



CONSEQUENCES OF CONFLICT BETWEEN WORK AND FAMILY AMONG PRIMARY SCHOOL FEMALE TEACHERS IN CHENNAI CITY

ABSTRACT

If you want to bring an end to long-standing conflict, you have to be prepared to compromise.

- Aung San Suu Kyi

The aim of this research was to explore relations between work family conflict and satisfaction, including job satisfaction, family satisfaction, and life satisfaction. 121 married primary school female teachers from Chennai participated in this study. In the present study, we conceptualized work/family conflict (WFC) as conflict due to work interfering with family, and family/work conflict (FWC) as conflict due to family interfering with work. Both WFC and FWC are interrole conflicts within the work/family interface, the distinction lies in the direction or the cause and effect of the conflict. There was negative significant relationship between work-family conflict with job satisfaction, and family satisfaction. There was negative significant relationship between family-work conflict with job satisfaction, family satisfaction, and life satisfaction. Job satisfaction, family satisfaction, and life satisfaction are supposed to be influenced by work-family conflict and family-work conflict. Therefore, by decreasing the conflict between work and family it is possible to improve the job satisfaction, family satisfaction, and life satisfaction among primary school female teachers.


S.Saranya¹

¹Research Scholar in
Management,
Bharathiar University,
Coimbatore,
Tamilnadu, India

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INTRODUCTION

Work-family conflict occurs when there are incompatible demands between the work and family roles of an individual that makes participation in both roles more difficult. Accordingly, the conflict takes place at the work-life interface. Conflict between work and family is important for organizations and individuals because it is linked to negative consequences. For example, conflict between work and family is associated with increased occupational burnout, quitting intentions and job stress, and decreased health and job performance.

Work-to-family conflict occurs when experiences at work interfere with family life, like extensive, irregular, or inflexible work hours, work overload and other forms of job stress, interpersonal conflict at work, extensive travel, career transitions, unsupportive supervisor or organization. For example, an unexpected meeting late in the day may prevent a parent from picking up his or her child from school. Family-to-work conflict occurs when experiences in the family interfere with work life like presence of young children, primary responsibility for children, elder care responsibilities, interpersonal conflict within the family unit, unsupportive family members. For example, a parent may take time off from

work in order to take care of a sick child. Although these two forms of conflict—work interference with family (WIF) and family interference with work (FIW) are strongly correlated with each other, more attention has been directed at WIF more than FIW. This may be because work demands are easier to quantify; that is, the boundaries and responsibilities of the family role is more elastic than the boundaries and responsibilities of the work role. Also, research has found that work roles are more likely to interfere with family roles than family roles are likely to interfere with work roles.

Three types of work-family conflict have been identified: time based, strain based, and behavior based. Each of these types can occur in both directions, family to work, and work to family.

1. Time-based – competing time requirements across work and family roles
2. Strain-based – pressures in one role impair performance in the second role
3. Behavior-based – incompatibility of behaviors necessary for the two roles

Life dissatisfaction as one of the consequences of work-family conflict has been examined by many researchers (e.g. Anderson, Coffey, & Byerly, 2002; Frye, & Breugh, 2004). While there are attempts to explore the work-family construct in eastern settings especially in Asian countries, published studies have been limited (Kim & Ling, 2001; Lo, Stone & Ng, 2003; Nasurdin & Hsia, 2008). In addition, the studies that investigate the relation between two types of conflict and life satisfaction are limited to one domain of life satisfaction or one side of conflict between work and family, and the lack of comprehensive research in this area is evident. Thus, the purpose of present study is to investigate the relationship between the two types of work/family conflict and domains of satisfaction (job satisfaction, family satisfaction and life satisfaction) in Chennai among married primary school female teachers.

LITERATURE REVIEW

Newstrom et al (1993) are that conflicts may be because of the market pressure and conflicts are not verse if it yield optimistic targets. Many researchers did find negative association of task conflict with employee commitment and satisfaction. (eg., Jehn, Simons, Amason and Mannix).

According to Jehn (1995) the task conflicts are the main reasons of dissatisfaction in the employees and due to this task conflict the routine work assignments are strongly affected compare to no routine jobs. It is very important for organizations that a complete monitoring system should be evolved to high light and manages the

conflicts in their early stages, this will defiantly save organizations from their negative impacts.

Carlson et al. (2000) based on previous theorizing and research findings, developed a measure of WFC that appears promising. Their measure examined both work-family and family-work relationships (bi-directional conflict) and different forms of conflict (time-, strain-, and behavior-based):

- Time-based – the time devoted to one role makes it more difficult to participate successfully in the other role.
- Strain-based – strains in one role make it more difficult to participate or be successful in the other role.
- Behavior-based – behaviors expected or required in one role are incompatible with behaviors required or expected in the other role.

