

WORK-FAMILY CONFLICT FOR WOMEN IN SMALL COPRENEURIAL BUSINESS –A TAIWANESE STUDY

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ABSTRACT

Small and medium enterprises (SMEs) have been playing an important role in Taiwan's economic development. Especially, wives of copreneurial business were regarded as the invisible hand of the company's operations and growth. These entrepreneurial wives faced the ambiguous boundary in their work and family field, and hence suffer the high degree of work-family conflict. However, very few researches investigate the role conflicts of the above mentioned women. For those studies that have been conducted on these women, they either adopted the qualitative method or small sample to investigate copreneurial wives' roles in or decision to participate the family business. Therefore, this study examines factors that influence work-family conflict of copreneurial wives using random surveyed sample. Data from a total of 160 usable questionnaires are analyzed.

Results of statistical analyses showed that individual, family, work, and organizational factors are significantly related to overall work-family conflict. Specifically, the professional background is related to the work-to-family conflict; while locus of control is related to family-to-work conflict. Work factors which include work involvement and working hours are significantly related to work-family conflict. At the organization level, business size is significantly related to work-family conflict; while age of company is significantly related to work-to-family conflict. Finally, degree of work-to-family conflict is significantly higher than family-to-work conflict for copreneurial women. In other words, work roles represent more significant stressors for the targeted population. Based on the findings, this study suggested that copreneurs should pay more attention to stress management since women play non-substitutable roles in copreneurial business. In addition, the unique contributions of the copreneurial wives need to be recognized both by public policy makers and academia.

Key words: Small and medium enterprises (SMEs), Copreneurs, Boss's wife, Work-family conflict