

Consequences of Conflict between Work and Family among Iranian Female Teachers

Qumarth Karimi^{*1}, Farhad Jomehri², Hasan Asadzade², Faramarz Sohrabi³

¹Ph. D Candidate, Department of Psychology, Science and Research branch, Islamic Azad University, Tehran, Iran

²Assistant Professor, Department of Psychology, Allameh Tabatabai University, Tehran, Iran

³Associate Professor, Department of Psychology, Allameh Tabatabai University, Tehran, Iran

ABSTRACT

The main goal of present research was to study the relationship between work/family conflict and satisfaction, including job satisfaction, family satisfaction, and life satisfaction. 166 Iranian married female teachers participated in this study. Brayfield and Rothe (1951) job satisfaction scale was used to measure job satisfaction. Brayfield and Rothe (1951) family satisfaction scale was applied to measure family satisfaction. A scale developed by Diener et al (1985) was used to measure life satisfaction. 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. 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 female teachers.

KEY WORDS: Work-family conflict, Family-work conflict, Job satisfaction, Family satisfaction, Life satisfaction.

INTRODUCTION

Work and family represent two of the most important aspects of adult life. Each of these domains contributes uniquely to our understanding of human behavior. Partially due to an increase in dual-earner households and non-traditional gender roles, and partially to an increase in the number of hours individuals work (Bond, Galinsky, and Swanberg, 1998; Greenhaus, Callanan, & Godshalk, 2000), juggling the domains of work and family has become a part of everyday life for millions of adults.

Research during the last twenty-five years has sought to explore and better understand the numerous ways in which family and work roles influence one another (Barling & Sorensen, 1997; Greenhaus & Parasuraman, 1999). Although early researchers might have assumed that the worlds of work and home were separate (Brotheridge & Lee, 2005), numerous empirical studies and several review articles examining the work-family interface have documented that the two domains influence, and are influenced by, each other (e.g., Allen, Herst, Bruck, & Sutton, 2000; Bellavia & Frone, 2005; Boyar, Maertz, Person, & Keough, 2003; Byron, 2005; Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005; Ford, Heinen, & Langkamer, 2007; Grandey, Cordeiro, & Crouter, 2005; Huang, Hammer, Neal, & Perrin, 2004; Voydanoff, 2005). This recognition has prompted many researchers to consider at least two directions of conflict or interference, work-to-family (work-family conflict) and family-to-work (family-work conflict), as they have tried to establish how work and home-domain variables are related to these forms of conflict.

specially, the literature is replete with researches that have been aimed at identifying which types of variables are predictors, mediators, moderators, and consequences in an effort to more fully understand the nature and processes by which work and home domains interact (e.g., Aryee, Srinivas, and Tan, 2005; Bellavia and Frone, 2005; Boyar et al., 2003; Brotheridge and Lee, 2005; Eby et al., 2005). Reflecting this debate in the field are the numerous theories, models, and hypotheses researchers have offered as explanations for these interrelationships.

Kahn, Worlfe, Quinn, Snock, & Rosenthal (1964) argued that work-family research is largely conceptualized on role theory. They developed theory of role and suggested that a member of an organization can experience conflict between work and other life roles such as family. Multiple roles can lead to inter-role conflict due to possible conflicting demands on time, lack of energy, or incompatible behaviors among roles (Kahn et al., 1964). Greenhaus and Beutell (1985) later concluded that work-family conflict occurs when demands from one role affects one's ability to meet the demands associated with another role in another domain. Work/family conflict is bidirectional, meaning that work roles

*Corresponding Author: Qumarth Karimi, Ph. D, Candidate, Department of Psychology, Science and Research branch, Islamic Azad University, Tehran, Iran. Email: qumarth@gmail.com

can interfere with roles and responsibilities in the family domain, and family related roles can interfere with the work domain. Research supports the bidirectionality of work/family conflict as well as suggesting that work-to-family and family-to-work conflict may have different causes and effects (Frone, Russell, & Cooper, 1992; Kelloway, Gottlieb, & Barham, 1999; Mesmer-Magnus & Viswesvaran, 2005).

