

Consequences of submissive loyalty corporations: an empirical analysis of Korean female employees perception

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Abstrak

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The number of female employees in the Korean workforce has risen. However, the Korean corporate climate, characterized by collectivism, hierarchism, and senior and masculine privilege, leads them to experience worklife conflict and even halt their careers. This climate stems from a social and organizational culture deeply rooted in traditional Confucianism. In Korea, where housework and childcare have long been considered the province of women, female employees find it more difficult to balance office work and family life. The Korean corporate climate welcomes overtime work, and women who work outside the home must juggle this and family responsibilities. We conceptualize behavior such as acquiescing to overtime work as submissive loyalty and elucidate work-family conflict and decreasing job and life satisfaction as consequences thereof. The analysis, based on a structural equation model, revealed that submissive loyalty increases work-family conflict, which decreases job and life satisfaction.