

Review of Literature on Work and Non-work life Interface

Abstract

The literature reflects the four perspectives that have been used by the investigators to examine 'work-nonwork life interface' (WNLI). The first of them is 'isolation or single dimensional perspective' that proposes the work and non-work domains are segmented and independent. The second, 'two-dimensional perspective' accepts a causal relationship between the two and acknowledges their positive and negative effects on each other. The third, 'three-dimensional perspective' accepts a role of social factors. The fourth, 'four-dimensional perspective' considers personality of an employee as an active factor in the interface.

Keywords: Work-Life, Nonwork-Life, Interface, Conflict, Enrichment, Balance, Social Factors, Personality Factors, Resources, Demands, One-Dimensional Perspective, Two-Dimensional Perspective, Three-Dimensional Perspective, Four-Dimensional Perspective.



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Introduction

The work and nonwork are two important parts of life of an employee. The work-life provides financial support to an employee and his family; non-work life (consisting of family activities, leisure activities and other social activities) provides and asks for attention and care.

Definition of 'Work-Nonwork Life Interface'

According to Demerouti et al., submitted, Geurts, (2000);Wagena & Geurts, (2000) as cited by (Schabracq, 2003) "work/non-work interface can be defined in terms of a process of interaction between both domains, more specifically as a process whereby one's functioning (and behavior) in one domain is influenced by (quantitative and qualitative) demands from the other domain". The interaction may be negative for example hampering of one's functioning at home by demands of the work-domain or the other way around. It may be positive for example facilitation of one's functioning at home by the demands of work domain or the other way around.

Importance of 'Work-Nonwork Life Interface'

The study of work-nonwork life interface (WNLI) has been a topic of interest for all principal stakeholders namely, researchers, employers, workers, and workers' families (Mac Dermitt, 2005 as cited in Lavassani & Movahedi, 2014). Increasing number of academic studies of work-family relationship ('work-nonwork life interface') during the past two decades indicates the attention of researchers to this topic (Lavassani & Movahedi, 2014). From an employers' perspective, decreasing the work-family conflict (one aspect of WNLI) has been a topic of interest (Watkins, 1995; Beauregard & Henry, 2009; Neerpal and Barath, 2013 as cited in Lavassani & Movahedi 2014). The underlying assumption for many corporations and governmental organizations that have expressed interest in work-family ('work-nonwork life interface') studies is that workers who experience less work-family conflict will be more productive. Moreover, studies show that work-family conflict is a key indicator of workers and their family's quality of life (Galinsky, Bond, & Friedman, 1993 as cited in Lavassani & Movahedi 2014). These evidences illustrate importance of this area of research for all categories of stakeholders (Mac Dermitt, 2005 as cited in Lavassani & Movahedi, 2014).

Historical Background

Prior to the industrial revolution, men and women, generally worked inside the periphery of the home producing crops mostly for their own consumption. For most of the written history agriculture was the main human occupation and women performed physically demanding chores (Kranzberg, 2017). The previous state of equilibrium which was in place for centuries shifted significantly during the early industrialization era (Lavassani & Movahedi, 2014).

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The source of income shifted from inside home to outside during the industrialization period (Kleinberg, 1989 as cited in Lavassani & Movahedi, 2014). With beginning of the industrialization, a “sharp dichotomy” of work and family started to take place (Oslen, 1983 as cited by Lavassani & Movahedi, 2014). The new workplace, located away from home, had mechanical rules of behavior and discipline focusing only on performance of work. The women were not thought to be fit to work at mills of industrial revolution-era due to such conditions. The positive aspect of first industrial revolution was that it increased opportunities of earning money in the form of wages and salaries against paid work for both men and women than ever before. As a result of spread of industrial revolution to Europe and other parts of world, growing industrial and commercial enterprises required more office workers and salespeople. The employers found they could hire women for teaching and clerical tasks —at lower salaries (Kranzberg, 2017). As a result the women participation in workforce increased.