Over the past two decades, Industrial/Organizational Psychologists and other researchers have tried to gain a better understanding of the work-family conflict construct. However, as the demographics of the work force and families continue to evolve, as more women continue to enter the workforce, and as dual-earner families become prevalent, researchers have been forced to reconceptualize work-family conflict research to handle this rapidly changing world (Frone, Russell, & Cooper, 1992; Netemeyer, Brashear-Alenjandro & Boles, 2004). In light of the current state, the need for new research to be conducted in work-family conflict is evident. In the past 50 years, the role of work in women's lives has changed dramatically, with an increased emphasis on the importance of professional roles (Barnett & Hyde, 2001; Schultheiss, 2006). These changes are seen in higher education, where women are entering and graduating from professional schools at rates that are equal to or greater than men (National Center for Education Statistics, 2000). White and Rogers (2000) report that the average American family is a dual-earner family and women can expect to spend at least 30 years in the paid workforce. With both professional and personal responsibilities, women in particular are faced with a significant challenge when balancing these demands married working women are susceptible to work-family conflict because of the incompatible demands of work and family roles (Greenhaus & Beutell, 1985) and this conflict could result in negative consequences.

Life dissatisfaction as one of the consequences of work-family conflict has been examined by many researchers (e.g. Anderson, Coffey, & Byerly, 2002; Frye, & Breauagh, 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). As opined by Aryee, Fields, and Luk (1999), issues of work family conflict need studies that is more empirical in non-Western settings since cultural norms, which underpin the operation of the work-family interface, may affect the findings. Keeping in view of the above, the need to conduct such a study especially in a developing country in Asia (e.g. Iran) is reasonable. 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 Iranian married female teachers.

PREVIOUS RESEARCH

Allen et al. (2000) found a negative relationship between job satisfaction and work-to family conflict and family-to-work conflict. Lapiere et al. (2008) also found a negative relationship between job satisfaction and work-family conflict and family-work conflict. In a cross-cultural study examining the antecedents and outcomes of work-family conflict in a sample of working women in Singapore, Aryee (1992) found a correlation of -.31 between work-family conflict and job satisfaction. Netemeyer et al. (1996) also found that work-family conflict was negatively related to job satisfaction reporting a correlation of -.36. In another study, Boles et al. (2001) found 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. A meta-analysis by Kossek and Ozeki (1998) also found that work-family conflict was negatively related to job satisfaction, producing a mean weighted correlation of -.36. Noor (2004) examined work -family conflict in Malaysian women and found a low but significant relationship of -.18 between work-family conflict and job satisfaction. Although they did not make any direct hypotheses regarding the relationship between work-family conflict and job satisfaction, Carlson and Karmar (2000) found a small but significant relationship ($r = -.15$) between the two variables. 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). In a study examining the job related outcomes of work-family conflict in samples of American, Puerto Rican, and Romanian employees, Netemeyer et al. (2004) found mixed results for the relationship between work-family conflict and job satisfaction. In the US and Puerto Rican samples the research found low but significant relationships of -.11 and -.17 respectively, while for the Romanian sample they found a moderate, significant relationship ($r = -.33$) (Netemeyer et al., 2004). Lyness and Thompson (1997) did not make any specific hypotheses about the relationship between work-family conflict and job satisfaction. However, their results indicated a small but significant relationship between work-family conflict and job satisfaction ($r = .13$). Even more interesting about these findings was the fact that the correlation was not only small; it was positive which goes against the general hypothesized direction of the relationship between work-family conflict and job satisfaction. In a study examining affective experiences as consequences of work-family conflict, O'Driscoll et al. (1992) found no significant relationship between work-family conflict and job satisfaction. To further, complicate things, Bedeian et al. (1988) hypothesized that there would be a significant relationship between work-family conflict and job satisfaction. However, the results of their study examining the outcomes of work family conflict indicated that work-family conflict and job satisfaction were not significantly related. Thus, from a basic review of the research examining the relationship between work-family conflict and job satisfaction one

might conclude that there is usually a strong direct relationship between the two variables. However, a more in-depth look at the relationship between these two variables seems to suggest that research results are permeated with inconsistencies.

Bedeian et al. (1989) found that family-work conflict was negatively related to family satisfaction. Also Carlson and Kacmar (2000) found that family Interference with work significantly predicted family satisfaction. In another study Hennessy (2007) found that the work/family conflict was negatively related to family satisfaction ($r = -.32$). Results indicated that woman who reported higher levels of work/family conflict are more likely to experience lower levels of family satisfaction. Perrone et al. (2006) explored the relationship between work-family conflict, family-work conflict, commitment, coping, and satisfaction. Their results suggested that both work-family conflict and family-work conflict were significantly and negatively correlated with family satisfaction ($r = -.24$).

