RELATIONSHIP OF FAMILY AND WORK-LIFE INTERFACE: A STUDY
OF FEMALE DOCTOR AND NURSES IN PUBLIC HOSPITALS

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ABSTRACT

There has been an upsurge in the quantity and quality of women employees in both public and private organization space at the global level. With their contribution to professional space, their challenges of balancing both home space and professional space have become difficult. At present, at the global level, work-life issues are studied to enhance productivity and satisfaction of employees. The research paper explores the relationship of a family with the work-life balance from the perspective of demands and resources model. A sample of 278 female doctors and nurses in the city of Srinagar based on snowball sampling technique was held. The initial findings indicate that working women of Kashmir receive minimal support systems especially supposal support in the family. As a result, it manifests into personal life interference with work at the higher level than work interference in personal life. In contrast, family demands include-child care, elderly care are highly skewed than the resources produced by the family. Organizations can contribute with initiates of family supportive programmes (FSPs) for the balancing work-family challenges of working women in the health sector.

KEYWORDS: *Work-Life Balance (WLB), Work-Life Conflict (WLC), Family Supportive Policies (FSPs)*

INTRODUCTION

Work-Life Balance (WLB)

Challenge of balance in work-life is the biggest for modern employee. The challenge of balancing one's work and personal life is experienced around the globe. Work-life balance is becoming increasingly challenging and this challenge is mostly viewed in the context of striking a balance between work and family (Jones, Burke & West man, 2006). The transformations in the structure of both the workplace and the workforce imply that Work practices and employers' expectations must change accordingly. The traditional assumption that employees should be willing and able to make work their top priority in life is no longer acceptable. It is in this context that the notion of 'work-life balance' has come to the forefront in policy debates. Work-life balance is a much broader concept in comparison to work-family balance in the sense, that it encompasses multiple roles outside family life e.g. community, leisure, and religious roles, that an individual engages in (Frone, 2003). Other terms that are used to under the umbrella term of work-life balance include- work-family balance, work family conflict, work-life conflict and work-life interface, work- family interface, work-life interference.

Work-life balance can refer different things to different persons – and different things to the same person at different points in his/her career. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have a balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. The issue has gained importance as there has been a considerable increase in work which is credited to growing changes in information & communication technology (ICTs), competitive work environment, the extremely fast pace of change, constant deadlines and high targets. The drivers for WLB can be attributed to changes in the demographic distribution of the labor force, technological advancement and the 24/7 opening hour's culture in modern society (Beauregard & Henry, 2009; Kalliath & Brough, 2008). Organizations from all countries must respond to the struggles employees are facing by implementing effective work-life initiatives.

Work-Life Conflict

The aforesaid discussion reveals the positive side of the work-life interaction. However, there exits negative side of work-life interaction in the shape of work-life conflict. Both negative and positive dimension can be understood as continuum where on the positive side is work-life balance and negative side includes work-life conflict. Work-life conflict is ever growing concern for the employees all over the globe. Researchers have come up with indications that employees regardless of gender experience incompatibility between life roles and work roles. Most studies have indicated two directional influence of work-life conflict namely work-life conflict (WLC) and life-work conflict (LWC). In effect, it means that not only can work demands be a cause of worry for the employee but life demands (especially family responsibilities) to cause worry. Work-family interference is bi-directional in that work can interfere with family and family can interfere with work (Greenhaus & Beutell 1985). As work-family conflict originated in studies of role-based conflict, it is commonly defined based on role theory as: ''a form of inter-role conflict, in which the demands of work and family roles are incompatible in some respect, so that participation in one role is more difficult because of participation in the other role (Greenhaus and Beutell, 1985).

WLB as the challenge for Women

Women employees are increasing workforce nearly in all the business establishments. Working women are the undoubtedly most valuable asset in developing the standard of living not only for the family but for today's progressive nations as well. In most cultures where gender egalitarianism is low, women have skewed responsibilities of family. Attracting and retaining women in the workforce is important for a variety of reasons. Care, concern, and curiosity are the natural attributes of a woman which are further reinforced by additional characteristics like empathy, flexibility and persistence. For working women the balance of work and life especially family is the biggest challenge of her life. This is because she has the predominant load of the family which male counterparts are scared of. She is supposed and expected to handle the household chores. The profession to puts its demand on her in the form of responsibilities she is in charge of. For many females, the work-life balance is one of life's greatest challenges. While men often feel conflicted between workplace and fatherhood demands as well, women usually suffer from more than their fair share of the burden of balancing family and work life.

