Index

Aaltio, I. 307
absenteeism 139, 182, 187–8, 201–2, 220
absorption 62
Act of Gender Equality in Employment (Taiwan, 2002) 256, 258
activist (stress response category) 246
aging populations 161
Aiken, L. S. 147
Allen, T. D. 79, 119
Amstad, F. T. 119
annual leave (Employment Act condition, Malaysia) 209, 213
annualized hours 186
ANOVA (Analysis Of Variance) tests 43–4
APIM (Actor–Partner Interdependence Model) 83, 84–5, 86, 91–2
ASSET (psychological well–being scale) 123
Australia 184, 296–9, 300, 301–3, 308, 310
Austria 184
avoidant (stress response category) 246
Aycan, Z. 118
Baby Boomers 157, 161–2, 163, 169, 170, 173, 175
background/environment (career barrier category) 37
Baek, J. A. 239, 242
Bakker, A. B. 14, 68, 71, 73, 81–2, 89
Barnett, R. C. 51–2, 87
Bayer, U. V. 309
behavior based dilemmas (role conflict theory) 101
behaviour-based demands 295
Beijing (China) 103, 109, 143, 151
bereavement leave 186
Berkowsky, R. W. 308, 310
Better Life Index 236
Betz, N. E. 38
Beutell, N. J. 101, 121, 139, 141
Bevan, S. 188
Billing, T. K. 117
birth rates 166, 252, 254–5, 257, 263–4, 265, 279, 280–81
Black Mountain survey (2005) 189
‘brain drain’ 161
Brauchli, R. 46
Breevaart, K. 73
British United Provident Association 188
broaden-and-build theory 90–91
Brough, P. 295–6, 297, 301, 302
bureaucratic structures 169
‘cafeteria programs’ 261, 262, 265
Canada 184
career adaptability 50–51
career barriers
and career development 36, 307
coping strategies 38–41, 56
and gender 35–41, 56–7, 307
grounded theory methodology 36–7
hierarchical model of 36–8
and work–family conflict 35–41
career commitment 50
career development
and career barriers 36, 307
and Chinese dual-earner couples 103, 104, 105, 109
and coping strategies 38
and gender-role attitudes 140–41, 144
and generational differences 159, 162, 163, 169, 171, 175
and global trends 55–6
Carlson, D. S. 90, 120
Cascio, W. F. 187
‘casual employees’ 212
‘celebration of a birth’ program (SoftBank Mobile) 263–4
CEPS (Chinese Electronic Periodical Services) 11
Chan, K. W. 189
Chan, Y. C. 189
Chang, Y. Y. 22, 46, 47, 50
Chen, W. Q. 301
Chen, Z. 144
Cheung, F. M. 85–6

childcare
Japanese work–life balance practices
251–2, 253, 257–8, 260, 261–2, 264
Korean work–life balance practices
237–8, 244, 283–4
Malaysian work–life balance practices
218–20, 223–7
Singaporean work–life balance policies
276–7
Taiwanese work–life balance practices
258–60, 267, 268

Childcare Act (Malaysia, 1984) 219
Childcare and Family Care Leave Act (Japan, 1999) 252
Childcare Leave Act (Japan, 1992) 251
‘Children, Childrearing Vision’ (Japan, 2010) 254

China
changes in employment relationship
99–101
changing managerial attitudes in
305–7, 310
childcare provision 102–3
commercialisation of Chinese society 100–101
and crossover research 77, 78, 82–9, 94
cultural values see Chinese cultural values
dual-earner couples study 99, 100, 102–12
and early childrearing experience 102–12
and family coping strategies 47
and gender role attitudes 141
generational categories 163–5
and individual coping strategies 50
internet use 307–8
maternity leave provision 102, 108–9
proliferation of technology 307–8
rise of industry in 303–5

welfare provision 100
work–family conflict study method
143
work–life balance measurement
296–9, 300, 301–3, 310
work-to-home interference study
and Chinese work value 118,
119–22, 123–4, 125–33
and job performance 119, 123,
125–6, 127–30, 132–3
limitations of 132
measures 123–4
method 122–4
participants 122–3
propensity for WHI in China
116–17
and resources theories 118–19
results 124–7, 128
and strain 119, 120, 121, 122, 123,
125–9, 130, 132–3
and workplace preferences 170–71
‘Chinese bicultural self’ 16–18, 25–6
Chinese Career Barriers Inventory 35
Chinese cultural values
Chinese work value 118, 119–22,
123–4, 125–33
and collectivism 22, 27, 41, 99, 103,
117, 120, 121, 124, 304, 306
and crossover effects 86, 87
and rise of industry in China 304–5
and Taiwanese WFI study 10–11, 15,
16–19, 20, 24–6, 28–9
and work–family conflict 99
Chinese Values Survey (1988) 118, 121
Choi, S. C. 239, 242
Chuang, S. 144
Chung, H. 36
clarifying role values (individual coping strategy) 48–9
CMV (common-method variance) 143
collectivism
and Chinese cultural values 22, 27,
41, 99, 103, 117, 120, 121, 124,
304, 306
and cross-cultural research 26, 93–4
and crossover effects 93–4
and cultural dimension framework
15, 93, 131
and extended family 88
and generational differences 162
and Japanese culture 64
and job satisfaction 302
and Korean culture 272, 285–6
