

## **MSQ09**

### **Sustaining Family Engagement in the face of Work Incivility – A two stage study focusing on Work-Family Facilitation and Support Systems.**

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#### **Abstract**

Work incivility (e.g., gossip) can harmfully impact the non-work domain (Kim et al., 2024) including work-family facilitation (WFF) or positive spillover from work to family of an employee (Taheri et al. 2021). This can produce strain (Nohe et al., 2015) which may impact employee's engagement in their family domain. The role of organizational support in reducing strain in one's life has been studied (Akgunduz, 2023), however the impact of department and family support on an employee being more engaged in their family role (family engagement) still needs investigation. Current study, based on Work-Home Resources Model and Conservation of Resources theory, examined whether the relationship between work incivility and family engagement will be mediated by WFF and, whether this mediation will be moderated by department support in the first stage and family support in the second stage of mediation. We investigated whether high department support will moderate the negative role of work incivility on WFF and whether high family support will enhance the positive role of WFF on family engagement. Overall, the path between Work Incivility and Family Engagement was mediated through WFF with significant moderating influence of higher Department support in the first stage and higher Family Support in the second stage. That is, Work Incivility negatively affected WFF, but this effect was less as Department Support increased. Similarly, the positive effect of WFF on Family Engagement further augmented as Family Support increased.

#### **Conference Track**

Management Science and Quantitative Methods