The sharp dichotomy of workplace and family along with increased participation of women in workforce burdened both genders with competing role-demands. Many negative manifestations of the role- burden became evident in the form of a physical and psychological distress, job dissatisfaction, loss of organizational commitment and turnover intention. These manifestations attracted attention of all stakeholders including employers and researchers. It gave impetus to study of 'work-nonwork life interface' that had been documented first time in the late 19th century (Lavassani & Movahedi, 2014). As a result, now, 'work-nonwork interface' literature has grown. Wadsworth, June 2017, states that work and family literature (currently referred to as work-nonwork life interface literature) has become vast and cuts across numerous disciplines, including sociology, psychology, family studies, business, economics, labor studies, political science, public policy, women's studies, history, and others. The investigatory journey of the literature has achieved a number of important milestones such as segmentation model, spillover model, compensation model, work-family conflict model, work-family enrichment model, work life balance, 'fit' model by the tip of 2nd decade of 21st century. Beside that investigators have started analyzing work-nonwork problems from the macro perspective of ecological systems. At a micro level the literature links work-conditions of an employee to the individual well-being. It studies a connection of work-hours and work-schedules to child-development. Whereas at a macro level it examines values of social groups, family-policies, birth-rate and economic trends. Next section discusses the literature.

Theories of 'work-nonwork interface'

Structural functionalism

This theory believes in radical separation of workplace, institution, market and family. This theory implies that life is principally concerned with two separate spheres, productive life that occurs at a workplace and affective life that occurs in a home. According to this theory the two spheres work best

when men and women specialize their activities in separate spheres, women at home doing expressive work and men at workplace performing instrumental tasks (Kingsbury & Scanzoni, 1993 as cited in MacDermid, 2005: p18) as cited by (Lavassani & Movahedi, 2014).

Parson & bales

As per them work and family are independent variables operating independently.

Segmentation theory

According to this theory work and home life do not affect each other, since they are segmented and independent from each other (Hart, 1999 as cited by Lavassani & Movahedi, 2014). Blood and Wolfe (1960), who were pioneers of this perspective, applied this concept to subordinate workers. They explained that workers who work in the jobs having low satisfaction would naturally separate work and home (Lavassani & Movahedi, 2014). Moreover, according to segmentation theory, any role-specific pressure (such as work related or family related pressures) does not affect the role pressure in the other sphere (Michela & Hargis, 2008 as cited by Lavassani & Movahedi, 2014).

The Boundaries Theory

In this theory work-family role system, consisted of male work-role, female work-role, female family-role and male family-role was examined by Joseph Pleck, the pioneer of this theory in 1977. According to this theory there are asymmetrically permeable boundaries between work and family roles of both male and female genders. The each role may be fully actualized or partly actualized or may remain latent. There is inverse relationship between work and family roles of wives in the form of tasks performed and time spent in each role. There is division of family tasks on the basis of gender. The participation of males in the household-tasks does increase when the wife is employed (Pleck, Apr., 1977).

Compensation Theory

This theory is seminal work of Piotrkowsky. According to this theory employees look at their homes as heavens and look to their families as source of satisfaction lacking in the occupational sphere (Lavassani & Movahedi, 2014). Following Piotrkowski's 1979 work, Lambert (1990) explored the workers' response to occurrences in both their work and their family lives. The results of this study led to the compensation theory that states, “individuals may try to compensate for a lack of satisfaction in work or home by trying to find more satisfaction in the other” (Lavassani & Movahedi, 2014). According to the theory of compensation workers are the individuals who are “seeking out greater satisfaction from their work or family life as a result of being dissatisfied with the other” (Lambert, 1990 as cited in Lavassani, 2014). After the work of Lambert (1990) the compensation theory posits bidirectional nature of compensation efforts by employees. But the exact response of an employee in the other sphere to his dissatisfaction in one sphere can not be estimated accurately as much of his reaction depends upon the value system he follows and the other variables. Thus a reaction to the dissatisfaction in a sphere could be beneficial or

harmful also for the other sphere. The compensation is of two types, supplemental and reactive compensation. Supplemental compensation occurs when an individual finds out that his exogenous and endogenous rewards in one sphere (work or family) are not sufficient, and as a result the individual strives to supplement that lack of rewards in the other sphere. In contrast, the reactive compensation occurs when an individual has an undesirable experience in one sphere and seeks for contrasting experience in the other sphere (Edwards & Rothbard, 2000 as cited in Lavasani & Movahedi, 2014).

