

**IDENTIFICATION OF FACTORS AFFECTING WORK -
FAMILY CONFLICTS:
A CAUSE STUDY FROM AN APPAREL INDUSTRY**

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Degree of Master of Science

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University of Moratuwa

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Dissertation submit in partial fulfillment of the requirements for the degree Master of
Science

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DECLARATION OF THE CANDIDATE

“I declare that this is my own work and this dissertation does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief, it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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DECLARATION OF THE SUPERVISOR

The above candidate has carried out research for the Masters Dissertation under my supervision.

Signature:

Date:

Prof. T. S. G. Peiris

ABSTRACT

Managing conflict between work-family roles is a critical challenge for individuals and organizations. In recent decades, there have been a considerable situation that have influenced causes and consequences of conflict between work and family. This refers to conflicting role pressures between job and family that are incompatible. Only few studies related to work-family conflicts (WFC) have been carried out in Sri Lanka, but such studies were not concentrated on apparel industries. This study was therefore carried out to find out the base for work-family conflict and to find out the factors which significantly influenced work-family conflict. The organizational context of the study was Hirdaramani Mercury Apparel (Pvt) Limited (HMAPL), Seethawaka. Data were collected through a structured questionnaire and the sample size of the survey was 265 machine operators. The sampling method was stratified random sampling. Data were analyzed by using multiple regression and factor analysis. To carry out regression analysis, multiple correspondence analysis (MCA) was carried out to convert the Likert scale data into continuous data. It was found that the observed data satisfied all necessary requirements for factor analysis (KMO statistics, reliability test and Bartlett test for true correlation matrix). The three factors related to WFC are time based conflict, strain based conflict and behavior based conflict. These factors are invariant on the type of orthogonal rotation and the method of factor extraction. WFC is significantly and positively influenced by work overload (WO) and interpersonal conflict with coworkers and supervisors (IPC) and of these two factors, the impact on WFC from WO is much higher than from IPC. The study found that (i) priority of work arrangement, (ii) dependent care support, (iii) work pressure, (iv) flexibility for work and (v) conflict with supervisors are the five common factors relate to the statistical properties of the selected 18 variables among the variables related to the two significant independent variables on WFC. These five factors are also invariant on the type of rotation and the method of factor extraction. The inferences derived from this study would make a novel contribution to Hirdaramani Mercury Apparel (Pvt) Limited, Seethawaka to minimize the matters regarding WFC with their employees. It is recommended to carry out similar studies at regular intervals not only at HMAPL, but also for other industries.

Keywords: Factor Analysis, Interpersonal Conflict with Supervisors. Multiple Correspondence Analysis, Work-Family Conflict, Work Overload.

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LIST OF ABBREVIATIONS

Abbreviation	Description
HMAPL	Hirdaramani Mercury Apparel (pvt) Limited, Seethawaka
WFC	Work-Family Conflict
MCA	Multiple Correspondent Analysis
WO	Work Overload
WFB	Work-Family Benefit Utilization
FLX	Flexibility
IPC	Inter Personal Conflict
ANOVA	Analysis Of Variance
VIF	Variance Inflating Factor
TOL	Tolerance
FA	Factor Analysis
KMO	Kaiser Mayer-Olkin

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