Today's women are generally in fulltime services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload every day. The stereotype of the male breadwinner is no longer relevant as more and more women are venturing out to work and support the family (Rajadhyaksha and Bhatnagar, 2000). Although

both men and women suffer from the strain, a substantial number of studies suggests that women bear heavier brunt than men (Fuwa, 2004; Tan, 2008; Blair-Loy, 2010). Balancing work and family is often more difficult for women than for men because of the disproportionate burden of the family responsibilities (Bird, 2006). The exits variations in between the employees in the west and those belonging in the east with related to attitudes, values and behaviors. Hence, it calls for the study of work/family from the point of view of society where the institution of family is very strong and where of late women participation in professional sphere is on the increase (Chandra, 2010).

Value of family

Kashmiri society clearly defines gender roles: men are the breadwinners and women are the homemakers. Although, there is a gradual change in the mindset as more women are part of the workforce in both public and private offices. When women work, work-family balance is challenging for them because they are still principally responsible for child care and household tasks. Building a family is considered a devoted duty-ensure the care of parents in their old age, but also to sustain the family's honor and respect. Work is seen as a way of fulfilling family requirements. It is usually the men who perform the role of the breadwinner, while the women take care of the children and the household. Economic growth, modernization, and urbanization have not radically changed these cultural traditions, which have been deeply entrenched in these societies for many centuries. Besides the priority given to work and family, Kashmir society has a strong culture of intergenerational support. Children are indebted to their parents and are obliged to obey them. Children are expected to have a sense of gratitude toward their parents and feel obliged to provide care for them in their old age. As a consequence, many families traditionally live in extended households consisting of three generations, instead of the nuclear family composed of husband, wife, and children that is common in Western societies. Of late, there is a gradual shift in these values as more families is preferring the smaller size. In view of above discussion, the following objectives were set:

- To assess the relationship between family demands (child/elderly care) on work-life balance of women employees

- To examine the influence of family emotional support on work-life balance of women employees

- To examine the influence of spousal support on work-life balance of women employees.

Accordingly Based on Review of Literature following Hypotheses Were Formulated

H_1: Dependent Care has a significant effect on WLB.

H_2: Family Support has a significant effect on WLB.

H_3: Spousal Support has a significant effect on WLB.

H_4: Child Care has a significant effect on WLB.

LITERATURE REVIEW

Research on the work-family interface has been of interest to organizational psychologists for the past 20 years (Thompson et al., 2006). There occur a number of studies which have investigated the relationship existing between family variables –spousal support, parent/childcare demands, family support, household obligations, and WLB. Most of the

researchers have suggested that family support is an important predictor of WLB. However, some studies have put to light that family obligations can result in conflict commonly known in work-life language as family interfering with work (FIW). As the present study has observed and confirmed by other research results, the family sub-dimensions (family resources) can lead to better maintenance of WLB.

Further, the family obligations (demands) can eat up time and energy resulting in conflict.

Family Emotional Support

The family is an important institution which is highly valued by eastern world employees in general and working women in particular. The support provided to women can enhance a sense of safety and strength at home and also abridged their likelihood of being challenged with role conflict. Suchet and Barling (1986) reveal the predictive role of spouse support in the balance of inter-role conflict as also to lessen psychological distress for married working women. Spousal support has potential to moderate the influence of parental overload as the same is related with family work conflict. The association between work and family can be at the same time characterized by conflict and support. Higher stages of family emotional and instrumental support were related to lower levels of family interfering work (Adams et al. 1996). In one of the extensive studies by A bendroth and Delk (2011) on the relevance of family support systems-emotional or instrumental, it reveals that emotional family support has a positive influence on WLB satisfaction, whereas, instrumental family support is not as effective in producing satisfaction in work and life. The work-family conflict stood categorized into three portions: job-spouse conflict, job-parent conflict, and job-homemaker conflict. Maintenance of satisfactory spousal relationships is significant in decreasing partner conflict and increasing well-being in women entrepreneurs (Kim & Ling 2001).

