

RGC Ref. No.: <u>UGC/FDS15/H02/15</u> (please insert ref. above)
--

**RESEARCH GRANTS COUNCIL  
COMPETITIVE RESEARCH FUNDING SCHEMES FOR  
THE LOCAL SELF-FINANCING DEGREE SECTOR**

**FACULTY DEVELOPMENT SCHEME (FDS)**

**Completion Report**

*(for completed projects only)*

<p><b><u>Submission Deadlines:</u></b></p> <ol style="list-style-type: none"> <li>1. Auditor's report with unspent balance, if any: within <b>six</b> months of the approved project completion date.</li> <li>2. Completion report: within <b>12</b> months of the approved project completion date.</li> </ol>
--

**Part A: The Project and Investigator(s)**

**1. Project Title**

An exploratory study of the positive side of work-family dynamics

**2. Investigator(s) and Academic Department(s) / Unit(s) Involved**

Research Team	Name / Post	Unit / Department / Institution
Principal Investigator	Chio Hin Man / Assistant Professor	Department of Counselling & Psychology / Hong Kong Shue Yan University
Co-Investigator(s)	Wong Pak Ho / Assistant Professor	Department of Counselling & Psychology / Hong Kong Shue Yan University
Others	N/A	N/A

**3. Project Duration**

	Original	Revised	Date of RGC / Institution Approval <i>(must be quoted)</i>
Project Start Date	1 Jan 2016	N/A	N/A
Project Completion Date	31 Dec 2017	First extension: 30 Jun 2018 Second extension: 31 Dec 2018	First extension: 13 Dec 2017 Second extension: 27 June 2018
Duration <i>(in month)</i>	24 months	First extension: 30 months Second extension: 36 months	First extension: 13 Dec 2017 Second extension: 27 June 2018

Deadline for Submission of Completion Report	31 Dec 2018	First extension: 30 Jun 2019 Second extension: 31 Dec 2019	First extension: 13 Dec 2017 Second extension: 27 June 2018
--	-------------	---	--

## **Part B: The Final Report**

### **5. Project Objectives**

#### 5.1 Objectives as per original application

- 1. To conduct a systematic review on the work-family enrichment literature*
- 2. To identify the strength of the relationship between social support and work-family enrichment*
- 3. To test whether the match-domain hypothesis or the cross-domain hypothesis is more influential in the relationship between social support and work-family enrichment*
- 4. To test whether there is a cultural difference between individualistic samples and collectivistic samples in the support-enrichment relationship*
- 5. To compare the positive impact of the support-enrichment relationship of males and females*

#### 5.2 Revised objectives

Date of approval from the RGC: N/A

Reasons for the change: N/A

- 1.
- 2.
- 3.

#### 5.3 Realisation of the objectives

*(Maximum 1 page; please state how and to what extent the project objectives have been achieved; give reasons for under-achievements and outline attempts to overcome problems, if any)*

1. *To conduct a systematic review on the work-family enrichment literature*  
In reviewing the literature, 3,548 articles related to social support and work-family enrichment were identified from 22 different databases. After reading these related articles, a final number of 128 correlation effect sizes ( $r$ ) were input in the dataset to explore the relationship strength between social support and work-family enrichment.
2. *To identify the strength of the relationship between social support and work-family enrichment.*  
After transforming the correlation effect sizes to Fisher's  $z$ , and computing the weighted average of these transformed scores, the overall weighted mean effect size of the support-enrichment relationship was found to be significant, and such effect size was found to be approaching to medium level according to Cohen's (1988) criteria.
3. *To test whether the match-domain hypothesis or the cross-domain hypothesis is more influential in the relationship between social support and work-family enrichment*  
In completing this objective, the data set was further divided into two groups, namely: (1) match-domain group (with effect size obtained between work-domain support and work-family enrichment, as well as family-domain support and family-work enrichment) and, (2) cross-domain group (with effect size obtained between work-domain support and family-work enrichment, as well as family-domain support and work-family enrichment). Mean effect size analysis revealed that both of the weighted mean effect sizes were small, but the effect size of match-domain group was larger than that of cross-domain group. Therefore, the result suggested that match-domain hypothesis was more influential.
4. *To test whether there is a cultural difference between individualistic samples and collectivistic samples in the support-enrichment relationship*  
In this study, culture was coded by individualism score for each effect size. Results from meta-regression suggested that the magnitude of the support-enrichment relationship was influenced by culture. In particular, culture influenced the support-enrichment relationship in the cross-domain group but not the match-domain group. This suggested that when the source of the social support did not match with the domain of the enrichment (e.g. work support on family-work enrichment, or family support on work-family enrichment), the higher the individualism score, the weaker the support-enrichment relationship was observed. However, when the support source matched with the enrichment domain (e.g. work support on work-family enrichment, or family support on family-work enrichment), individualism score did not influence the support-enrichment relationship.
5. *To compare the positive impact of the support-enrichment relationship of males and females*  
Another meta-regression was conducted to investigate the moderating role of gender (coded as % of female participants) on the support-enrichment relationship. Results suggested that gender was not a moderator.

