

A Study on Factors Related To Work-Family Conflicts: With Special Reference To Working Women

Shweta Singh

Research Scholar, Department of Commerce, S.D.M. Govt. P.G. College, Doiwala, Dehradun,

E-mail id: nshwetan18@gmail.com

Dr. Kanchan Lata Sinha

Associate Professor, Department of Commerce, S.D.M. Govt. P.G. College, Doiwala, Dehradun,

Uttarakhand

E-mail id: drkanchanlata sinha123@gmail.com

ABSTRACT:

Work–life issues have important implication at both organizational and individual levels. However, when it comes to working women it becomes more challenging. Conflicts arising between work and family affect the life of the working women. Work and family domain directly or indirectly have an impact on her life. This study is based on the secondary data. The study would highlight the factors related to work – family conflicts among working women. The study bring out that there are various factors related to work domain viz. Work hours, work flexibility and over load of the work, also to family domain viz. Young children, role involvement, spousal support and family demand.

KEYWORDS:work family conflict, working women, work hours, work flexibility, work overload, spousal support, young children

INTRODUCTION:

Work and family are innermost mechanism in people’s lives and therefore demand a great deal of time and energy spent managing several responsibilities. Research in the area of work and family originates from a diversity of disciplines (i.e., sociology, psychology, occupational health,

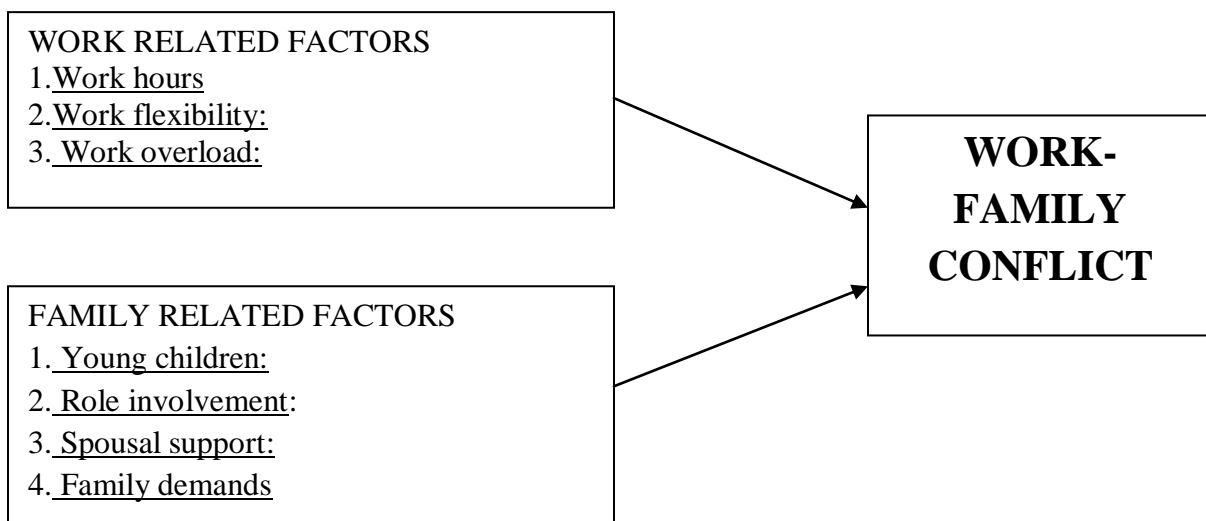
business management, and gender and family studies (Geurts & Demerouti, 2003). Balancing plentiful roles can enhance the interpersonal and intrapersonal conflict experienced by women and men who parallel maintain professional and personal responsibilities. Traditionally work and family domains were considered separate and thus analyzed individually, but research has established that these two domains are actually highly interrelated. This nature of bi-directionality suggests that work can interfere with family (referred to as work-to-family conflict) and family can interfere with work (referred to as family-to-work conflict). The specific antecedents of the work interference with family conflict (WIF) lie in the work domain whereas the domain specific antecedents of the family interference with work conflict (FIW) lie within the family domain (Fu & Shaffer, 2001). Kahn et al. (1964) have provided the following definition of work-family conflict: a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect. This implies that participation in the work role is made more difficult by virtue of participation in the family role and vice versa. Women face more conflict from the family domain and men face more conflict from the work domain (Jaros et al., 1993). Today's working women are continually challenged by the demands of fulltime work and when the day is done at the office, they carry more of the responsibilities and commitments to home. The majority of women are working 40-45 hours per week. Women reported that their lives were a juggling act that included multiple responsibilities at work, heavy meeting schedules, business trips, on top of managing the daily routine responsibilities of life and home. "Successfully achieving work/life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace. Recent definitions of work family conflict have portrayed the construct showing that work and family factors both have their impact on work family conflicts.

