

Abstract

Work from home (WFH) becomes increasing popular in Hong Kong because of the recent outbreak of COVID-19 pandemic. However, WFH has influenced family life on various aspects. WFH blurs the boundary between work and family, forcing employees working from home to choose one to sacrifice, and in turn lead to decrease in family cohesion and increase in family conflict. Current study attempted to explore the relationship between WFH and family cohesion and conflict, and whether such relationship would be moderated by personality traits. It was hypothesised that WFH would correlate negatively with family cohesion and positively with family conflict. Besides, individuals with different personality traits such as impulsivity and extraversion tend to act differently depending on to what extent they exhibit such personalities. Therefore, it was hypothesised that impulsivity and extraversion would moderate WFH's relationship to family cohesion and family conflict. Current study adopted cross-section and quantitative design, with 120 participants participating in the study. Results showed that WFH correlate negatively with family cohesion and positively with family conflict. Extraversion but not impulsivity moderated the relationship between WFH and family cohesion and conflict. These findings have expanded the knowledge in the field of family relationship and provided insights for employees about how to be more family-friendly and help work-family conflict brought by WFH.

Keywords: extraversion, personality, family cohesion, family conflict, moderation