Spillover Theory

Spillover occurs "where the events of one environment affect the other" (Glowinkowski & Cooper, 1986) as cited by (Lavasani & Movahedi, 2014). According to this theory "workers carry emotions, attitudes, skills and behaviors from their work role into their family life and vice versa" (Lambert, 1990) as cited by (Lavasani & Movahedi, 2014). Theoretically, spillover is perceived to be one of two types: positive or negative (Crouter, 1984; Lambert, 1990) as cited by (Lavasani & Movahedi, 2014). The spillover perspective is the most popular view of studying a relationship between the work and family. It views the relationship from a number of aspects such as positive or negative the work to family and family to the work effects (Kirchmeyer, 1993) as cited by (Lavasani & Movahedi, 2014).

Greedy Institutions

In this theory it has been argued that role conflict in 'work-nonwork life interface' can be interpreted in terms of 'greedy institutions', the concept of Lewis A Coser. The institutions such as religious orders, sects, academia, top level sports, the military and senior management on the other side family also have been interpreted as greedy institutions. These institutions are called greedy because they make all-encompassing demands on the commitment and loyalty of individuals, and tend to discourage involvement in other social spheres. When a person is involved in two greedy institutions, be it child-care and university, or family and the military, or others task the role-conflicts arise.

Resources Drain Theory

According to this theory individuals transfer available limited resources to achieve a balance between work and non-work life from one domain to another to make use of resources that are available optimally (time, money, and attention). Individuals also move the resources to domains other than work and family for example community or personal pursuits (Edwards, Jan, 2000).

Work Family Conflict

(Greenhaus & Beutell, 1985) as cited in (Ryan et al, 2015) defined 'work family conflict' (WFC) as "a form of inter-role conflict in which the role-pressures from the work and family domains are mutually incompatible in some respect". However Netemeyer, Boles and Mcmurrian (1996) as cited in (Ryan et al, 2015) pointed out that WFC was different from family-work conflict (FWC). The authors define WFC as a type of inter-role conflict wherein some responsibilities from the work area are not compatible

and negatively influence employees' family responsibilities; conversely they define FWC as being vice versa. Three different forms of WFC have been identified and defined as time-based conflict, strain-based conflict and behavior-based conflict (Ryan et al, 2015). According to (Greenhaus & Beutell, 1985) as cited in (Ryan et al, 2015) time-based conflict occurs when time contributed in one role inhibits participation in another role; strain-based conflict states that a strain experienced in one role intrudes into and intervenes participation into another role and behavior-based conflict happens when certain behaviors required in one role are incompatible with behavior-expectations in another role. According to Gutek, Searle & Klepa, (1991) as cited by (Ryan et al, 2015) each of the three forms of work-family conflict are bi-directional. Thus resulting in 6 dimensions of the negative interface between work and nonwork life.

Consequences of WFC

Previous studies have indicated that WFC can lead to a number of consequences including a physical and psychological distress, job dissatisfaction, loss of organizational commitment and turnover intention (Adams, King & King, 1996; Aryee, Luk & Stone, 1998; Bole, Howard & Donofrio, 2001; Karatepe & Baddar, 2006; Kinnunen, Geurts & Maunno, 2004; Zhang, Griffeth & Fried, 2012) as cited in (Ryan et al, 2015). Allen, Herst, Bruck, and Sutton (2000) describe in their paper three categories of consequences related to WFC: work-related outcomes (e.g., job satisfaction or job performance), nonwork-related outcomes (e.g., life or family satisfaction), and stress-related outcomes (e.g., depression or substance abuse).

