

Self-construal and Work-Family Positive Spillover: Moderating Effect of Perceived Spousal Reciprocity in Married Working Women

Nuzhat-ul-Ain* and Faiza Safdar**

Abstract

The present study aimed to find the relationship between relational interdependent self-construal, perceived spousal reciprocity and work-family positive spillover in married working women. A sample comprised of 210 married women school teachers including 105 government teachers ($M_{age}=40.0$) and 105 private teachers ($M_{age}=35.9$) married and working for at least one previous year. Pearson Product Moment analysis revealed significant positive relationship between relational interdependent self-construal, perceived spousal reciprocity, and positive work-family spillover. Findings of moderation analysis revealed that self-construal and perceived spousal reciprocity were the significant predictors of positive Work-Family Spillover. Overall model explained 44% variance in Work-Family Spillover. It was revealed that higher level of perceived spousal relationship strengthens the relationship between self-construal and work-family spillover. Females with high relational interdependent self-construal and high spousal reciprocity will experience higher work-family positive spillover ($B=0.51, p < .001$). The result revealed that females with low relational interdependent self-construal and low spousal reciprocity will experience lower work-family positive spillover ($B=0.54, p < .001$). The results were discussed in the light of previous literature and theoretical background.

Keywords: self-construal, perceived spousal reciprocity, work-family spillover, working women

*Program Officer, Rising Sun Education and Welfare Society, Lahore, Pakistan,
Email:nuzhatulain4@gmail.com

**Assistant Professor, Centre for Clinical Psychology, University of the Punjab, Lahore, Pakistan,
Email:faiza.ccpsy@pu.edu.pk