

Support from Work and Home as a Predictor of Individually Organisationally Valued States: An Empirical Study

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Purpose

To identify subsisting stress and suggest SWH-IOVS models as recommendation to conquer by the stress set gap among women employees in Tiruchirappalli, Tamil nadu, India.

Abstract: Support from Work-Home (SWH) at individual has a manipulate on the level of Individually-Organisationally Valued States (IOVS) and in revolve on their work-family performance. Here Individually-Organisationally Valued States (IOVS), which is integrated with General Well-Being in Affective (GWB-A), General Well-Being in Cognitive (GWB-C), Work Outcomes (WOC) and Family Outcomes (FOC). The endeavour of this study is to decide and establish a relationship between Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS) among women employees in Southern Railways. In this study, we have engaged the Pleck and Staines's getting Support from Work-Home (SWH) and Beehr and Newman's Individually-Organisationally Valued States (IOVS) inventories compute the Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS) levels respectively. Samples from 321 women employees in Tamil Nadu, India were used to obtain the empirical base for the study. Correlation and multiple regression analyses were used to interpret the data. Our results demonstrate that there is a positive relationship between Support from Work-Home (SWH) and States that constitute the Individually-Organisationally Valued States (IOVS).

Keywords: Support from Work-Home (SWH), Individually-Organisationally Valued States (IOVS), General Well-Being (GWB), Work Outcomes (WOC), Family Outcomes (FOC).

1. INTRODUCTION

Women employees who are obtaining support from Work-Home reveal better Individually-Organisationally Valued States (IOVS) and in revolve it replicates on their work-family recital. Getting optimistic Support from Work-Home (SWH) becomes an imperative aspect of the women employees. Getting unbecoming support influences the work-home roles played by the employees.

Support from Work-Home (SWH) is "the getting support from work life and family life, so that the work and life, getting

equal balanced states" Chronister (2004). Essential part of the employees' life, after getting a social support life will turn around the proper channel. Individually-Organisationally Valued States (IOVS) is also known General Well-Being (GWB), Work Outcomes (WOC) and Family Outcomes (FOC) (Beehr, 1978). Hence, the aim of the present study is to investigate the relationship between Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS) among the women employees of Southern Railways in Tamilnadu, India. The article summarizes the review of literature, the model developed, data and methodology, results and discussion of the research and the conclusion.

2. REVIEW OF LITERATURE

2.1 Support from Work-Home (SWH)

In another study Ugwu (2009) investigated the multiple role stress experience both at home and in the workplace and how they cope with such stress. 147 sandwich generation women participated in his study. Results showed that sandwich generation women receive care giving supports either from their husbands or from house-helpers experience less stress than their counterparts without such care giving supports and sandwich generation women who cared for the sick aged parents experience more stress than their counterparts who care for healthy aged parents. Sandwich generation female employees who provide care giving services to large families did not differ from their counterparts in the normal family size on measures of multiple role stress.

2.2 Support from Work (SW)

Marie Clay (1979) refers to the Support from Work as "understanding the emotions of individuals in the organization stress like family issues, personal needs and work related problems.

2.3 Support from Home (SH)

Bamberg (1997) defines Support from Home as “involving partner’s participation to the particular occupational problems. This support mainly focuses on mental oriented and behavioral oriented process”. Bishop (1987) conceptualized Support from Home as the immediate support getting from family members during the high stress level of time and getting support from house helps, which includes paid assistants, unpaid younger ones, older relatives, nieces and nephew, as well as aunts and mothers of participants, living with them as long term visitors or dependents.

2.4 Individually-Organizationally Valued States (IOVS)

Beehr et al (1978) states that the “Individually-Organizationally Valued States (IOVS) as an outcome for the stress related issues. It's generally getting affect in General Well-Being (Affective and Cognitive) (GWB-A&C), work related problems and family oriented problems.”

2.5 General Well-Being (GWB)

Athanasios karatzias (2006) studied psychosocial determinants of stress and well-being among working women. The significance of work related stress was evidently greater than that of stresses associated with the family function, although the relationship between family functioning, stress and well-being was also significant. It refers to the people’s evaluation for their life which is both **Affective and Cognitive**. People experience subjective well-being when they feel many pleasant and few unpleasant emotions, when engaged in interesting activities, when they experience many pleasures and few pains, and when they are satisfied with their lives (Diener, 2000).