Role Enhancement Theory

This theory states that "participation in one role is made better or easier by virtue of participation in the other role" (Frone, 2003 as cited in Lavasani & Movahedi, 2014). According to the role enhancement theory, "multiple roles bring rewards such as income, heightened self-esteem, opportunities for social relationships, and the experience of success." (Barnett & Hyde, 2001 as cited in Lavasani & Movahedi, 2014). From this perspective, the combination of certain roles has a positive, rather than a negative effect on well-being, and "only beyond certain upper limits may overload and distress occur" (Kinnunen, Feldt, Geurts, & Pulkkinen, 2006 as cited in Lavasani & Movahedi, 2014).

The Conservation of Resources (COR) Theory

It is one of the general stress models that has been applied frequently in research on stress and burnout. This model was used by Grandey & Cropanzano (1999) to study work-nonwork life interface. It proposes that individuals seek to acquire and maintain resources. Stress is a reaction to an environment in which there is a threat of loss of resources, an actual loss in resources, or lack of an expected gain in resources. Resources include objects, conditions, personal characteristics, and energies. The conditions include for example married status, tenure; personal characteristics for example self-esteem; energies for example time, money and knowledge that allow one to acquire other resources.

This theory proposes that work–family conflict may lead to a wide variety of stress-reactions (i.e. dissatisfaction, depression, anxiety or physiological tension), because valued resources are lost in the process of juggling both work and family roles (Grandey, 1999).

Barnett's Fit Model

It stresses importance of a 'fit' as a mediating process in the relationship between, for instance, the number of hours worked and psychological health outcomes. "Fit" is conceptualized as "the extent to which workers actualize the various components of their work–family strategies, that is, their plans for optimizing their own work and nonwork needs as well as those of other members of their work–family/social system" (Barnett R. C., 1999). When available workplace-options permit workers to actualize their strategies, they experience compatibility and low distress. Otherwise, they experience conflict and high distress.

The Borders Theory

The central idea of this theory is that work and home are two different domains that influence each other. The connection between them is people not emotions. These two domains have contrastingly different purpose and culture. Therefore they can be likened to two different countries having different : language, acceptable behavior and task accomplishment. For some persons the transition is slight just like between two adjacent countries having same language, currency and customs. But for others it is extreme as the contrast between work and family is much greater in their case. The People are border-crossers who make transitions between these two spheres daily often tailoring their focus, goal and interpersonal style to fit the unique demands of each sphere. Though many aspects of work and home are difficult to change people can shape to some degree the nature of work & home domains and borders & bridges between them in order to achieve the desired balance. Though people shape their environment, later, they are in turn shaped by it. It is the contradiction of determining and being determined by the environment of workplace and home that makes the work-family balance the most challenging concept (Clark, 2000). A main proposition of the model is that weak borders (i.e. permeable and flexible) will facilitate work–family balance when domains are similar, while the opposite (i.e. strong borders) is more functional when domains are very different. According to the theory, "central participants" in a domain (i.e. those who have influence in that domain because of their competence, affiliation with central members within the domain and their internalization of the domain's culture and values) are very well able to control the border with the other domain and, consequently to attain a good balance between work and family. The opposite is true for so-called "peripheral participants", those who have less influence within that domain because they ignore domain values, have not achieved full competence and do not interact sufficiently with other (central) members within that domain (e.g. supervisors in the

work domain, and spouses in the home domain) (Schabracq, 2003).

Social Identity Theory

It states that social identity plays a role in formation of groups by people and their behavior towards others as a member of different groups. The membership by a person results from his perception about himself as a member of the group not from interpersonal affections. A person is a member of multiple groups, out of which some are more salient than others, some others may vary in salience in time and as a function of variety of social situations. Increasing identity-salience leads to an increase in investment of time and energy in the role associated with the group. The person has a desire to be evaluated positively in the multiple domains (Tajfel, 1982).