Family Demands

Women employees face family demands including child care, elderly care, spousal care and household work. The demands of varied nature require time and emotional will. These demands on the higher side for a working lady produce uneven balance in work life resulting in conflict. Within family domain stressors for partners, the parental demands were highly significant in the determination of work-family conflict (Luk, & Shaffer 2005). Respondents with children and those living together with their partners were predominantly susceptible to home/work stress (Ray and Miller 1994). Most explicit consequences of work-life imbalance due to predominantly higher family demands is seen as stress and burnout, ill-health and poor work performance (Gunavathy2007). Work-family balance is difficult for married women working in health sector due to nature of work. Further, a higher share of demand in family domains affects their career progression and health (Adisa et al. 2014).

Family Supportive Policies

Family supportive policies (FSPs) are highly required in relation to women employees with a predominant load of family responsibilities. As family-friendly benefits are related to decreased levels of work-family conflict, increased level of affective commitment, and job satisfaction. Selvarajan, Cloninger, and Sing (2013) reveal that social support systems in the work domain -family-supportive organizational climate, family-friendly organizational policies, organizational support, and perceived supervisory support will be indirectly and negatively associated to family interfering work (FIW). Support from one's family and supervisor along with the use of problem-focused coping strategies were found to be most

promising in terms of avoiding WFC and/or decreased well-being (Lapierre and Allen 2006). Work-family-specific support plays a critical role in individuals' WFC experiences. Greenhaus et al. (2012) reveal that family supportive supervision and the balance was stronger for employees in family supportive organizational environments than unsupportive environments and was stronger for employees with supportive spouses than unsupportive spouses, consistent with enhancement perspective.

MATERIAL AND METHODS

The sample was selected based on snowball sampling technique within the various public hospitals of Srinagar. Public hospitals of Srinagar, including super-specialty hospitals Like Sheri-Kashmir Institute of Medical Sciences (SKIMS), and Shri Maharaja Hari Singh (SMHS) and gynecology hospital -Lal Ded Hospital (LDH). Although, Kashmir is administratively divided into ten districts, however, only Srinagar was selected as the research area for sample collection. The justification for same arises as Srinagar being the main hub of specialized tertiary care hospitals catering to a huge number of local as well as patients from other districts. The Scale with pointers as Likert's interval scales ranging from "1" as strongly disagree to "5" as strongly agree was used as below.

Table 1: Statements of Questionnaire

Strongly Disagree (1)	Disagree (2)	Uncertain (3)	Agree (4)	Strongly Agree (5)
Statements				
1. The number of hours I work is a concern for me				Work interfering personal life
2. As I have to spend more time in my work domain, I often fail to fulfill my family responsibilities				
3. Patients/students of my hospital are very demanding which requires me to spend more time at work				
4. The demands arising from my work make my personal life stressful				
5. I often feel sleep-starved due to the amount of work that I have to do in a day				
6. I suffer from work related stress which manifests as physical ailments such as headaches, insomnia, depression, blood pressure, etc.				
7. Work related stress often makes me irritable at home				
8. I often have to compromise on my social engagements on account of Work				
9. My spouse feels uncomfortable due to my preoccupation with the work				
10. I am often preoccupied with home related thoughts during work hours				Personal life interfering work
11. Family/home related stress makes me irritable at Work				
12. Due to my preoccupation with societal activities, I find it difficult to complete work in time				
13. I normally have to exceed the amount of leave I am eligible to take in a Year				
14. I have had to make compromises on the work front to keep my family happy				
15. The needs and demands of my family members interfere with my work related activities				
16. I cannot concentrate in my work due to the dependent care issues at home				Work personal life enhancement
17. I am satisfied with my ability to meet the needs of my job with those of my personal life				
18. I have the time to reach my personal and career goals satisfactorily				
19. I have nice mood at work because of my personal life responsibilities				
20. The job I do gives me enthusiasm in my personal life				
21. The job obligations makes my mood better to perform the home responsibilities				
22. I take time off/ leave when I have to give attention to the dependent.				Family
23. Aged parents/in-laws are dependent on me				
24. I get consulted when we purchase valuable assets in my family.				
25. I give more attention for cleanliness of house with the help of my family members.				
26. Cooking activity is easier for me because I am getting support from extended family				
27. I can give my attention for urgent family or personal issues immediately with the help of my family members.				

