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Work-family culture and border permeability in the context of work-family border theory.

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ABSTRACT

The study explored the relationships between role centrality, work-family culture, work-family balance and work-family conflict. Additionally, it examined the incorporation of work-family culture into border permeability as used in work-family border theory. A total of 103 participants from five organisations completed the questionnaires. Participants were employed in administrative, professional/skilled/specialist, supervisory or management positions. Data were analysed using Pearson's Product Moment correlation and Simple Regression. Significant results were obtained between role centrality, home centrality and work-family balance as well as work-family conflict. These were in support of Clark (2000) work-family border theory. However, work centrality produced insignificant relationships. Work-family culture produced significantly strong relationships and predictability on work-family balance and conflict. The study findings highlight a need for expansion of border theory to include work-family culture as an aspect of border permeability.

Keywords: Work-family balance; work-family conflict; role centrality; work-family culture; border permeability.