OBJECTIVE OF THE STUDY:

1. To identify work related factors affecting work family conflict of working women.
2. To identify family related factors affecting work family conflict of working women.

CONCEPTUAL FRAMEWORK:

Figure 1: factors affecting work –family conflict



Methodology of the study:

A bibliographic review was performed raising the background supporting this discussion. This methodology provides systematic ways to assist the definition and resolution of known problems, also permits to explore new areas with a different approach, thereby producing new empirical findings. Furthermore, it allows the coverage of a range of phenomena much broader, especially when the research problem requires the collection of data widely dispersed in space (Stebbins, 2001). The articles were collected from database like articles from national and international journal, articles from newspapers, conference proceedings, text books and websites. The literature review tries to explore the various concepts of work life balance. The different areas where, work family is studied are reviewed and gaps are identified.

WORK RELATED FACTORS:

Work hours:

Interestingly enough, the literature suggests that work-family conflict is also related to the number of hours spent away from home. For this reason, women occupying positions of responsibility tend to experience more intensely this form of conflict, which is reflected indirectly (Staines, 1980). The part time working mothers had less stressed at work (due to fewer responsibilities), happier, and able to spend more time with the family as compare to full time working mothers (Higgins, Duxbury and Johnson, 2000).long work hours and heavy duty work load are believed to have a direct influence on work – family conflict(kim et al., 2005). A study by Michel et al. (2011) showed that long working hours limit the time availability for family or for oneself, and had been shown to positively correlated with work- to-family conflicts.

Work flexibility:

According to Loscocco (1997) working women emphasized the importance of flexibility more than working men. Mothers who were not in their preferred work position reported that greater work flexibility reported higher levels of depression, anxiety and low self esteem (Jacobs, 2008). Women entrepreneur facing time management problems with role overload which influencing their work and family simultaneously (Mathew and Panchanatham, 2011). Given these circumstances it is expected that the work flexibility decreases the work family conflict situations. More the work timing is flexible better it is for the working women to adjust their family life.

Work overload:

A study by Pleck and Rustad (1983) explained that the Working wives experience only slight, no commensurate redistributions of family role expectations and are not expected to retain primary home responsibilities. Work overload defined as “the perceived magnitude of work-role demands, and the feeling thatthere are too many things to do and not enough time to do them”

(Parasuraman et al., 1996). According to Grandey and Cropanzano (1999) heavy workloads might drain employee's available resources and leave them with fewer resources for dealing with family demands of fulfilling family responsibilities.

FAMILY RELATED FACTORS:

Young children:

Children in the family require the attention and devotion of the time, specifically when it is related to young children. Parents with children under the age of six had the highest level of work-family conflict, followed by parents of school going age children. (Staines and O'connor, 1980). Work-family conflict increases as one's obligation to the family expands through marriage and arrival of the children (Cooke and Rousseau, 1984). Number of children living in the household or their presence in the home affects the family to work conflict (Beauregard, 2006; Kinnunen and Mauno, 1998). Married respondents had greater family to work conflict than single respondents (Carnicer et al. 2004). Working women living with young children are more prone to experience work-family conflict (Seto et al., 2004). Santos & Cardoso (2008) analyzed that women face a lot of difficulties during business or job she faces the resistance not from the society but from their family because she is supposed to take care of children and look after his studies.

Role involvement:

As defined by Yogeve and Brett (1985) as the degree to which individuals are identified psychologically with their family roles, the relative importance of the family to individuals' self-image and self-concept, and the individuals' commitment to their family? Gutek et al. (1991) indicated that women reported more work interference in family than men, despite spending about the same number of hours in paid work as men. Although women spent more hours in family work than men, they reported the same level of family interference in work. There is an impact of gender and life cycle stage on three components of work family conflict (i.e. role

overload, interference from work to family and interference from family to work). Women experienced significantly greater role overload than men in their families (Higgins et al., 1994).