Ecological Systems Theory

Grzywacz, (2000) studied the work and non-work (life) interface from the perspective of ecological systems. This theory goes beyond the individual and deterministic approach of role theory by assuming that the work–family interface is a joint function of process, person, context and time characteristics. Each of these characteristics exerts an additive (and potentially interactive) effect on an individual's experience of the work– family interface, which is reflected by the adequacy of fit between the individual and his or her environment. (Grzywacz, 2000) hypothesized from this theoretical perspective that ecological resources at work (i.e. decision latitude, support from co-workers and supervisors) as well as at home (i.e. spouse support) would be associated with lower levels of negative spillover and higher levels of positive spillover between the work and family. On the other hand, ecological barriers at work (i.e. pressure at work) as well as at home (i.e. spouse disagreement and family criticism/burden) would be associated with higher levels of negative spillover and lower levels of positive spillover between the work and family.

Work Family Enrichment Model

This is one of the latest theoretical work proposed by Greenhaus & Powell (2006). According to this model, experience in one role (work or family) will enhance quality of life in the other role. In other words, this model tries to explain the positive effects of the work-family relationship (Lavasani & Movahedi, 2014).

The Congruence Model

According to Edward & Rothbard, (2000); Zedeck, (1992) as cited by (Pradhan, 2016, ISBN 978-81-7791-224-1) the 'congruence' theory refers to the manner in which additional variables that are not directly related to work and family can influence the balance of multiple roles. This theory shows a similarity between the work and family through a third variable like personality traits, genetic and socio-cultural forces and behavior styles. It states that both the work and family domains can be positively affected by a third variable such as level of education or intelligence based on the Congruence theory.

Personality Theory

Personality theory suggests that a dynamic organization of mental structures and coordinated mental processes determines individuals' emotional and behavioral adjustments to their environments (i.e., characteristic patterns of behavior, thoughts, and feelings); Allport, 1937;1961; James & Mazerolle, 2002; Millon, 1990) as cited by (Michel, 2011). The five factor model (FFM) of personality includes the traits of extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience. "In accordance with personality theory, we propose that an individual's personality will influence the work–nonwork spillover in several ways. Specifically, linkages between personality traits and negative the work–nonwork spillover are expected because various dispositions affect specific behavioral patterns in response to domain-demands" (Michel, 2011). Extraversion is the tendency to be sociable, dominant, and have positive emotionality (Watson & Clark, 1997) as cited by (Michel, 2011), and has consistently been found to relate highly to dispositional or trait positive affect (PA; Watson & Clark, 1992) as cited by (Michel, 2011). Trait PA is conceptualized as the general tendency to feel happy, excited, and energetic (Watson & Clark, 1992) as cited by (Michel, 2011). Agreeableness is the tendency to be cooperative, compliant, trusting, kind, and warm (Judge & Ilies, 2002) as cited by (Michel, 2011). Given these characteristics, researchers have proposed that individuals high in agreeableness will report fewer negative the work–nonwork interactions (Eby, Maher, & Butts, 2010) as cited by (Michel, 2011). Conscientious individuals tend to be achievement-oriented, dependable, orderly, and deliberate (Barrick & Mount, 1991; Costa & McCrae, 1992) as cited by (Michel, 2011). Conscientious employees are likely to plan strategies in advance and implement them to reduce negative impacts of work–nonwork life interface. Neuroticism is the tendency to show poor emotional adjustment and experience greater stress, anxiety, and depression (Judge & Ilies, 2002) as cited by (Michel, 2011). There is a strong positive relationship between neuroticism and NA. Trait negative affect (NA) is the general tendency to feel anxious, angry and upset (Watson & Clark, 1992) as cited by (Michel, 2011). The employees high in neuroticism and dispositional NA tend to experience negative emotions. Beside that empirical research has linked NA to increased work–family conflict (Michel & Clark, 2009) as cited by (Michel, 2011). Openness to experience is the tendency to be creative, flexible, curious, and unconventional (McCrae, 1996) as cited by (Michel, 2011). Within the context of the work–nonwork, there has been very little theoretical advancement of openness to experience. However, because individuals high in openness are likely to consider new perspectives, they should be more likely to utilize more creative solutions to manage stressors of work and nonwork domains than those low in openness (Michel, 2011).