and ‘moderator’ role of culture 23–5
common stressor mechanisms 82
CommonWealth (magazine) 256
communication channels/styles 176
Community Business survey (2014) 189
community service leave (SoftBank Mobile) 264
‘company is not our home’ (blog article) 100
compassionate leave 186
‘components’ approach 160
‘composite self’ 19
compressed work schedules 185
‘conditional’ authority 176
confirmatory factor analysis (CFA) 124, 144, 145–9, 298, 299, 300
Confucianism
and Chinese work value 118, 120, 121, 124
and Cultural Revolution 10
and governmental work–life interventions 272–3
and Japanese work–life balance policies 252
and rise of industry in China 304
and Taiwanese WFI study 16–18, 20, 24, 29
Cooke, F. L. 305, 307
coping strategies
and career barriers 38–41, 56
Chinese dual-earner couples 99, 104, 107–9
family resources 47–8, 57
individual resources 48–51, 57
research agenda 54–6
and work–family strength 51–4
workplace resources 45–6, 57
COR (conservation of resources) theory 118–19, 129
Cordes, C. L. 139
‘couple cohesion’ 22
CPF (Central Provident Fund) 274, 275
Cronbach’s alpha measurement 123, 124, 125, 298
cross-cultural comparative approach
childcare leave in Japan and Taiwan
251–2, 253, 257–60, 261–2, 264, 267–8
and crossover effects 93–4
Korean work–life balance interventions 272, 279–87, 288, 289–90
Singaporean work–life balance interventions 272, 274–9, 286–8, 289–90
Taiwanese work–family interference study 10, 15–16, 19–20, 23–5, 25, 26
Taiwanese work–life balance policies/practices 254–6, 265–8
and work–life balance measurement 296–303, 310
and work-to-home interference 117–18, 120, 130–31
crossover effects
and APIM model 83, 84–5, 86, 91–2
broaden-and-build theory 90–91
Chinese research 77, 78, 82–9, 94
cross-cultural comparative approach 93–4
defining 77
and empathy 86–7
and extended family 88
and family orientation 83–4
and family–work enrichment 79, 84, 93
future research directions 89–94
and gender 77, 82–3, 84–6, 87–8
and household chores 83, 87, 93
and life satisfaction 79, 83, 87, 90
and marital satisfaction 82–3, 85–6, 90
mechanisms of crossover 80–82
qualitative research methods 92–3
rural research 89
and social support 81, 83, 84, 90
and social undermining 81–2, 90
and spillover effects 79–80, 83, 84–5, 89–91
and spillover–crossover model 83, 89–91
and stress 77, 79–83, 85, 87–8, 90–91
Western research perspectives 77–82, 94
and work–family conflict 78–9, 81, 83, 84, 85, 93
and work–family enrichment 78, 79, 80, 85–6, 89–91
and work–family interface 78–9, 80, 83–6, 88, 93
CSR (Corporate Social Responsibility) 256, 263, 264–5
cultural dimension framework (Hofstede) 15–16
cultural psychological approach 14–15
Cultural Revolution (China) 10
Cultural Revolution generation (China) 164, 165, 171
‘culture construct’ 117
‘Customer is king’ culture (Korea) 243
CWV (Chinese work value) 118, 119–22, 123–4, 125–33
Daikin (appliance maker) 265
dedication 62
definitions of work–life balance 159–60, 295–6
Demerouti, E. 14, 81, 89
democracy 10, 167
Denmark 228, 230
Department of Social Welfare (Malaysia) 219, 220
Department of Trade and Industry (UK) 184
depersonalization 139–40, 141–2, 144–9, 150
direct crossover mechanism 82
‘direct empathy’ 80
‘disposable assets’, employees as 1, 5
Dougherty, D. W. 139
EAPs (Employee Assistance Programs) 28, 184, 187, 194–6, 198
early childrearing experience 102–12
‘Eighth Grade’ (Taiwanese generational category) 166, 167–8, 172
emotional exhaustion 138, 139–40, 141–2, 144–7, 150, 306
emotional labour 242–3, 245
empathy 68, 71, 81, 86–7
Employees Provident Fund Act (Malaysia, 1951) 208
Employees Social Security Act (Malaysia, 1969) 208
Employment (Part-Time) Regulations (Malaysia, 2010) 211–12
Employment Act (Malaysia, 1955) 208–12, 213–14, 220, 226
Employment Act (Singapore, 1968) 275–6
Employment Insurance Act (Taiwan, 2002) 259
EOI (export-oriented industrialization) 207–8
Equal Development scale 144
Equal Employment Opportunity Act (Korea, 2001) 279, 280, 282
Equal Employment Opportunity and Support for Work–Family Reconciliation Act (Korea, 2007) 282
Equal Opportunity Commission 191
E-R (effort-recovery) model 11, 23
Excellence in Corporate Social Responsibility (CSR) Awards System 256
expansion-enhancement perspective 78
expressionist (stress response category) 245–6
extended family 27, 88, 102–3, 106, 108, 109, 111, 302
‘extra-hours’ 2, 9, 29
extrinsic work values 158–9
family care leave 186
‘family collectivist’ institution 22
family days (SoftBank Mobile) 264