2.6 General Well-Being in Affective (GWB-A)

In the present study, the term occupational stress is defined as a disorder associated with a job or work. The anxiety may be expressed in the form of extreme tension and anxiety develops physical symptoms such as headache or cramps, this is also called occupational neurosis (Mosby, Inc., 1942). A large number of studies have reported that occupational stress is significantly related to psychosomatic and health problems. (Mishra. A, and Mishra. K, 1994; Singh, Srivastava and Mandal, 2008; Jamal, 1993).

2.7 General Well-Being in Cognitive (GWB-C)

This is caused by worry or anxiety at work when a person feels that the demands and pressures of their job are more than what they can handle. Stress at work can cause major damage to one’s health and lifestyle and it is an area that should not be ignored. Family difficulties are interaction with family members that involve physical, emotional and psychological problems. Working mothers, as a label, refers to women who are mothers and who work outside the home for income in

addition to the work they perform at home in raising their children. Landy (1994) has stated in one of his theoretical papers that work related stress may lead to injuries and psychological disorder. He also said that the National Institute for Occupational Safety and Health (NIOSH) has identified psychological disorders as one of the ten leading work-related diseases and injuries during the 1980s (Sauter, Murphy & Hurrell, 2010).

2.8 Work Outcomes (WOC)

Factors commonly associated with stress at the workplace are, work overload, role conflict and role ambiguity, poor peer relation, political pressure (Rizvi, 2009). Occupational stress can reduce productivity, increase mistakes and accidents at work, encourage absenteeism, lower morale, increase conflict with others and cause physical and emotional problems (Pflanz & Ogle, 2008) and finally poor life satisfaction (Pawar & Rathod, 2009).

2.9 Family Outcomes (FOC)

Lindorff (2001) identified the most stressful, recent events in a sample of 572 managers from 41 organizations, and found that the greater proportions of events are work-related. The breakdown of a marriage or relationship is described as most important and emotionally disturbing, and is associated with the greatest increase in symptoms. Work events are considered of greater importance and emotional disturbance than non-work events, and are associated with greater increases in symptoms. Organizational issues are particularly problematic, and provide opportunities for system wide intervention.

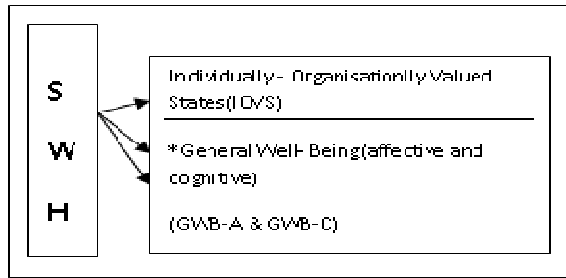
Hence, these literatures lead to the following hypothesis:

Hypothesis: There is a positive relationship between Support from Work-Home (SWH) and the three factors of Individually-Organisationally Valued States (IOVS) (General Well-Being in Cognitive (GWB-C), General Well-Being in Affective (GWB-A), Work Outcomes (WOC), Family Outcomes (FOC))

3. MODEL

The aim of the present study is to evaluate the relationship between Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS). In order to analyze this, a model has been developed:

Figure 1: Research Model showing the relationship between Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS).



4. DATA AND METHODOLOGY

4.1 Data and Sample

The designation of the women employee ranged from operational level workers to Divisional Officer. A total of 321 self-administered questionnaires were considered in this study.

Based on the review of literature, a detailed questionnaire was developed. The questionnaire has two sections, namely Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS). The questionnaire for Support from Work-Home (SWH) was adapted from Pleck and Staines (1985), which had two sub-sections and Individually-Organisationally Valued States (IOVS) was adapted from Beehr (1978), which consisted of 54 sub-sections.

4.2 Measurements

In the given Hypothesis, Support from Work-Home (SWH) was considered as the dependent variable and the factors in Support from Work -Home (SWH) as independent variables. The dependent variable was conceptualized by the individual's attitude towards the stress and is operationalized by using a set of 5 point Likert scale statements to measure Support from Work-Home (SWH) (Pleck and Staines, 1985). The independent variable is conceptualized by getting appropriate Support from Work-Home (SWH) and reduce the problems of mental stress and well being and is operationalized by using a 5 point Likert scale statement to measure Individually-Organisationally Valued States (IOVS)(Beehr,1978).

4.3 Statistical tools

The data were analyzed by using factor analysis, correlation and Regression analyses to test the hypotheses. Statistical Package for Social Sciences (SPSS version 18.0) was used to analyze and interpret the data.

