

The Impact of Work Schedules, Schedule Control, and Perceived Supervisory Support on Employees' Work-Family Conflict

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Due to an increase in work-family conflict among operational level employees, the management of the ABC Manufacturing Company faces many difficulties. As such, this study attempts to investigate the impact of work schedules, work schedule control, and perceived supervisory support on work-family conflict among operational level employees in the ABC Manufacturing Company. The sample of the study is 103 operational level employees and the respondents were selected using the simple random sampling technique using the company employee database. In order to collect primary data from the sample, a self-administrated, structured questionnaire was used. Work schedules and work schedule control was measured using two single-item scales developed by Beutell (2010). Perceived supervisory support was measured using the 08-item scale developed by Eisenberger and Huntington (1986). Work-family conflict was measured using the 10-items scale developed by Netemeyer, Boles, and McMurrian (1996). It comprised of two dimensions as work to family conflict and family to work conflict. The study's hypotheses were analyzed and tested by using the Statistical Package for Social Science (SPSS) 23.0 version. The findings of the research revealed that there is no significant impact of work schedules on work-family conflict, whereas work schedule control is a significant determinant of work-family conflict. Further, there is a significant negative impact of perceived supervisory support on work-family conflict of operational level employees in the ABC Manufacturing Company. Further, this study also supported the view that the selected company should take strategic steps to provide more control to employees to manage their work schedules and increase supervisory support and thereby reduce work-family conflict among the operational level employees.

Keywords: *Perceived Supervisory Support, Work Schedules, Work Schedule Control, Work-Family Conflicts*

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