

The Antecedents of Using Smart Phone on Work-Extension and Its Impact on Work-Family Balance

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Abstract

The current study investigated the impact of using converged mobile devices (also called smart-phone) after work-hours on employees' work-family balance. The data were collected from 229 workers with smart phones. The results showed that the workload was positively associated with frequency of using smart phone in dealing with work-related matters after the regular work-hour. Those who preferred integrated boundary between work and family roles also reported higher uses of smart phone to extend their work hours. The work extension with smart phone as a result led to higher work-family conflict. The study also found that time management skills cannot alleviate work-family conflict associated by using the smart-phone after work-hours. Research suggestions and managerial implications are discussed.

JEL classification: J28 - Safety; Job Satisfaction; Related Public Policy

Keywords: smart phone, work-family boundary, work-family conflict, work extension