family-friendly policies/organizations and Chinese dual-earner couples 108–9, 112
and Chinese WHI study 131
and Employee Assistance Programs 184, 187, 194–6, 198
family-friendly employment policies and practices see FEPPs
family leave benefits 184, 186, 195
and gender role attitudes 151
Hong Kong FEPP study availability of FEPPs 189–90
defining FEPPs 183
discussion of survey results 201–2
employee survey 195–201

Luo Lu and Cary Cooper - 9781783475094
Downloaded from https://www.elgaronline.com/ at 10/19/2023 03:04:35PM via free access
employer survey 193–5, 196
family level implications 203
FEPP research 191–201
individual level implications 203–4
organizational level implications 203
societal level implications 203
theoretical framework 192–3
utilization of FEPPs 190–91
and work–family interface 181–3, 203–4
international prevalence of FEPPs 184
and Japanese work–life balance practices 260–65
Malaysian work–life balance practices 215–22, 228
promotion of 2, 9
and Singaporean work–life balance policies 277–9, 286–7
and Taiwanese work–family interference study 21–2, 26
and Taiwanese work–life balance practices 256, 265–7
and workplace coping strategies 45–6
family leave policies 184, 186, 195, 210, 220, 221
Family Matters! committee (Singapore) 277
family primacy 14, 18–20, 28
family resources for coping strategies 47–8, 57
family satisfaction 71–2, 199–200, 201, 202, 298, 300, 301, 303
Fang, I. 306
Farh, J. L. 131
fatigue 309–10
Fear, J. 309, 310
‘feel good’ factor 5
FEPPs (family-friendly employment policies and practices) availability in Hong Kong 189–90
benefits of 187–9, 194, 197, 202
and business performance 187–8
defining 183
and family leave benefits 184, 186, 195
and family satisfaction 199–200, 201, 202
and flexible working arrangements 184, 185, 189
and gender 188–9, 191, 198–9, 202
implementation costs 189
international prevalence of 184
and job performance 201, 202
and job satisfaction 188, 199–200, 201, 202
and personal resources 202
research on Hong Kong FEPPs 191–201
utilization of 190–91
and work demands and resources 201–2
and work–family conflict 188
fertility rates
Japan 251, 252, 254, 256, 257, 260, 267
Korea 237, 239
Singapore 275, 276–7, 286
Taiwan 255, 260
FFI (Family-Friendliness Index) 284–5
‘Fifth Grade’ (Taiwanese generational category) 165–7, 171
Finland 228
Fitzgerald, L. F. 38
fleXChallenge programme (Malaysia) 217, 218
flexible working arrangements
and Chinese dual-earner couples 108–9, 112
and Chinese WHI study 131
and FEPPs 184, 185, 189
and gender role attitudes 151
and generational differences 162
and Japanese work–life balance practices 265
and job satisfaction 5
and Korean work–life balance practices 237, 282, 285
and Malaysian work–life balance practices 210, 211, 216–18, 223–7, 229
and productivity 5
and Singaporean work–life balance policies 277–9, 287–8
and stress 5
and Taiwanese WFI study 22
Handbook of research on work–life balance in Asia

and technology 5
and trust 5
and workplace coping strategies 45–6
flexplace policies 216, 217
flexWorkLife.my programme (Malaysia) 216, 217, 219, 221–2, 231
Folkman, S. 119–20, 121–2
four-factor taxonomy 10
Fredrickson, B. L. 90–91
Frenkel, S. J. 304
Friendly Workplace Award (Taiwan) 267
Frone, M. R. 101
FSOP (family-supportive organizational perceptions) 45
FTWCS (Family-to-Work Conflict Scale) 41, 42
FWC (family–work conflict) and career barriers 40
and crossover effects 79, 84, 93
and gender 20–21
path model of 41–5
research agenda 54–6
and spillover–crossover model 65
and Taiwanese WFI study 12–13, 20–23, 28
and workaholism 68
Gao, S.F. 46
gender and career barriers 35–41, 56–7, 307
and changes in employment relationship 99–100
and changing managerial attitudes in China 307, 310
and Chinese dual-earner couples 100, 104, 105–7, 109–10
and crossover effects 77, 82–3, 84–6, 87–8
and definitions of work–life balance 295
and early childrearing experience 104–7, 110–11
and family coping strategies 47–8
and family satisfaction 72
and family–work conflict 20–21
and FEPPs 188–9, 191, 198–9, 202
and governmental work–life interventions 273, 279
and individual coping strategies 48–9
and Japanese family structure 64
and Japanese work–life balance policies 251–2, 260, 267
and job demands 66
and Korean work–life balance practices 236–7, 238, 243–4, 245, 279, 289
and male breadwinner model 1, 83, 181, 191, 212, 222, 251, 271, 273, 279
and perspective taking 71
and psychological distress 68–70
role attitudes see gender role attitudes
and Taiwanese work–life balance policies 254–6, 258, 260, 265, 267
