WORK-FAMILY CONFLICTS AND JOB-FAMILY SATISFACTION: CONTRIBUTIONS OF WORK-FAMILY ENRICHMENT AND WORK-LIFE BALANCE

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Abstract - The purpose of this research paper is drawing attention to work-family conflict, work-family enrichment, work-life balance, Job and family satisfaction because the tension between work and family is a critical issue in contemporary careers (Joseph, John, Benjamin, & Cliff, 2016). This research is an effort to review the recent research synthesis in relation to work-family enrichments and work-life balance for job and family satisfaction and recommendable initiatives for Job and family Satisfaction. The study shed light on work-family conflicts, work-family enrichments, work-life balance and draw connection between work-family conflicts and work-family enrichments for work-life balance. Further to overcome the gap between negative and positive work-family interference as work-family conflicts, work-family enrichment and work-life balance. This is done through reviews of published papers from Ebscohost research databased by reviewing 40 research published papers based on inclusion and exclusion criteria. The research study concluded that work-family conflicts is negative interferences by adding work-family enrichments with mediation roles for job -family satisfaction overcome the conflicting roles for job and family satisfaction. It also highlight recommendation and future research directions.

Keywords - Work-Family Conflicts, Work-Family Enrichments, Work Interference with Family, Family Interference with Work, Work-Life Balance and Job-Family Satisfaction.

I. INTRODUCTION

Global and competitive pressures are stressing the organizations for higher profit margins and (Bartram, Burchielli, & Thanacoody, 2008; Liao, 2011). Further the
increasing industrializationwith dependencies on workforceand increasinginclusion of dual career employeesin the last decadesultimately influenced work-life trends (Becker & Moen, 1999; Gerson, 2010).Single and dual career workforces are challenging to responds to dual rolesresponsibilities(Greenhaus & Powell, 2003; Greenhaus & Foley, 2007)this kind of conditions of workforce found with low job-family satisfaction,(Greenhaus & Foley, 2007; Kinnunen, Feldt, Rantanen, & Pulkkinen, 2005; Kinnunen, Feldt, Rantanen, & Pulkkinen, 2005; Mas, et al., 2016). Work-family interference is found one of the ten major problems at workplace as it absorbs time, energy produce strain, and raise imbalance between work and family responsibilities (Devi & Nagini, 2014). Research studies proved that work and family are central and salient factors for both areas, dual career earners, single parent, child care and elder responsibilities, raise negative spill over and crossover between work and family (Kelloway , Gottlieb, & Barham, 1999; Bakker, Schaufeli, Leiter, & Taris, 2008; Margaret & Leo, 2015; Maertz & Boyar, 2011; Malik, 2010; Brougha, et al., 2014; Greenhaus; Allen, 2017). Therefore balance between work and family is significant to improve workforce for socialization, retention, stress control, job security, time, work-family pressures, psychometric symptoms and satisfaction. For this reason it is important toreview the differences of role conflicts between work and family bring possibilities of positive and balance alignment to form integration between work and family.

The goal of this research study is to review recent contribution on work-family conflicts as negative interference, work-family enrichment and work-life balance as positive and responsive contribution for bridging balance for job-family satisfaction. The research questions is how to overcome work-family conflictsby linking work-family enrichments and work-life balance for job and family satisfaction.

Ebscohost database has been used with key word of “work to family conflict" or " family to work conflicts" or "work to family enrichment" or "family to work enrichment" or "WIF" or "FIW" or "WFE" or "FEW" or "Burnout" or " Well-being" or " work family balance" or “work-life balance” and “job satisfaction”. with these keyword found 1162 abstracts, following screening of abstracts, relevant papers, and close relevancy to the topic and variables along with relevant inclusion and exclusion criteria concluded with selection of 40research papers that included 36 empirical papers and 4 conceptual/theoretical. Found that work-family conflicts raise conflicting roles between work and family, work-family enrichments raises abilities to understand, manage or overcome these conflicts and work-life balance is supporting to overcome these conflicts but add value for job and family satisfaction. in addition this might be further induced and raised to consider the value of employees centered work-family balance recommendation include policies, program, considerations and situation between both areas along future direction. Self-narrated models of

work-family attenuative prospects model summarize the connections between variables, recommendable initiatives contributions for job and family satisfaction and future directions are the parts of this paper.

