

The Impact of Workplace Characteristics on Work-Family Conflict of Females in Status-Reversal Families

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This study investigates whether the work place related factors has the ability to affect to reduce Work-Family Conflict (WFC) of females in status-reversal families. Objective of the study determines whether workplace characteristics (supervisory support, co-worker support, schedule control, reward and financial benefit, job autonomy) significantly reduce work-family conflict of females who belong to status-reversal families. Data were collected through standard questionnaire for this quantitative study. 72 females in status-reversal families were selected for the sample under the convenience sampling method from dual-income families in Sri Lanka. Data were analyzed through multiple linear regression and coefficient correlation. Previous literature findings indicate that five independent variables of supervisory support, co-worker support, schedule control, reward and financial benefit, job autonomy has a negative influence or reduce WFC according to their respective samples. With the purpose of confirming the accepting or rejecting the previous findings, current study conducted the research analysis in Sri Lankan context. However in this context those five work place factors has rejected and simply it means there is a negative relationship with WFC of females in status reversal families in Sri Lankan context.

Keywords: *Work-family Conflict, Supervisory Support, Co-worker Support, Schedule Control, Rewards and financial benefits, Job Autonomy, Status-Reversal Families*

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