Research on Work-Family Balance: A Review

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Abstract

In the current globalized era, an increasing number of firms in the services sector require employees to work longer, frequently interact with customers and work across varied time zones. This has resulted in dilation of the boundary between work and family. This review explores the meaning, antecedents, consequences and moderators of work–family balance from conflict as well as enrichment perspectives. Further, the paper discusses the role of turnover intentions which have given mixed results in different settings. The review also focuses on the role of individuals’ personality dimensions such as core self evaluation which are yet to gain prominence in work-family studies but are important enough to invite further research. The paper finally suggests the development of an integrated framework to understand the concept of work–family balance.

Key Words

Core self evaluation, work–family balance, work–life conflict, work–life enrichment, work–family integration.

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