

An Empirical Study on Impact of Work/Family Conflict on Occupational Future of IT Employees: Environmental Support as a Moderator

Thriveni Kumari Karlapudi, School of Management, Presidency University, Bangalore, India*

ABSTRACT

In recent years, with the increase in growth of information technology (IT) companies and diversified workforce, there is an increased research on work/family conflict and occupational future. The objective is to study about the work/family conflict relation with occupational future with the effect of environmental support (support from organization and family) as moderator. The data is gathered from 392 information technology employees working in different information technology companies in India. The data is analyzed with hierarchical regression and correlation. The outcomes of the study divulged a positive relation between work/family conflict and occupational future. Also, the results showed that every environmental item does not moderate between work family conflict and occupational future. Therefore, work and occupational future is significant for the ability of the IT industry to provide practical awareness of employee welfare and improve balanced life, which might differ under certain specific conditions.

KEYWORDS

Environmental Support, IT Sector, Occupational Future, Techie Employees, Work/Family Conflict

INTRODUCTION

Although previous studies have linked occupational future to several individual and organizational variables (Martin, Eddleston & Veiga, 2002; Powell and Mainerio, 1992), recent literature has begun to link with work-family conflict (Kumari & Devi, 2021). There are many studies which identified that work/family conflict (WFC) is the crucial determinant that impact on occupational future (OF) (Powell & Butterfield, 2013) in Information Technology (IT) organizations (Kumari & Devi, (2021). In fact it is one of the growing research interests among managers, researchers, academicians, and policymakers in India (Budhwar and Varma, 2010).

The booming Indian economy has increased opportunities in service sectors (Shruthi, Pranak & Jha, 2017) especially in IT sector (Pattanaik and Nayak, 2011). Indian IT sector has been spread over the country thereby creating a wide spread of employment and opportunities (Pattanaik & Nayak, 2011). Like every organization, IT industry also look upon their employee's monetary benefits and higher level of growth in occupation (Dai & Song, 2016). All these activities had increased the participation of IT employees to focus on progress (Caliser and Iskin, 2011). As a result, IT employee's

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*Corresponding Author

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job analysis is identified to be occupied with most of the time with potential clients and encourages them to voyage regularly within and outside the country (Rustagi, 2010). Besides, in IT companies, employees are working in groups or projects which are separated from each other. Moreover, high workload of the IT employees also prevents them to perform family responsibilities even though they need to perform (Pham, Nguyen, Mishra & Damasevicius, 2020). These tasks had increased the participation in work which created force on their work and family roles (Ruppanner & Huffman, 2014). With the increase of professional responsibility (Alhassan, Abba, Misra, Ahuja, Damasevicius & Maskeliunas, 2020) in IT workforce, there is a rise of conflict between the work and family roles (Kumari & Devi, 2021). Moreover there is a high concentration on the consequences of WFC in IT industry (Lu, Lu, Du & Brough, 2016). One among the consequences that arise with WFC is OF (Ugwu, Mary, Oluchi, 2018).

As understood, employees play different roles at work and home. Many companies were involved with management of individuals WFC and OF (Gutteridge, Leibowitz, Shore, 1993). For many employees OF is a victory between work and family (Ballout, 2008). Therefore it is understood that an employee is successful if they are able to manage their work and family roles. In case if the employee bias with any of the role then WFC would increase and it might limit their OF. In another it can be said as higher the WFC, lower will be OF (Ballout, 2008).

However, there are many studies which explained about decrease of WFC with environmental support (Karatepe & Bektashi, 2008). But there were only few studies which explained about environmental support as moderator with WFC and OF (Nasurdin & O'Driscoll, 2011). The environmental support that come from organization (supervisors and co-workers) (Parasuraman, Greenhaus & Granrose, 1992), and from family support (parental and spouse support) (Michel, Mitchelson, Pichler & Cullen, 2009) would reduce WFC (Allen, 2001) and improve OF (Ballout, 2008).

Therefore in this article first a framework is developed to examine the relationship between WFC and OF. And further the relationship effect is examined with the moderator effect of environmental support such as peer support, manager support, spouse support and parental support. Finally the study is analyzed to see about how the relationship of WFC and OF differs with the effect of environmental support in IT industry.

REVIEW LITERATURE AND HYPOTHESIS DEVELOPMENT

IT industries are reviewed to be standard carrier of post-industrial since they are engaged in generating new framework of software developments (Kumari & Devi, 2021). IT industry always throws a challenge to employees in order to advance their skills and techniques and abide with latest development (Majumder, 2016). This would lead to draw a boundary between work and leisure time. As a result there is a need to build a new kind of opportunities (Okkonen, Vuori & Helander & Ziemba, 2018).

Upgrading of skills, improving knowledge sharing, put employees more committed with their work and family is the biggest challenge for IT industry at the present scenario (Purushothaman & Kaviya, 2020). This would increase employee involvement and prospective OF further (Semwal, 2017). In general employees have tendency to spend in a company which infuse them (Suhasini & Kalpana, 2018). Also in a study (Shruthi et al., 2017) it has been observed that IT professionals/employees are different from other professionals. They sometimes leave their OF along with work due WFC (Omar & Tajudeen, 2020).

IT organization stimulated to reward the employees who are passionate in hardworking for OF (Kumari & Devi, 2021). The day-to-day progress or development might set employees to extend their work hours (Pandey & Sharma, 2016). However, there is a little research that has be worked on the outcomes of WFC.

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