

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

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ABSTRACT

The main purpose of this study is to investigate the spillover of job satisfaction onto family lives in Viet Nam. 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 Viet Nam, 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

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