The Impact of Perceived Supervisors Support on Work-Family Conflict and Employee's Outcome

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ABSTRACT

This study examined the impact of perceived supervisor support on work family conflict and employee outcome among the banking professionals. In order to test the effect, a 130 sample size was selected from banking professionals through self-administrated questionnaire based survey. The findings of this study are found to be predictive of work family conflict and employee outcome. These findings confirm that while providing employees with supervisor support increases employee outcome including job commitment and satisfaction. On the other hand perceived supervisor support has negative effect on work family conflict

Introduction

In earlier period few decades, Investigator are investigating family matters and the work because Nowadays, in the highly competitive climate of modern organization, employee's satisfaction and wellbeing is considered more essential than providing one's employees with benefits and reward programs. During recent years, Employee's outcome (wellbeing) have direct relationship to all work and family satisfaction (Grandey & Cropanzano, 1999).Physical work environment has direct relationship with employees satisfaction and employees outcomes, and due to this employees face lot of difficulties in their working conditions and high workload situations may occur. Employees' outcome influences it does not only over quality of life, but it is also important organizational outcomes for example, job performance, turnover intentions absenteeism. (Timothy, 2001). At this time employees Work/family balance is very essential for every organization to get a success in global market. Many Employees are faces rising demands from equally areas. Family and work has a major impact on employee well-being (Eby, Maher, & Butts, 2010). Due to unbalancing and heavy workload creates WFC Conflict of WF, occurs whenever pressures role from family and work are equally unsuited in that condition contribution in single roles are more difficult by another contribution in other roles (Greenhaus, 2011).

Environmental circumstances effect employees' satisfaction and then it will positively and negatively harm employee's life structure then the feeling which he possess affected his work and family.(David, Alexandre, & Enrico, (2012)While working Conflict rise between home and work life. Work life is related to satisfaction of job and increasingly and turnover mostly organisations uses work-life balance (WLB) to recruit it is initiatives and maintain key personnel. Every employee may examination WLB initiative as enable them that can maintain work commitments with the help of their non-work commitment, as well as personnel prefer to look at the initiatives that has important strategies that connect

organizations to preserve and recruit employees (Allen & Herst, 2000).

Many recent studies and survey showing it that the currently in formal family does not supportive policies individually have plentiful to ease work family demands of employee. With the help of supervisor or support of managers which highlighted as an important factor in solving a WFC. (Hammer & Kossek, 2009).Supervisor support is a very important role in growing EO and satisfaction of job. Confirm that employees participate more to achieve organizational purposes if they perceive high degrees of supervisor support. Increase in perception of supervisors support, on one-hand increases the EOC, JS, performance, decreases the rate of job pressures and resignation behaviours (e.g. quit intention). (HRM) Human resource management is very important and it is developing day by day. It does not only involve the formal examination of HRM policies but also it thinks about to support the employee during the work. Such as in the early hours work family (W.F). the research repatriated that how does the personnel try to access in addition to support spent formal work place support (such as policies of work family, child care at the site of a work place) it can decrease conflict of work family in modern years, but now the area has shifted to work and emphasize work place support in informal, for example work family issues understand the supervisor (Hammer & Kossek, 2009)

Conflict of Family work is a type of clash that is called inter role. Which occurs as it uses in one role that create it more complicate to engage in other roles? WFC. It is a type of such stress for mostly employee such as United States (K. & Galinsky E., 2009). In past decades, family conflict increased according to much research investigation it matters to work for employee attention (Eby, Casper, & Brinley, 2005).but for the mainly part those, family and work are different important mechanism so as to consider serious. Certainly assessing between family and work roundabout is a significant matters for in cooperation academics further more management practitioners (Rothbard & Dumas, 2006).Mainly reasons that shares to this

