EAWOP17-SINGLE

Work-Life Interface
Work-family conflict
EAWOP17-SINGLE-891

Work environment and work-to-family conflict: Mediating role of work investment.

Audrey Babic[*][1], Florence Stinglhamber[2], Marie Barbier[3], Isabelle Hansez[1]

[1]Human Resources Development Unit, Work Psychology Department, University of Liège, Sart Tilman - Liège, [2] Psychological Sciences Research Institute (IPSY), Université catholique de Louvain, Louvain-la-Neuve, [3]University of Liège, Sart Tilman - Liège, Belgium

Please indicate the type of paper you wish to submit: Oral
Please incidate which Symposium you wish to submit your paper for: Scientific-Practioner Symposium
Content: In the interests of both organizational effectiveness and employees' well-being, it is important to identify the work-related variables that influence perceptions of work-to-family conflict (WFC). Moreover, in order to manage human resources effectively in companies, it is important to understand the mechanisms by which the work environment influences WFC. Following recent recommendations (i.e., Andreassen, Hetland, & Pallesen, 2013; Molino, Bakker, & Ghislieri, 2016), we examined the role of two different types of work investment (i.e., work engagement and workaholism) as the underlying processes through which the work environment (i.e., workload and opportunities for development) influences WFC over time.

Data were collected in a Belgian public administration by means of a three-wave longitudinal survey. Our final sample consisted of 464 employees.

We found that work engagement and workaholism played mediating roles between work environment and WFC over time. Even if we have included some covariates, other factors could have influenced the investigated association. Another limitation is the use of self-reported data which may lead to common-method bias.

In order to decrease workaholism and increase work engagement, interventions should aim at decreasing workload. Another means to increase work engagement is to provide opportunities for development.

Our research responds to recent calls to consider aspects of the work environment as contributing to workaholism and to investigate job demands/resources-workaholism and workaholism-spillover relationships.

Disclosure of Interest: None Declared