

# Enhanced Life Satisfaction for Maori by Working With Whanau: A Three-Way Interaction Effect

Associate Professor Jarrood Haar (Ngati Maniapoto,  
Ngati Mahuta), University of Waikato &  
Maree Roche (Ngati Raukawa), WinTec

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WHARE WANANGA O WAIKATO



# Maori in New Zealand

- New Zealand is typically considered a Western and individualistic society, while Maori the indigenous population, who live alongside European New Zealanders, are predominately centered on collectivistic beliefs.
- Maori - collectivist beliefs...
  - *Tikanga*
  - *Whakapapa*
  - *Whanau*
  - *Whakawhanaungatanga*

# Maori Employees

- Maori make up 14.6% of the population and around 13% of the workforce. Maori work income is 22% lower than Europeans
- 2011 data: 15.5% unemployment rate for Maori compared to 4.5% for Europeans only (a 300%+ difference!)
- Maori also over-represented in mental health: highest levels of anxiety and depression
- Cultural renaissance, with 24% of Maori able to hold an everyday conversation in *Te Reo Maori* (Maori language)

# Whanau

- Whanau is not a simple 'alternative' term for the nuclear family. Whanau may include intergenerational, extended family structures, possible foster-relationships and other family and community connections and obligations
- *Whanau* is a crucial concept for Maori because choices and decision-making processes focus around the implications of these towards whanau
- Therefore, whanau are given priority in deciding what action to take, with benefits to the whole whanau rather than just some individuals



# Working with Whanau

- This paper explores *whanau connectedness* as a measure of exploring Maori employee's relationships with their whanau in the workplace
- Connections through sharing work, interactions, and stories, regarding both work and home issues, with whanau are likely to build confidence and satisfaction amongst Maori employees such that their wellbeing is enhanced.
- “Weekend effect” as a benefit towards well-being. Why? Interacting with family...
- Hence the potential benefits for Maori

# Theory

- Self-Determination Theory [**particularly** aspirations towards relationships and community] & 3-needs satisfaction [**particularly** autonomy and relatedness]
- Work-family enrichment
- Social support
- Exploring whanau connections within work **and** family/whanau roles...

# Hypotheses

## **Direct Effects:**

- Higher whanau connections (2 dimensions: work & life) will be related to higher life satisfaction
- Higher collectivism will be related to higher life satisfaction

## **Moderating effect:**

- Whanau connections (work and family) x collectivism [2-way and 3-way interactions]

# Method

- 13 NZ organizations - same region
- From 304 Maori employees, a total of 192 responded to surveys 1 (predictors) & 2 (outcomes, for a 63.2% response rate.
- On average, the participants were 38.8 years old, married (73%), parents (77%) and male (55%), working 38.3 hours per week and had tenure of 3.9 years.
- High education (35.1% uni degree)
- Factor analysis confirmed split...