28. My spouse equally shares the responsibilities of child upbringing.	
29. My spouse takes care of picking up and dropping the kids at the school.	
30. My spouse equally shares household activities	
31. I have patience to hear my kids' conversation with me.	
32. I sit, chat and play with them regularly.	
33. I take time off / leave when my child is suffering from illness.	
34. I can make my kids ready for school with my family members.	

Scales of Study

The scale used for measurement of individuals WLB was adapted from two studies done in different backgrounds. The distinctiveness of the scale comes from the fact that it covers three dimensions within work-life balance –WIPL, PLIW, and WPLE. Forgiving a contextual edge of the study, the researcher used Indian context based work-life balance scale items – WIPL, PLIW from (Banu & Duraipandian 2014) study on IT professionals. Further, to measure WLPE dimension of respondents, (Hayman 2005) scale items were used. The items of work environment were adapted from the study of Swarnalatha (2013) on "An empirical analysis of work-life balance on women employees: a study with reference to banking sector at Chennai". the interpretation of the scale is as under:

WIPL and PLIW

- A low score indicates less interference, thus high balance.

- A high score indicates high interference, thus low balance.

WPLE

- A high score indicates high enhancement, thus high balance.

- A low score indicates low enhancement, thus low balance.

Table 2: Hospitals Selected for Data Collection

Name of Hospital	Total Questionnaires Distributed	Response Received
SKIMS	120	131
SMHS	113	104
LDH	77	53
Total	**310**	**278**

RESULTS AND DISCUSSIONS

The psychometric quality of the instrument involved-confirmatory factor analysis (CFA) - convergent validity, composite reliability, commonalities, average variance extracted (AVE) and discriminant validity. The structural models are tested and validated using the Partial Least Square (PLS) approach. Earlier to structural equation modeling of data, the concerns related to missing data were dealt with Median Replacement Method (MRM). Missing data more than 10% were eradicated, and for cases lesser than 10%, median replacement method (Gaskin & Lynch, 2003) was employed. The study evaluates the univariate normality of sample distribution at item level via skewness and kurtosis statistics.

Table 3: Descriptive Statistics

ITEMS	N	Mean	SD	Skewness	Kurtosis	ITEMS	N	Mean	SD	Skewness	Kurtosis
WIPL1	206	3.88	1.11	-1.23	0.85	WPLE2	206	3.19	1.14	-0.17	-1.01
WIPL2	206	3.56	1.15	-0.62	-0.51	WPLE3	206	3.50	1.00	-0.58	-0.26
WIPL3	206	3.67	1.10	-0.66	-0.41	WPLE4	206	3.63	1.01	-0.39	-0.60
WIPL4	206	3.58	1.23	-0.59	-0.82	WPLE5	206	3.30	0.99	-0.24	-0.63
WIPL5	206	3.34	1.26	-0.34	-1.14	FADC1	278	3.38	1.07	-0.62	-0.46
WIPL6	206	3.54	1.20	-0.69	-0.50	FADC2	278	3.17	1.19	-0.36	-1.06
WIPL7	206	3.34	1.14	-0.32	-1.01	FASU1	278	3.66	1.06	-0.85	0.17
WIPL8	206	4.01	1.00	-1.30	1.37	FASU2	278	3.68	1.10	-0.77	-0.19
WIPL9	206	2.88	1.26	0.03	-1.14	FASU3	278	3.47	1.15	-0.57	-0.60
PLIW1	206	2.72	1.15	0.29	-0.96	FASU4	278	3.83	0.97	-0.98	0.80
PLIW2	206	2.58	1.15	0.36	-0.85	FASU5	170	3.64	0.98	-0.86	0.38
PLIW3	206	2.31	1.17	0.71	-0.47	FASS1	170	3.68	1.08	-0.94	0.36
PLIW4	206	2.48	1.30	0.48	-1.03	FASS2	170	3.52	1.07	-0.72	-0.09
PLIW5	206	2.72	1.24	0.33	-1.06	FASS3	170	3.36	1.23	-0.54	-0.82
PLIW6	206	2.56	1.14	0.48	-0.73	FACC1	170	3.79	0.92	-0.79	0.75
PLIW7	206	2.37	1.05	0.64	-0.36	FACC2	170	3.45	1.07	-0.38	-0.40
WPLE1	206	3.76	1.06	-0.80	0.07	FACC3	170	3.81	0.96	-0.85	0.67