Allen et al. (2000) also found a significant, negative correlation between work-family conflict and life satisfaction. Boles et al. (2001) examined that work-family conflict was not only significantly and negatively related to job satisfaction in general, but also to all of the facets of job satisfaction such as satisfaction with supervision and promotion.

On the other hand according to De Dieu & Weingart (2003) task conflict become inevitable during difficult decision situations. They comments further that, this situation lead to a negative impact on the team development and overall performance. More over it is believe that task conflict may cause disturbance but does not have any association with performance.

However, other individual studies seemed to suggest that the relationship between work-family conflict and job satisfaction was not a strong or as clear-cut as assumed (e.g. Bedeian et al., 1988; Carlson & Kacmar, 2000; Lyness & Thompson, 1997).

Burke et al. (2009b), again using only the three forms of WFC, collected data from 309 men and women working in managerial and professional jobs in 3, 4, and 5-star hotels in Beijing China. China is a very large, rapidly developing athiestic country having Confucian values and also placing a high value on the family. The three measures of work family were again highly reliable and inter-correlated to the same extent as reported by Carlson and her colleagues in their US study. The mean values in the Chinese on each were again higher than those obtained in the US study however, and the gender differences reported by Carlson and her colleagues were not present in the Chinese sample. In fact, Chinese males reported higher levels of behavior-based WFC and lower levels of

time-based WFC than did females. Job demands (work hours, work intensity), but not work-oriented personality factors (proactive personality, workaholic job behaviors) were related to levels of WFC. Contrary to predictions WFC had no relationship with work outcomes. Strain-based conflict emerged as a stronger and more consistent predictor of levels of psychological well-being than did time- and behavior-based WFC.

PURPOSE OF STUDY

- This study aims to identify the Consequences of Conflict between Work and Family among Primary School Female Teachers in Chennai City.
- To identify the WFC and FWC and their relationship with satisfaction (Job Satisfaction, Family Satisfaction and Life Satisfaction).

OBJECTIVE OF STUDY

1. To assess the Work –family conflict and Family-work conflict relationship with job satisfaction.
2. To evaluate the Work –family conflict and Family-work conflict relationship with family satisfaction.
3. To identify the Work –family conflict and Family-work conflict relationship with life satisfaction.

HYPOTHESES

H1: WFC and FWC is negatively correlated with the job satisfaction.

H2: WFC and FWC is negatively correlated with the family satisfaction.

H3: WFC and FWC is negatively correlated with the life satisfaction.

SCOPE OF THE STUDY

The Consequences of Conflict between Work and Family among Primary School Female Teachers in Chennai City is addressed in this study. This research paper covers women teachers from private schools at Chennai locality.

SIGNIFICANCE OF STUDY

In present scenario Work-Family Conflict and Family-Work Conflict are like two sides of a coin that is experienced by many women employees. This study identifies the key consequences of conflict between Work and Family and their relationship with Job Satisfaction, Family Satisfaction and Life Satisfaction.

Table 1: Correlation Analysis for WFC, FWC and discipline of Satisfaction

Factors	Job Satisfaction	Family Satisfaction	Life Satisfaction
Work-family Conflict	-0.301**	-0.202**	-0.119
Family-work Conflict	-0.327**	-0.158*	-0.152*

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

LIMITATIONS OF STUDY

- The study is limited to primary school female teachers in Chennai City.
- The study is conducted only with women teachers from private schools at Chennai.
- Time was a major constrain.

RESEARCH METHODOLOGY

Population:-

The population of this research is primary school female teachers in Chennai city.

Sample:- Sample size was 185 out of which questionnaires which were returned totalled 121 so response rate is 65.40% and type of sampling used is convenience sampling.

DATA COLLECTION

Instrument:-

The questionnaires used in this research used the Likert's five-point scale (Likert, R, 1967). The study used two scales/ questionnaires, one to measure work family conflict and the one for satisfaction inclusive of job satisfaction, family satisfaction and family satisfaction.

Job Satisfaction Scale:-

Brayfield and Rothe (1951) job satisfaction scale was used to measure job satisfaction.

Family Satisfaction Scale:-

Brayfield and Rothe (1951) family satisfaction scale was applied to measure family satisfaction.

Life Satisfaction Scale:-

A scale developed by Diener et al (1985) was used to measure life satisfaction.

Work-Family Conflict & Family-Work Conflict Scale:-

Netemeyer et al (1996) work-family conflict was used to measure work-family conflict. A scale developed by Netemeyer et al (1996) was applied to measure family-work conflict.