II. METHODOLOGY

The research study based on the review of literature of work-family interface, work-life balance, work-family satisfaction. For this purpose published articles are selected from Ebscohost database system with key words “"work to family conflict" or " family to work conflicts" or "work to family enrichment" or "family to work enrichment" or "WIF" or "FIW" or "WFE" or "FEW" or "Burnout" or " Well-being" or " work family balance" or “work-life balance” and job satisfaction.

These keywords resulted with 1162articles abstracts that were read the screening process to align the most relevant researched articles to the topic and variables the following path is followed for aligned prospects, analytical contribution and answer to the research question.

Table 01: STEPS OF REVIEW

Steps taken	Article Screening	No. of Articles
1	Search based on the basis of chosen key	1162
2	Reviewing Abstract, found with more than 50% of the chosen key word	234
3	All article found with relevant and close material	57
4	All articles material explain same variables	40

Table 01: summarized the procedure followed for selected papers, based on the keywords by reviewing the contents of the abstract, acceptance and rejection for the research articles, selected papers are further reviewed for connection to the topic and final selection of research articles on chose inclusion and exclusion criteria has been added to the process of reviewing the selected papers.

TABLE 02: INCLUSION CRITERIA

Inclusion Criteria	Justification
Support for variable	Papers that provided relevancy and support
Dual career and single earners, with dependents	Papers that explain the circumstances
Active workforce	Taken to explain the real situation
Positive and negative interferences	both are reviewed to infer the relevant outcomes
Work-life balance	Added to review the response for work-family conflicts
Research discipline	Social and interdisciplinary research areas

Table 02: following the inclusion criteria research papers between year of 2005-2017 in recognized research journal of tourism and hospitality industry, international of journal of contemporary hospitality management, current psychology, international journal of human resource management, IUP Journal of management, public personal management, British journal of management, construction management and economics, applied psychology, International Journal of Human Resource Management, intangible capital, Skyline Business Journal, International Journal of Multidisciplinary sciences and engineering, Employ Response Rights Journal, South Asian Journal of Management, Journal of Global Management, European Journal of Works and Organizational Psychology criteria highlighted the areas between work and family, gender and dual career employees, their conflicting situation, working sector, negative and positive interference between work and family, recommendation and future directions to gain information, findings, contributions about work and family conflicts, enrichments and balance for work-family satisfaction and infer with focused conclusive grounds based on mentioned inclusion and exclusion and inclusion criteria’s.

TABLE 03: EXCLUSION CRITERIA

Inclusion Criteria	Justification
Students Prospects	Not relevant to the workforce
Sector	Social science and interdisciplinary areas added
Variable apart from keyword	Other varialbes excluded
Unpublished	Unpublished material excluded
Unidirectional	Paper that only explain one set of variable

Table 03: Summarized the exclusion criteria used among all selected journals students family study or work-family conflicts, sector not in domain of social and interdisciplinary, irrelevant variables, unpublished material unidirectional papers e.g. only explain work conflicts or family conflicts, or

enrichments or satisfaction etc. are excluded. Significantly the recent research studies explain the challenging circumstances and directions for future to enhance alignments for positives prospects effectively.

TABLE 04: Cluster – 01 Review papers for Work-Family Conflict for Work and Family Satisfaction, Attenuate Prospects

Author	Journal	Year
Margaret Deery and Leo Jago	Tourism and Hospitality Research	2009
Margaret Deery and Leo Jago	International Journal of Contemporary Hospitality Management	2015
Li Gao &WeitaoJin	Current Psychology	2015
Helen Lingard And Valerie Francis	Construction Management and Economics	2005
Alma Mccarthya, Jeanette N. Cleveland, Sam Hunter , Colette Darcy and Geraldine Gradya	The International Journal of Human Resource Management	2013
Pen-Yuan Liao	The International Journal of Human Resource Management	2011
Anatan, Lina	Journal of Global Management	2013
Jensen, Maria Therese And Knudsen, Knud	European Journal of Work & Organizational Psychology.	2017
Burke, Ronald J. Koyuncu, Mustafa And Fiksenb, Lisa	Journal of Management Research	2013
Akiko Sato et, al	Social Indicator Research	2014
Robert Gregory Delcampo& Kristie M. Rogers & Andrew T. Hinrichs	Employ Response Rights Journal	2011
Lu, Luo; Cooper, Cary L.; Kao, Shu-Fang; Chang, Ting-Ting; Allen, Tammy D; Lapierre, Laurent M.; O'driscoll, Michael P; Poelmans, Steven A. Y.; Sanchez, Juan I.; Spector, Paul E.	Human Resource Management. Journal	2010
Shockley, Kristen M And Allen, Tammy D.	Personnel Psychology	2015
Ollo-Lopez, Andrea And Goñi-Legaz, Salomé	International Journal of Human Resource Management	2017
Clayton, Russell W. Thomas, Christopher H. Schaffer, Bryan S Stratton, Micheal Garrison, Ellen Mathews, Leah Greden also WFE indirectly	Journal of Managerial Psychology. 2017,	2017
Dettmers, Jan (Read initial paper)	Work & Stress.	2017
Beigi, Mina Shirmohammadi, Melika And Sehoon Kim	Work. 2016, Vol. 53 Issue 3,	2016
Allen, Joseph A., Crowe, John, Baran, Benjamin E., Scott, Cliff (WFC and Organizational	Journal of Contingencies & Crisis Management	2016
Yi, Jian, Kwong Kwan, Ho, Hu, Yi-Ling And Chen, Shouming	Human Resource Management	2017

