

Abstract of thesis entitled:

Work-Family Interface and Outcomes: Testing the matching-domain hypothesis in Chinese Samples

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This study focused on the matching-domain relationship in work-family interface (WFI), i.e., the relationship between WFI and two outcome variables of satisfaction and performance in the originating domain. There were three research questions: (1) whether such relationship could be generalized in Chinese samples; (2) what was the causal relationship between the variables; and (3) whether emotions could mediate such relationship. Study 1 was a cross-sectional research conducted with Chinese teacher. We found that after controlling the cross-domain (i.e., the receiving domain) relationship, the matching-domain effect of WFI was still significant on satisfaction but not on performance. Study 2 consisted of a two-week daily diary data and a one-week interval cross-time data on a group of Chinese parents. It cross-validated that it was the matching-domain satisfaction caused WFI but not the reversed. Also, we found that performance was only significant in the cross-domain relationship and WFI was the cause rather than the result in this relationship. Finding on the role of emotions on the aforesaid relationship was inconsistent. Implications, limitations and future directions were discussed based on the above findings.

摘要

本研究旨在探讨工作家庭交互作用与匹配领域的变量之间的关系，即，工作家庭交互作用与一开始引发它的领域中的两个结果变量（满意度和绩效）之间的关系。本研究共有三个研究问题：（1）这种匹配领域的关系是否能推广到中国样本中？（2）工作家庭交互作用和满意度/绩效之间，到底谁是因谁是果？（3）在这个过程中，情绪是否有中介作用？研究一在一个教师群体中采用横断面研究，并发现在控制了交互领域（即工作家庭交互作用的被影响的领域）的作用之后，匹配领域的关系在满意度上仍然显著，但是在绩效这个因变量上不显著。研究二在一个以孩子家长组成的样本中采用一个周期为两周的日记法以及间隔时间为一周的跨时间的数据进行交互验证，并发现是匹配领域中的满意度导致了工作家庭交互作用，而不是反过来。并且发现对于绩效来说，只有交互领域的关系是显著的，并且在这个关系中，绩效是果而不是因。对于情绪的作用，研究结果并不一致。基于以上结果，对研究意义、不足和展望进行了讨论。