

FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR PERCEPTIONS AND WORK-FAMILY BOUNDARY CONTROL ON LOCKDOWN TELEWORKERS: PORTUGAL AND PAKISTAN COMPARISON

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Abstract

The imposition of teleworking due to the COVID-19 pandemic has brought the need for individuals to readjust work-non-work boundaries. In this crisis scenario, the needs that individuals felt to manage these borders may have been influenced by contextual factors such as the presence of specific behaviors of leadership support for the work-family relationship (FSSB) and macro-structural factors such as the country in which teleworkers are inserted. This study tests the mediating effect of border control on the relationship between FSSB and life satisfaction and analyzes the moderating effect of the country (Pakistan vs. Portugal) on the relationship between FSSB and border control.

With a sample of 108 Portuguese and 118 Pakistanis, the results were analyzed using the Process tool. We found that the FSSB is important for teleworkers to control borders and for life satisfaction and that this control also contributes to greater life satisfaction. We found differences in the two countries: border control mediates the relationship between the FSSB and life satisfaction for Pakistani teleworkers and these workers are more dependent on the FSSB to exercise border control than Portuguese teleworkers. This study underlines the importance of considering contextual factors for the implementation of telework. Practical implications are discussed.

Keywords: *COVID-19, telework, work-family, family-supportive-supervisor behavior, culture.*

SOURCES OF TRANSITION-TO-WORK SELF-EFFICACY: CAREER EXPLORATION AND SOCIAL SUPPORT

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Abstract

Success in the transition from higher education to work is influenced by an array of factors associated with the individual, his/her context, as well as their interaction. The Social Cognitive Transition-to-Work (SCTW) Model conceptually organizes the complexity of this transition and provides directions for research in this area. Previous longitudinal studies based on SCTW Model have shown that transition-to-work self-efficacy predicts several career success indicators. Among these, career satisfaction, salary and job satisfaction may be identified. Bandura's Social Cognitive Theory identifies self-efficacy sources. When the transition-to-work process is considered, career exploration and social support are identified as potential self-efficacy sources. The present study aims to assess if career exploration and social support are associated with transition-to-work self-efficacy. Three-hundred and thirty-seven final year undergraduate students from a Public Higher Education in Northern Portugal participated in the study (67% female; median age = 23; standard deviation = ± 7). Career Exploration was measured with a 7-items Likert-type scale. Social Support was measured with a 22-items Likert-type scale distributed in three dimensions: family, teachers and peers. Transition-to-Work Self-efficacy was measured with a 28-items Likert-type scale that includes three dimensions: job-search behaviours, job-search emotional regulation and adaptation-to-work. All measures presented adequate reliability values. As expected, results showed moderate to large positive associations among career exploration, social support and transition-to-work self-efficacy. The regression analysis model explained 32% of the variance. The strongest transition-to-work self-efficacy predictors were family social support and career exploration. These results highlight key transition-to-work contextual factors that have implications for both intervention and research in the career domain. Higher education institutions may plan and implement psycho-educational interventions to develop transition-to-work self-efficacy among higher education students. Namely, considering that career exploration may act as a self-efficacy source, creating ways to improve career exploration probably will enhance students' transition-to-work self-efficacy. In terms of research, results gave support to the Social Cognitive Transition-to-Work (SCTW) Model as a useful conceptual tool to further guide future research.

Keywords: *Self-efficacy, transition-to-work, job search, career exploration, social support.*
