WORK- FAMILY CONFLICT AND ORGANISATIONAL COMMITMENT
AMONG EMPLOYEES OF MULTINATIONAL COMPANIES

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Abstract

Career success brings a high level of responsibility. Professionals try hard to meet expected standards set by society for their domestic and professional roles. However, sometimes this struggle ends in work-family conflict which affects the organisational commitments of the employees. In that context, this paper investigated the impact of the organisational commitment and work-family conflicts among employees of multinational organisations in Lahore. Furthermore, this study aimed at determining the difference between work-family conflicts and organisational commitment of married dual earners and working married individuals. For this purpose, a sample of 200 employees was selected conveniently from 10 different multinational organisations in Lahore. The sample consisted of both career couples and working men and women. The Work-Family Conflict Scale (WFCS) (Kopelman, Greenhaus and Connolly, 1983) and the Organisation Commitment Scale (OCS) (Mowday, Steers and Porter, 1979) were used in this study to collect data from employees. Data was analysed by using a T-test and Correlation. Results indicate significant differences between the work-family conflict and organizational commitment of working spouses and single working individuals (either male or female) as well. Moreover, findings also emphasised the need of designing employees-friendly policies for employees working in multinational companies to strengthen the employees’ organisational commitment and reduce the level of their work-family conflict.

Keywords

Organisational commitment, work-family conflict, dual earners, work demands, family demands