From the Table 3, it can be observed that skewness and kurtosis values are within the range of ± 3 of manifest variables. Hair et al. (2006) contended that univariate normality does not necessarily indicate multivariate normality. Moreover, the study employed partial least squares approach to structural equation modeling where bootstrapping technique is considered appropriate whether the data follows normality or not.

Validity & Reliability

Measures of reliability reported are Factor Loadings, Block Communality, Dillion-Goldsteins rho, while as measures of validity reported include Convergent validity and Discriminant validity.

Table 4: Factor Loadings

LV	Indicators	Loadings	Commonality
Dependent Care	FADC1	0.73	0.53
	FADC2	0.84	0.71
Family Support	FASU1	0.61	0.37
	FASU2	0.77	0.59
	FASU3	0.75	0.56
	FASU4	0.66	0.44
	FASU5	**0.35**	**0.12**
Spousal Support	FASS1	0.97	0.94
	FASS2	0.98	0.96
	FASS3	0.97	0.94
Child Care	FACC1	0.97	0.94
	FACC2	0.97	0.94
	FACC3	0.96	0.92
Work Interference Personal Life	**WIPL1**	**0.39**	**0.15**
	WIPL2	**0.62**	**0.38**
	WIPL3	**0.48**	**0.23**
	WIPL4	0.72	0.52
	WIPL5	0.73	0.53
	WIPL6	0.65	0.42
	WIPL7	0.71	0.50
	WIPL8	**0.56**	**0.31**

Table 4 Contd.,			
LV	**Indicators**	**Loadings**	**Commonality**
	WIPL9	**-0.16**	**0.03**
	PLIW 1	0.71	0.48
	PLIW 2	0.79	0.62
	PLIW 3	**0.62**	**0.38**
Personal Life Interference Work	**PLIW 4**	**0.64**	**0.44**
	PLIW 5	**0.64**	**0.41**
	PLIW 6	0.73	0.53
	PLIW 7	0.67	0.42
	WPLE1	0.76	0.58
	WPLE2	0.68	0.46
Work Personal Life Enhancement	WPLE3	0.74	0.55
	WPLE4	**0.63**	**0.40**
	WPLE5	0.75	0.56

Note: Bold items indicate discarded items

From table 4 above, the loading above 0.66 were included in the relevant construct only if an additional psychometric (i.e., D-G's rho, Convergent validity and Discriminant validity) attain the minimum threshold level as recommended by researchers (see, for example, Bradley et al., 2006; Hair et al., 1998).

Table 5: Instrument Psychometrics

LV's	**MV's**	**D-G's rho**	**Average Variance Extracted**
		Composite Reliability	**Convergent Validity**
Dependent care	2	0.76	0.62
Family support	3	0.80	0.58
Spousal support	3	0.97	0.94
Child care	3	0.97	0.93
Work interference personal life	4	0.84	0.52
Personal life interference work	4	0.84	0.51
Work personal life enhancement	4	0.83	0.55

It can be observed from the table 5 above that CR of all factors was above 0.70. Moreover, none of the items were further deleted as they all established standard psychometric. For convergent validity, Average Variance Extracted (AVE) values were examined. Constructs having AVE value greater than 0.5 indicate convergent validity (see, for example, Anderson & Gerbing, 1988). Further, discriminant validity was measured by observing the cross-loadings.

