

Paper No: PU-SOM - 14

**Impact of Work Family Conflict on Career Development of Knowledge Workers in Indian IT Sector:
Examining Moderating Effect of Age.**

Dr.K.Thriveni Kumari

School of Management, Presidency University, Itgalpur, Rajankunte, Bengaluru 560064, India

Abstract

Work-family conflict is one of the major problems that influence career development of knowledge workers in the information technology (IT) sector. The purpose of the paper is to examine the relation between work-family conflict and career development with the moderating effect of age. The data was collected from 278 knowledge workers (IT professionals) employed in different IT companies across India. The data is analysed with descriptive statistics, correlation, and hierarchical regression through statistical package for the social sciences (SPSS) 21.0 software, AMOS for structural equation modelling (SEM) analysis, and interaction software for analyzing interaction item age. The results of the study revealed that there is a negative relation between work-family conflict and career development. In addition, the findings also supported that age moderates the relation between workfamily conflict and career development. This study is important to IT companies, which will provide useful insights in managing the employees' well-being.

Keywords:

Age, Career Development, Family Domain, IT Sector, Knowledge Workers/Techies, Well-Being, Work Domain, Work-Family Conflict

Publication Details:

Journal Name	Vol.	Month & Year	Page No.	Publisher	Scimago Ranking
International Journal of Human Capital and Information Technology	12	Sept, 2021	37-53	IGI GLOBAL	Q3