2.1. Work-Family Conflicts and Work-Family Satisfaction:

Table 04, representing cluster01 which summarized 19 papers 50% of the total papers related to work-family conflicts, with interference between both areas and influence on job and family satisfaction.. Diverse set of samples of different nationalities between year 2009-2017 with only two conceptual/review papers and rest all are empirical papers.

Brief analysis for work and family has been added with responsive conclusion. Work-family conflicts interface as a bidirectional incompatible and influential variables arising from inter-role confits of role pressures between work and family (Greehaus & Beutell , 1985; Carlson, Kacmar, & William, 2000; Frone, M.R, 2003). Work-Family conflicts prevailing at workplace producing conflicts outcomes in form of strain, behavioral differences, time and roles raising work-family incompatibilities both employers, employees, families, organization that all need responsive measures. Work Interference with family provoke negative psychological responses and thus people get less satisfied with their work, thus people would direct negative effect of the domain which remains the source of interference (Amstad, Meier, Fasel, Elfering , & Semmer, 2011). This issue needs realization, measure to respond and attenuate it for inflating work-family alignment to gain mutual outcomes in the favor of employers, employees, families and organization purposefully (Vieira, Matias, Ferreira, Lopez, & Matos, 2016).

Work-family conflicts are lower in Scandinavian countries with work-family oriented policies

comparatively to eastern Mediterranean countries, and lower uncertainty avoidance to confront challenges (Andrea & Salome, 2017).

Work-family conflict as an outcome possible to raise when mismanagement of time exist between both areas, behavioral-based when incompatible individual behavior exist between both areas and strain-based when stress raised due flow of burden and responsibilities. Consequently negatively related to job satisfaction and life balance. It raises psychological and physical health problems(Helen Lingard & Francis, 2005; Li Gao & Weitao, 2015; Shocley, Kristen , & Tammy D, 2015) as an antecedent of work interference with family and family interference with work(Thompson, Beauvais, & Lyness, 1999; Allen, 2001; Behson, 2002; Mesmer Magnus, Viswesvaran, & Chockalingnam, 2006; Greenhaus & Foley, 2007). With lack of managerial support (e.g. supervisors, middle managers, and executives) is perceived to be sensitive to employees' work-family demands (Ter Dost & De Jong, 2006; Anderson, Coffey, & Byerly, 2002). Absence of Family-friendly weaken work-family support for work-life priorities (Thompson, Beauvais, & Lyness, 1999; Farh, Hackett, & Liang J, 2007). Work-family culture is direct employees perception to work for long hours and prioritize job before personal life, thus weaken work-family culture influence work-family conflicts raises work-family conflicts which are not valuing either work and family (Thompson et al. 1999). Work-family conflicts in heterogeneous workforce with ethnic groups require considerations with multiple priorities and needs when responding to work-family interface (Nguyen & Sawang, 2016) thus viewing work-family conflicts the contribution of work-life balance is a significant contributor to respond to it for work and family needs(Bushra & Farooqi, 2014). Work and home places priorities are challenging for organization to understand respond and worked for developing balance and low level of conflicts. Interference through time and strain-based conflict influence exhaustion at the workplace that produces WFC and FWC at both tradition and non-traditional working hours system. Consequently raises the work burden at the workplace and reduces work-family relationship (Bartram, Burchielli, & Thanacoody, 2008; Molino, Cortese, Bakker, & Ghislieri, 2015; Helen Lingard & Francis, 2005).

