

**THE PROVISION OF FORMAL AND INFORMAL WORK-FAMILY PRACTICES: THE RELATIVE IMPORTANCE OF INSTITUTIONAL AND RESOURCE DEPENDENT EXPLANATIONS VERSUS MANAGERIAL EXPLANATIONS**

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*Working Paper 13/03*

*April 2003*

WORKING PAPER SERIES

ISSN 1327-5216

**Abstract**

This study attempts to further our understanding of the relative importance of institutional and resource dependent explanations versus managerial explanations of variations of formal and informal work-family responsiveness. Work-family responsiveness is defined in two ways: (1) formal policies and practices that an organization offers designed to assist employees to balance their work and family lives, and (2) a work environment that is accommodating of the work-family needs of its employees. The results presented focus attention on the important role that managerial attitudes have on the provision of work-family practices and an accommodating work-family workplace. It is concluded that by integrating the insights of several theoretical perspectives a more comprehensive model of organizational responsiveness in relation to work-family practices is developed and a set of testable propositions that can guide future research can be made. The findings indicate that an additive theoretical model that combines managerial factors with institutional factors offers the most appropriate theoretical explanation for identifying factors related to the provision of work-family benefits and whether the workplace is accommodating of work-family issues.

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