

# Buffering work-family conflict



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Buffering Work-Family Conflict al Affiliation) Work-family conflicts arise due to several factors either within the families of employees or within their places of work. However, the adverse impact of such conflicts has raised the need to buffer the work-family conflicts. Individuals have seen the importance of initiating strategies that could lead to the reduction of work-family conflicts. This occurs through several factors that have brought a transition in working conditions or family conditions with an aim to reduce the work-family conflicts.

To begin with, government policies have ensured that the employees balance the time between work and families. The government has formulated policies that restrict the time for working. The employers implement these policies in a bid to buffer work-family conflicts. This occurs through giving employees a greater flexibility at work. The employees have freedom of choice on the appropriate time to work either part time or full time. Another factor is social support, where employees have the chance to receive members of their families as visitors during working hours. This helps the employees to reduce their personal and social pressures, as they are able to focus on both family and work. The competition between work and family reduces, thus buffering the work-family conflicts. The other factor relates to the management of the employees' set of behavior that are incompatible for work and family (Poelmans, 2005).

The most important factors in the reduction of work-family conflict are the implementation of government policies and social support for workers. Government policies govern the working hours of the employees. The employees have the ability to take time off from work, whenever they require taking care of their families. The government policies also capture

the minimum wage of employees. This helps to reduce the financial conflicts that could arise due to the lack of money for satisfying basic family needs. On the other hand, social support is important because it helps employees in becoming efficient at work. Companies that provide emotional support to their employees have shown high performance. Such organizations also offer appraisal support that involves giving feedback on the employees, performance on their duties. Such employees also receive encouragement and affirmation on job promotions. Through social support, the employees are able to receive informational support through directives and advice from their seniors. This ensures that they avoid common mistakes at their places of work. The employees also receive physical support in terms of the modification of the working environment to suit their safety needs. The knowledge of buffers can effectively aid in the reduction of work-family conflicts. The government needs to upgrade the labor standards constantly. There is a need to recognize that employees also have family responsibilities. Organizations need to institute flexible working schedules at the workplace to give employees ample time to attend to their families. Organizations could also end discrimination in the workplace against certain employees, especially pregnant women (Gornick & Meyers, 2003). With the knowledge of buffers, organizations need to provide direct support to its employees in relation to childcare and the needs of elderly care. Finally, there is no limit to the knowledge possessed by an individual. The national collection of data about work and life policies could aid in the improvement of knowledge about work-family conflicts.

#### References

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