

博士論文の要旨

専攻名 システム創成科学専攻

氏名(本籍) Sanjee Udari Samaranayake(Sri Lanka) 印

博士論文題名

A Quantitative Study on Multiple Role Balance Expectations of Emerging Adults and Social Development in Sri Lanka

(スリランカにおける若者の多様な社会的役割に対する期待と社会的発展に関する定量分析)

要旨

With the increase in dual-earner couples, conflict and balance between family and work lives have become important issues for families and organizations. Many researchers have reported that work-family imbalance could have many adverse effects, such as psychological problems and decision-making difficulties at the individual level and low productivity, less organizational commitment and higher absenteeism at the organizational level. Although many researchers have long been interested in an active workforce that combines paid work with non-work roles, limited attention has been given to the expectations of young people prior to occupying these roles. Especially, the literature has paid scant attention to the future work and family planning of South Asia's emerging adults. More importantly, in a country like Sri Lanka, where traditional Eastern cultural elements are still very powerful, the younger generation has to face increasing pressure from society. Because the youth are the most dynamic medium for social change and the main capital of the country's progress, it is important to have a clear image on their future expectations on balancing their family and social life with paid employment for a better future in Sri Lanka. This is the area in which this study

seeks to contribute.

The reviewed literature reveals that work-family research in Sri Lanka has focused exclusively on females and totally overlooked males and the younger generation. Furthermore, previous studies have considered only about two or three roles (worker, spouse, parent) and ignored other essential roles, such as daughter/son, family member, neighbor, and member of society, which Sri Lankan people generally engage due to the Eastern culture of closed family relations. Additionally, this study provides insights into Sri Lanka's institutional (state and organizational level) and non-institutional (socio-cultural) context while discussing the available opportunities and constraints for achieving balance in work and non-work roles.

This study's overarching aim, therefore, is to understand how Sri Lanka's young generation plans to balance multiple life roles and their determinants, especially the role of social pressure. For that, Lent's Social Cognitive Career Theory's (SCCT) self-management model has been employed as the framework of this study. A self-administered questionnaire survey was conducted to collect data at a leading Sri Lankan government university (student population >12,000) in March 2017. The original questionnaire was prepared in English and later translated into Sinhalese, the native language in Sri Lanka. Questionnaires were distributed among 900 unmarried students in three major faculties. After removing participants with an incomplete questionnaire, the final analysis included 725 participants. Therefore, the overall response rate was 80.5%. Data analysis included mainly Structural Equation Modeling (SEM) with multi-group analysis and other inferential statistics.

The study's statistical analysis reveals that young females' feelings of self-efficacy toward balancing multiple roles in the future are higher than those of male

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students. Moreover, this shows that female students' expectations of positive outcomes are higher than those of males. In contrast, young males hold stronger beliefs on negative outcomes of multiple role balancing than females do. In addition, the results indicate those female students have a stronger intention to balance multiple roles in future than male students do. Besides, this reveals that students in a management faculty strongly believe in the positive consequences of balancing work and non-work roles compared to science faculty students. Furthermore, the results of moderated regression analysis show there are not any moderating effects of gender and students' majoring field on the relationships among self-efficacy beliefs, outcome expectations, and multiple role balance intentions. Structural Equation Modeling test results indicate a positive and significant effect of perceived social pressure on anticipated multiple roles balance both directly and indirectly through multiple role balance, self-efficacy, and positive outcome expectations. Furthermore, the results reveal that the effect of perceived social pressure on self-efficacy and anticipated multiple balance is statistically different across genders.

As a result, one contribution of this study to the Career Self-Management (CSM) literature, by using SCCT' self-management model in the Sri Lankan context, is an analysis of anticipated multiple role balance intentions. This thesis also fills the gap on sources of self-efficacy and outcome expectation by studying the role of perceived social pressure in emerging adults. The third contribution of this study is the inclusion of both positive and negative outcome expectations individually

as predictors of adaptive behavior, which is rarely found in the CSM literature. Finally, the study expands existing local knowledge on opportunities and barriers in an institutional and non-institutional context for combining employment with family responsibilities and contributory factors for achieving multiple role balance. Most importantly, this study provides possible implications for policymakers, career-family counselors, and relevant authorities in Sri Lanka to facilitate a better environment for handling multiple works and non-work roles with minimum role conflict.