

Evaluation of the Extent of Conflict between the Roles of Married employed Women and the Social Factors affecting it in State Hospitals of Mashhad

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ABSTRACT

The present study aimed to measure the extent of conflict between the roles of married employed women and the factors affecting it. Statistical population included all married women working in Ghaem Hospital in Mashhad, 240 of whom were selected as the sample. This study was a survey and the required data were collected using a close-ended questionnaire. Using Merton's Role Theory and Goode's Role Pressure Theory, the factors affecting the conflict between job and household roles among the married employed women were evaluated in this study. After studying the effect of variables such as traditional division of labor, social support, job role expectations, family support, number of children, age, level of education, marriage duration, and years of service, the results showed that 41% of variations in role conflict can be predicted by some of these variables, including social support, marriage duration, job role expectations, family support, and number of children and the other 59% are explained by the variables off the model. According to the findings, 48.3% of the studied women at a low level, 50% at a moderate level, and 1.7% at a high level have faced with the job-family conflict. Also, the mean score of conflict in the present study was obtained equal to 2.9 (in the range 1 to 6).

KEYWORDS: Role conflict; Role expectations; Family conflicts; Family support; Job support; Traditional division of labor; Married employed women

1. INTRODUCTION

Social roles are considered as a set of expectations of holders of a social situation in any society. These roles have learned through observation, imitation, education, etc. In the socialization process. All societies expect their members to follow a certain procedure in behaviors, attitudes, and values. Expectations about gender-related differences cause individuals, depending on their gender (male or female), play roles that are known as gender roles. Although several studies have shown that determination and distribution of roles based on gender is basically cultural and slightly depends on biological considerations (Segalon, 2001; 231), until recently it was considered as the result of a natural system which assigns different roles and tasks to men and women (Michelle, 2002; 15). Given that the modern society defines new identities for women, the issues of conflict between the norms of different roles has been compounded.

In modern societies, management of job and household responsibilities is faced with increasing problems and issues. One of the causes is the dramatic changes occurred in the nature of the workplace and family. Work-family conflict is a special type of conflict between roles and refers to different conflicts and incompatibilities that get a person involved in both job and household responsibilities (Rastgar, 2002).

Although housekeeping by women requires spending energy, time, and much effort, these are evaluated as non-productive tasks, which is a dual exploitation for employed women. Women in their modern role, that is, participation in social, economic, and political activities, spend some hours of day out of their house, while the former cultural and traditional role is waiting for them at home; all common tasks of unemployed housewives, in addition to addressing the education affairs of children, management at home, etc. (Bagherian, 1991). Employed women are mostly tired physically and mentally, but not only they are rewarded for all these efforts at home but also they should expect the complaints of family members. Dissatisfied husbands and demanding children are the only judges of employed women. Also, women have fewer opportunities than men for self-expression in their jobs. Generally, it can be stated that the mechanism to achieve a balance between social and housekeeping responsibilities cause the emergence of work-family conflict.

By using the results of previous studies and statistical data, the present study aims to answer this question that, according to today's conditions of Iranian society, which social factors can explain the work-family conflict in

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employed women and what is the role of gender-based pattern of role distribution, as an agent derived from cultural and social structure, in this process.

2.LITERATURE REVIEW

In this part of the paper, by introducing the different theoretical approaches that are able to explain the issue of women's roles conflict and addressing these theories with reality, it was attempted to identify the most influential variables on the dependent variable of role conflict and describe the causal mechanisms through which these variables affect women's roles conflict. The independent variable surveyed in this study included social support, traditional division of labor, family belonging, job roles expectations, and underlying variables.

Although various theories can be used for theoretical analysis of work-family conflict, role theory has been mostly used for this purpose in other studies (Mitchell *et al.*, 2009; 200). Role theory clearly explains that how various spheres of social life such as work and family demand multiple roles from each person and this process could eventually lead to a conflict in human life (Mitchell *et al.*, 2009; 200).

In this regard, Merton's theory and Goode's theory are referred to. Merton believes that every social base is recognized not by only one role, but by a series of interlocking ones. According to Merton (1957), role conflict is basically rooted in the social structure. He argues that the main characteristic of the social structure is that every social position is characterized by not only a single role, but by a series of interlocking and interdependent roles. Thus, whenever a person occupies a position, he/she is faced with not only a single expectation but also with various ones simultaneously, and it is often difficult for people to be able to simultaneously satisfy multiple requirements (Roch & Sneple, 1993; 372). In Merton's opinion, there are countless number of people who are in a certain and similar social base and undergo the conflicting expectations of a role set. Hence, the experience of actual and potential dealing with conflicting expectations or members of a role set is somewhat different for those who occupy a single and similar social base. This means that role conflict and seeking ways for resolving it cannot and should not be considered a personal and private matter.

