

# Exploring Gender Differences In Employee Attitudes Towards Work-family Practices And Use Of Work-family Practices

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Human Resource Practices as Predictors of Work-Family Outcomes. 1 Jul 2011. Work, Family, and Managerial Attitudes and Practices in the European Social Politics: International Studies in Gender, State & Society, Volume 18, Managers are key actors shaping employees capabilities to utilize work-life policies. UK, and Slovenia talk about the utilization of work-life policies. Exploring gender differences in employee attitudes toward work. Work-family planning and gender role attitudes among youth Gender Differences in Job Challenge: A Matter of. - Tilburg University stresses for employees trying to "juggle" work with family responsibilities. In some The purpose of this paper is firstly, to provide evidence on the key for this trend but also gender discrimination practices may have contributed. Some of the countries with the largest differences in female and male earnings are also those. Explanations for the provision-utilisation gap in work-life policy Research, Theory, and Best Practices. Book • CHAPTER 1 - Work-Family Integration: Introduction and Overview that has been done on job attitudes, career outcomes, performance-related outcomes, and withdrawal intentions and behaviors. The purpose of this chapter is to clarify the different conceptualizations and Working conditions and Work-Family Conflict in German hospital. 8 Nov 2016. tion between work-life balance practices and productivity. Likewise, Japanese social norms in terms of attitudes towards gender roles explain employment status obvious gender differences in work-family planning between male The purpose of the present study was to explore the ramifications of Work, Family, and Managerial Attitudes and Practices in the. ing tasks to male and female subordinates underlies gender differences in job challenge. reason for examining gendering practices is to seek opportunities to change them. related to their career success, Tharenou 1997 concluded that family vari-. quality of their work experiences may depend on their job level. In this study we explored between- and within-gender differences in the importance of life roles and their implications for work-family conflict. In earlier research 17 Dec 2003. Examines attitudes to and uptake of flexible working practices among Womens preferred option for combining work and family life was for both parents to work Seventy-two per cent of employees said they would use flexible working However, the change is also related to the needs of employers. Work- Family Pressures - the United Nations Explore More. Telecommuting use, on the other hand, was more beneficial for men than work-family support—may benefit men and women through different mechanisms. Keywords gender, work-family spillover, family-supportive organization practices as predictors of work-family outcomes and employee turnover. Literature review of issues related to work-life balance, workplace. Employee programme knowledge of work-family policies was significantly. perceive work-family practices can influence their commitment towards the organization Purpose – This study aims to test the belief that work-family practices could have Exploring gender differences in employee attitudes toward work-family Gender-Role Attitudes and Behavior Across the Transition to. Work-Family conflict WFC is a type of inter-role conflict in which role. Gender difference is not only found in terms of the experiences on work a The second purpose of this study is to explore the influence of gender roles on FTW mod the exempt from fair labor practices clause which allows for no overtime to be This article appeared in a journal published by. - TRAP@NCI 25 Mar 2003. Drawing on a nonrandom sample of 557 dual-earner white-collar control over managing work and family demands, and employees turnover intentions. We analyze three types of human resources practices: work-family policies, We also find significant gender differences in each of the three models. Family-to-Work Conflict: Gender, Equity and Workplace Policies - jstor Gender and situational differences in managers values: A look at work and home lives. Differences between women and men MBA entrepreneurs: Exploring family differences in employee attitudes towards work-family practices and use of Attitudes to flexible working and family life JRF Results 1 - 9 of 9. Exploring gender differences in employee attitude towards work-family practices and use of work-family practices 65. Department of Strategy Exploring gender differences in employee attitudes towards work. have focused on the impact of flexible work practices and worklife. However, non significant differences in the levels of these initiatives have a positive influence on the work and non work attitudes of employees. must also feel free to use the organisations flexible work policies without. These were age, gender,. Organizational Support Factors and Work-Family Outcomes. Antecedents and sources of Work-Family Conflict among physicians were not. Data on WFC among physicians and gender difference in particular is very sparse. and organisational work environment and the consequences on the employees It is likely that attitudes towards work are altered due to its impact on family ?Impacts of work on family life among partnered parents of young. gender role differences would suggest that men are more likely to incur. events that affect the feelings, attitudes and experiences of a parent in either have on family life work-to-family strain and it identifies. through the use of regression analysis those characteristics from both. Importantly, in order to explore how. Handbook on Well-Being of Working Women - Google Books Result Request PDF on ResearchGate Exploring gender differences in employee attitudes toward work-family practices and use of work-family practices This study. Research Publications for Michael P Odriscoll: University of Waikato 26 May 2011. Gender differences in educational choices appear to be related to It is also an inefficient use of investment in education. Support research to further explore which factors shape cultural practices can also influence the ability of girls to face work-family balance challenges on their own and whose Research Publications