In similar ways, Work-family conflict husbands and wives (dyads) proved with increasing frustration that decline competence and attachment to work-family enrichments, decline of strong sense of self efficacy among both dyads (Luo & Yu Yueh, 2014; Vieira, Matias, Ferreira, Lopez, & Matos, 2016; Liu & Cheung, 2015). Its contribution to work-life balance are negative that promote job and family satisfaction in form of balance, good performance and reduces inter-role conflict (Greenhaus & Powell, 2003; Greenhaus; Allen, 2017; Greenhaus; Powell, Jeffrey H; Gary, N, 2006; Lingard, Brown , Bradley, Bailey, & Twonsend, 2007). Hence studies proved that work-family conflicts are negatively influencing to work-family enrichment vice versa. it is significant to consider that positive side of work-family enrichments that reduces work-family conflicts and raises work-life balance and contributing job and family satisfaction (Tang, Siu, & Cheung, 2014). While work-family conflicts is negative towards job – family satisfaction and positive towards workforce burnout evidently proved a study with the cross-sectional area (Patlan, 2013; Raju , 2017). Positive cross lodge effect has been confirmed by work-role conflict and work-family conflict on emotional exhaustion. Interestingly emotional exhaustion predicted work role conflict while work role conflict predicts work-family conflict over time. (Per, Rasmus, Ralf, & Birgit, 2017)Workforce, their priorities, needs, and challenges are considerable factors to understand and respond. Significantly the notion of work-family conflict with negative interference for work and family satisfaction provoke to understand work-family enrichment and work-life balance for supportive outcomes.

TABLE 05: Cluster – 02 Review paper for Work-Family Enrichment and Work-Life Balance

Author	Journal	Year
Shu-Wen Tang, Oi-Ling Siu, And Francis Cheung For Enrichment	Applied Psychology: An International Review	2014
Xi Wen Chana , Thomas Kalliatha , Paula Broughb , Oi-Ling Siuc , Michael P. O' Driscolld and Carolyn Timmse	The International Journal of Human Resource Management,,	2016
Bakar, Zurina Abu And Salleh, Rohani	Global Business & Management Research.	2017
Raju, Prageetha G.	South Asian Journal of Management	2017
Padhi, MousumiPattnaik, Snigdha	International Journal of Manpower.	2017
Vieira, Joana Marina, Matias, Marisa, Lopez, Frederick G. And Matos, Paula Mena	Work & Stress. .	2016
NirajKishoreChimote And Virendra N	The IUP Journal of Management Research	2013

Srivasta		
Paula Brougha , Carolyn Timmsb , Michael P. O'Driscollc , Thomas Kalliathd , Oi-Ling Siue , and Cindy Sitf and Danny Log	The International Journal of Human Resource Management,	2014
V.Rama Devi , A.Nagini	Skyline Business Journal, Volume	2014
Bushra Arif1 And Yasir Aftab Farooqi	International Journal of Multidisciplinary Sciences and Engineering	2014
Muhammad Irnran Malik, Farida Sakem And MehboohAhm	South Asian Journal of Management Volume 17 No. 2010	2010
Lapierre, Laurent M, Van Steenbergen, Elianne F, Peeters, Maria C. W. Kluwer, Esthe	Journal of Organizational Behavior.	2016
JaekwonKo, SeungukHur, and Aaron Snnith-Walter	Public Personnel Management	2013
Ann H. Huffman, Wendy J. Casper And Stephanie C. Payne	Journal of Organizational Behavior,	2014
Suzanne De Janasz, Monica Forret1, Debra Haack1 And KarstenJonsen	British Journal of Management	2013
Suzanne De Janasza et, al Family Supportive	The International Journal of Human Resource Management	2013
HyondongKima , Jong-Keon Leeb and Sanghyeon Sunga	The International Journal of Human Resource Management	2013
Jose Maria et, al	Intangible Capital	2014
De Oliveira, Lucia Barbosa, De Souza Costa Neves Cavazotte, And Paciello, Raul Ricardo	Revista de AdministraçãoContemporaneity.	2013
Glaveli, Niki, Karassavidou, Eleonora, Zafiropoulos, Kostas	International Journal of Human Resource Management.	2013
Fiksenbaum, Lisa Michelle	International Journal of Human Resource Management	2014

