
Abstract:
Work-family scholars tend to work in two largely disconnected research streams, focusing on either work-family enrichment the positive side of the work-family interface or work-family conflict the negative side of this interface. The purpose of this study is to suggest a reconciliation of the two research streams by proposing and testing a resource-based model of work-to-family enrichment and conflict. Specifically, we propose that an individual's work role engagement has two independent outcomes, work role resource gain and loss, and they separately mediate the relationships between work role engagement and work-to-family enrichment and conflict. We further propose that two dimensions of regulatory focus, promotion focus and prevention focus, moderate the relationships between work role engagement and work role resource gain and loss respectively. Structural equation modeling results based on data from 1052 employees of Chinese firms offer general support for these notions.

Keywords:
Work-family
Conflict
Enrichment
Work-family resources