#### 5.4 Summary of objectives addressed to date

<b>Objectives</b> <i>(as per 5.1/5.2 above)</i>	<b>Addressed</b> <i>(please tick)</i>	<b>Percentage Achieved</b> <i>(please estimate)</i>
--	--	--

1. To conduct a systematic review on the work-family enrichment literature	✓	100%
2. To identify the strength of the relationship between social support and work-family enrichment	✓	100%
3. To test whether the match-domain hypothesis or the cross-domain hypothesis is more influential in the relationship between social support and work-family enrichment	✓	100%
4. To test whether there is a cultural difference between individualistic samples and collectivistic samples in the support-enrichment relationship	✓	100%
5. To compare the positive impact of the support-enrichment relationship of males and females	✓	100%

## 6. Research Outcome

### 6.1 Major findings and research outcome

*(Maximum 1 page; please make reference to Part C where necessary)*

- A small weighted mean effect size of the support-enrichment relationship was found to be significant.
- This magnitude of this relationship was stronger when the social support type was paired with its corresponding domain, rather than when the social support type was paired with its non-corresponding domain. The findings provided a unified conclusion which supported the match-domain hypothesis over the cross-domain hypothesis in terms of the support-enrichment relationship.
- Culture was found to be a significant moderator, but gender was not. In other words, the support-enrichment relationship did not differ between male and female employees.
- To further investigate the moderating role of culture, meta-regression was conducted to test the moderation effect of culture when social support did not match the domain of enrichment (e.g., work support on family-to-work enrichment or family support on work-to-family enrichment). Findings suggested that when the source of social support did not match the domain of enrichment, the higher the individualism score, the weaker the support-enrichment relationship. To put it simply, cross-domain hypothesis was found to be less influential when samples were more individualistic.
- Another set of meta-regression was used to test if culture would be a moderator when social support matched the enrichment domain (e.g., work support on work- to-family enrichment or family support on family-to-work enrichment), the result showed that individualism score did not influence the support-enrichment relationship. In other words, the effect of match-domain hypothesis remained the same regardless of cultural difference.
- In terms of theoretical significance, the current study addressed the ongoing debate over the opposing views of match- vs. cross-domain hypothesis. It showed that the

- right type of support that matches the domain is more beneficial.
- Nowadays, workforce diversity seems to be a norm in many companies, findings from this study showed that regardless of their cultural background or gender, companies should focus on providing resources that are related to the workplace (e.g. supervisory support) since it will be more effective than providing cross-domain resources (e.g. child care services).
  - Findings on these results were presented in one oral presentation and two poster presentations at three different internationally recognized conferences, including European Congress of Psychology 2017, American Psychological Association 2017 Annual Convention, and 9th European Conference of Positive Psychology.

## 6.2 Potential for further development of the research and the proposed course of action (Maximum half a page)

By systematically reviewing the individual studies in the literature of work-family enrichment, the current research shed light on the ongoing debate between the competitive views of match-domain hypothesis vs. cross-domain hypothesis in the support-enrichment relationship. In favoring the match-domain hypothesis, findings suggested that type of support mattered in enhancing the experience of work-family enrichment. In light of this, it is worthwhile to explore the explanatory mechanism behind this support-enrichment relationship. The PI is currently discussing with Dr. R. P. Zhang from RMIT University to explore the opportunities in developing a cross-cultural study between Chinese and Western samples. In particular, we plan to adopt specific types rather than general measurement of social support so that the theoretical linkage between the conceptually different facet of support and the experience of work-family enrichment can be investigated. In addition, we are exploring the potential possibility in using ecological momentary assessment to record the perception of support, as well as the fluctuation of the work-family experience among employees over a period of time so that the tradition limitations of recoding bias through questionnaire can be avoided.

