sri Jayewardenepura,
Sri Lanka*

Employees today are experiencing more difficulties than ever in overcoming Work Family Conflict. Both organizational support theory and conservation of resource theory suggest that Work Place Social Support (WPSS) is a better predictor of Work Family Conflict. Hence this study is focused on the role of Work Place Social Support as an indicator in reducing WFC of managerial employees in Sri Lankan Apparel Industry. Primary data of the study collected from 269 managers under convenient sampling technique with the research objective of investigating the mediating effect of Work to Family Conflict (WFC) on the relationship between WPSS and Family to Work Conflict (FWC). Further study revealed the relationship between WFC and dimensions of WPSS namely Perceived Organizational Support, Perceived Supervisor Work Support and Family Supportive Supervisor behaviour. An adapted Likert scale questionnaire was used to survey on managerial employees who belong to the large scale apparel companies in Sri Lanka. This study employed confirmatory factor analysis, correlation analysis and multiple regression analysis in testing the hypotheses of the study by using SPSS statistical software package. Study provides valuable insights to existing work family literature through investigating a statistically significant and strong impact of WPSS on predicting WFC and FWC. Further study revealed a statistically significant negative relationship between WFC and each dimension of WPSS. Further, it was revealed that WFC is mediating the relationship between WPSS and FWC. Hence study recommend to reduce the WFC as well as FWC through enhancing the quality of WPSS within the organizations. Findings of the Study has implications for employees, organizations, managers, administrative bodies and policy makers who are interested in finding ways to reduce employees' WFC experienced in their work setting.

Keywords: Work to family conflict, Family to work conflict, Perceived Organizational Support, Perceived supervisor work support, Family Supportive Supervisor behaviour.