Table 6: Discriminant Validity

	FACC	*FADC*	*FASS*	*FASU*	*PLIW*	*WIPL*	*WPLE*
FACC1	**0.97**	0.16	0.86	0.15	0.06	-0.23	0.04
FACC2	**0.97**	0.12	0.84	0.18	0.02	-0.27	0.09
FACC3	**0.96**	0.18	0.83	0.14	0.08	-0.18	0.05
FADC1	0.16	**0.72**	0.16	0.23	-0.02	0.01	0.19
FADC2	0.10	**0.85**	0.10	0.05	0.16	0.11	0.05
FASS1	0.86	0.15	**0.97**	0.20	0.10	-0.17	0.07
FASS2	0.86	0.15	**0.97**	0.18	0.07	-0.16	0.10
FASS3	0.84	0.17	**0.97**	0.21	0.08	-0.16	0.12
FASU2	0.21	0.21	0.20	**0.77**	-0.16	-0.21	0.30
FASU3	0.09	0.08	0.14	**0.80**	-0.03	-0.14	0.34

Table 6 Contd.,							
	FACC	*FADC*	*FASS*	*FASU*	*PLIW*	*WIPL*	*WPLE*
FASU4	0.08	0.06	0.12	**0.72**	-0.05	-0.14	0.31
PLIW1	0.04	0.02	0.08	0.09	**0.72**	0.27	0.15
PLIW 2	-0.02	0.01	0.05	0.13	**0.80**	0.35	0.21
PLIW 6	0.05	0.17	0.01	0.03	**0.73**	0.24	0.17
PLIW 7	0.15	0.05	0.16	0.02	**0.67**	0.27	0.13
WIPL4	-0.12	0.01	0.10	0.11	0.29	**0.75**	0.38
WIPL5	-0.18	0.05	0.12	0.20	0.20	**0.77**	0.31
WIPL6	-0.12	0.18	0.08	0.08	0.36	**0.70**	0.14
WIPL7	-0.23	0.06	0.20	0.20	0.38	**0.75**	0.27
WPLE1	0.09	0.17	0.15	0.36	-0.10	-0.27	**0.76**
WPLE2	-0.01	0.10	0.02	0.26	-0.15	-0.36	**0.67**
WPLE3	0.06	0.04	0.11	0.33	-0.22	-0.34	**0.75**
WPLE5	0.05	0.13	0.05	0.31	-0.11	-0.14	**0.75**

Note: items in bold indicate cross-loadings

From the Table 5 above, discriminant validity was measured by observing the cross-loadings. It can be observed that items load higher (indicated in bold) on their respective construct as compared its loading on other constructs.

Structural Equation Modeling

Psychometric construct measures were found to be reliable and valid. Therefore, the next step was to address the structural model results, i.e., examining the model's predictive capabilities. For that purpose, R^2 values of 0.75, 0.5, and 0.25 for an endogenous latent variable in the structural model are considered substantial, moderate, and weak (Hair et al., 2011). Further, the following was considered;

T value of 1.65 statistically significant at 10% or 0.10

T value of 1.96 statistically significant at 5% or 0.05

T value of 2.58 statistically significant at 1% or 0.01 (Henseler, Ringle & Sinkovics, 2009)

An in-depth analysis revealed more insights into understanding the effect of family dimensions of work-life balance. Accordingly, analysis of the sub-dimensions involved in the present study includes – parental/dependent care demands, family, and spousal support provided deeper understanding. As such, the following relationships were predicted and accordingly statistical significance was tested:
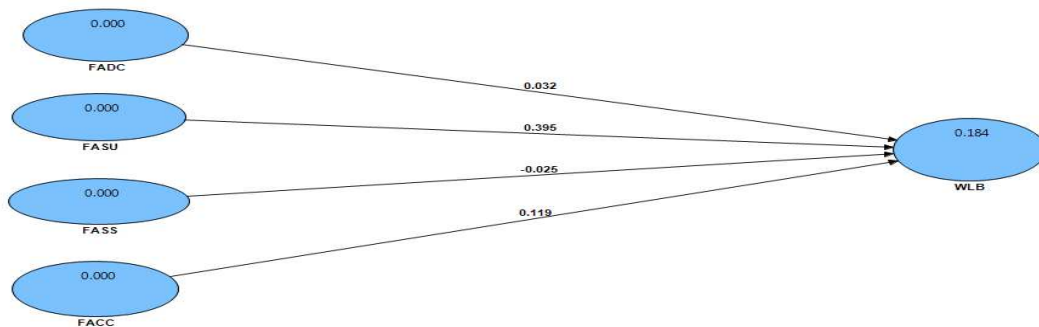

