

Subject: Could Work-Family Balance be Good for Firms?

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#### Abstract

This study aims to examine to what extent work-family balance programs have been diffused among Korean firms and how the programs affect the organizational performance of those workplace. At the backdrop against the sustained growth of female participation in non-family business, the concept of work-family balance has attracted attention from academics and government officials in Korea. As a result, the increasing number of companies in Korea has introduced work-balance programs in accordance with the government's policy effort, yet there is little research on the impact of those programs in the country. In this vein, our study attempts to analyze the effect of work-family balance policy on organizational outcomes, by drawing upon the Korea Workplace Panel Data. In our analytical model, work-family balance policy is measured by four categories (i.e. flexible working time, sibling caring-education, family assistance, and employee assistance programs), while organizational performance is measured by three indicators – worker attitudes, such as absenteeism and voluntary exit, labor productivity, and workplace innovation. The result of analysis would be compared with the existing research literature of Western countries and discussed for academic and policy implications.