Work Family Conflict and Entrepreneurial Motivation The Moderating Effect of Occupational Commitment

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ABSTRACT

In recent years, the outbreak of the global financial crisis, leading enterprises to non-pay leave and layoff practices to survive the economic downturn, as layoffs are frequent, so that the rise of the number of office workers on their own entrepreneurial motivation. Therefore, this study was to explore the possibility of regulating professional occupational commitment the relationship between to work/family conflict and entrepreneurial motivation. This study is a survey of the way to business (manufacturing, medical industry and the financial industry) of employees by mail of the object. In this study, a total of 300 questionnaires sent, 258 valid questionnaires, and the valid response rate was 86%. The results showed: (1) work/family conflict on entrepreneurial motivation of has a positive impact (2) occupational commitment on work/family conflict and entrepreneurial motivation of a regulatory role. The main contribution of this study is to show occupational commitment to work/family conflict and entrepreneurial motivation significantly effect the adjustment, this can be thought as Taiwanese companies reduce employee turnover rate of reference.

Keywords : work/family conflict occupational commitment entrepreneurial motivation

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