

Work and family conflict of employees of business organizations in Taiwan

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According to an international survey in 2003 (IMD), the actual working time of employees in Taiwan has become the longest in the world. The business environment in Taiwan is also becoming mainly a globalized and knowledge-based economy and society. The nature of jobs in modern business organizations of Taiwan has been through a lot of changes. The work schedule of employees tends to become more flexible and easier to be adjusted for family duties, but, the division between the work and the family life frequently turns into unclear and the total working time increases to a great extent. In addition, because the traditional culture of Taiwan is mainly Confucianism and Confucianism emphasizes value of family. Consequently, the interferences between work and family seem to be more serious and they may cause the employees to have more stressful life and health problems. Moreover, due to traditional culture, the role expectations for males and females are different in Taiwan. So, it is expected to have different characteristics and consequences of the work and family conflicts between female and male employees. For a better economic and social development, Taiwan needs to put much emphasis on examining and understanding the problems of work and family conflicts. The results of this research may contribute to the understanding of the work and family conflict in Taiwan, and also enhance the understanding of cultural influence on the work and family conflict.