An executive summary of the final work done on the Minor Research Project of Ms. Rajani Suresh, entitled "Managing Work family Conflict for better Human Resource Management- A study of Dual Career Couples in the Indian Context" sanctioned by UGC, vide sanction letter No. MRP(H)-0832/13-14/KAMA002/UGC-SWRO dated 28/03/2014.

EXECUTIVE SUMMARY

Various workforce and societal changes have made the issue of work-family conflict relevant for employees and organizations alike. The increasing pressures for attracting and retaining talented employees have forced many public and private organizations to develop formal family friendly policies aimed at providing employees with resources to balance their work and family responsibilities. Management literature has emphasized the influence of Work Family Conflict (WFC) on job satisfaction (JS), job skill match, family (JSM), life satisfaction(LS) and job retention (JR) because there has been an increase in the number of women and dual-career couples in the workforce. However, previous studies have yielded inconclusive results and focused on western countries and their work environment and socio-cultural context. This study explores the influence of WFC on job satisfaction, family life satisfaction and retention. Also, we investigate the moderating effects of managerial support and family friendly work policies. Results support the moderating effect of managerial support and family friendly work policies.

Employees expect that, in return for their hard work and commitment, the organizations will recognize their work family demands and would help them better manage these demands by offering formal support, informal support, and positive work characteristics. The findings suggest how important is for organizations to care about their employees as human beings by assisting them in maintaining good work and family relationships. Therefore, both public and private organizations seeking to help their employees manage work and family responsibilities will benefit from knowing employees' perceptions of formal support, informal support, and work characteristics, along with their specific impact on employees' work-family conflict, job satisfaction, and turnover intentions. In addition, this information may help those interested in family-supportive jobs to decide which sector to choose. Hence, the organization reaps benefits from work-family policies it offers regardless of its actual usage.

The study found that more positive outcomes were associated with working in supportive environments. The results agree with previous findings that informal support, such as understanding supervisors and a culture that doesn't penalize workers for putting family first, are perhaps the most important elements of a supportive environment for the majority of workers.

Date   Principal Investigator

Signature of Principal