5. RESULTS AND DISCUSSION

5.1 Factor analysis

Factor analysis was performed with 1.5 as the Eigenvalue to improve the strength of the factors. Then, two factors were

extracted when the rotation converged in there iterations. The two factors were General Well-Being (Affective and Cognitive) and work- family outcomes as another factor. Out of the 54 items in the questionnaires, the first 24 items were categorized as General Well-Being and the remaining thirty under Work- Family Outcomes (Lindorff, 2001).

Table 1: Rotated Component Matrix(RCM)

S. No	Items	Component	
		1	2
1.	Been overcome by fatigue	0.746	0.257
2.	Become easily bored with work schedule	0.732	0.243
3.	Felt emotionally drained from your work	0.730	0.217
4.	Become easily annoyed or irritated as a result of pressure at work	0.721	0.231
5.	Felt used up at the end of the workday	0.718	0.254
6.	Felt tired when you got up in the morning and had to face another day on the job	0.715	0.228
7.	Got mixed up in your thinking when you have had to do things quickly	0.705	0.221
8.	Broken out in a rash (physical) when you have been upset or excited	0.698	0.259
9.	Felt burned out or stressed by your work	0.681	0.263
10.	Done things rashly or on impulse	0.675	0.267
11.	Felt nervous and stressed	0.672	0.278
12.	Felt drained from undertaking household activities like cooking and child care	0.654	0.271
13.	Found things getting on your nerves and wearing you out	0.667	0.275
14.	Become afraid of unfamiliar places or people	0.632	0.278
15.	Become easily tired	0.649	0.284
16.	Been bothered by minor health problems such as headaches or stomach upset	0.634	0.287
17.	Experienced numbness or tingling in your arms or legs	0.630	0.281
18.	Had difficulty in falling or staying asleep	0.621	0.289
19.	Been tense or jittery	0.625	0.290
20.	Found that you could not cope with all the things you had to do	0.628	0.294
21.	Had any pains in the heart or chest	0.626	0.296
22.	Been troubled by stammering	0.617	0.299
23.	Found it hard to make up your mind	0.614	0.292
24.	Worn yourself out worrying about your health	0.611	0.210
25.	I am generally satisfied with my job	0.607	0.214
26.	The work I do on my job is meaningful to me	0.603	-0.158
27.	I feel respected at work	0.606	0.655
28.	Owing to my heavy work schedule I have thought of leaving this job at least once	0.597	0.684
29.	I always look forward to being at work with my colleagues each day	0.593	0.674
30.	My flexible work schedule allows me to function well at work	0.581	0.692
31.	I feel able to cope/manage my work	0.582	0.741
32.	I am unable to take time off work and see to family matter during working hours	0.589	0.792

33.	At work I feel I must choose between advancing my career or devoting attention to family or personal needs	0.547	0.754
34.	Owing to the attitude of my boss, I have considered quitting my job at least once	0.572	0.766
35.	I am satisfied with my job because the nature of my work ties in with my area of expertise	0.568	0.684
36.	Even though I sometimes work long hours I am not satisfied with my job	0.563	0.651
37.	Owing to the attitude of my colleagues I have thought of leaving this job at least once	0.569	0.637
38.	The other fringe benefits I receive from my job gives me satisfaction	0.552	0.699
39.	Since promotion is on merit in my organisation, I am satisfied with my job	0.534	0.546
40.	Since my supervisor sometimes helps me deal with my personal and family issues, I am happy on this job	0.538	0.247
41.	The offer of a bit of money with another employer, would not seriously make me think of changing jobs	0.514	0.357
42.	In general, I don't like my job	0.194	0.540
43.	I am quite proud to tell people I work for... (your organization)	0.156	0.533
44.	There are times I feel like quitting this job for another job in order to have more time for my family	-0.087	0.587
45.	I am generally satisfied with my family life	0.491	0.341
46.	Owing to pressures of work, I sometimes find myself quarrelling with my spouse/partner	0.433	0.352
47.	I feel I am able to play my role as a wife/partner in spite of the demands on my time and energy by my job	0.527	0.362
48.	I am generally satisfied with my marital life in spite of work pressures	0.418	0.344
49.	I feel I am generally able to play my role as a parent	0.425	0.333
50.	I am able to have quality interaction with my children after work in spite of the demands on my time and energy	0.427	0.321
51.	I am able to devote some time and energy for leisure activities at home in spite of work pressure	0.431	0.522
52.	I always look forward to going home from work	0.410	0.536
53.	My children normally take up the little time I have to rest after work	0.461	0.530
54.	I am not able to get the needed interaction with my spouse after work	0.478	0.520

Principal component analysis was used as the extraction method and Varimax with Kaiser normalization was used as Rotation method. The rotation converged in three iterations. Items in italics were not used in further analysis due to cross loading.

