

The Curvilinear Effect of Work-Family Interface: An Empirical Study Based on the Chinese Yin-Yang Perspective

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With the Chinese yin-yang perspective as a way of theorizing, we examine the relationship between the spouse's work-family interface and life satisfaction with a sample of 255 Chinese spouses.

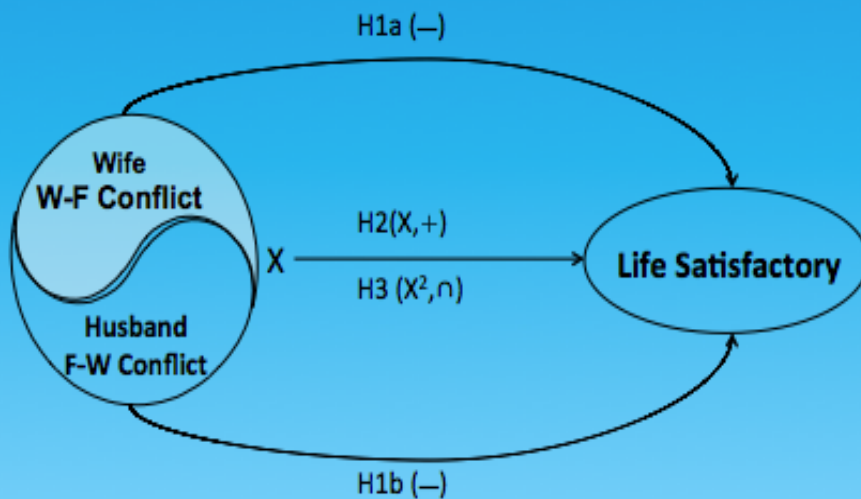


Fig.1 Theoretical Model

Note. X is the interaction of wife's work-family conflict and husband's family-work conflict

❖ Findings

- 1) Both the wife's work-family conflict and the husband's family-work conflict negatively relate to spouse's life satisfaction.
- 2) The interaction of these two variables mitigates their respective negative impact on spouse's life satisfaction.
- 3) The square of the interaction negatively relates to spouse's life satisfaction, which indicates a curvilinear relationship.

❖ **Implications:** Results suggest that when the wife and the husband both balance work and family but are with a different focus (e.g., one focuses on work and the other on family), there will be the highest level of life satisfaction for them.