and traditional family values 2
and workaholism 68–70
and work–family conflict 41–5, 54, 56, 182–3
and work–family strength 53
and workplace coping strategies 46
gender role attitudes and career development 140–41, 144
defining 140
and depersonalization 139–40, 141–2, 144–9, 150
and emotional exhaustion 138, 139–40, 141–2, 144–7, 150
measuring 144
and reduced personal accomplishment 139–40, 141–2, 144–5, 147–9
and work–family conflict 137–8, 140–42, 144, 145–50, 151–2
General Employer Action Plan (Japan) 258
general environment (work values antecedent) 168
Generation X 157, 162, 163, 173, 175–6, 177
Generation Y (Millennial generation)
Index

121, 157, 162, 163, 169, 170, 175–6, 177
generational cohort theory 170
generational diversity 169–70, 172–3
generational differences and career development 159, 162, 163, 169, 171, 175
Chinese generational categories 163–5, 305–6
certainty between generations 173, 176
defining generations 161
facilitating generational integration 175–7
and generational cohort theory 170
and generational diversity 169–70, 172–3
generation types 157, 161–3 and human resource management 175–7
and job satisfaction 170
and life satisfaction 170
and organizational learning and innovation 174
and organizational socialization 173–4
outcomes of intergenerational issues 172–4
practical implications of intergenerational issues 174–8
and supportive organizational cultures 177–8
Taiwanese generational categories 165–8
and technology 162–3, 167, 172, 175–6
and work–life balance 157–8, 160, 168–78
and work values 157–8, 162–3, 168–78
Germany 184
Gilboa, S. 129
globalization 1, 2, 55–6, 271
GM (Global Materialist) generation 164–5
Goh, E. C. L. 111
governmental work–life interventions 271
and Confucianism 272–3
and gender 273
in Korea 272, 279–87, 288, 289–90
recommendations 288–9
in Singapore 272, 274–9, 286–8, 289–90
gradual retirement 185
Granrose, C. 307
Greenhaus, J. H. 51, 101, 121, 139, 141, 150
grounded theory 36–7
Grzywacz, J. G. 53
Gu, Q. 305–6
Guangzhou (China) 143, 151
Gutek, B. A. 40
Hammer, L. B. 27
Han, J. S. 238
Harman single-factor test 143
HDB (Housing and Development Board) 275
health and safety 1
heavy work investment
and family satisfaction 71–2
future research 73
and Japanese family structure 64–5
and job demands 66–7
and job performance 61, 63, 65
spillover–crossover model 65–7, 73
and work engagement 62–3, 68, 71–2, 73
and workaholism 61–2, 63, 67–70, 71–2, 73
hierarchical regression analysis 46, 145–6
Higgins, C. 102
Hill, E. J. 52
Ho, M. Y. 83, 84
Hofstede, G. 15, 16, 120
Hole, D. 306–7
Holland, J. L. 36
home-based work 185, 195, 196, 197–9, 216, 217
Hong Kong
FEPP study availability of FEPPs 189–90
defining FEPPs 183
discussion of survey results 201–2
employee survey 195–201
employer survey 193–5, 196
family level implications 203
FEPP research 191–201
Handbook of research on work–life balance in Asia

individual level implications 203–4
organizational level implications 203
societal level implications 203
theoretical framework 192–3
utilization of FEPPs 190–91
and work–family interface 181–3, 203–4
proliferation of technology 308
shifts in work and family structures 181
and Taiwanese WFI study 10
work–life balance measurement 296–7, 299, 302–3, 310
‘hostile marital interactions’ 81
housework 21, 24, 53, 83, 87, 93, 100, 104, 105, 108, 109, 110, 237, 245
Huang, H. J. 123–4
Huang, H. Q. 47
Huang, J. 307
human resource management
and FEPPs 193
and generational differences 170, 175–7
and Malaysian work–life balance practices 208, 217, 229
and organizational development policies 278, 286–7
and Singaporean work–life balance policies
and value of human resources 4, 112
and work–family conflict 150–51
Hyde, J. S. 51–2, 87
I/C (individualism and collectivism) dimension 15–16, 93
identifying training needs/learning styles 176–7
Imhoff, A. R. 38
indirect crossover mechanism 82
individual resources for coping strategies 48–51, 57
individualism 15, 19, 24–6, 93–4, 117, 120, 131, 162, 164–5, 302
Industrial Relations Act (Malaysia, 1967) 208
Industrial Revolution mark II 1
Internet 162, 167, 172, 307–8
intersectionality approach 231
intrinsic work values 158–9
‘iron rice bowl’ 100
ITU (International Telecommunications Union) 307–8
IWAF (Informal Work Accommodations to Family) 41, 42, 44
James, A. 230
Japan
birth rates 252, 257, 263–4
childcare leave policies 251–2, 253, 257–8, 260, 261–2, 264
and family coping strategies 47–8
family structure in 64–5
fertility rates 251, 252, 254, 256, 257, 260, 267
and heavy work investment 63–73