Spousal support:

Suchet and Barling (1986) in their study of interrole conflict, spouse support and marital functioning found that support from one's husband may assist employed mothers cope with their own interrole conflict, as husbands' supportive behavior and attitude might help in reducing the opposing role demands on, and unrealistic role expectations of employed mothers. There are two forms of spousal support: emotional and instrumental support (Adams, King, & King, 1996). Emotional support includes emphatic understanding and listening, affirmation of affection, advice, and genuine concern for the welfare of the partner. Instrumental support is tangible help from the partner in household chores and childcare. Spousal support is the help, advice, understanding, and the like that spouses provide for one another (Aycan & Eskin, 2005). The support provided by husbands gives a critical complement to family – friendly programs offered by many organizations to facilitate the balancing of work and family demands and results in greater well being (Whelan 2004). (find ref.). Halbesleben et al. (2012) found that instrumental spousal support decreases all forms of work family conflicts (time-, strain- and behavior based).

Family demands:

Hochschild, Arlie and Machung (1989) and Staines and Pleck (1983) determined that women spend more hours on family responsibilities than men and thus spend more total hours in managing work-family responsibilities. According to Grzywacz and Marks (2000) being criticized or burdened by family members causes more family to work conflict for women (and not for men). Choi and Chen (2003) found that while family demands had a stronger effect on life stress for Chinese women than for men, work demands had a greater impact on life stress for Chinese men than for women.

Conclusion:

In this paper, we have demonstrated that contemporary theorization of the work–life conflict. The paper is based on the premise that conceptualizing the work–life interface as more akin to the nature of reality on the ground would improve the effectiveness of organizational change initiatives to improve work–life policies and programs. After going through the past studies and researches, this paper proposes the conceptual framework shown in the figure 1. The study brings out that there are various factors related to work domain viz. Work hours, work flexibility and over load of the work, also to family, domain viz. young children, role involvement, spousal support and family demand. Having a supportive spouse at home and facilitating women at work. Special career-supporting measures, such as flexible work schedules and expanded support for childcare over the course of work and when taking part in academic activities, are critical for working women.

References:

1. Adams, G. A.; King, L. A. & King, D. W. (1996). Relationships of job and family involvement, family social support, and work–family conflict with job and life satisfaction. *Journal of Applied Psychology*, 81(4), 411–420.
2. Anderson, S. E.; Coffey, B. S.; & Byerly, R. T. (2002). Formal organizational initiatives and informal workplace practices: links to work–family conflict and job-related outcomes. *Journal of Management* 28(6), 787–810.
3. Aryee, S.; Fields, D. & Luk, V. (1999). A cross-cultural test of a model of the work–family interface. *Journal of Management*, 25(4), 491–511.
4. Aycan, Z.; Eskin, M. (2005). Relative contributions of childcare, spousal support, and organizational support in reducing work–family conflict for men and women: The case of Turkey, *Sex Roles*, 53, 453–471.
5. Bardoel, E.A., Cieri, H.D., & Santos, C. (2008). A review of work-life research in Australia and New Zealand. *Asia Pacific Journal of Human Resources*, 46(3), 316–333.

6. Beauregard, T.A. (2006). Predicting interference between work and home: a comparison of dispositional and situational antecedents. *Journal of managerial psychology*, 21(3), 224-264.
7. Carnicer, M.D.L.; Sanchez, A.; Perez, M. & Jimenez, M. (2004). Work family conflict in a southern European country: the influence of job related and non job related factors. *Journal of managerial psychology*, 19(5), 466-489.
8. Chang, A., McDonald, P. & Burton, P. (2010). Methodological choices in work-life balance research 1987 to 2006: a critical review. *International Journal of Human Resource Management*, 21 (13), 2381-2413.
9. Choi, J., & Chen, C. C. (2003). The role of gender in the life stress of Chinese employees: Women tired from housework and men tired from work. Paper presented at the Annual Meeting of the Academy of Management, Seattle.
10. Cooke, R.A. & Rousseau, D.M. (1984). Stress and strain from family roles and work roles, *journal of applied psychology*, 69(2), 252-260.
11. Fu, C. K., & Shaffer, M.A. (2001). The tug of work and family: Direct and indirect domain-specific determinants of work-family conflict. *Personnel Review*, 30, 502-522.
12. Geurts, S. & Demerouti, E. (2003), "Work/non work interface: A review of theories and findings. In: M.J. Schabraq, J.A.M. Winnbust, & C.L. Cooper (Eds.)". *The Handbook of work and health psychology*, 279-312. Chichester: John Wiley & Sons.
13. Gutek, B.A., Searle, S., & Klepa, L. (1991). Rational versus gender role explanations for work family conflict. *Journal of Applied Psychology*, 76(4), 560-568.
14. Grandey, A.A. & Cropanzano, R. (1999). The conservation of resources model applied to work-family conflict and strain. *Journal of vocational behavior*, 54(2), 350-370.
15. Halbesleben, J.R.B.; Wheeler, A.R. & Rassi, A.M. (2012). The costs and benefits of working with one's spouse: a two sample examination of spousal support, work-family conflict, and emotional exhaustion in work-linked relationships. *Journal of organizational behavior*, 33(5), 597-615.