Discussion

This review of the literature shows that study of the work–nonwork life interface (WNLI) started in the backdrop of industrial revolution that brought

along with it physical and contrasting cultural separation between the two spheres. The literature has used by and large four perspectives to examine work–nonwork life interface. At the initial stage work and family issues were viewed using the perspective of 'isolation / single dimension' as per which work and family domains had no effect on each other as they were thought to be segmented from each other. Later the perspective evolved to be 'two-dimensional' accepting a causal relationship between the two. It posited that both the domains cause negative and positive effects on each other as a result of the interface between them through the employees, affecting their life negatively or positively. The further research proposed a 'three-dimensional' perspective that broadened the concept of 'work–family interface' to 'work–nonwork life interface' (WNLI) suggesting an effective role of social factors that influence the impact of WNLI on the employees. As per the 'four-dimensional' perspective traits, behaviour, genetic makeup (personality of an employee) play an important role impacting the consequences of WNLI.

'Isolation / One dimensional' Perspective / No-Effect View

It is the first view of the literature. This view was supported by Parson & Bales who treated work & non-work life as independent variables that operate independently. The segmentation theory also supports the view stating that work and non-work (life) are radically separate spheres that do not affect each other as they are segmented and operate independently. The No-Effect view became weak and more weak as it failed to offer a suitable explanation to many social problems of the time. As per these theories the work and non-work lives do not share a causal relationship., though they are interrelated (Frone, 2003).

'Two dimensional' Perspective / Effect View

The WNLI research progressed, as a result, a second opinion had been proposed in the form of Spillover theory that accepted the effect of the two spheres on each other. It said emotions, attitude, skills and behaviour infiltrate from one sphere into the other. The Spillover theory considers multidimensional aspects of work and family relationship. These multidimensional aspects are: positive or negative work to family and family to work effects (Kirchmeyer, 1993) as cited in (Lavasani & Movahedi, 2014). The Work–Family Role System theory, by Pleck, accepting the presence of permeable boundaries between work and non-work spheres further supported the effect view in 1977. This theory also accepted bidirectional nature of intrusion of stress from work to non-work life and from the non-work to work–life. (Piotrkowski, 1979) as cited in (Lavasani & Movahedi, 2014) had rightly argued that this segmentation of work and home would be a deliberate rather than natural act. The border theory further improved the concept of work and non-work life interface proposing that the two spheres have contrastingly different rules, thought patterns and behaviour. The link between the two spheres are not emotions but the people, in the form of border-crossers and border-keepers. The Effect view can

further be classified into sections: negative effect , positive effect and finally a balance view.

Negative Effect

This view holds a dominant place in the WNLI literature. It states that interface of work and nonwork-life is bidirectional and it causes negative effects for each other. It is, however, stated that work-life has more negative impacts for nonwork-life than the vice versa as the work hours and schedules of work are fixed and they are followed rigidly. In real life also, negative impacts of work on to nonwork- life is more prevalent and reported than vice versa. The prominent theory among others supporting the negative interface is work- family conflict theory proposed by Greenhaus & Beutel in 1985. The most of the WNLI literature focuses on on negative outcomes of the interface. It includes physical and psychological distress, job dissatisfaction, loss of organisational commitment and turnover intention. As per (Allen, 2000) the consequences can be classified into following three categories : work-life related outcomes (e.g., job satisfaction or job performance), nonwork-life related outcomes (e.g. nonwork-life or family-dissatisfaction), and stress-related outcomes (e.g. depression or substance-abuse).