working conditions in 64
work–life balance policies/practices 251–4, 260–65, 267–8
Jaw, B. S. 46
JD-R (job demands-resources) model 14, 23
Jiang, J. 140
JILPT (Japan Institute for Labour Policy and Training) 251, 252
job burnout
and depersonalization 139–40, 141–2, 144–9, 150
defining 139
and emotional exhaustion 138, 139–40, 141–2, 144–7, 150
measuring 144–5
and reduced personal accomplishment 139–40, 141–2, 144–5, 147–9
and work–family conflict 137, 138–40, 142, 144–50, 151–2
job demands 14, 23, 66–7, 89, 300
job performance
and ‘Chinese bicultural self’ 17
and Chinese WHI study 119, 123, 125–6, 127–30, 132–3
and crossover effects 90
and definitions of work–life balance 295
and family–work strength 52
and FEPPs 201, 202
and heavy work investment 61, 63, 65
and work–family conflict 22, 46
job satisfaction
and definitions of work–life balance 295
and FEPPs 188, 199–200, 201, 202
and flexible working arrangements 5
and generational differences 170
and Korean work–life balance practices 239, 242
and work–family conflict 22–3, 25, 46, 50, 139, 140, 182
and work–life balance measurement 298, 300, 301, 302–3
job sharing 184–5, 195
Kacmar, K. M. 120
Kallith, T. 295–6, 301
‘Kangaroo-room shiodome’ (Shiseido cosmetics) 261, 262
Kaohsiung County (Taiwan) 265–6, 267
Kashy, D. A. 91–2
Kenny, D. A. 91–2
Kim, H. W. 237
Kim, J. H. 243
Kitayama, S. 15, 16, 17
KMTTH (Kaohsiung Municipal Ta-Tung Hospital) 267
Korea
barriers to work–life interventions 285–6, 287, 288
collectivistic culture 285–6
‘Customer is king’ culture 243
family care responsibility policies 283–4
fertility rates 237, 239
governmental work–life interventions 272, 279–867, 288, 289–90
key work–life balance legislation 279–82
long working hours 2, 236–7
organizational development policies 284–5, 286–7
work conditions policies 282–3
work–life balance policies/practices 236–44
Korean Women Managers study 238
Kossek, E. E. 9, 117, 139, 229
Kubota, K. 63
‘KURUMIN MARK’ (Japan) 258
Labor Standards Act (Korea, 2003) 282–3
Labour Standards Law (Taiwan, 1984) 255
Lai, G. 89
Lapierre, L. M. 301
Lasikiewicz, N. 309–10
Lau, S. K. 84
Law for Improvement of Working Time Arrangements (Japan, 2013) 252
Law for Measures to Support the Development of the Next Generation (Japan, 2003) 258, 263
Lazarus, R. 119–20, 121–2
leadership 17, 175, 176
leave bank 186
leave policies (Malaysian work–life balance practices) 220–22, 223–7, 229, 230
Lee, M. W. 238
Leung, L. 308
Li, C. 140
Li, M. 308
Li, Y. X. 47
life-cycle stages 102, 110
life satisfaction
and coping strategies 47, 50, 52
and crossover effects 79, 83, 87, 90
and generational differences 170
and heavy work investment 63
and WFC path model 44–5
and work–family conflict 139
Likert scale 144
Lin, H. F. 48
Liu, H. M. 85–6, 90, 91
Lu, C. Q. 122
Lu, J. J. 122
Lu, J.F. 10
Lu, L. 10, 16, 17, 19, 22, 24, 46, 47, 50, 49, 93, 94, 302–3
Machung, A. 140–41
McNall, L. A. 52
Magee, C. A. 52
making plans in advance (individual coping strategy) 48–9
making use of supportive systems (individual coping strategy) 48–9
Malaysia
availability and utilization of work–life balance policies 222–31
childcare policies 218–20, 223–7
demographic makeup 207
export-oriented industrialization 207–8
‘family-friendly’ policies 215–22, 228
and flexible working arrangements 210, 211, 216–18, 223–7, 229
leave policies 220–22, 223–7, 229, 230
and New Economic Policy 207
male breadwinner model 1, 83, 181, 191, 212, 222, 251, 271, 273, 279
marital satisfaction 82–3, 85–6, 90
Marks, N. F. 53
Markus, H. R. 15, 16, 17
Maslach, C. 139
maternity leave
in China 102, 108–9
and Hong Kong FEPPs 186
and Korean work–life balance practices 237–8, 240–42, 244, 283–4
and Malaysian work–life balance practices 210, 213, 220–21, 226–7, 228, 230
and Singaporean work–life balance practices 276
and Taiwanese work–life balance practices 255, 258–9, 267, 268
MCDS (Ministry of Community Development and Sports) 274, 277, 278
meaning of work and family 14, 15, 16, 18–19, 24, 28, 49
measuring work–life balance 296–303, 310
‘men outside, women inside’ model 138, 141
mental health 41, 46, 51–2, 222, 236, 245–6, 304, 311
mentoring 13, 151, 171, 177
Mescher, S. 227
MHLW (Ministry of Health, Labour and Welfare) 251, 252, 254, 257, 258, 265
Millennial generation (China) 164–5, 171
Millennial generation (Generation Y) 121, 157, 162, 163, 169, 170, 175–6, 177
minimum wage (Employment Act condition, Malaysia) 209, 213
Ministry of Gender Equality & Family (Korea) 239
Ministry of Human Resources (Malaysia) 208, 217
Ministry of Labour (Malaysia) 208