occurrence for example, household dual career increase and workforce deal with job related load(Aminah, 2008). therefore, every employee face difficult to maintain a balance among family and work conflict that may occurs, that would continue ahead the damaging outcomes like a life satisfaction and minor job. Satisfaction of job has a higher return objective and general psychological more tension, more symptoms of somatic/physical, larger burnout and high depression (Allen & Herst, 2000). (Byron, 2005). That is why, every organizations ponders about the connection between family and work roles and other connected construct which can be a Able resolution to assist Employees in remarkable the correct stability (Edura, May 21-22 ,2012). Therefore, the overall goals of this research was to hypothesized and validate relation in between to develop a self-respect, satisfaction and conflict of work family outcomes in the middle of public organizations. At this time employees life balance and work is very essential for every organization to get a success in global market. Every resources is a part of organization to achieve a specific target, but the human resources is vibrant resource of organization to tackle the organization activity, goals can be achieve effective and efficient by increasing employees job satisfaction.

Manager support is a main object in developing outcome of employee and satisfaction of job. Very few of the mainly common conditions of administrator are to hand over the work, further it gives in sequence or suggestion to coordinates. For this understanding it is the responsibly to the managers to help to employee's performance of job plus pleasure is at maximum possible, it could be benefit for administrators from every perspective such as sectors of industry and trade as a huge scale that can help to get all kinds of employee and interaction of supervisor that are associated like a employee and performance of job. Conflict of family work exist in a situation where experience of every individual incompatible between demand family role and work. Separation effects in together perspective cause more difficulty. Inequality causes conflict in both perspective of work family conflict. That is why It is more important not only for organizations but also individuals to get understanding and suggestion which are connected with WFC, in some cases work and FC causes association with the developing occupational stress, job stress, health problems accurse, in addition to issues related to the company commitment and performance of a job. Knowledge according to the association between employee's supervisor and work family that can permit the performance related to company which helps to increase the better return to the organization from side to side greater than before performance of job. "Satisfaction of employee is the crucial factor within the analytics of business for rising and balancing productivity for the organization". Furthermore employee complete the responsibilities which are obligatory under to dwell in an agreed condition, in that condition employee are assumed in the boundary of an organization.

It has been argued that in global market increasing Competition is pushing trades to concentrates on ways in which help can build stronger and competitive employee. So for this there is need of employee's satisfaction in workplace and proper balancing in their work family life. I wanted to know "The impact of perceived supervisors support on work-family conflict and employees outcome" so I decided to conduct a research on this topic. In this study Policies of work family and its outcomes is visualized in a concept of outcome of employees in such a consequence of the integration of work family. So with the help of this policies meaning is employee do not have a experience of work and FC and that are capable to put together to manage effectively own their effort and burden of family. Similar idea of WFB, Does not mean only fairness of both implied it is also the idea of a stability.

"But the existing literature" of a WF concept are a concepts attracts the idea of W and F integration, have power over perceived member of staff over the managing of W and F demands

(Thomas, 1995).WFC (e.g. the opposed of mixing) conflict of work family occur in both perspective interference WF and interference of FW.(Carlson & Kacmar, 2000). So In the current study, primarily focal point is more about the demands of work that interfere at home with their life and some of the ways mostly in that practices of human resource can diminish those impacts. Conflict of work family mostly referred as a harmful for family and also for employee or it can say that interference of work with family often has been highlighted that is connected to dually work and personal characteristics.(Cooke & Rousseau, 1984). Family demands and managing work are perceived control which is mostly connected to the integrating idea of family demands and integrating work. Control is explained that as "the belief that one can exert some influence over the environment, either directly or indirectly, so that the environment becomes more rewarding or less threatening" (Thomas, 1995). Through admiration to WF apprehensions, it is note that request having the aptitude to opt preliminary in addition to finale times during the work, life form capable to match up break times in command to get together relations requirements, and having the lack of restrictions to get in touch with family member by telephone while operational can hand out to augment the quantity of manage workforce think.