STATISTICAL ANALYSIS

Statistical Analysis such as Regression and correlations were used to analyze the study data using SPSS. The items in instrument were loaded into SPSS for analysis using correlation and regression as shown below in tables.

According to Pearson correlation coefficients, there was negative significant relationship between work-family conflict and job satisfaction ($r=-0.301$; $p<0.01$). There was negative significant relationship between family-work conflict and job satisfaction ($r=-0.327$; $p<0.01$).

Thus, hypothesis 1 was supported.

Regression analysis was computed to determine which type of work/family conflict (work-family conflict or family-work conflict) best predicts the job satisfaction. The results of simultaneous regression analysis for prediction of job satisfaction

Table 2: Regression Analysis

Model	B	Std. Error	Beta	t	Sig
Work-family Conflict	-0.138	0.091	-0.127	-1.507	0.134
Family-work Conflict	0.304	0.090	-0.266	-3.365	0.001

Overall Model: $F=12.865$, $R=0.364$, $R^2=0.132$, Adjusted $R^2=0.122$, $P<0.01$

Simultaneous regression analysis indicated that the overall regression model was significant ($F= 12.865$; $p<0.01$). The independent variables (work-family conflict and

family-work conflict) accounted for 13% $R^2 =0.36$) of variance in dependent variable (job satisfaction). The most heavily predictor variable was family-work conflict ($\beta = -0.266$; $p<0.01$).

Table 3: Simultaneous Regression Analysis for the Prediction of Family Satisfaction

Model	B	Std. Error	Beta	t	Sig
Work-family Conflict	-0.261	0.099	-0.231	-1.507	0.009
Family-work Conflict	-0.071	0.098	-0.063	-2.645	0.470

Overall model: $F=6.182$, $R=0.268$, $R^2=0.062$, Adjusted $R^2=0.06$, $P<0.05$

According to Pearson correlation coefficients, there was negative significant relationship between work-family conflict and family satisfaction ($r=-0.261$; $p<0.01$). There was negative significant relationship between family-work conflict and family satisfaction ($r=-0.178$; $p<0.05$) Thus, hypothesis 2 was supported.

Regression analysis was calculated to determine which type of work/family conflict (work-family conflict or family-work conflict) best predicts the family satisfaction. The results of simultaneous regression analysis for prediction of family satisfaction

The results of Simultaneous regression analysis showed that the overall regression model was not significant ($F=6.182$; $p<0.01$). The independent variables (work-family conflict and family-work conflict) accounted for 6.2% ($R^2 =0.062$) of variance in dependent variable

(family satisfaction). The most important predictor variable was work-family conflict ($\beta = -0.231$; $p<0.01$).

The results of Pearson correlation test showed that there was negative but not significant relationship between work family conflict and life satisfaction ($r=-0.119$; $p>0.05$). Hence, Work-Family Conflict correlation with the life satisfaction was not supported. There was negative significant relationship between family-work conflict and life satisfaction ($r=-0.152$; $p<0.05$). Thus Family-Work Conflict correlation with the life satisfaction was supported.

Regression analysis was computed to determine which type of work/family conflict (work-family conflict or family-work conflict) best predicts the life satisfaction. The results of simultaneous regression analysis for prediction of life satisfaction.

Table 4: Simultaneous Regression Analysis for the Prediction of Life Satisfaction

Model	B	Std. Error	Beta	t	Sig
Work-family Conflict	-0.060	0.082	-0.066	-0.739	0.461
Family-work Conflict	-0.126	0.081	-0.139	-1.564	0.120

Overall model: $F=2.667$, $R=0.181$, $R^2=0.043$, Adjusted $R^2=0.021$, $P>0.05$

Simultaneous regression analysis revealed that the overall regression model was not significant ($F=2.667$; $P>0.05$). The independent variables (work-family conflict and family-work conflict) accounted for 4.3% ($R^2 =0.043$) of variance in dependent variable (life satisfaction)

DISCUSSION AND CONCLUSION

The present study findings from correlation revealed that there was a negative significant relationship between work-family conflict and family-work conflict with the job satisfaction. Regression analysis showed there was negative significant relationship between work-family conflict and family-work conflict with the family satisfaction. The results of Pearson correlation test showed



that Work-Family Conflict correlation with the life satisfaction was not supported and found to be negative but not significant. The Family-Work Conflict correlation with the life satisfaction was supported since there was a negative relationship. This findings test the traditional focus on work-family conflict in research literature. Specifically, it is important to include measures of family-work conflict in studies of work-family interface. In addition, the results recommended that organizations and family members could potentially increase the job satisfaction, family satisfaction, and life satisfaction by providing alternative work and family arrangements, which would allow the employer to balance the conflicting demands from multiple roles.

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