

The Bi-directional Enrichment of Work and Family: Antecedents, Consequences, and Interdependent Self as a Moderator

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The present study systematically examined antecedents (work resources, family resources), consequences (work satisfaction, family satisfaction, happiness), and the moderator (interdependent self) of work-family enrichment (WFE) and family-work enrichment (FWE). Structured questionnaires were used to survey full-time employees, and 283 were returned. Work resources (supervisory support) and family resources were positively related to WFE and FWE.

WFE was related to increased work satisfaction, and FWE was related to increased family satisfaction. Both WFE and FWE positively affected happiness. More importantly, interdependent self buffered the effect of work resources (flexible leave) on WFE and FWE, while interdependent self also buffered the effect of family resources on WFE and FWE.

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