They contain more than supervision their occupation and family pressure and reduce the damage they knowledge in put jointly those demands. earlier period investigate has establish so as to such manage be unenthusiastically connected to work family disagreement, unwanted physical condition result, absolutely connected to work contentment in addition to attractive physical condition conclusion. (Adams & Jex., 1999). dependent relative Care and Flexible training policy manager explanation to work family disagreement contain purposeful a great deal on detailed work family strategy in addition to exercise, that child concern forces or stretchy preparation. A helpful difference be flanked by strategies intended in the direction of make available mind forces (in sequence in addition to recommendation facilities, investment of childcare or elder be bothered, etc.) in addition to individuals intended towards produce additional bendable employment schedule (elastic schedule so as to authorize stretchy preliminary and give up period, telecommunicate, packed together workweeks, occupation giving, etc.). readily available is a unpretentious experiential creative writing on dependent relative heed facility, in addition to two premature research show so as to accessibility of daylight hours think about in addition to

operation of day care greater than before preservation charge in the diminutive term, other than these researched could not find long term affection in the direction of the concrete. So reconsider to the creative writing have finished so as to hand being not believable investigate connecting employer sponsored childcare in the direction of smaller work &family conflict, malingering or return, or privileged output (Thomas, 1995). A a great deal generously proportioned main part of study has looked at results linked by means of bendy effort engagements, and it has recognized important encouraging results for workforce behavioural a meta examination of thirty one learning of plastic preparation traditions. They detailed an important association among bendable preparation and workers outcomes (job contentment, agreement by means of development) during eighteen studies to stretchy time and 8learning of dense workweeks. one more meta-analysis recognized a reliable unenthusiastic association flanked by WF disagreement, occupation and life contentment (Kossek, 1998) other than the writers renowned that associate has usually unsuccessful to measure the association flanked by work family conflict and outcomes previous than contentment. Efficiency of official strategies depends significantly on whether forefront supervisor will maintain their functioning (Christensen & Staines., 1990). In such belongings everywhere employer sight the make use of of work policies of family as measure of low promise to employment and occupation, researchers may alleviate that to un cooperative norm of organization that make it very clear that work and family reimbursement not be held next to the workforce in their preview. on the other hand, in which researcher may effort relaxed activities with workforce those who sense which cannot used or right to entry in the accurate programs. In other examples, supervisor who is accountable intended for production at the time of work unit height might dishearten the use of stiff preparation because it interferes with manufacture customs. Many studies contain establish to what time workforce have supervisors who carry WFB, job contentment is advanced and WF disagreement is lesser establish WF policies pretentious managerial promise, but only to the level that workforce feel free to use them devoid of harmful penalty to their job lives (e.g., harm to career growth opportunity or place of work relationships).

It is explained as the workers general perception concerning the rate supervisors values the participants and cares for their welfare (Rhoades, 2002).Several researches that is conducted about the association between PSS and other variables. Inside one research, (Rhoades, 2002) concludes that PSS decreases the tendency to leave the job and readily available is a helpful association among PSS and performance of job. Employee supervisor relationship and work family could enables to the performance .More effectual systems for administration, and next, better efficiency for the corporation with the help of increased job performance

Our research is purposeful on top of judgment through the way to diminish WFC for the reason that WFC is accountable for superior employee earnings meaning, (Noor S & Maad, N, 2008)that is in the end have unenthusiastic result for the Organization presentation. Survey showed that family and work disagreement be able to as well place an

crash on member of staff existence contentment (Hajar, 2011). For both persons and organizations work family conflict is exposed very important substance unpaid for contradictory outcome that lead to lessen does not for job of employee happiness that satisfaction of family and eventually decrease life fulfilment (Ahmad A, 1996). (Beauregard M & Paquette V, 2006)Quarrel in which qualified employee more about disagreement among work family to their tension augments to their efficiency also reduced. It`s added for those workforce are expected have inferior point of work family disagreement who obtained interior locus of rule. In command to content workforce, disburse communiqué is very significant. Pay statement near the beginning tell the workforce about the pay. It`s talk about that the presentation connected pay has a optimistic consequence on job contentment of far above the ground waged employees and presentation connected pay has unenthusiastic result on near to the ground paid worker (McCausland, David & Pouliakas, & Konstantinos & Theo, 2005). It`s optional that pinnacle organization have got to understand the meaning of employment life equilibrium and its unenthusiastic consequence on work contentment. Consequently, to provide this difficulty readily available is a requirement to expand sympathetic plans, policy and administration performance in command to decrease the disagreement among work family (Muhammadi & Dr. Qaisar, 2009). In last, It quarrel that rising opposition inside the worldwide market is approaching business to centre on customs from side to side which they might assist construct a great deal stronger and additional spirited workforce and for this there is need of employees satisfaction in workplace and proper balancing in their work family life. Researcher wanted to know "The impact of perceived supervisors support on work-family conflict and employees outcome" so researcher decided to conduct a research on this topic. If in an organization there is no perceived supervisor support there will be some difficulties or some obstacles for the workers to handle their WF life in addition to if they are unable to manage their life it will effect on their work output.