## 7. Layman's Summary

(Describe in layman's language the nature, significance and value of the research project, in no more than 200 words)

Work-family balance is an important concern among employees, human resources management specialists, and psychologists. We all want to achieve a sense of balance by having both sides to co-exist in a harmonious way. This study tried to investigate whether work support would be more useful in the workplace and family support would be more beneficial in the family context, or whether all types of support would be equally useful in both sides. In addition, we would like to know whether receiving support in the workplace or in the family would mean differently for male and female employees in terms of the experience of work-family balance, and whether it would be the same for people across different cultures. The results showed that people could benefit more when they received support that was matched with the domain type (e.g. coworker support in the workplace, or spousal support in the family), and such pattern appeared to have the same beneficial impact for both male and female workers. Moreover, people from different cultures could benefit it in the same way when the support type matched with the respective domain.

**Part C: Research Output****8. Peer-Reviewed Journal Publication(s) Arising Directly From This Research Project**

*(Please attach a copy of the publication and/or the letter of acceptance if not yet submitted in the previous progress report(s). All listed publications must acknowledge RGC's funding support by quoting the specific grant reference.)*

The Latest Status of Publications				Author(s) (denote the corresponding author with an asterisk*)	Title and Journal / Book (with the volume, pages and other necessary publishing details specified)	Submitted to RGC (indicate the year ending of the relevant progress report)	Attached to this Report (Yes or No)	Acknowledged the Support of RGC (Yes or No)	Accessible from the Institutional Repository (Yes or No)
Year of Publication	Year of Acceptance (For paper accepted but not yet published)	Under Review	Under Preparation (optional)						
Nil									

**9. Recognized International Conference(s) In Which Paper(s) Related To This Research Project Was / Were Delivered**

*(Please attach a copy of each conference abstract)*

Month / Year / Place	Title	Conference Name	Submitted to RGC (indicate the year ending of the relevant progress report)	Attached to this Report (Yes or No)	Acknowledged the Support of RGC (Yes or No)	Accessible from the Institutional Repository (Yes or No)
July 2017 / Amsterdam	A meta-analysis on the relationship between domain specific social support and work-family enrichment	European Congress of Psychology 2017	2017	Yes	Yes	N/A
August 2017 / Washington DC	The impact of coworker support on workplace friendship quality between high- and low-self-monitors	2017 APA Annual Convention	No	Yes	Yes	N/A

June 2018 / Budapest	A study of the positive side of work-family dynamic	9th European Conference of Positive Psychology	No	Yes	Yes	N/A

Please refer to Attachment 1.

### 10. Whether Research Experience And New Knowledge Has Been Transferred / Has Contributed To Teaching And Learning

*(Please elaborate)*

The research findings gained from this project has been transferred as course materials in teaching PSY303 Health Psychology. The experience in conducting this project also contributes to the teaching of PSY330 Advanced Social Psychology in which part of the course aim focuses on research design. Both of these are undergraduate courses offered by Department of Counselling & Psychology at Hong Kong Shue Yan University. In addition, carrying out this project enhanced the PI's supervision of student research thesis. One of the PI's undergraduate students has completed her thesis in this field. Moreover, the research experience and methodology in conducting a meta-analysis was transferred to the former research assistants involved in this project, and one of them has recently enrolled in a M.Phil. program.

### 11. Student(s) Trained

*(Please attach a copy of the title page of the thesis)*

Name	Degree Registered for	Date of Registration	Date of Thesis Submission / Graduation
	Bachelor of Social Sciences	09/2013	07/2017

### 12. Other Impact

*(e.g. award of patents or prizes, collaboration with other research institutions, technology transfer, teaching enhancement, etc.)*

In the course of conducting this study, the PI came into contact with Dr. R. P. Zhang from RMIT University. The PI is currently collaborating with Dr. Zhang in a project that aims to examine the impact of organizational culture in influencing work-family balance among female employees in a male-dominated industry (i.e. construction field).

In terms of teaching, reviewing all the relevant literature and findings from this study



enhanced the PI to conduct more fruitful discussions with students in a variety of different courses. Such experience enriched the class delivery and the PI's teaching was recognized by the students and the University as she received Outstanding Student Learning Experience Questionnaire (SLEQ) Results (Top 5%) in in the academic year of 2016-2017 and 2017-2018.

### 13. Statistics on Research Outputs

	<b>Peer-reviewed Journal Publications</b>	<b>Conference Papers</b>	<b>Scholarly Books, Monographs and Chapters</b>	<b>Patents Awarded</b>	<b>Other Research Outputs (please specify)</b>	
<b>No. of outputs arising directly from this research project</b>	0	3	0	0	Type	No.
					1 (Student Thesis)	

**14. Public Access Of Completion Report**

*(Please specify the information, if any, that cannot be provided for public access and give the reasons.)*

<b>Information that Cannot Be Provided for Public Access</b>	<b>Reasons</b>
N/A	N/A