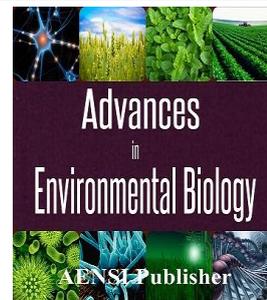




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The Investigation of the Relationship between Work/family Enrichment, and Job and Family Satisfaction among Iranian Male Teachers

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ABSTRACT

The main purpose of this research was to study the relationship between Work/family enrichment and job and family satisfaction. 234 Iranian married male teachers participated in this study. Brayfield and Rothe [3] job satisfaction scale was used to measure job satisfaction. Brayfield and Rothe [3] family satisfaction scale was applied to measure family satisfaction. Carlson *et al* [4] work-family enrichment was used to measure work-family enrichment. A scale developed by Carlson *et al* [4] was applied to measure family-work enrichment. There was positive significant relationship between work-family enrichment with job satisfaction, and family satisfaction. There was positive significant relationship between family-work enrichment with job satisfaction, and family satisfaction. Also data analysis revealed that job satisfaction, and family satisfaction, are supposed to be influenced by family-work enrichment. Therefore, by increasing the positive spillover of family to work it is possible to improve the job satisfaction and family satisfaction among male teachers. Overall, based on the findings of this study it can be concluded that taking the role of career and family at a same time is associated with the increase of satisfaction in the areas of job and family.

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INTRODUCTION

In recent years, many studies have been done to clarify the interaction between work and family roles. Family and work roles have significant effect on life satisfaction and psychological well-being of individuals because these are the two main axis of human life and a significant amount of time and energy of human being is devoted to them [15]. The review of research performed indicates considerable attention to the negative impact of the concurrency of these roles Greenhaus and Parasuraman [5]. In recent years, some researchers have called for a balanced approach toward work / family conflict. In fact, the researchers indicate that the active participation in multiple roles can have benefits that can nullify the negative effects [2]. According to this idea experiencing one role can improve the life quality in other roles [7]. The desire to test the positive aspects of work / family interaction was strengthened due to the increased interest in positive psychology, organizational behavior and family studies. The idea is that work-family interaction can be a win-win situation, in which several benefits accrue to those who work and participate in family roles such as spouse, parent, or elder caregiver [14]. The concept which is used to illustrate the potential positive consequences of the concurrency of work and family roles is the concept of work / family enrichment. The researchers have analyzed the positive relationship between work and family under various labels including positive spillover, facilitation and enhancement [9,5]. Greenhouse and Powel [5] have analyzed 19 studies and stated there have been terms other than enrichment but all of them were consistent with it, thus the enrichment term can be used insist of them [10,4]. Work/family enrichment is a construct that represents how work and family roles can benefit one another and is defined as “the extent to which experiences in one role improve the quality of life in the other roles” [7]. Work/family enrichment is bidirectional in that work experiences can improve the quality of one’s family life (work to family enrichment) and family experiences can improve the quality of one’s work life (family to work enrichment) Work –family and family-work enrichment have three dimensions: Each dimension reflects a unique element of work –family and family-work enrichment. These three dimensions are work-family

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investment, work-family affection and work-family development. Work-family investment includes the self-efficiency and it is described as follows: when the work commitment promotes levels of psychological resources such as security, reliability, or self-fulfillment and helps the individual to be a better member in the family. The work-family affection factor is associated with mood and attitudes and it is described as follows: when the work commitment leads to positive or emotional attitude and helps the individual to be a better member in the family [4]. Finally work-family development includes the resourced of labor skills, knowledge, attitudes and behaviors and it is described as follows: when the work commitment leads to the acquisition or improvement of skills, knowledge, attitudes or ways of looking at things and helps the individual to be a better member in the family [4].

However, as Greenhaus and Parasuraman [5] indicated, the few studies have recognized the opportunity that the work and family roles can have a positive or facilitator role on each other. Therefore, the present study examines the relationship between the work/family enrichment and satisfaction in two important areas of human life.