Research Objectives

- To know the effect of perceived supervisor support on work family conflict.
- To know the effect of perceived supervisor support on employee's outcome.
- To know the association between work family conflict and employee outcome.

Literature review

Perceived supervisors support means anyone thinking about support from their supervisors as in general sense employee take help from seniors, managers, boss etc. furthermore, according to(Kottke & Sharafinski, 1988) discovered that perceived supervisory support term can be define as perception of individual or employee about offered support via supervisor to seeker for her/ his work about work related issues or welfare, they always there and they are committed.

Perceived supervisor support is explained as the level in which workers trust to their managers value that is contributed, assistance offer and help about the wellbeing ((Cole, Eisenberger et al., House, & Kossek, 2006)in this regard it explained that how workers think about their organizations ponder about and help them, PSS is under the increasing thinking of how their managers think for and value their involvement. PSS is dissimilar from POS, on the other hand, in that PSS specially meeting point on supervisors present workers with maintain as manager of the management. PSS bases of connections amid the "supervisor" his or her worker that think optimistic, which in the end boost the rank of PSS on the other hand, negative connections have been exposed to diminish PSS(Cole, 2006) Different scholars distinct about work family disagreement As disturbance Employee of every organization must have to reduce conflict between family and work because reducing conflict in both make us relax and easy to achieve organization goals as well as our targets. After reviewing different studies related to family and work conflict reduction like equal involvement at workplace, domains of family and low FWC, it is concluded by (Greenhaus & Allen, 2011)that whenever employees of successive organization doing work effective and efficient it means their life is balance between work and family. Concluding said that factors that boost satisfaction and effectiveness in family and work that are only factors, which boost feelings that will support us to deal easily with any conflict in organization either at home. If employees life is not balanced that person cannot easily deal with difficult situations especially for family balance rather than work. Therefore, (Greenhaus & Allen, 2011) give more importance to WFC is a key factor for WFC. Whenever conflicts occurs because of work, it will lead to reduce satisfaction and performance in family role is compromised, and whenever conflicts occur because of family satisfaction and performance in work role is weakened than previous performance (Edwards, 2000). In addition, both directions influence us negative on work-family conflict because both are conflict and conflicts always create hurdles between employee personal life and personal work.

Work pressure is a quantitative work order and concerned to the quantity (have a lot of belongings to do) and think to (concerned to labour quick and beneath occasion weight) of employment (Spector, 1998). On existence when senior work pressure is knowledgeable, reserve waste pipe is most likely to happen (Brummelhuis & Ten Brummelhui, A resource perspective on the work-home interface: The work-home resources model, (2012). Large quantity and speed of work need that abort is speeded in the work area and this takes up individual income. Wealth energies are unite and, as a result, less assets are obtainable for the relations area (Edwards, 2000), therefore workforce should knowledge sensitive work family disagreement on days when their work pressure is superior. by means of a number of only few (Williams, 1994), ending from inside person studies are usually in the series proposal of the WHR model that advanced job stress augment end of the day WF dispute(Butler A. B., 2005). on the other hand, readily available have been insignificant research on the procedure (i.e. mediating construct) from side to side which work pressure grades in work family convict . Reserve base