The analysis extracted a two-factor solution, each with Eigen values above one, which explains 59.54% of the total variance while the original literature explained 62.36%. This indicates that there could be more factors influencing IOVS When more items are generated using the expert opinion. The KMO was 0.927 indicating a meritorious level based on Kaiser and Rice (1974) and the Barlett's test for sphericity was significant($\chi^2 = 2541.212$, $p=0.01$). The Measure of Sampling Adequacy (MSA) was found to be above 0.7 for all 54 items (Hair et al.,2009). Based on the rotated component matrix, out of the 54 items, 5 items were dropped due to cross loading in another component.

6. RELIABILITY ANALYSIS

The cronbach alpha for the two factors of IOVS and SWH are given in table 2.

Table 2: Reliability Analysis

Support from Work-Home	0.8642
General Well-Being	0.8780
Work-Family Outcomes	0.8123

7. RELATIONSHIP BETWEEN SWH, GWB AND W-F OUTCOMES

Table 3: Statistical results

	48.3%
F value	112.369
Significance	0.000
Beta of General Well-Being	0.682
Beta of Work- Family Outcomes	0.531
T value	122.364
VIF factor	1.000

In order to examine the relationship between Support from Work-Home (SWH), the factors in General Well-Being (Affective and Cognitive), and Work-Family Outcomes, correlation and regression analyses were employed.

The two variables (General Well-Being and Work-Family Outcomes) were used as independent variable with SWH as a dependent variable. The regression model was fitted. The model explains 48.3% of variance with SWH and was found to be significant ($F=112.369$, $sig=0.000$)

When the betas of the two variables are compared, General well-Being (GWB) measured 0.682 and Work- Family Outcomes 0.531, which signifies that General Well-Being (GWB) has a stronger impact on Support from Work-Home (SWH) than Work-Family Outcomes.

In order to find out the relationship between a Support from Work-Home(SWH), General Well-Being (GWB)and Work-

Family Outcomes, a multiple linear regression model was used in which the factors in General well-Being and Work-Family Outcomes were considered as explanatory variables and Support from Work and Home (SWH) as dependent variable. The results of the regression model demonstrated that there was a significant relationship between Support from Work-Home (SWH) and the two factors of Individually-Organisationally Valued States (IOVS). This can be inferred from the t-value and its associated p value. The two factors of Individually-Organisationally Valued States (IOVS) explain 0.483 of variations in Support from Work-Home (SWH) (please refer r^2 value) showing the strength of relationship between Support from Work-Home (SWH) and the two factors of Individually-Organisationally Valued States (IOVS) are moderate. By referring the F value and its p value, it may be concluded that the model is valid and there is a correlation between Support from Work-Home (SWH) and the two factors of Individually-Organisationally Valued States (IOVS). To verify the existence of the mentioned relationship, indicating the non-existence of multi collinearity problem. Thus the results indicate the following relationship for Support from Work and Home (SWH) with General Well-Being (GWB) and Work -Family Outcomes (Table 3).

Support from Work-Home = 0.682 General Well-Being + 0.531 Work-Family Outcomes + error term.

8. CONCLUSIONS

This study confirms that Individually-Organisationally Valued States (IOVS) is a multidimensional concept consisting of General Well-Being (GWB) and Work-Family Outcomes. Factor analysis, correlation and regression analyses were used to test the hypotheses. Statistical Package for Social Sciences (SPSS version 18.0) was used to analyze and interpret the data. A positive relationship has been established between Support from Work-Home (SWH) and Individually-Organisationally Valued States (IOVS). However, the relationship was found to be moderate and the results indicate that many factors influence Support from Work and Home (SWH) and Individually-Organisationally Valued States (IOVS) may not be the only factor. This study highlights the need for strengthening IOVS scores by the women employees since this has been found to affect the satisfaction at their Work-Home.

9. LIMITATIONS

This research has been carried out by the women employees of Railways as the target audience and hence the results are indicative since only 321 samples were considered out of a large population size. There can be further comparisons between employees in private organizations and can also be demographic details like age, marital status, designation in the organization, experience and their qualification.

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