The Work-Family Culture Scale (WFCS) was designed to assess employee perceptions of the extent to which their organizations facilitates a work-family balance. The WFCS comprises three dimensions: Organizational time demands, Managerial support and Negative career consequences. Method: The primary purpose of the present study was to analyze the factor structure and reliability of the Spanish version of the Work-Family Culture Scale in a sample of 795 employees (447 females and 348 males) working for twenty-three firms in the Spanish advertising sector. Results: Both EFA and CFA using split-half data sets yielded an 11-item three-factor model (Managerial support, Career consequences and Organizational time demands) that fits the data very well. The findings for structural equation modeling were as follows: $2(41)= 63.85$; $CFI= .99$; $GFI= .97$; and $RMSEA= .038$. Conclusions: Internal consistency for the WFCS factors proved adequate. The results of the analysis indicate that this three-factor model confirms previous exploratory analyses of the original scale.

Keywords
Work-family culture, exploratory factor analysis, confirmatory factor analysis, advertising sector.