model, such as the WHR representation, imagine that unhelpful ejects of employment burden on relations existence happen unpaid to the reduction of possessions. In this document, to make parallel our suggestion with the notional description base on individual possessions from the W-HR model, we focal point on touching tiredness, that "is branded by a lack of power and a reaction that one's affecting resources are second-hand up" (Cordes, 1993) . Attention in exciting tiredness has grown speedily in excess of the years since it is well thought-out the main element of suffer exhaustion (Wright, 1998) and have turn out to be secretarial realism for many workforce (Halbesleben, 2007). It is consequently significant to appreciate whether this touching type of employment related damage could give details the daily incidence of conflict of work family. quite a few within individual learning have explained that moving tiredness differs significantly from that day and is predict by punctuating levels of every day workload (Macintyre, 1993). Thus, high every day workload, as a stressor, leaves workforce emotion worn out by the conclusion of their daily work, which may additional show the way to the knowledge of conflict of work family at residence, since opinion of tiredness determination stop workforce from electively contribute in relations life. Though we be on recognizable terms with little about every day affecting tiredness as a forerunner of work & family dispute at the day decided, reduction of exciting property is unfavourable to family performance more so than reduction of previous (e.g., cognitive) possessions. Therefore, we look ahead to that touching tiredness can give details the question is that how high work load creates family into conflict, study has exposed that touching tiredness (and suffer exhaustion in general) has to punishment in which not only the person realized but also relations with relatives associate can get worse as healthy deliberate the harmful impact of a husband's suffer exhaustion at excellence of relatives life. They establish that a burned out spouse presented more annoyance, was fewer concerned inside family members matters, was more likely to make use of the spent time so for from their family, in which mostly employee realized form their deprived satisfaction. In another survey, mostly employee's wives informed that sensitively worn out husbands find fault more about trouble and nervous at home. In double earner spouses, while both family member have endure and increases workloads in the day time and feel drained upon entrance at home, such spill out over ejects may be even more marked (Wang, 2011). Therefore, in line with the W.HR replica, which aims to towering each day routine employee difficulty Reduce individual wealth that employees require for completing their relatives involvement, we place presumptuous subsequent hypothesis. Employee necessities should be highly preferred, as in such companies are the basic and important way for their benefits, for example medical , societal , remuneration like satisfaction and help by supervisor an suggestion by the organization to be remunerated for rising attempt provide real meaning of promise which stick the employee to the company. If organization and supervisor provide these necessities, support would be in a shape of respect and value. Then it will be easy to maintain relation between work life and family because employee has a strong evidence of organization support and supervisor support in

his life for his family. To words employee can say organization is thinking ourselves and we must think for organization success. During the work employee wants to create a balance that maintain the pressure of family and job responsibilities. If it seems perceived supervisor support, so employee could maintain a pressure between family and employee work. In a results employee with far above the ground perceived supervisor support feel like they are being heard, appreciated and cared about. Most occupational pressure studies believe supervisors or group mates to be the most important sources of support of employee, organizational research has identified a positive outcomes connected with high perceived supervisor support.

Work family conflict have an effect on employee outcome at what time the pressure occurred in an individual's life suitable to work family disagreement then he or she sufferers the performance and cannot work efficiently in his/her work place. Employee's outcome is positively and strongly associated with the organization.

Research Model
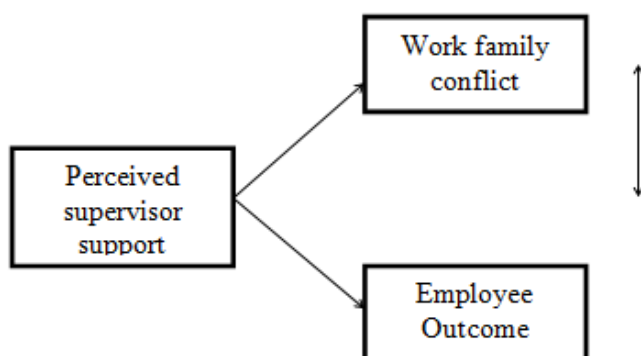
Hypothesis

1.   Perceived supervisor support negatively effects on work family conflict.
2.   Perceived supervisor support positively effects on employee outcome.
3.   There is negative association between work family conflict and employee outcome.

