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**PERCEIVED WORKPLACE SUPPORT AND WORK-FAMILY  
CONFLICT: A CASE STUDY OF MARRIED ADMIN STAFF MEMBERS  
OF PUNJAB UNIVERSITY, LAHORE**

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**Abstract**

A review of the past research revealed that work-family conflict is getting more and more importance. This issue got more recognition with the influx of women in the labor market. But, however, this issue of influx of women in the labor force has not gained so much maturity in Pakistan yet. Although the potential benefits of various work-related coping resources have been discussed, but few studies have analyzed the influence of supportive workplace on work-family role conflict in Pakistan. There is urgent need to conduct research on the work-family interface, in developing countries like Pakistan, because the public policy decisions must rest on solid foundation of accumulated knowledge. In the developed countries different models for coping with work-family conflict had been tested and this process is still going on. This study tested the relationship between supportive workplace and work-family conflict in order to use workplace as a coping resource for overcoming work-family conflict. This relationship was tested on the married admin staff members having basic pay scale from 6-16 of the University of the Punjab Quaid-e-Azam Campus, Lahore. Data were gathered via personally administered questionnaire from 225 participants. The data collected from the sample had proved after application of different well known statistical techniques, as it was hypothesized, that there is negative relationship between supportive workplace and work-family conflict. Several findings emerged, including the participants who perceived workplace supportive were having low level of work-family conflict. It is anticipated that this research will contribute to work-family theory development along with providing additional insight to the employers about the role of workplace in facilitating work-family coordination.