

## **The Effect of Family Support on Employee Satisfaction and Perception of Work-Family Conflict: The Case of Oil Sector Employees in Kuwait**

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**Abstract :** This paper investigates both instrumental and emotional family support on employee job satisfaction and perception of work-family conflict. Instrumental family support is manifested in family behavior that contributes to the reduction of employee's family responsibilities and keeping the physical home environment in a proper shape. Emotional family support includes the encouragement and praise that the employee receives from his family and families for the employee's work problem and their role in assisting the employees in dealing with these problems. The paper suggests that instrumental and emotional family support increases employee's job satisfaction. Furthermore, the study proposes that family support decreases employee's perception of work-family conflict. In addition, this study examines the reliability and validity of the family support index developed by Lynda King and her colleagues in 1995. Confirmatory factor analysis is used to test the validity of the instrument in an Arab business setting. A paper-pencil questionnaire was used to collect data from a random sample of 70 Kuwaiti employees working in the oil sector. Data were analyzed using factor analysis, reliability tests, and regression analysis. Results confirmed the research hypothesis. Family support had a positive effect on job satisfaction. Furthermore, family support significantly contributed to the reduction of employee perception of work-family conflict.

**Keywords :** family support, job satisfaction, work-family conflict, Kuwait oil sector

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