Ministry of Women, Family and Community Development (Malaysia) 216
modifying work roles (individual coping strategy) 48–9
MOE (Ministry of Education) 283
MOEL (Ministry of Employment and Labor) 283
MOGEF (Ministry of Gender Equality and Family) 283
MOHW (Ministry of Health and Welfare) 283
MOM (Ministry of Manpower) 277, 278
Moretti, C. 308
MR (Modern Realists) 164
National Blue Ocean Strategy (Malaysia, 2012) 216
National Child Policy (Malaysia, 2009) 216
National Child Protection Policy (Malaysia, 2009) 216
National Family Policy (Malaysia, 2010) 216
National Policy for Women (Malaysia, 1989) 216
National Social Policy (Malaysia, 2003) 216
NEP (New Economic Policy) 207, 208
Netemeyer, R. G. 144
New Population Policy (Singapore, 1987) 276
New Zealand 296–7, 299, 310
Next-Generation Childrearing Action Plan (Japan) 258
Nielson, C. 306
Nieva, V. F. 40
Noor, N. 121
NTUC (National Trade Union Congress) 277

Occupational Health and Safety Act (Malaysia, 1994) 208
O’Driscoll, M. 301
OECD (Organisation for Economic Co-operation and Development) 236, 237, 274
Office of Personnel Management (US) 184
one-child policy (China) 103, 110, 304–5, 306, 307
open-door policies (China) 164
organic structures 169
‘organizational career cultures’ 226
organizational learning and innovation 174
organizational socialization 173–4
organizational structure characteristics (work values antecedent) 169
OSI-2 (Occupational Stress Indicator-2) 123
‘overall appraisal’ approach 160
Oyserman, D. 15
Özbilgin, M. F. 231
Ozeki, C. 139

Pan, W. 306
parental leave
and Japanese work–life balance practices 253, 257, 260
and Korean work–life balance practices 240–42, 244, 283–4
and Malaysian work–life balance practices 220–21, 227, 230
and Singaporean work–life balance practices 276
and Taiwanese work–life balance practices 258, 259–60

see also maternity leave; paternity leave
part-time plus 185
part-time work (Employment Act condition, Malaysia) 210, 214
party political family policies 214–15
paternity leave
and Hong Kong FEPPs 186
and Japanese work–life balance practices 257
and Korean work–life balance practices 240–42, 244, 283–4
and Malaysian work–life balance practices 210, 214, 220–21, 230
and Singaporean work–life balance practices 276
‘peach’ generation (Taiwan) 171
PEC (Public Education Committee on Family) 277
Peetz, D. 304
permanent part-time employment 185
personal resources 202
personal/psychological (career barrier category) 37
perspective taking 68, 71, 81, 86
PGIS (Personal Growth Initiative Scale) 41, 42
Phillips, D. R. 184
Phillips, S. D. 38
physical coping strategies 38, 40
physical strain 119, 122, 123, 125–7, 129, 130, 132–3
‘polluted time’ 309, 311
‘post-80’ cohort (China) 305–6
Powell, G. N. 51, 118, 131
‘productivist welfare capitalism’ 273
PsychInfo (database) 11
psychological coping strategies 38, 40
psychological distress 67–70
psychological strain 119, 122, 123, 125–9, 130, 132–3, 298, 300, 301, 303
Public Works Department (Malaysia) 217
‘recognition and respect’ 176
reduced personal accomplishment 139–40, 141–2, 144–5, 147–9
Reese, C. E. 141
reframing (individual coping strategy) 48–9
regret 107, 110, 111
regularized working hours 1
Regulations Concerning the Labor
Projection of Female Staff and
Workers (China, 1988) 102
‘relatedness to others’ 15
resource allocation (work values
antecedent) 168–9
‘resource reservoir’ 85
resources theories 11, 14, 21–2, 25, 118–19
role ambiguity 139–40
role conflict 101, 139–40, 149
role overload 139
role salience 16, 24, 121, 295, 296
Rose, E. 309
Rosso, B. D. 16
Ruskin, John 1

sabbaticals 186
scarcity hypothesis 11, 78
Schaufeli, W. B. 62
Schwartz, S. J. 15–16
Scott, K. S. 62
See, A. A. Q. 309–10
‘self view’ 15–19, 49–50
SEMs (structural equation models) 298
‘sense of duty to group’ 15
Service Circular Number 4 (Malaysia, 2007) 219
Service Circular Number 14 (Malaysia, 2010) 221
Service Circular Number 15 (Malaysia, 2007) 221
Service Circular Number 29 (Malaysia, 2009) 221
Seventh Malaysia Plan (1996–2000) 208
sexual harassment (Employment Act
condition, Malaysia) 214
SFFF (Singapore Family Friendly
Firm) 277, 278
Shanghai (China) 143, 151
Shenzhen (China) 103, 109
Shimazu, A. 66, 67
Shiseido (cosmetics company) 261–3
sick leave (Employment Act condition,
Malaysia) 209, 213
Singapore
barriers to work–life interventions 287–8
family formation and procreation
policies 276–7
fertility rates 275, 276–7, 286
governmental work–life
interventions 272, 274–9, 286–8, 289–90
increased working hours 2
organizational development policies 277–9, 286–7