Research methodology

Every research is based on some theoretical suppositions. The philosophical perspective of this research is positivist, research approach is deductive and strategy is survey. Research method is quantitative and time horizon is cross sectional. To accomplish this research expressed objectives the relevant information had gathered from the primary and secondary sources. We build up a concise survey and primary data for the study was collected using structured questionnaire containing open-ended questions this research questionnaire relative to identifying the effect of PSS on WFC and EO . Sampling size for this study is consist of 100 employees in banking sector of Sukkur district which in six different commercial bank of Sukkur district. Especially asked from those people work is an operational activity as day-to-day work due to they have more work as well as more conflicts comparing to others employees of banks. Previous quantitative study's findings that younger

employee's age range from 23-40; are more influenced by work-family conflicts. Structured Questionnaire was distributed among employees of bank on choice basis.

According to (Polit, 1999) express data as in sequence got throughout the course when doing an examination or study. Data collection implement refer as to devices often bring together data such as questionnaires, examinations, prepared interviews plan, and checklists. The data group method will be often used in questionnaire which is planned to categorize the impact of PSS on WFC and EO. Chen (1999) describes a questionnaire is official set of questions or statement designed together information from the respondents that will accomplish the goals of the research work. "He also stated that questionnaire assess people's attitude, manners, and judgment towards just about the whole thing". The questionnaire was adopted in "English" language. The questionnaire composed of 2 sections, which is section 1 and 2. Section 1 consists of the questions together the information in relation to the demographic of the respondent. Section 2 composed of question connected to PSS, WFC, and EO.

"Five-point Likert scale"

"1"	"Strongly disagree"
"2"	"Disagree"
"3"	"Neutral"
"4"	"Agree"
"5"	"Strongly Agree"

Results and Analysis

Descriptive analysis

"Gender"		
	"Frequency"	"Percent (%)"
"Male"	72	72%
"Female"	28	28%
"TOTAL"	100	100

Above table of gender, states that sample selected for this study was one hundred from which males are 72 and female are 28 with 72% and 28% respectively. Researcher also executed the graphical representation of Gender due to graphical representation delivers results easily as well as efficient method.

Age		
	Frequency	%
"25-35 years old"	19	7.9
"36-45 years old"	13	5.4
"46-55 years old"	38	15.9
"Over 55"	30	12.6
Total	100	41.8

Above table of Age, states that sample selected for this study was one hundred from which 19 respondents from 25-35 age, 13 respondents from 36-45 age, 38 respondents from 46-55 age and 30 respondents from over 55 age with 19%, 13%, 38% and 30% respectively. Researcher also executed the graphical representation of Age due to graphical representation delivers results easily as well as efficient method.

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	Std. Deviation	Mean	N
PSS	.79879	3.6030	100
WFC	.76521	3.8470	100
EO	.59186	3.6980	100
Gender	.451	1.28	100

Reliability test

The approximate Cronbach's Alpha's coefficient is added in the table 4.5 (a). The analysis has been done with the use of SPSS software. Both hypotheses have tested separately. So value of Alpha is greater than 035. That is approvable according to the ((Kehoe, 1995). In this reference he is suggesting that value of Cronbach's Alpha should be 0.5.

Variables	No of items	Cronbach's Alpha
Perceived supervisor support	13	0.914
Work family conflict	10	0.880
Employee outcome	30	0.879

The uppermost Cronbach's alpha for perceived supervisor which is the self-governing inconsistent, known that a= 0.914, followed by work family conflict which is self-regulating variable demonstrates that a= 0.880. That third is an Employee outcome which is dependent variable value of Cronbach's alpha a= 0.879

Above table states, that reliability analysis tells that how much data is reliable with the help of Cronbach's Alpha value for conducting a research. There is two thought for Reliability value one thought school say, if Cronbach's alpha value greater than .60 then it is reliable for research. While second thought says Cronbach's Alpha, rate ought to be greater than 0.70 values. In this research above reliability statistics table showed Cronbach's alpha values of , perceived supervisor support 0.914, work family conflict 0.880, Employee outcome 0.879 which is positive sign for conducting research because this data is reliable.

