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Chapter 1

Family-friendly Support Services and Work Performance: Does Work experience matter?

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Abstract

The study titled "Family-friendly Support Services, and Work performance: Does Work Experience matter?". The Study investigated the place of work experience in the work performance of female employees that benefit from family-friendly support services. A descriptive survey design of Expost factor was adopted for this study. Participants in the study consisted of a total of 860 female employees drawn from services, manufacturing, and distributive organizations. Data was collected using the Family Friendly Support Inventory (FFSI), and the Work Performance Rating Scale 1 and 2 (WPRS1 and WPRS 2). Data was analyzed using the one way ANOVA at 0.05 level of significance. Findings revealed that there is no significant difference between work performance of all workers having long and those having short work experience who benefit from FFSS ($F(1,798) = 2.6; p > .05$). The main effects of FFSS and work performance is $F(2,798) = 22.9; p < .05$. The effect of work experience on work performance is $F(1,798) = 2.6; p > .05$. This shows that work experience of workers benefiting from FFSS has no significant influence on their work performance.