Results of past empirical research examining the relationship between work-family conflict and life satisfaction have been mixed. Netemeyer et al. (1996) found that work-family conflict and work-family were negatively related to life satisfaction, with correlations ranging from $-.33$ to $-.53$ in three separate samples. In a meta-analysis, Kossek and Ozeki (1998) reported an average weighted mean correlation of $-.31$. Allen et al. (2000) also found a significant, negative correlation between work-family conflict and life satisfaction ($r = -.28$). However, several studies have found results that oppose these findings. Aryee (1992) found that job-spouse conflict, and job-parent conflict were negatively related to life satisfaction with correlations of $-.33$ and $-.28$ respectively. However, Ayree (1992) also found a significant, positive correlation of $.15$ between job-homemaker conflict and life satisfaction. Bedeian et al. (1988) found significant positive correlations between work-family conflict and life satisfaction. They reported a positive correlation of $.46$ for men and $.42$ for women. Other researchers have found no significant relationships between work-family conflict and life satisfaction (e.g. Beutell & Greenhaus, 1982; Cooke & Rousseau, 1983). Thus, some researchers suggest that work-family conflict decreases life satisfaction while others suggest that it increases life satisfaction.

HYPOTHESES

For studying the relationship between work-family conflict and satisfaction, including job satisfaction, family satisfaction, and life satisfaction, we test the following hypotheses:

- H1:** Work-family conflict is negatively correlated with the job satisfaction.
- H2:** Family-work conflict is negatively correlated with the job satisfaction.
- H3:** Work-family conflict is negatively correlated with the family satisfaction.
- H4:** Family-work conflict is negatively correlated with the family satisfaction.
- H5:** Work-family conflict is negatively correlated with the life satisfaction.
- H6:** Family-work conflict is negatively correlated with the life satisfaction.

MATERIALS AND METHODS

Participants for this study included 166 married women who were employed either full- or part-time. The sample of women in the current study was found at 40 schools in Kurdistan province of Iran. Participants received individual packets including demographic questionnaire, and research scales. Participants received their packets at the beginning of the school day and were asked to fill them out during their spare time and return them in sealed envelope to the researcher by the end of the day. Of the 300 questionnaires distributed, 166 completed questionnaires were returned for 55% response rate.

Participants ranged in age from 20 to 45 years, with a mean age of 33.98 years ($SD = 6.15$). The number of hours spent in paid employment ranged from 20 to 48 hours per week, with the mean of 25.85 hours ($SD = 4.82$). Sixty-four (38.6%) participants reported they had earned an associate degree, ninety-four (56.6%) had earned a Bachelor degree, and eight (4.8%) had earned a Master of Arts degree. Sixteen participants reported they hadn't any children, twenty-eight (16.9%) had one children, thirty-three (19.9%) had three children, eighteen (10.8%) had four children, and six (3.6%) had five children. The length of marriage ranged from one to twenty-eight years, with a mean of 13.5 years.

Data were gathered with a variety of measures including a demographic questionnaire, work-family conflict scale (Netemeyer et al., 1996), family-work conflict scale (Netemeyer et al., 1996), job satisfaction scale (Brayfield & Rothe, 1951), family satisfaction scale (Brayfield & Rothe, 1951), and life satisfaction scale (Diener et al., 1985). Five items adapted from the work of Netemeyer et al. (1996) were used to measure employee perception of the degree to which work interferes with family life. The scale's alpha reliability in this study was $.73$. Five items adapted from the work of Netemeyer et al. (1996) were applied to measure employee perception of the degree to which family interferes with work. The scale's alpha reliability in this research was $.77$. Brayfield and Rothe (1951) 18-item scale was used to measure job satisfaction. The scale's alpha reliability in this study was $.83$. The 5-item short version of the Brayfield and Rothe (1951) family satisfaction scale was applied to measure family satisfaction. The scale's alpha reliability in this research was $.71$. A 5-item scale developed by Diener, Emmons, Larsen, and Griffin (1985) was used to measure life satisfaction. The scale's alpha reliability in this study was $.70$.

In analyzing our data, we first computed descriptive statistics including means, and standard deviations for each variable. In addition, coefficient alpha values were calculated to estimate the reliability of each measure. For hypothesis testing, Pearson's correlation matrix and regression analysis were computed.

RESULTS

Descriptive statistics and Cronbach's Alpha Coefficient of studied variables are shown in table 1.

Table 1: Descriptive Statistics (Means and Standard Deviations), and Cronbach's Alpha Coefficients

	Mean	Standard Deviation	Cronbach's Alpha Coefficient
Work-family conflict	16.65	6.04	0.73
Family-work conflict	16.3	6.11	0.77
Job satisfaction	59.22	6.56	0.83
Family satisfaction	13.10	6.88	0.71
Life satisfaction	17.90	5.54	0.70

The results of Pearson' correlation test are shown in table 2. According to Pearson correlation coefficients, there was negative significant relationship between work-family conflict and job satisfaction ($r=-0.269$; $p<0.01$). Thus, hypothesis 1 was supported. There was negative significant relationship between family-work conflict and job satisfaction ($r=-0.347$; $p<0.01$). Therefore, hypothesis 2 was supported.