Correlation Analysis

Correlations		PSS	WFC	EO
PSS	Pearson Correlation	1	-.836**	.791**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
WFC	Pearson Correlation	-.836**	1	-.790**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
EO	Pearson Correlation	.791**	-.790**	1
	Sig. (2-tailed)	.000	.000	
	N	100	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

A correlation analysis was approved to appraise the connection between disparity variables and to measure the power of relationship. The above table demonstrate the results of correlation test it indicates to PSS and WF are established. To be greatly significant in associated to employee outcome. All-important values accounted for .000, thus the variables are important at 0.01, which results that the matching correlation will happen if this study was repetitive.

Regression Analysis

(Perceived Supervisor Support and Employee Outcome)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.791ᵃ	.626	.623	.34892
a. Predictors: (Constant),PSS				

Above table of model summary model, tell about contribution of independent variables (PSS) into dependent variable (EO) with help of R Square Value that is **0.626,** means **62.6%** contribution of independent into dependent variable. In other words, **62.6%** is fitness of model for this research.

ANOVAˢ					
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	20.004	1	20.004	164.313	.000ᵃ
	Residual	11.931	98	.122		
	Total	31.935	99			
a. Predictors: (Constant), PSS					
b. Dependent Variable: EO					

Above table ANOVA states that significance value of research should <0.05then researcher keep confidence of this data, value is 0.000it is good sign for research. In other words, researcher should keep confidence on this data due to significance value <0.05.

Coefficients		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.519	.163		9.307	.000
	Pss	.569	.044	.791	12.818	.000
a. Dependent Variable: EO						

Above table of coefficients states about beta value and significance level, in this research, beta value of PSS is 0.791 and significance value is <0.05. Result of above table discovered that volatility or sensitivity of PSS with help of

beta. However, PSS positive influence on EO at 79.1%. In concluding the results, first Hypothesis about positive relationship among PSS and EOJSJC is accepted due to significance and t value is <1.792 which is 12.818 value.

Regression Analysis

(Perceived Supervisor Support and work family conflict)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.790[a]	.624	.620	.35015

a. Predictors: (Constant), PSS

Above table of model summary model, tell about contribution of independent variables (PSS) into dependent variable (WFC) with help of R Square Value that is 0.624, means 62.4% contribution of independent into dependent variable. In other words, 62.4% is fitness of model for this research.

ANOVA[s]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	19.920	1	19.920	162.468	.000[a]
	Residual	12.016	98	.123		
	Total	31.935	99			

a. Predictors: (Constant), PSS
b. Dependent Variable: WFC

Above table ANOVA states that significance value of research should <0.05 then researcher keep confidence of this data, value is 0.000 it is good sign for research. In other words, researcher should keep confidence on this data due to significance value <0.05.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	1.284	.182		7.044	.000
	PSS	.602	.047	.790	12.746	.000

a. Dependent Variable: WFC

Above table of coefficients states about beta value and significance level, in this research, beta value of PSS is 0.790 and significance value is <0.05. Result of above table discovered that volatility or sensitivity of PSS with help of beta. However, PSS negatively influence on EFC at 79.0%. In concluding the results, second hypothesis about negative relationship between PSS and WFC are accepted due to significance value <0.05 and t value >1.792 which is 12.746 value.

Conclusion

Many organizations nowadays are seeking to absorb method that will help them hold their ability and gain the improvement in a competitive and frequently changing environment. Organizations that applying perceived supervisor support can negative impact on work family

conflict and positively on employee outcome. Thus statement is maintained all the way through this research by connecting disjointed point of view from different academic foundations constructed on their significance with various components of perceived supervisor support. Additionally, the statement is strengthened with experimental confirmation acquired from primary data source. In general, the findings were found important with the study conducted in banks on the input of employees related to the employee outcome. Consequently, the worth of current study lies in the reality that it offers a necessary motivation of theoretical models built on the basis of studies conducted in the banks.

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