2.2. Work-Family Enrichment and Work-Family Satisfaction

The table 05 as cluster 02, summarize 21 research published articles are 52.5 % included work-family enrichments, work-family supports, work-family facilitation and work-life balance for job and family satisfaction these papers are between 2010 to 2017 among them two papers are conceptual and 19 papers empirically proven. Work-family enrichment and work-life balance as responsive positive interference between work and family its contribution is recognizable for reducing work and family conflicts and inducing skills and abilities among the individual to manage conflicting issue the role of work-family enrichment is interesting and positive ((Beutell & Berman, 2008; Balmforth & Gardner, 2006). It influence positively the organizational commitment, job satisfaction and family roles (Hammer Leslie B, 2009; Wayne , Dawn, Carlson, Ferguson, & Dwayne, 2014; Steenbergen, Ellemers N, & Mooijaart, 2007). This positive work-family interface improve the quality of work life through experience and participation in one (e.g role A) increase the performance in other role (e.g. role B) (Greenhaus & Powell, 2003). In addition work-family enrichment and resourcefulness with flexibility, skills, psychological, physical and social capital resources obtain in one role improve the performance in another role (Ruderman, Ohlott, Panzer, & King, 2002). Thus workers who are experiencing work-family enrichment are witnessed job wellbeing, job satisfaction and family supportive outcomes (Wen Chan, Kalliath, Kalliath, Chan, & Christopher, 2017). Its contribution as positive spillover reducing conflicts and important factor as remedial measure for bringing work-life balance at workplace for both work and family requirements, reducing psychological distress. Its presence importantly perform to reciprocate for job satisfaction and reduce strain (Aryee, Srinivas, & Tan, 2005; Rhodes & Eisenberger, 2002; Salanova, Agut, & Peiro, 2005; Mcnal, Masuda, Rhoad, Shanock, & Niclin, 2011). Workplace support of organization, work, coworkers are found the antecedent of work-family enrichments are decreasing strain and tension ultimately increase job satisfaction. Responsively work-family enrichment for Job Satisfaction is bidirectional that add value to work and family satisfaction (Carlson, Grzywacz, & Zivnuska, 2009; Carlson, Grzywacz, & Zivnuska, 2009; Wayne, Musisca, & Fleeson, 2004; Laurel, Aline, Linda, Shnock, & Jessica, 2011).

Work-family enrichment is worthy for organization in terms HR policies for positive work-family interface towards work and family integration valuable for

work-life balance (Robert Danniel & Carlos Eduardo, 2012; Beutell & Berman, 2008; Balmforth & Gardner, 2006). Its contributions are positive to organization commitment, job satisfaction and organization results (Hammer Leslie B, 2009; Wayne , Dawn, Carlson, Ferguson, & Dwayne, 2014; Steenbergen, Ellemers N, & Mooijaart, 2007).

2.3. Work-Life Balance: An Integration for Job-Family Satisfaction (Cluster – 02)

Based on above table 04 as cluster 02, work-life balance papers are summarized that direct the role of work-life balance in the current working environment significant and productive to implement but also challenging to work with it consistently. Research papers concluded that competitive pressure and scarcity of resources, long work hours raising between work and life. This is an alarming situation for work-life management and a reason of workforce shortages in the industry (Pocock B., Skinner N. and Williams P., 2007)work pressure and intensification for affluence exacerbates work-life balance practices e.g. operating 24/7.Thus it is significant to understand work-life balance for work and family management, align them effectively and direct work-family policies for favorable organization, work and family outcomes. As work-Life Balance is an individual's perception of work and nonwork activities compatible and promoting growth according to the individual life priorities (Kalliath & Brough, 2008). Deterioration of family life from work pressures, single parents and privatization with intense, long work hours and unsocial work attributes attenuated quality of family time. Resultantly such work attributes and work values of workplaces influence work-life balance framing work-family incompatible roles (Guest, 2002).Balance between these work and family / life is a principal factor in integrating employees personal, community, welfare and in personal interests(Heery, Edmund, & Mike, 2008). The individuals' perceptions about work and family activities in terms of balance are growth-oriented for life priorities, proved with minimum conflicts(Clark, 2001; Kalliath & Brough, 2008) and enhance the quality of personal relationship and outcomes of the organization (Iqan, 2010). Provoking work motives to contribute meaningfully to multiples tasks and chores at both work and family domains (Grady, McCarthy, Darcy, & Kirrane, 2008). This contributions is positive for retaining and satisfying workforce through supportive work-life approaches (Raj, 2012; Niraj & Srivastava, 2013).Individuals who are better manage their work-family life are satisfying work and family life that predict work-life balance in contrast those are in the conflicting situation are facing burnout and dissatisfaction (Imran, Farida, and Mehboob 2010). Employees with balance between work and non-work life satisfied, retained and enjoy their presence in both areas possibly attain through work-life programs for positive and work and family prospects.(Ueda, 2012).