social polices 274–5
threats to growth 275
work condition policies 275–6
Sinyi Realty Inc. (Taiwan) 266–7
Siu, O. L. 10, 123, 184
‘Sixth/Seventh Grade’ (Taiwanese
generational category) 166, 167, 171–2
smartphones 307–9, 310
SMEs (small and medium-sized enterprises) 194, 203, 287–9, 290
SNEF (Singapore National Employers
Federation) 277
SOC (selection, optimization,
compensation) theory 28
social interactive coping strategies 38, 40
social media 167
Social Reform generation (China) 164, 165
social support
and career barriers 36, 37–8
and coping strategies 38, 39–40
and crossover effects 81, 83, 84, 90
and definitions of work–life balance 295
and heavy work investment 66–7
and work–family conflict 151
social undermining 66–7, 81–2, 90
social/interpersonal (career barrier
category) 37
SOEs (state-owned enterprises) 304, 305
SoftBank Mobile (telecommunications
company) 263–4
Song, Z. 82, 85, 87
Index

Sonnentag, S. 309
South Korea see Korea
Spade, J. Z. 141
special leave 186
Spector, P. E. 23, 120, 123, 301, 302
spillover effects 79–80, 83, 84–5, 89–91
spillover–crossover model 65–7, 73, 83, 89–91
spiritual and religious coping strategies 38, 40
spousal support 22, 27, 47
staggered working hours 216
Stanat, M. 306
Stivens, M. 215
‘Stop at Two’ campaign (Singapore) 276
strain based dilemmas (role conflict theory) 101
‘strawberry’ generation (Taiwan) 167, 171
stress
and coping strategies 47, 52
and crossover effects 77, 79–83, 85, 87–8, 90–91
and flexible working arrangements 5
increase amongst Asian employees 2
and job burnout 139–40
and Korean work–life balance practices 236, 237, 239, 242–6
and spillover–crossover model 65–6
stress response types 245–6
and Taiwanese WFI study 11, 14, 21–3, 24, 25, 26–9
and work–family conflict 182
and Working Families study 2
and work–life balance measurement 301, 302–3
and work-to-home interference 116, 119, 121–2, 123, 125–9, 130
stress management assistance programs 131
structural equation modelling 66, 71, 124
Sun, J. Y. 307
Sun, L. 306
supportive organizational cultures 177–8
Swanson, J. L. 36, 40–41
Sweden 228, 230
SWLS (Satisfaction with Life Scale) 41, 42
tailor-made mentoring programs 177
Taipei City (Taiwan) 265–7
Taiwan
birth rates 166, 254–5
and career barriers 35, 36–8
childcare leave policies 258–60, 267, 268
and crossover research 93
democratization of 10, 167
and family coping strategies 47
fertility rates 255, 260
generational categories 165–8, 171–2
increased working hours 2, 9
and individual coping strategies 49
work–family interference study 9–10
and ‘Chinese bicultural self’ 16–18, 25–6
and Chinese cultural values 10–11, 15, 16–19, 20, 24–6, 28–9
and Confucianism 16–18, 20, 24, 29
couple-level analysis 27
cross-cultural research 10, 15–16, 19–20, 23–5, 25, 26
cultural psychological approach 14–15
culture as ‘definer’ 16–23
culture as ‘moderator’ 23–5
and family primacy 14, 18–20, 28
and family-friendly policies 21–2, 26
and family–work conflict 12–13, 20–23, 28
and flexible working arrangements 22
future research direction 25–7
and job demands–resources model 14
and meaning of work and family 14, 15, 16, 18, 24, 28
research articles 11, 12–13
resources theories 11, 14, 21–2, 25
and spousal support 22, 27
Taiwan – WFI study – and stress 11, 14, 27–9
and work primacy 14, 19–20, 28
and work–family conflict 11, 12–13, 18, 19–25, 26–7, 28
and work–family strength 52–3
work–life balance policies/practices 254–6, 265–8
and workplace coping strategies 46
‘Taiwan Economic Miracle’ 167
TalentCorp (Malaysia) 216, 217
Tang, H. Y. 50
Taras, V. 117
task analysis approach 53–4
technology
and flexible working arrangements 5
and generational differences 162–3, 167, 172, 175–6
and work–life boundaries 159, 307–11
teleworking 184–5, 216, 217, 257, 309
Terkel, Studs 5
term-time working 185
TFR (Total Fertility Rate) 275, 276–7, 286
Tien, H. S. 35, 36, 41, 43, 50
time-based demands 295
time-based dilemmas (role conflict theory) 101
Tipping, L. M. 48
Tokar, D. M. 36, 40–41
trade unions 1, 208, 239, 254, 274, 277
Traditional Female Responsibility scale 144
Traditional Male Responsibility scale 144
TriCom (Tripartite Committee on Work–Life Strategy) 277, 278, 279, 288
trust 5
turnover intentions 298, 300, 301, 303
TWIN (Tokyo Work–Family Interface) study 67–71
‘two-day weekend’ policy (Taiwan) 172
UK (United Kingdom) 93, 184
unions 1, 208, 239, 254, 274, 277
‘unquestioned’ authority 176
USA (United States of America) 184
‘utilitarian familism’ 84
‘valuing personal independence’ 15
vigor 62
Vinokur, A. 80, 82, 90
