

**Examining the correlation between Values and Work-Family Conflict:
The role of Perceived Organizational Support as the moderating effect**

Abstract

The issue of work-family conflict has become a burgeoning field of research interest to numerous researchers, psychologists and work organisations. However, it is astonishing that the investigation of individual values in the context of work-family conflict has been overlooked. This study aims to adopt the CAL-talent Value Inventory (CVI) to examine the association between individual values and work-family conflict in a bi-directional construct encompassing work-to-family conflict (WFC) and family-to-work conflict (FWC), with perceived organisational support (POS) as the moderating effect. An online survey was conducted and we recruited 115 participants who are full-time employees in Hong Kong. Results revealed that among various individual values, both the values of status and in charge were not positively associated with WFC while money was positively related to WFC. Subsequently, the value of health and safety was not found to be positively correlated with FWC. Meanwhile, POS obtained a salient moderating effect on the association between individual values and work-family conflict in both directions. Results discovered that prevention focus had interactions with POS on both WFC and FWC and in charge also had an interaction with POS on FWC.

Keywords: *Individual values, CVI values, Work-to-Family Conflict, Family-to-Work Conflict, Perceived Organisational Support*