

Role of Social Support in the Relationship between Work Family Conflict and Career Satisfaction in Nepali Commercial Banks

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ABSTRACT

While a wealth of research has examined how work family conflict (WFC) affects negative work outcomes, there is limited research investigating the relationship of WFC with positive work outcomes. Using a sample of 381 Nepali banking professionals, this study examined the relationships between WFC, career satisfaction, and social support as well as socio-demographic differences in the strengths of these relationships.

Analyses indicated that no statistically significant relationships of WFC with career satisfaction as well as with social support. Results also indicated social support from home and from family both were associated with increased career satisfaction. However, social support did not emerge as a significant moderator in the relationship between WFC and career satisfaction. Analyses of socio-demographic differences indicated that no difference existed in the level of experience of WFC and career satisfaction among the employees of different age groups, sex, marital status and position in the organization. Experience of different level WFC was found significant among employees from different organizational grouping, although all experienced below average level WFC. Group three banks employees experienced comparatively higher level of WFC than employees of other bank groups.

These results have several practical implications highlighted in the study. Failure to support the inverse relationship between WFC and career satisfaction suggests that further research should focus on investigating variables that could have mediating effects on the relationship between WFC and career satisfaction. Also, identifying the underlying causes of low WFC and high career satisfaction among Nepali banking professionals would be an interesting area for further exploration.