Previous Research:

A meta-analysis of the interaction between work and family suggests that flexible and intensive work programs are negatively correlated with absenteeism and are positively correlated with being productive, satisfied with the program and the job satisfaction [1]. Also King *et al* [12] in a study showed that people who experienced work/family enrichment are the ones who will feel more successful. Other researchers have also found that the managers who make a greater balance between family life and work are the ones with greater career success [13]. Also, some studies indicate that supportive work environments are associated with positive family impacts [17]. In addition Grzywacz [8] showed that work/family enrichment is associated with mental health. Another study also showed that work/ family enrichment is associated with psychological well-being [16]. Another study showed the association between work/family enrichment and family and parenting satisfaction [6]. There is evidence of the positive correlation between social support of family and career success, career development and job satisfaction [17]. Also there is evidence of a possible role of gender in the correlation between work/family enrichment and positive outcomes, particularly in men. Being married and having children, for example, are associated with variables that indicate career success (e.g., income, progress and job satisfaction) [11]. Also, some research indicate that the concurrency of job and family roles make the individual face more experience, more self-esteem and higher income and affect satisfaction in various aspects of life [4]. Therefore, the research gaps related to analysing the relationship between work/ family enrichment with job and family satisfaction concurrently and generally is felt and in this study the relationship between work / family enrichment and job and family satisfaction among Iranian male teachers is investigated. Therefore, for studying the relationship between work-family conflict and satisfaction, including job satisfaction, family satisfaction, and life satisfaction, we test the following hypotheses:

H1: Work-family enrichment is positively correlated with the job satisfaction.

H2: Family-work enrichment is positively correlated with the job satisfaction.

H3: Work-family enrichment is positively correlated with the family satisfaction.

H4: Family-work enrichment is positively correlated with the family satisfaction.

Research Method:

Participants for this study included 234 married men who were employed either full- or part-time. The sample of men in the current study was found at 40 schools in Kurdistan province of Iran. Participants received individual packets including demographic questionnaire, and research scales. Participants received their pockets at the beginning of the school day and were asked to fill them out during their spare time and return them in sealed envelope to the researcher by the end of the day. Of the 420 questionnaires distributed, 234 completed questionnaires were returned for 53% response rate.

Participants ranged in age from 23 to 41 years, with a mean age of 35.09 years ($SD= 4.6$). The number of hours spent in paid employment ranged from 20 to 48 hours per week, with the mean of 27.19 hours ($SD= 5.6$). Ninety nine (42.3%) participants reported they had earned an associate degree, one hundred and twenty nine (55.1%) had earned a Bachelor degree, and six (6%) had earned a Master of Arts degree. Twenty-eight (12%) participants reported they hadn't any children, fifty-eight (24.8%) had one children, ninety-three (39.7%) had two children, forty-one (17.5%) had three children, ten (4.3%) had four children, and four had four or more (1.7%) children. The length of marriage ranged from one to twenty-eight years, with a mean of 10.35 years.

Data were gathered with a variety of measures including a demographic questionnaire, Work/family enrichment scale [4], job satisfaction scale [3], and family satisfaction scale [3]. Work-family enrichment scale [4] was used to measure employee perception of the degree to which work had a positive effects on the family life. The scale's alpha reliability in this research was .92. Family-work enrichment scale [4] was used to measure employee perception of the degree to which family had a positive effects on the work life. Work-family enrichment and family-work enrichment were assessed using two scales that each scale had a 9 item. The scale's

alpha reliability in this research was .92. Brayfield and Rothe [3] 18-item scale was used to measure job satisfaction. The scale's alpha reliability in this study was .70. The 5-item short version of the Brayfield and Rothe [3] family satisfaction scale was applied to measure family satisfaction. The scale's alpha reliability in this research was .71.

In analyzing our data, we first computed descriptive statistics including means, and standard deviations for each variable. In addition, coefficient alpha values were calculated to estimate the reliability of each measure. For hypothesis testing, Pearson's correlation matrix and regression analysis were computed.

Results:

Descriptive statistics and Cronbach's Alpha Coefficient of studied variables are shown in table 1.

Table 1: Descriptive Statistics (Means and Standard Deviations), and Cronbach's Alpha Coefficients.