This fact is the basis for establishment of organizations that their main function is to provide social support for those who are gathered in a role set against conflicting expectations. Such organization, especially through preparing the systems of norms which can anticipate these conflicting expectations and settle them, given the opportunity to the occupiers of social bases to not be merely the follower of the members of role set, but help to shape these expectations. Hence, these organizations meet the needs of people for innovating concrete and spontaneous solution by setting the regulations for identifying the desired behavior of the occupier of social base in the face of conflicting expectations and help them to overcome the pressures that they are individually exposed to by resorting to these organized normative supports (Roch & Sneple, 1993; 372).

According to theory of role pressure, William Goode (1960) argues that the general system of individual role is a system that is excessively demanded, so that a person is unable to fully meet all demands. Hence, it is greatly likely that he/she faces with large volume and unordered or conflicting combination of a role's expectations. That's why Goode emphasizes on those techniques that are recommended to people in order to organize the role system and reduce the pressure by controlling social relations (Rastgar, 2003; 50).

In terms of social support in the theory of role set, Merton proposes two mechanisms; visibility of conflicting demands of members of a role set and mutual support among the occupiers of a similar social base. Merton emphasizes on the display of the existence of conflicting expectation of the members of role set and prediction of conflicting conditions and preparation of organizations and normative systems to support those who are exposed to conflict, respectively, in the first and the second mechanism (Kouzore & Rosenberg, 1999, 318).

By emphasizing on the role of family, emotional relationships between the members, and their psycho-social support for each other and the impact of these intimate and close emotions and relationships on the reducing the amount of energy expended by a person and allocating it to high-demand roles and thereby impose of lower pressure on that person, Goode also indirectly mentions the effectiveness of social support in reducing the role conflict experienced by a person (Goode, 1960; 487).

In addition to the above-mentioned theories for analysis of role conflict, Carlson & Peru (1999), after reviewing the studies conducted on this issue, stated that supportive colleagues and heads are the main sources of support in the workplace and family support for employed members is the main source of social support associated with non-work roles which can either prevents the incidence of work-family conflict or reduce its severity. Carlson & Peru emphasize on couples support for each other, intimate relationships between the spouses, reducing the marriage stresses, and increasing the compatibility between them.

There are many theories about the importance of the influence of traditional division of labor in the family and its aftermath. Since traditional division of labor was selected as the independent variable in the present study,

Jenkins’s social identity theory was firstly chosen as a basis in this study. Jenkins believes that social and cultural structure of all human societies are strongly influenced by gender differences which are usually represented scientific or natural but actually they are arisen from the society and are particularly affected by “stereotypes” and “gender ideologies” (Jenkins, 1983). In addition, the ideas of William Goode, Bourdieu, and feminist theories can be mentioned in this regard, based on which in some communities, according to gender stereotypes, distribution of roles based on gender is fundamentally a cultural issue and slightly depends on biological considerations (Segalon, 2001; 231).

Several experts have expressed their ideas and opinions about the effect of the causes of job and family roles expectation of people on role conflict, such as Duxbury & Higgins (1992) and Greenhouse & Betoyel (1985).

Duxbury & Higgins (1992) state that time pressure of role is one of the mechanisms of pressure caused by increased job and family expectations, because role expectations in work or family lead to role overload. Secondly, expectations about each of these roles transfer the pressures which dominate a person’s time to another role and interfere with the expectations related to that role. Greenhouse & Betoyel (1985) also believe that high job expectation would lead to work-family conflict as a result of two factors including person’s expectations and beliefs of a role and punishment for not complying with the requirements of that role. Selection of family conflict as an independent variable in this study was based on role scarcity approach (whenever a person can establish a system of equally positive and high commitments to all of his/her roles, production of time and energy for those roles is maximized), Duxbury & Higgins model, and the model proposed by Ferrand, Russell, and Cooper, referring to the concept of "unbalanced conflict of family and work roles." As an explanation to this concept and its impact on role conflict, it has been stated that intense mental belonging to a role leads to allocation excessive time to it, so that one can hardly cope with the pressure of his/her other roles, even when he/she physically tries to respond to the requirement of other roles (Rstgar, 2006; 18).

2.1. Previous studies:

Many studies have been conducted in this field in Iran and in the world which can provide us with useful information about role conflict and the factors affecting them. Some of these studies have been summarized in Table 1.

Table 1: Previous studies on role conflict

Subject	Author(s)	Origin of research
Is it possible to reconcile a woman’s responsibilities at home and her job out?	Tavasoli (2003)	Domestic studies
Evaluation of job-family roles conflict and social factors influencing it	Rastegar (2004)	
Evaluation of the problems caused by conflict between family and social roles of employed women in Kerman	Maghsoodi & Bostan (2004)	
Assessing the extent of incompatibility feeling about the social and family roles in women of Shiraz	Safiri & Zare (2006)	
Relationship between gender stereotypes and marital roles conflict in young couples	Safiri & Zare (2007)	
Studying the relationship between social factors and the conflict between family and job roles among employed women in Kerman	Garooosi & Adinehsazeh (2009)	
Studying the effect of stressful stimuli and social support on work-family conflict	Nabavi & Shahriari (2011)	
Studying the factors influencing the satisfaction of women (housewife and employee) with their family life	Jahanian (1996)	
Measuring the attitude of employed men in Education Department of Tehran towards women's employment outside the home	Aghaei (1995)	
Work-family conflict and job and family satisfaction	Neerpal Rath (2012)	
Measuring the impact of job role expectation, support from the head of family, and work control on work-family conflict among workers	Tunku Abdul Rahman (2013)	
Work-family conflict: A case study on nurses in Norway and Finland	Abrahamsen, Holte, and Laine (2012)	
Surveying the consequences of work-family conflict among the male and female employees in Finland	Kinnuen & Mauno (1998)	
Work-family conflict and its relationship with health	Kinnuen, Vermuls, Gerris, and Mkikangas (2003)	
Studying the effect of economic pressure on family conflict in Romania	Robila & kumar (2005)	