# Sample Items

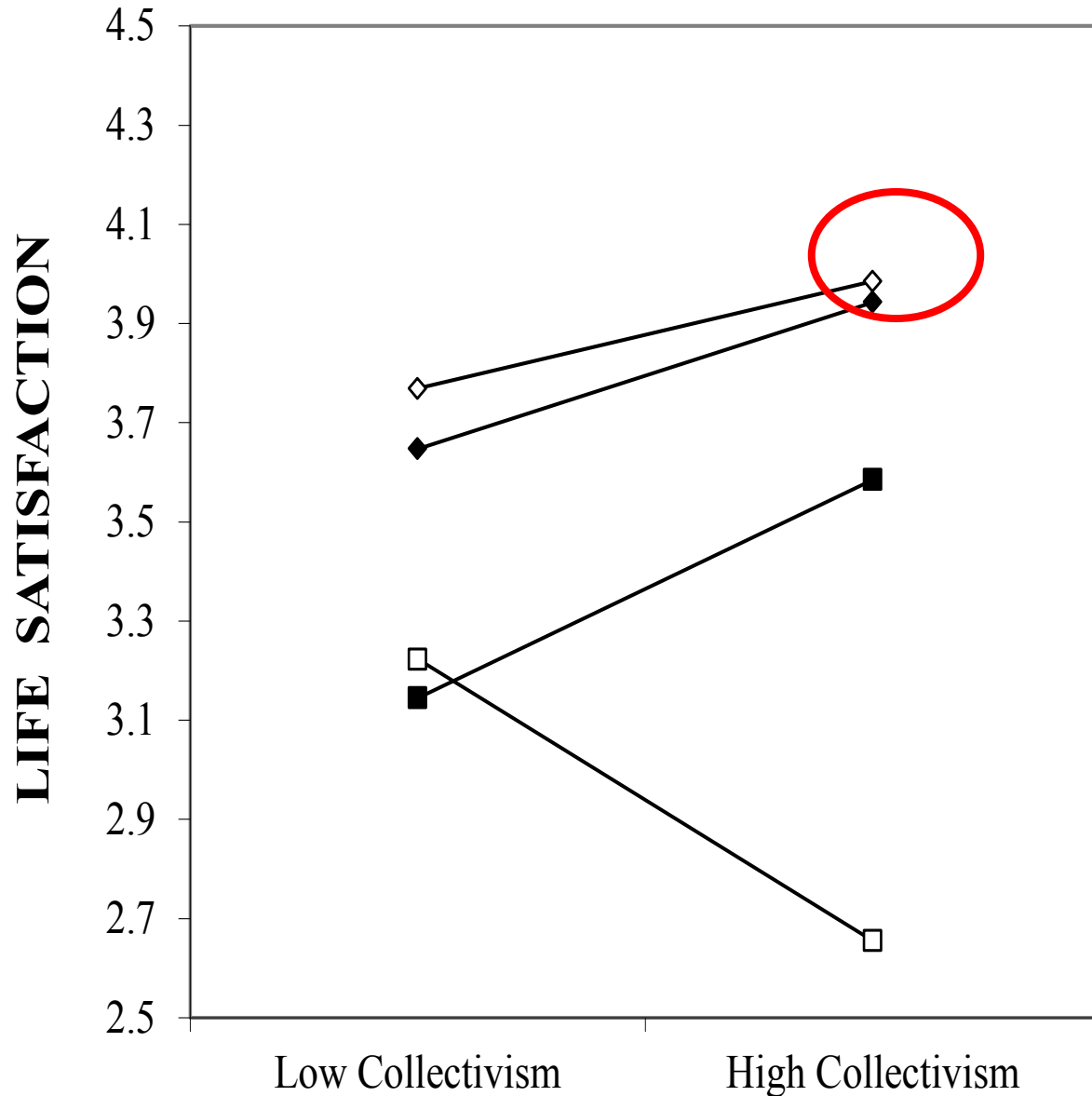
## *Whanau Work Connections:*

- I am able to catch up with my whanau at work

## *Whanau Home Connections:*

- Having my whanau as co-workers makes communication about home issues easier

Variables	Models with Life Satisfaction				
	Step 1	Step 2	Step 3	Step 4	Step 5
	Controls	Predictors	Moderator	2-Way	3-way
Age	-.04	.02	.02	.02	.02
Indigenous Language	.14	.03	.06	.09	.11
Education	.00	.11	.09	.07	.07
Whanau Work Connections (WWC)		<b>.57***</b>	.51***	.47***	.43***
Whanau Home Connections (WHC)		<b>.01</b>	-.13	-.05	-.11
Collectivism			<b>.24**</b>	.20*	.06
WWC × Collectivism				<b>.18*</b>	.18*
WHC × Collectivism				.10	.11
WWC × WHC				<b>-.27*</b>	-.19
WWC × WHC × Collectivism					<b>.29**</b>
R <sup>2</sup> change	.02	<b>.30***</b>	.03*	.03	.03*
Total R <sup>2</sup>	.02	.32	.35	.38	<b>.40</b>
F Statistic	1.023	13.738***	12.798***	9.400***	<b>9.326***</b>



- ◇— (1) High Whanau at Work, High Whanau at Home
- ◆— (2) High Whanau at Work, Low Whanau at Home
- (3) Low Whanau at Work, High Whanau at Home
- (4) Low Whanau at Work, Low Whanau at Home

# Discussion

- Measure of *whanau connections* split between work and home
- Whanau connections (work/home) both sig correlated to life sat but work dominant towards life sat...
- Accounted for large amounts of variance
- Collectivism sig but small direct influence

# Discussion

- 3-way interactions supported
- Overall, highest benefits for high whanau work & home connections and high collectivism. Thus, these connections are important...
- Least benefits those with low whanau connections at work (and high collectivism). Further highlighting the importance of whanau at work...

# Limitations & Conclusions

- Cross-sectional data 😞
- But, data collected at two time periods 😊
- Small number of organizations (but varied)
- More testing needed
- Conclusion: working with whanau is beneficial for Maori employees!
- Question: whanau versus nepotism...