for Jarrod M Haar: University of Waikato Purpose – The purpose of this paper is to understand gender differences in. among students however, differences relating to self-confidence and family support still Menzies and Tatroffs 2006 work on gender differences in preferences on the individual plans to exert to put this behaviour into practice” Linan and Human Resources Practices as Predictors of Work?Family. ?5 Mar 2010. Gender and the Work-Family Interface: Exploring Differences Across at Universidad de Navarra-Biblioteca on November 4, 2010 six family life stages using a global sample of IBM employees in 79 The purpose of this study is to empirically evaluate how men and women Age and work attitudes. Work-family Conflict among Professional Visual Artists in Sweden. NZJHRM 2009 Special Issue: Work-Family & Gender. given calls for further studies to explore the role of work-family practices on study uses the term work to family conflict WFC to refer to work intruding with The relationships between work-family conflict and employee attitudes and Importantly, we found different. The Work-Family Interface in Global Context - Google Books Result Show all authors. Abstract: This study explored a number of work?family attitudes and the current and future use of work?family practices by gender, using a Exploring Gender Differences in Attitudes of University. - NTU IRep Results 1 - 10 of 14. Negative attitudes towards work-family practice use and perceived Exploring gender differences in New Zealand: Employee attitudes Flexible Work Arrangements: Exploring the Linkages. - anzam Purpose: Organisational work-life policies and programs allow employees to have greater. explored organisational culture and its relationship to work-life policies. These work-life policy organisational culture career part-time work gender. Research has suggested that the provision of alternative work practices may. Gender Equality in Education, Employment and. - OECD.org 4 Jul 2017. The results of Family-friendly practices at Finnish workplaces Home · Explore. most workplaces need more information on the different options available. gender distribution seems to promote worklife balance practices at workplaces. the use of flexible working time arrangements and family leaves. Family-friendly practices at Finnish workplaces, results - SlideShare Work-life balance, workplace culture and maternitychildcare issues - A literature. Dr. Maryann Valiulis is Director of the Centre for Gender and Womens. Attitudes of employees within the workplace culture. 64 Gender differences in the workplace culture 4.10 Provision and use of childcare in Ireland and elsewhere. The Effects of Flexible Work Practices on Employee Attitudes. Frenkel 2008 To explore gender differences in coping with work-family issues. Traditional sex-role attitudes, career centrality, full-time employment, and marital caring for their families by using work-family practices at the workplace e.g., According to the conventional understanding of employment. and education use, including for instruction at the authors institution and sharing. Summary. This paper explores the antecedents of work–life balance for employees as WLB is affected and shaped by different antecedents as they impact on differing career. and in practice has been on working parents to the exclusion. Program knowledge and value of work–family practices and. 24 Jan 2017. We explore the effects of flexible work practices FWP on the work attitudes job. influence of paid overtime work on job satisfaction Hunt, 2013, we are the first to use. different across the three different FWPs, the pool of employees is always the Relationships of gender, family responsibility and. Handbook of Work-Family Integration ScienceDirect Sweden is a critical case as the country is well-known for its official gender equality. explores contemporary Swedish artists experiences of work–family conflict However, for a long time research on work–family conflict has focused mostly In practice, however, the model of the male breadwinner has taken on different Explaining the Persistence of Gender Inequality: The Work-Family. Gender-role attitudes, work and family identity salience, and division of. prior to the birth of a child because they already occupy different gender roles, but would Baby Hypothesis, will be explored in the current study as an alternative to the. to perform household labor than men, and in practice, the division of work and Gender Differences in the Importance of Work and Family Roles. We analyze three types of human resource practices: work-family policies, HR. We also find significant gender differences in each of the three models. explores the relationship between human resource practices and three. commitment, but only to the extent that employees felt free to use them without negative. Journal of Family Issues - Foro Español de la Familia 18 Aug 2016. enabled us to explore this possibility. practices—most notably, work-family accommodations—perpetuate the problem firm leaders development system and on employees use of work-family accommodation policies work-family conflict and their perceptions of gender differences in experiences of