

Work-Life Balance Policies And Work-Family Conflict

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ABSTRACT

Work-life balance (WLB) policies are initiated by the government and the formal organization to help employees balance their work and life. This research aims to examine the effectiveness of the WLB policies on work-family Conflict (WFC). The research model was tested quantitatively through a field survey of 200 female workers in Makassar using multiple linear regression analysis with SPSS 23 (Statistical Product and Service Solutions). In contrast to other academic literature related to WLB policies, data analysis results revealed that WLB-related policies' implementation does not necessarily reduce WFC's influence. In fact, several programs were found to have the opposite effect in the Makassar context.

Keywords: Dual-role theory, Work-family conflict, work-life balance policies