

Work-Family Interface and Personality as Predictors of
Job and Life Satisfaction among Female Teachers in Hong Kong

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Abstract

This study investigated whether family-to-work interference, work-to-family interference and sense of control over work and family were associated with job satisfaction and life satisfaction of female teachers in Hong Kong. The role of personality variables, including Self-Acceptance, Optimism, Family Orientation and Harmony, in the prediction of the satisfaction variables was also explored. A total of 528 Chinese female teachers participated in this study. Results from correlation analysis demonstrated that (1) work-to-family interference was negatively correlated with job satisfaction and life satisfaction; (2) sense of control over work and family was positively correlated with job satisfaction and life satisfaction; (3) there was no significant correlation between family-to-work interference and the satisfaction variables. Results from regression analyses showed that (1) sense of control over work and family best explained both job satisfaction and life satisfaction; (2) among the four personality variables, Optimism best explained both job satisfaction and life satisfaction, while Self-Acceptance and Family Orientation also explained job satisfaction and life satisfaction respectively; and (3) moderating effects of Optimism and Family Orientation were found significant in explaining life satisfaction only among married participants. The meaning of work and family balance and its relationship to subjective well-being for women were discussed.