

工作負荷與家庭要求對職家衝突之影響： 以積極人格為干擾變項

The Influence of Workload and Family Demand on Work-Family Conflict: The Moderator of Proactive Personality

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摘要

本研究以 395 位人壽保險公司業務員為樣本，檢驗工作負荷、家庭要求、職家衝突（包括工作家庭衝突及家庭工作衝突）與積極人格之關係。本研究顯示：(1)工作負荷能正向影響工作家庭衝突與家庭工作衝突；(2)家庭要求能正向影響家庭工作衝突與工作家庭衝突；(3)積極人格能減緩工作負荷對工作家庭衝突的正向影響；(4)積極人格能減緩家庭要求對家庭工作衝突的正向影響。本研究提出研究結論及管理意涵之討論。

關鍵字：工作負荷、家庭要求、職家衝突、積極人格

ABSTRACT

The study examined the relationship among workload, family demand, work-family conflict (including work-to-family conflict and family-to work conflict) and proactive personality with a sample of 395 life insurance salespersons. Findings showed that: (1) workload had positive effects on work-to-family conflict and family-to-work conflict. (2) family demand had positive effects on family-to-work conflict and work-to-family conflict. (3) proactive personality decreased the positive effect of workload on work-to family conflict. (4) proactive personality decreased the positive effects of family demand on family-to-work conflict. The theoretical and practical implications were also discussed.

Keywords: Workload, Family demand, Work-family conflict, Proactive personality