Work- life balance estimable for the interest of work that include commonly with job satisfaction, lower turnover intention, lower employees absenteeism and employees performance (Devi & Nagini, 2014; Miliken , Martins, & Morgan, 1998). Family related include family performance, marital-family and life satisfactions. Stress related outcomes include employees psychological strain, burnout and substance abuse (Stephens, Townsend, & Druley, 2001; Major & Cleveland , 2007; Major, et al., 2002; Hailin & Xinyuan, 2012; Margaret & Leo, 2015). Work-life balance and work-family enrichment contributing as an integrative initiative for work-family conflicts and the research work of(Nielson, Carlson, & Lankau, 2001)noted that mentors may serve as a source of social support in the work environment, much like supervisors and co-workers. Mentors provide career development, psychosocial support and role-modeling activities that may enable employees to cope with multiple demands from multiple roles. These activities serve as a buffer between stressors associated wot work-family conflicts and strains(Huffman, Ann H; Casper, Wendy J; Payne, Stephanie C, 2014). Productively work-family enrichment significantly positive for job satisfaction (Tang, Siu, & Cheung, 2014). The effect of job demand one job and life satisfaction mediated by work-family conflicts (Li Gao & Weitao, 2015) and alternatively work-life balance programs buffer the influencing role of work-family conflicts on job-family satisfaction.

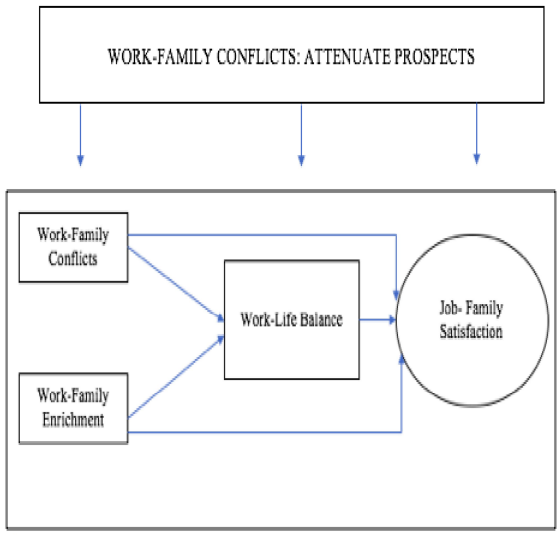


Figure 01: Model Summary of Work-Family Attenuated Approaches to overcome it, direct Work-Family Enrichments for Work-life Balance and Consequently Job-Family Satisfaction. **Source: Self Narrated**

Therefore based on the above researchers findings my interpretation about work-family conflicts found as a negative contributing variable between work and family and its contribution positively raises stress, work and family gaps consequently work and family

life found unsatisfactory. Hence an influential responsive approach required to align them and minimize the gaps. Work-family enrichment and work-life balance found with positive contribution between work and family domains contribute in skills, learning and abilitiesminimize the differences, grow and raise satisfaction. Conclusively based on the literature self-narrated model has been drawn that are linking the variables framing direction to minimize negative contribution of work-family conflicts, with work-family enrichment and mediation of work-life balance for job and life satisfaction.

III. DISCUSSION, RECOMMENDATIONS, LIMITATION AND FUTURE RESEARCH DIRECTIONS

This systematic literature review based on recent contributions to the literature to analyze the role of work-family conflicts, work-family enrichment and work-life balance. Researchers studies proved that the tension between work and non-work life remains a critical issue in contemporary careers (Greenhaus; Allen, 2017). Work and family are important areas to understand, work for and considered them for mutual benefits but its integration in aligned and balance form highly desirable for the interests for both areas (Margaret & Leo, 2015).Based inclusion and exclusion criteria concluded with 40 research published paper include 4 theoretical / conceptual counted as 10% 36 research papers are empirical counted as 90%. Divided into two clusters one represented work-family conflicts for work-family satisfaction with attenuate prospects selected papers 19 counted 47.5% of total papers. The second cluster is about work-family enrichments and work-life balance as response to work-family conflicts selected papers 21, counted with 52.5% of the total papers.

