The Spillover of Job Satisfaction onto Employees' Family Lives: a study on differences between foreign multinational firms

Nguyen Thi Ha, 蔡翠旭
E-mail: 317676@mail.dyu.edu.tw

ABSTRACT
The main purpose of this study is to investigate the spillover of job satisfaction onto family lives in Vietnam. By collecting 400 completed and matched surveys from 200 married couples who work for two different kinds of enterprises: foreign multinational corporations (MNCs) and Vietnamese enterprises in Vietnam, this study investigates (1) how the spillover of job satisfaction influences employee's family lives (2) how factors such as spouses' life satisfaction, firm origin, firm location moderate the relationship between job satisfaction and employees' family lives. This study extended from Ilies, Wilson and Wagner (2009) whose find that daily job satisfaction has impact to employee's family life. Therefore, the study aims to fill up the gap by integrating spillover perspectives to examine the relationship between job satisfaction and employees' family lives from multiple and multifaceted perspectives. The result of present study provides more evidence-based findings to confirm the implications of Ilies et al. (2009) that the spillover exists from other perspectives.

Keywords: work-family, job satisfaction, spillover, Vietnam

Table of Contents

Chapter 1 Introduction
1.1 Background and motivation
1.2 Objectives
1.3 Chapter outline

Chapter 2 Literature Review
2.1 The spillover of job satisfaction onto employee's family lives
2.2 "Firm origin" (foreign MNCs versus local firms) in the relationship between job satisfaction and employee's family lives
2.3 "Firm location" in the relationship between job satisfaction and employee's family lives

Chapter 3 Methodology
3.1 Conceptual framework
3.2 Hypotheses
3.3 Sample selection
3.4 Instrument
3.4.1 Brayfield-Rothe's job satisfaction scale
3.4.2 Satisfaction with family life (SWFL) scale
3.4.3 Moderator and control variables
3.5 Analytic method
3.5.1 Descriptive analysis
3.5.2 Reliability analysis
3.5.3 Regression analysis

Chapter 4 Result
4.1 Participant
4.2 Reliability analysis
4.3 Descriptive analysis