voluntary reduced work time/hours 185
volunteer activity leave (SoftBank Mobile) 264
Wang, G. 307
Wang, H. 49, 304–5
Wang, P. 117
Wang, Q. 308
Wang, Y. 41, 43
Wang, Y. C. 49, 50, 52, 53
‘Wednesday is Family Day’ program (Korea) 284
Well-Being Company Award (Taiwan) 266
West, S. G. 147
Westman, M. 65–6, 80, 82, 90
WFC (work–family conflict)
and career adaptability 50–51
and career barriers 35–41
and Chinese cultural values 99
coping strategies 45–54, 57
and crossover effects 78–9, 81, 83, 84, 85, 93
defining 65, 78, 139
and depersonalization 139–40, 141–2, 144–9, 150
and early childrearing experience 101–2
and emotional exhaustion 138, 139–40, 141–2, 144–7, 150
and FEPPs 188
and gender 137–8, 140–42, 144, 145–50, 151–2, 182–3
and job burnout 137, 138–40, 142, 144–50, 151–2
and job performance 22, 46
and job satisfaction 22–3, 25, 46, 50, 139, 140, 182
and Korean work–life balance practices 243–4
and life-cycle stages 102
and life satisfaction 139
Malaysian work–life balance practices 210–11
measuring 42, 144
path model of 41–5
and reduced personal
accomplishment 139–40, 141–2, 144–5, 147–9
research agenda 54–6
and role pressures 137–8
and salience of work and family 121
and social support 151
and spillover–crossover model 65, 66–7
and stress 182
and Taiwanese WFI study 11, 12–13, 18, 19–25, 26–7, 28
and workaholism 68, 71
and work–family strength 51–4
and work-to-home interference see WHI
WFE (work–family enrichment) 78, 79, 80, 85–6, 89–91
WFI (work–family interference)
increased Asian studies 2–3
and role pressures 137
Taiwanese study 9–10
and ‘Chinese bicultural self’ 16–18, 25–6
and Chinese cultural values 10–11, 15, 16–19, 20, 24–6, 28–9
and Confucianism 16–18, 20, 24, 29
couple-level analysis 27
cross-cultural research 10, 15–16, 19–20, 23–5, 25, 26
cultural psychological approach 14–15
culture as ‘definer’ 16–23
culture as ‘moderator’ 23–5
and family-friendly policies 21–2, 26
and family primacy 14, 18–20, 28
and family–work conflict 12–13, 20–23, 28
and flexible working arrangements 22
future research direction 25–7
and job demands-resources model 14
and meaning of work and family 14, 15, 16, 18, 24, 28
research articles 11, 12–13
resources theories 11, 14, 21–2, 25
and spousal support 22, 27
Taiwan – WFI study – and stress
11, 14, 27–9
and work primacy 14, 19–20, 28
and work–family conflict 11, 12–13, 18, 19–25, 26–7, 28
Western focus of studies 2, 9
see also WHI
WFS (work–family strength) 51–4
WHI (work-to-home interference)
Chinese study
and Chinese work value 118, 119–22, 123–4, 125–33
and job performance 119, 123, 125–6, 127–30, 132–3
limitations of 132
measures 123–4
method 122–4
participants 122–3
propensity for WHI in China 116–17
and resources theories 118–19
results 124–7, 128
and strain 119, 120, 121, 122, 123, 125–9, 130, 132–3
cross-cultural studies 117–18, 120, 130–31
defining 116
Malaysian work–life balance practices 210–11
see also WFI
WLEA (Work–Life Excellence Award) 278–9, 288
women’s employment (Employment Act condition, Malaysia) 209–10, 213
Woo, J. M. 243
workaholism
contrast with work engagement 62–3, 71–2
defining 61–2
and gender 68–70
and heavy work investment 61–2, 63, 67–70, 71–2, 73
and psychological distress 67–70
and work–family conflict 68, 71
work demands 12–13, 20–22, 93, 122, 130, 192, 200–201
work engagement 10, 62–3, 68, 71–2, 73, 81
work hours (Employment Act condition, Malaysia) 209, 213
Working (book) 5
Working Families study (2005) 1–2, 5
Working Mother (magazine) 187
Working Women’s Welfare Law (Japan, 1972) 251
Work–Life Balance Charter (Japan, 2007) 254
work–life boundaries 159, 172, 173, 211, 307–11
Work–Life Grant (Singapore) 278, 287, 289
Work–Life Unit (Singapore) 277
work–non-work arrangements 2, 9
Workplace Panel Survey (Korea) 237
workplace resources for coping strategies 45–6, 57
work primacy 14, 19–20, 28
work resources 13, 22, 200–1
work values
  antecedents affecting 168–9
  Chinese generational differences 163–5
  defining 158–9
  and generational cohort theory 170
  generational differences 157–8, 162–3, 168–78
outcomes of intergenerational issues 172–4
practical implications of intergenerational issues 174–8
Taiwanese generational categories 165–8
see also CWV (Chinese work value)
WoW! (Work–Life Works!) Fund 278
WTFCS (Work-to-Family Conflict Scale) 41, 42
Wu, C. L. 53
Wuhan (China) 103, 109
Xi’an (China) 143
Xiao, Y. 305, 307
Xu, A. Q. 100
Yang, N. 99–100
Yardley, J. K. 101
Ye, W. L. 100
Yoo, G. S. 237–8
Yoon, S. L. 243
Young, C. E. 187
Zhang, M. 83, 87
Zijlstra, F. R. H. 309