Table 2: Pearson Correlation Coefficients for Two Types of work-family conflict and domains of satisfaction

	Job Satisfaction	Family Satisfaction	Life Satisfaction
Work-family Conflict	-0.269**	-0.262**	-0.139
Family-work Conflict	-0.347**	-0.178*	-0.172*

*. Correlation is significant at the 0.05 level (2-tailed)
 **. Correlation is significant at the 0.01 level (2-tailed)

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 are presented in table 3.

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

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	-0.283	-3.365	0.001

Overall Model: F=12.445, R=0.364, R2=0.132, Adjusted R2=0.122, P<0.01

Simultaneous regression analysis indicated that the overall regression model was significant ($F= 12.445$; $p<0.01$). 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 ($\beta= -0.283$; $p<0.01$).

According to Pearson correlation coefficients, there was negative significant relationship between work-family conflict and family satisfaction ($r=-0.262$; $p<0.01$). Thus, hypothesis 3 was supported. There was negative significant relationship between family-work conflict and family satisfaction ($r=-0.178$; $p<0.05$) (see table2). Therefore, hypothesis 4 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 are displayed in table 4.

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

Model	B	Std. Error	Beta	t	sig
Work-family Conflict	-0.263	0.099	-0.231	-1.507	0.009
Family-work Conflict	-0.071	0.098	-0.063	-2.645	0.470

Overall model: F=6.292, R=0.268, R2=0.072, Adjusted R2=0.06, P<0.05

The results of Simultaneous regression analysis showed that the overall regression model was not significant ($F=6.292$; $p<0.01$). The independent variables (work-family conflict and family-work conflict) accounted for 7.2% ($R^2 =0.072$) of variance in dependent variable (family satisfaction). The most important predictor variable was work-family conflict ($\beta= -0.283$; $p<0.01$).

The results of Pearson correlation test showed that there was negative but not significant relationship between work-family conflict and life satisfaction ($r=-0.135$; $p>0.05$). Hence, hypothesis 5 was not supported. There was negative significant relationship between family-work conflict and life satisfaction ($r=-0.172$; $p<0.05$). As a result, hypothesis 6 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 are presented in table 5.

Table 5: 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=2.767, R=0.181, R²=0.033, Adjusted R²=0.021, P>0.05

Simultaneous regression analysis revealed that the overall regression model was not significant (F=2.767; P>0.05). The independent variables (work-family conflict and family-work conflict) accounted for 3.3% (R² =0.033) of variance in dependent variable (life satisfaction).

DISCUSSION AND CONCLUSION

The results of present research showed that there was significant negative correlation between work-family conflict and job satisfaction ($r=-0.269$). This finding was consistent with past researches that had found support for a significant relationship between work-family conflict and job satisfaction (Allen et al, 2000; Lapieere et al, 2008; Aree, 1992; Netemeyer et al, 1996; Boles et al, 2001; Kossek & Ozeki, 1998; Noor, 2004; Carlson & Kacmar, 2000). In addition, there was significant negative correlation between family-work conflict and job satisfaction ($r=-0.347$). This finding was consistent with past researches that had found support for a significant relationship between family-work conflict and job satisfaction (Allen et al, 2000; Lapieere et al, 2008). Furthermore, there was significant negative correlation between work-family conflict and family satisfaction ($r=-0.262$). This finding was consistent with past researches that had found support for a significant relationship between work-family conflict and family satisfaction (Carlson & Kacmar, 2000; Perrone et al, 2006; Hennessy, 2007). Moreover, there was significant negative correlation between family-work conflict and family satisfaction ($r=-0.178$). This finding was consistent with past researches that had found support for a significant relationship between family-work conflict and family satisfaction (Bedeian et al, 1989; Perrone et al, 2006; Hennessy, 2007). In addition, the result of present research showed that there was no correlation between work-family conflict and life satisfaction ($r=-0.135$). This finding was inconsistent with past researches that had found support for a significant relationship between work-family conflict and life satisfaction (Netemeyer et al, 1996; Kossek & Ozeki, 1998; Bedeian et al, 1989; Allen et al, 2000). Moreover, the result of present research showed that there was significant correlation between family-work conflict and life satisfaction ($r=-0.135$). This finding was consistent with past research that had found support for a significant relationship between family-work conflict and life satisfaction (Netemeyer et al., 1996).

This findings challenge 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 suggested 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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