	Mean	Standard Deviation	Cronbach's Alpha Coefficient
Work-family enrichment	30/8	8/3	.92
Family-work enrichment	29/08	8/6	.92
Job satisfaction	59/58	6/5	.70
Family satisfaction	12/63	7/07	.71

The results of Pearson's correlation test are shown in table 2. According to Pearson correlation coefficients, there was positive significant relationship between work-family enrichment and job satisfaction ($r=-.229$; $p<0.01$). Thus, hypothesis 1 was supported. There was positive significant relationship between family-work enrichment and job satisfaction ($r=.293$; $p<0.01$). Therefore, hypothesis 2 was supported.

Table 2: Pearson Correlation Coefficients for Two Types of work-family enrichment and domains of satisfaction.

	Job Satisfaction	Family Satisfaction
Work-family Enrichment	.229**	.361**
Family-work Enrichment	.293**	.389**

*. Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

Regression analysis was computed to determine which type of work/family enrichment (work-family enrichment or family-work enrichment) best predicts the job satisfaction. The results of simultaneous regression analysis for prediction of job satisfaction are presented in table 3.

Table 3: Simultaneous Regression Analysis for the Prediction of Job Satisfaction.

Model	B	Std. Error	Beta	T	Sig
Family-work Enrichment	.285	.095	.377	3.011	.003
Work-family Enrichment	-.077	.098	-.097	-.778	.437

Overall model: $F=11.150$, $R=0.29$, $R^2=0.08$, Adjusted $R^2=0.08$, $P<0.01$

Simultaneous regression analysis indicated that the overall regression model was significant ($F= 11.150$; $p<0.01$). The independent variables (work-family enrichment and family-work enrichment) accounted for 8% ($R^2 =0.08$) of variance in dependent variable (job satisfaction). The most heavily predictor variable was family-work enrichment ($\beta= -0.377$; $p<0.01$).

According to Pearson correlation coefficients, there was positive significant relationship between work-family enrichment and family satisfaction ($r=.361$; $p<0.01$). Thus, hypothesis 3 was supported. There was positive significant relationship between family-work enrichment and family satisfaction ($r=.389$; $p<0.05$) (see table2). Therefore, hypothesis 4 was supported.

Regression analysis was calculated to determine which type of work/family enrichment (work-family enrichment or family-work enrichment) best predicts the family satisfaction. The results of simultaneous regression analysis for prediction of family satisfaction are presented in table 4.

Table 4: Simultaneous Regression Analysis for the Prediction of Family Satisfaction.

Model	B	Std. Error	Beta	T	sig
Family-work Enrichment	.249	.099	.303	2.511	.013
Work-family Enrichment	.085	.103	.100	.826	.410

Overall Model: $F=20.979$, $R=.392$, $R^2=0.154$, Adjusted $R^2=0.146$, $P<0.01$

The results of Simultaneous regression analysis showed that the overall regression model was significant ($F=20.979$; $p<0.01$). The independent variables (work-family enrichment and family-work enrichment) accounted for 15.4% ($R^2 =0.154$) of variance in dependent variable (family satisfaction). The most important predictor variable was Family-work enrichment ($\beta= .303$; $p<0.05$).

Conclusions:

The results show that work- family enrichment and family- work enrichment are positively correlated with job satisfaction. Also the results indicated that family- work enrichment can significantly predict the changes in job and family satisfaction. This result is consistent with Netmayer *et al* in which the work-family enrichment is positively and significantly correlated with job satisfaction. Also the results showed that work- family enrichment and family-work enrichment are negatively correlated with family satisfaction. Also the results showed that family-work enrichment can significantly predict the changes in family satisfaction. The results of the present study are consistent with the results of the studies that confirm the positive outcomes of work / family enrichment [1,12,13,17,16,6,4]. In fact active participation in multiple roles can have benefits that can nullify the negative effects. This shows that the abilities and values that an individual obtains from the family and brings them to the work environment not only promote family satisfaction but also enhance job satisfaction as well. Also the experiences and lessons that an individual obtains from his work environment not only affect achieving his goals but also provide his family satisfaction.

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