

Dynamics of Work Family Linkage and Happiness

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Abstract

For many years psychologists tended to limit their focus to work related issues (eg; tasks, jobs, occupation) and left the subject of domestic matters to other areas of professional study. However, in the last three decades, there has been a dramatic increase in the amount of research devoted to understanding the linkages between work and family life. A variety of linking mechanisms have been proposed that explain the nature of the relationship between work and family roles (Edwards and Rothbard, 2000), the most prominent of which are conflict (or interference), accommodation, enrichment, compensation and segmentation. Understanding the mechanisms by which work and family life affect each other will help individuals and their employers determine the most effective ways to reduce work-family interference and increase work-family enrichment. The present study tries to establish the relationship between work-family linkage, self-esteem and happiness. The sample of the present study comprised of 100 dual earner couples (N = 200) with urban background in the age range of 30 to 45 years. The measures used were Work-family Linkage Questionnaire (WFLQ), Self – Esteem Inventory (SEI) and Revised Oxford Happiness Scale. The data were analysed by employing Pearson’s Product moment correlation. Results revealed that positive spill over from work to home was significantly associated with self-esteem where as positive spill over from home to work was associated with both self-esteem and happiness.

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