16. Higgins, C.; Duxbury, L. & Lee, C. (1994). Impact of life cycle stage and gender on the ability to balance work and family responsibilities. *Family Relations*, 43, 144-150.
17. Higgins, C., Duxbury, L., & Johnson, K.L. (2000). Part time work for women: does it really help balance work and family? *Human resource management*, 39(1), 17-32.
18. Higgins, D.C., Duxbury, D.L & Lyons, S (2007). Reducing work-life conflict: What works? What doesn't? Executive summary.
19. Hochschild, A. R., & Machung, A. (1989). *The second shift: working parents and the revolution at home*. New York: Viking.
20. Jaros, J. S., Jermier, J. M., Koehler, J. W., & Sincich, T. (1993). Effects of continuance, affective, and moral commitment on the withdrawal process: An evaluation of eight structural equations models. *Academy of Management Journal*, 36(1), 951-995.
21. Kahn, R.L., Wolfe, D.M., Quinn, R., Snoek, J.D., and Rosenthal, R.A. (1964), *Organizational Stress*, Wiley, New York.
22. Kim, W.G., Leong, J.K., Lee, Y.K. (2005). Effect of service orientation on job satisfaction, organizational commitment, and intention of leaving in a casual dining chain restaurant, *hospitality management*, 24, 171-193.
23. Kinnunen, U. & Mauno, S. (1998). Antecedents and outcomes of work family conflict among employed women and men in Finland. *Human relations*, 51(2), 157-177.
24. Loscocco, K.A. (1997). Work family linkages among self employed women and men. *Journal of Vocational Behavior*, 50, 204-226.
25. Mathew, R.V. & Panchanatham, N. (2011). An exploratory study on the work-life balance of women entrepreneurs in south India. *Asian academy of management journal*, 16(2), 77-105.
26. Michel, J.S., Kotrba, L.M., Mitchelson, J.K., Clark, M.A., & Baltes, B.B. (2011). Antecedents of work family conflict: a meta analytic review. *Journal of organizational behavior*, 32(5), 689-725.

27. Parasuraman, S., Purohit, Y.S., Godshalk, V.M. & Beutell, N.J. (1996). Work and family variables, entrepreneurial career success, and psychological well-being. *Journal of Vocational Behavior*, 48(3), 275-300.
28. Seto, M., Kanehisa, M., & Soichiro, M. (2004). Effects of work related factors and work family conflict on depression among Japanese working women living with young children. *Environmental health and prevention medicine*, 9, 220-227.
29. Staines, G. L., & Pleck, J. H. (1983). *The impact of work schedules on the family*. Ann Arbor: University of Michigan.
30. Staines, G.L. (1980). Spillover versus compensation: A review of the literature on the relationship between work and non-work. *Human Relations*, 33, 111-129.
31. Staines, G.L. & O'Connor, P. (1980). Conflict among work, leisure and family roles. *Monthly labour review*, 103(8), 35-39.
32. Stebbins RA (2001) *Exploratory Research in the Social Sciences - Qualitative Research Methods*. Sage Publications, New York, 84p.
33. Suchet, M., & Barling, J. (1986). Working mothers: Interrole conflict, spouse support and marital functioning. *Journal of Occupational Behaviour*, 1, 167-178.
34. Yogev, S., & Brett, J. (1985). Patterns of work and family involvement among single- and dual-earner couples. *Journal of Applied Psychology*, 70, 754-768