

Predictors and Outcomes of Work Family Enrichment among Married Nepali Private School Teachers: The moderating role of Gender

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ABSTRACT

This study explored Predictors and Outcomes of Work Family Enrichment among married Private School teachers: The moderating role of gender. This study also examined the moderating effect of gender and mediating effect of Work-family enrichment on the relationship between predictor variables and outcome variables.

The sample included 402 married School teachers working full-time in various Private Schools in Kathmandu valley. Correlation and regression analyses were used to test the hypothesized relationships. The results in general found support for many of the hypothesized relationships between predictor variables: CSE, POS and employee Work-family enrichment. Likewise, Work-family enrichment and outcome variables: Affective commitment, Job satisfaction and Family satisfaction. However, the study could not establish relationship between GRI and Work-family enrichment in the context studied. Similarly, only two relationships were moderated by gender: CSE and FWE and WFE and Family satisfaction. Work-family enrichment partially mediated all the hypothesized relationship between predictor variables and outcome variables. Female School teachers experienced higher Work-family enrichment than male School teachers. Most of the findings were consistent with past empirical findings. Practical and research implications are suggested in the study.