Positive Effect View

This perspective is based on the Work-family Enrichment model proposed by Greenhaus & Powell in 2006. As per this perspective of the WNLI literature, participation in multiple roles produces rewards for employees in the form of increased income, high self-esteem, social relations and experience of success. As a result of this, participation in one role makes the participation in the other role easier and better. (Kinnunen, Feldt, Geurts, & Pulkkinen, 2006 as cited in Lavasani & Movahedi, 2014) further state that a combination of certain roles has a positive, rather than a negative effect on well-being, and "only beyond certain upper limits may overload and distress occur".

Work-nonwork Balance View

The term "work-life balance (WLB)" was coined in 1986, although its usage in everyday language was being made for a number of years. Interestingly, work/life programs existed as early as the 1930s (Meenakshi, Nov. 2013). Barnett's Fit model (1999) talks about a balance that can be achieved by optimizing work and non-work needs of employees and of other members of the work and non-work system. The first, and most widely held, meaning of work-family balance is a lack of conflict or interference between work and family roles. Recent research suggests that work- family facilitation (also referred to as work-family enhancement and positive work-family spillover) may be a second component of work-family balance (e.g., Grzywacz & Marks, 2000; Kirchmeyer, 1992) as cited by (Frone, 2003). Work-family facilitation represents the extent to which participation at work (or home) is made easier by virtue of the experiences, skills, and opportunities gained or developed at home (or work). As with work-family conflict, work-family facilitation has a bidirectional dimension, where work can facilitate family-life (work-to-family facilitation) and where family can facilitate work-life (family-to-work facilitation). However, in

contrast to work-family conflict, much less research has focused on the prevalence, predictors, and outcomes of work-family facilitation. (Frone, 2003).

'Three dimensional' Perspective / Societal factors View

As per this perspective social factors play a role in 'work-nonwork life interface'. A social environment is a variable of macro level and an employee has no or little immediate control over it. Hence it is more suitable to investigate the impact of social factors on 'work-nonwork life interface' separately from family factors on which employees have comparatively more control. The congruence model refers to the role of socio-cultural forces that have an impact on the direction or degree of the outcome of the 'work-nonwork life interface' (Edwards, Jan, 2000) as cited by (Pradhan, 2016, ISBN 978-81-7791-224-1). The 'ecological systems' theory makes a mention of social factors in the form of 'context'. As per this theory the 'work-nonwork life interface' is a joint function of "process", person, context and time characteristics. Stress process theory suggests that disadvantaged groups like racial/ethnic minorities should report higher levels of exposure to stressors (Pearlin 1999) as cited by (Schieman, 2009). Though it is still to be investigated whether this extends to the 'work-nonwork life interface'. Beside ethnic or racial identity there are other characteristics of a society e.g. marital status, parental status, class of occupation, socio-temporal cohesion, social communication. Having a spouse or partner and children in the household generates responsibilities that can create competing demands (Jacobs and Gerson 2004) as cited by (Schieman, 2009). Population studies document that individuals in high status-occupation (i.e., executives, professionals, and managers) tend to report higher levels of work-nonwork interference than do their peers in lower status-occupations (Bellavia and Frone 2005; Grzywacz et al. 2002; Mennino et al. 2005; Schieman et al. 2006) as cited by (Schieman, 2009).

'Four dimensional' Perspective / Personality Factors View

As per this perspective values of an employee are an important factor in the interface of work and nonwork- life. It is supported by a number of theories. As per the congruence model personality traits, genetic and socio-cultural forces and behaviour styles have an effect on the outcome of the interface of work-nonwork life interface.

Conclusion

On the basis of review of the literature it can be said with a significant surety that work-family conflict can not be studied in isolation but must be in totality taking note of all related aspects such as positive outcome of the conflict, socio-cultural factors at play and role of personality traits of an employee. Thus work-nonwork life interface has dimensions other than work and family such as society and personality of an employee.

Limitations of the Study

Though efforts have been made to make the review as inclusive as possible but due to the financial

constraints the study made use of the resources that were available online for free of cost download.

Recommendations for Future Research

Work-nonwork interface needs to be studied across the types of personality traits and types of culture of the world to have a complete understanding of the role they play.

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