

Perceived Work Life Balance: Exploring the Influence of Cultural Experience on Work Life Balance Perceptions

Work life balance refers to an individual's efforts to mediate between the demands of both the work and non-work sectors of life. This study aims to explore the relationship between cultural experiences and work life balance perception. The present study will contribute to the field by examining the effect of various cultural experiences (study abroad, vacationing abroad, international partner conversation) on an individual's perception of work life balance. Research suggests that cultural intelligence, which is linked to cultural exposure, can potentially impact decision-making, overall quality of life, and job satisfaction (Crowne, 2013; Ang et al., 2007). Furthermore, cultural exposure is believed to challenge an individual's perceptions, and assumptions regarding different facets of life (Earley & Peterson, 2004). Participants will be divided into three different student groups based on their levels of cultural experience (travelled abroad, completed Cross Cultural Psychology, or completed Introduction to Psychology). Participants will first complete a traditional demographic questionnaire, identify the type of cultural experience, and complete a series of questionnaires designed to collect information concerning the participant's current placement along the work life conflict spectrum (work life conflict), attitude toward their current placement (work life balance), and ability to learn about and understand cultures that may differ from their own (the Intercultural Sensitivity Scale). Each participant will be presented four different vignettes, each of which describes employees, whom vary along the work life balance spectrum. Participants will then complete a quality of life questionnaire, which will measure the individual's satisfaction with the employee's life, and a questionnaire reassessing their personal satisfaction. This study will provide important findings for organizations whose employees frequently struggle with work life conflict.

References

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