Figure 1: Path Graph of Independent and Dependent Variable Relationship

Table 7: Structural Model Assessment (PLS Path Model between IV –DV)

Exogenous Variables -> Endogenous Variables	P. Estimate	Std. Error	T-Value
FACC -> WLB	0.119	0.19	0.61
FADC -> WLB	0.032	0.08	0.42
FASS -> WLB	-0.025	0.14	0.17
FASU -> WLB	0.395	0.27	1.46

As can be seen from table 7, the t-value for all sub-dimensions variables of the family are below 1.96 levels, indicating that the hypothesis predicted does not carry enough statistical significance, hence it is rejected. However, work-life balance defined in the present study leaves analysis incomplete without observing a relationship with work-life dimensions separately to reveal more insights.

Table 8: Structural Model Assessment (PLS Path Model between IV –DV) (STEP- 2)

Exogenous Variables -> Endogenous Variables	P. Estimate	Std. Error	T-Value
FACC ->LIPL	-0.047	0.19	0.25
FACC -> WIPL	-0.329	0.15	2.17
FACC -> WPLE	-0.090	0.14	0.62
FADC -> LIPL	-0.062	0.17	0.36
FADC -> WIPL	0.113	0.10	1.16
FADC -> WPLE	0.099	0.08	1.25
FASS -> LIPL	0.207	0.18	1.12
FASS -> WIPL	0.131	0.15	0.87
FASS -> WPLE	0.089	0.14	0.63
FASU -> LIPL	-0.096	0.09	1.07
FASU -> WIPL	-0.210	0.06	3.34
FASU -> WPLE	**0.470**	**0.06**	**7.07**

Family Support

As can be seen from table 8 above, the t-value for family support (FASU) is statistically significant for two work-life dimensions – work interfering personal life (WIPL) / work personal life enhancement (WPLE), as t-value is above the set threshold level of 1.96. This relationship between them indicates that higher family support among working women tends to generate less interference of work with personal life (as p-value is negative). Further, more family support enjoyed by working women will produce enhancement of work and life as indicated by the positive value of p-estimate. Therefore, the analysis of data indicates that family support for working women that provides emotional support, help them to manage balance in work and personal lives. This goes well with Kashmiri culture where working women can get help from extended family members in different household activities of home like cooking, washing, brooming and looking after dependent family members. The support from family members will play a significant role in balancing personal and professional lives (Padma & Reddy 2013).

Family Demands

As can be observed from table 8, the t-value has statistical significance for child care responsibilities (FACC) and work interfering with personal life (WIPL). Work demands seem to conflict more when working mothers have child care responsibilities, there is more of the psychological burden of parenting which impacts the work. Luk and Shaffer (2005) found parental demands to be a positive predictor of both work interference with family and family interference with work.

CONCLUSIONS AND FUTURE SCOPE

Working women receive less support in household work from family members' especially support from their spouse. Working women have to do a bulk of household work with very less assistance from their spouses. Working women share bulk of a load of family demands - child care and dependent care, it gets manifested as personal life interference work (PLIW). Emotional family support is highly necessitated due to the burden of household responsibilities. Pertinently, emotional spousal support has potential to lessen the burden especially with involvement in child care responsibilities. Resource-demand framework used as the tool of analysis for understanding work-life balance challenges of working women highlights a higher skewed demand from the family with minimal support in the shape of resources. As a result, it gets spillover to job responsibilities physically and emotionally. A family is an important component for efforts to understand work-life balance determinants holistically. Organizations can play an active role in providing family-friendly policies to working women. Family-friendly policies including-creche facility, child care leave, dependent care leave, maternity leave are highly relevant.

Future studies are suggested to involve resource-demand framework to understand the influence of family on individuals work-life balance. A research probing research instrument like case study which has potential to understand intricate and hidden relationships is highly recommended.

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