

Work Family Conflict as a Mediator in the Relationship between Supervisor & Spousal Support and Intention to Quit

Madhuwanthi, L. A. T.¹ and Wijewantha, P.²

Due to high level of intention to quit among operational level employees, currently Sri Lankan apparel industry is facing many difficulties. This study attempts to investigate the impact of Perceived Supervisor Support (PSS) and Spousal Support (SS) on Intention to Quit (IQ) and the mediation effect of Work Family Conflict (WFC) on the above relationship of married operational level employees in a leading apparel firm in Sri Lanka. The sample of the study comprises of 105 married operational level employees in the selected organization and the respondents were selected using the convenience sampling technique. In order to collect primary data, a self-administered, structured questionnaire was used. Perceived supervisory support was measured using the 08-items scale developed by Eisenberger and Huntington (1986). Spousal support was measured using the 06-items scale developed by Galymore et al. (2006). Intention to quit was measured using the 10-item scale developed by Kyndt, Dochy, Michielsen, and Bastia (2009). Work family conflict was measured using the 10-items scale developed by Netemeyer (1966). The study's hypotheses were tested by using the Statistical Package for Social Science (SPSS) 23.0 version. The findings of the research revealed that there is a negative impact of perceived supervisor support and spousal support on intention to quit. Both of the above relationships were partially mediated by work family conflict.

Keywords: *Perceived Supervisor Support, Spousal Support, Work Family Conflict, Intention to Quit*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya [tharakamadhuwanthi268@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [prabhashini@kln.ac.lk]