work-family conflicts influences, conflicts between work and family, strain, emotional exhaustion, time and strain, job insecurity, role ambiguity and inter-role conflicts and negative work-life balance. A responsive approach through work-life balance is applicable at workplace of work-family oriented strategies for mutual outcomes in the favor of employees and organization and their families. Work-family conflicts found lower in Scandinavian countries due work-family focused work practices comparatively higher in Mediterranean with low uncertainty avoidance approaches (Andrea & Salome, 2017). 90 % the empirical contribution based on regression, correlation, structural equation model and demographic analysis with variables of work-family conflicts, work-family enrichments, job satisfaction, work-life balance, family satisfaction and related mentioned key words of both work and family areas. These research contributions confirmed that work-family conflicts are negative for work and nonwork responsibilities. Work-family conflicts contributing as mediator between job demands, job, and life satisfaction, further described as time, strain and behavioral conflict raise work-family conflicts and reducing job satisfaction (Tang, Siu, & Cheung, 2014; Raj, 2012; Shirmohammadi, Melika, & Kim, 2016; Ronald, Mustafa, & Lisa, 2013). Additionally it leads to poor well-being at workplace(Kinnunen, Feldt, Rantanen, & Pulkkinen, 2005). In similar ways the part-time employees with low work responsivities and lower work-family conflicts, job satisfaction and while children and elder care responsibilities raise work-family conflicts. But acceptance of gender role belief lower work-family conflicts(Oishi, Raymond, Lillian, Rong, & Kim, 2015; Lina, 2013). A cross-cultural analysis in Taiwan and UK confirmed that work and family demand positively influence work-family conflicts and work-family conflicts are negatively related to work resources and job satisfaction (Luo & Yu Yueh, 2014). Work-life balance and self-efficacy contributing as mediator for work-family enrichment and job satisfaction, it raises employees multiple skills and abilities to respond to conflicting roles and manage them with positive attributes towards work-family satisfaction(Wen Chan, Kalliath, Kalliath, Chan, & Christopher, 2017).Job satisfaction is dependent on work-life balance when organization is facing with challenges from work-family conflicts. Work affiliation direct positive directions for job satisfaction, commitment and lower work-family conflicts (Devi & Nagini, 2014; Bushra & Farooqi, 2014). Collective culture like Hispanic cultural values prefer supportive work norms. Its absence raise conflicting roles and possibly work-family conflicts with work-family satisfaction and lower congruence of work values that are framing collective social values (Robert, Gregory, Kristie, & Andrew, 2011). The role of work-family enrichment and work-life balance for work-family conflicts is curative inducing positive work-family interference through core self-evaluation and provoking work motivation that is reducing work-family conflicts (Bakar, Abu, & Rohani, 2017). Organizational identification for employees lower work-family conflicts reflect employee centered practices(Joseph, John, Benjamin, & Cliff, 2016). Therefore based on the review analysis to respond to research question it is possible to overcome work-family conflicts between work and family by implementing possibilities and initiatives for work-family enrichments and work-life balance for job and family. Employees with pressures from both work and family found one of major organization problems that influence family. Recognizing the role of work-family enrichments that facilitate positive spillover, multiplicity of skills and abilities to perform one role and influence quality of life in other roles. Additional work and life balance focus in recognizing the priorities ofboth sides and establish criteria that promote positive perception between work and family. Thus review of work-family conflicts, connection with work-family enrichments and work-

life balance for integration influence job and family satisfaction but recommendable initiatives also require consideration for this synergic direction between work and family.

3.1. Conclusion

The research contributed in evaluation of negative spillover and crossover of work-family conflicts, positive contributions association to work-family enrichments and recognized work-life balance for job and family satisfaction (Greehaus & Beutell , 1985; Greenhaus & Powell, 2003; Helen Lingard & Francis, 2005; Greenhaus & Foley, 2007; Frone , Russel, & Cooper, 1992; Frone, M.R, 2003; Therese & Knud, 2017; Shocley, Kristen , & Tammy D, 2015).

This review paper concluded by reviewing 40 selected research papers based inclusion and exclusion criteria analyzed the role of work-family conflicts as negative influencer between work and family, work-family enrichment promote collective contribution and work-life balance for mutual interests of the organization, family, and social needs. Employees skills, supportive activities, programs and directions remain the central point to overcome this conflicting issue, raising work-family enrichments and balance. Work-family balance as a mediator influencer on work-family satisfaction, while work-family conflicts effect buffer through work-life balance and work-family enrichment valuable for work-life balance (Malik, 2010; Niraj & Srivastava, 2013; Margaret, Deery; Leo, Jago, 2009; Margaret & Leo, 2015; Brougha, et al., 2014; Suzanne, Forret, Jonsen, Haack, & Karsten, 2013; Tang, Siu, & Cheung, 2014). Importantly the research study highlighted work-family enrichments and work-life balance supportive for work-family satisfaction that backed and enhanced through work-family recommendable initiatives include work-family supportive and friendly policies. Additionally work-family oriented culture, work leave policies, schedule management. Therefore HR policies in compliance with organization policies and congruencies between work and family lead to work-family enrichment and work-life balance for work and family satisfaction.

3.2. Recommendable Initiatives For Job-Family Satisfaction

Based on the review papers some important recommendable initiatives have been conclude that are supporting work-family enrichments and work-life balance for job-family satisfaction and reducing work-family conflicts. Work overload impact work-life balance provoke stress and work pressures for work and family. Corrective measure or strategy to respond to them through training, offering promotional opportunities, managers allegiance for subordinates towards work and personal lives raise WLB, workplace acceptance and commitment to contribute more effectively(Margaret & Leo, 2015; Brougha, et al., 2014).

Family Friendly Work Practices and reduce WFC, raise job satisfaction and commitment at the workplace (Jaekwon Ko', 2013; Mauno, Kinnunen, & Pyykko, 2005; Major & Cleveland , 2007; Frye & Breaugh, 2004; Wang & Walumbwa, 2007). Organizations benefit from their efforts in facilitating employee work-family balance, and they seem to suffer limited ill effects from employees who might perceive such efforts as unfair or inequitable (Cathleen & Gary , 2007; McCarthya, et al., 2013). Program provoke equitable working system for employees and minimize conflicting roles. Performance-oriented culture focus to manage work and family, retention of skills and development(Berg, Kalleberg, & Appelbaum, 2003; Davis &Kalleberg, 2006; Jaekwon Ko', 2013; Davis & Kalleberg, 2006).

Supervisor support is of an employee's perception about the support which is offered to him/her from the immediate supervisor for general welfare and work-related interest (Suzanne, Forret, Jonsen, Haack, & Karsten, 2013; Kima, Leeb, & Sanghyeon, 2013; Niki, Eleonora, & Kontas, 2013) . Spouse career support decreased the odds of turnover, and WIF and sequentially mediated this relationship, with lower WIF and higher job satisfaction (Huffman, Ann H; Casper, Wendy J; Payne, Stephanie C, 2014). Role of spouse career support contribute as boundary spanning resources originate in a family domain and provide adequate support that reduces the work demand such benefits contribute to employees career specific (Voydanoff, 2005).Large proportion of working father have signified that family responsive strategies are significant and required to bring balance between work and family life for concise contributions(Russel, G;, 1999; Li Gao & Weitao, 2015)is significant for employees in managing their work-family relationship better and emphasizing the roles men and women for focused work and parental lives(Tanner & Ahrons, 2003). Flexible scheduling, teleworking, paid and unpaid leave, job sharing practices and leadership style with clear towards the organization are strategies to overcome conflicts between work and family and raise work-life balance (Timothy, 2012).

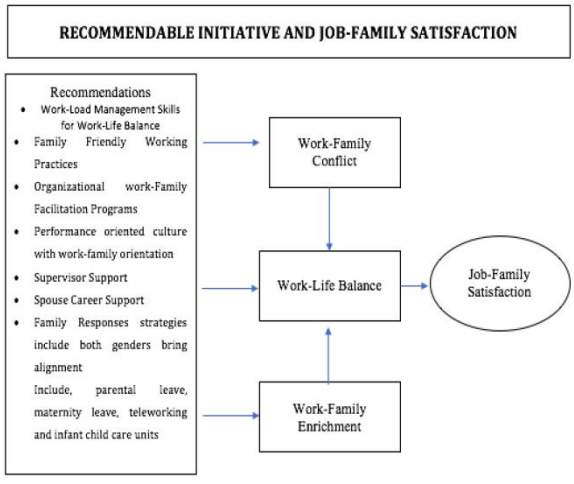


Figure 02:
Recommendable initiative's for work and family satisfaction as recommendations and future research
Self- Narrated (Based on review papers)

3.3. Limitation and Future Research Direction

The research study based on Ebscohost database system with keyword provided 1162 Abstracts, review and analysis concluded with selection of 40 papers but added the region, samples size methodology possible to have influential impact on inclusion and exclusion of papers possible to raise the numbers. Some of the papers in abstract after keywords found but access denied to full papers. Social science is a wide field of research and there are other database in the social science field and chosen research with other researchers contributions and findings. The future research directions are as:

3.4. Work-Family Balance and Work Polices: .

3.5.Work-Family Friendly Policies:

3.6.Work-Family Enrichment, Balance an Organizational and Societal Perspective

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