2.2. Summary:

In recent years, many studies have been done on simultaneous playing of job and family roles by employed women. It seems that the increasing presence of women in the labor market and economic needs of today's families to women employment is one of the reasons for researchers interest in this subject.

It can be stated that in most studied conducted on this issue in Iran, a traditional role has been confirmed for women as a presumption and it has been mentioned that in the present society after many changes occurred over time and after the transition from an agricultural economy to an industrial one, the role of women has also undergone changes. Since these changes do not match the performance of the entire society, it causes a lot of problems at all levels. According to Parsons, a community acts as a system; if a change occurs in one part of it, the whole system should be changed, otherwise it becomes a vicious cycle.

In most foreign studies, among the variables affecting the role conflict, there is a special emphasis on social support and its impact on the role conflict. This indicates the important and influential role of social support in maintaining the balance and health in most societies. In terms of the theoretical foundations used in previous studies on the role conflict, it can be stated that the role theory and some of its important approaches such as Merton's role theory and Good's role pressure theory have been used in most studies. In the present study, these theories were also used and codification and selection of independent variables was done by reviewing the variables used in previous studies and their impact on the role conflict.

3.METHODOLOGY

The present study was a descriptive-explanatory survey. Statistical population included all married women working in Ghaem Hospital (N=626), Mashhad. The sample size was determined using the following equation (Rafipour, 173):

$$n \geq \frac{\frac{t^2 pq}{d^2}}{1 + \frac{1}{N} \left(\frac{t^2 pq}{d^2} - 1 \right)}$$

Using Cochran formula, 240 women were selected and then, based on their education level, stratified sampling was done.

4. Instrument:

In order to measure the Extent of Conflict between the Roles of Married employed Women and the Social Factors affecting it, we first studied the literature and then prepared a questionnaire, which was first used tentatively and underwent some corrections and reforms; after which it was presented to the research. The questionnaire consists of 50 questions about the different aspects of role conflict.

4.1. Operational definitions:

1- Role conflict:

If the number of roles are so multiple that a person is not able to play a role commensurate with his/her social status as expected, he/she will face with the problem of conflict or contradiction of roles (Sattarzadeh, 2011). Role conflict is a dependent variable composed of two main dimensions including role interference and role overload. Indicators for measuring the first dimension include time-based conflict and pressure-based conflict and the indicators for measuring the second one involve inadequate time and energy for playing a role and difficulties and lack of quality in playing a role (Greenhouse & Betoyel, 1985).

2- Social support:

Being an independent variable, social support consists of two main dimensions including support from the head of family and support from the colleagues in the workplace. Accordingly, job support measures include flexibility to the employed women in terms of their family requirements (setting the work schedule in accordance with these requirements as much as possible and giving more leave to employed women for dealing with their family responsibilities), assistance and guidance to business problems, and interaction in the workplace and intimate relationships with colleagues (King & Adams, 1995; 237).

3- Family support:

According to the definitions provided, family support refers to the support of family members for one of the members who is working. This is composed of two dimensions including verbal support and practical support.

Verbal support involves the attitudes and behaviors reflecting the interest of family members in employee's job, dialogue between family members with the employed person about his/her job (Listening, speaking, and

consultation), and empathy with the employee about his/her career successes and problems (understanding and encouraging and worrying or paying attention to the employee).

Practical support refers to the attitudes and behaviors reflecting the willingness of family members in housekeeping, easing the employee from unnecessary responsibilities, and adjusting the structure of family life in accordance to the time schedule or job requirements of the employee (King *et al.*, 1995; 237).

4- Family Conflict:

In this study, family conflict scale developed by Yugo & Burt (1985) was used for measuring this variable. This scale measure the extent of family conflict in three dimensions including wifehood role, parental role, and housekeeping role.

5- Role expectations:

Job role expectations is defined as to press a person’s perceptions to accept and fulfil the increased responsibilities, obligations, and commitments of job role (Higgins, 1994; 163).

According to the definitions provided for the job role expectations, using the indicators of sensitivity of job, work volume and pressure, and officials’ expectations about the importance of the tasks assigned to the staff, this variable will be studied in three dimensions including time dimension (work shift at nights, work shift on holidays), mental dimension (sensitivity of duties, officials’ expectations about the accuracy of doing the tasks), and practical dimension (obligation for working overtime because of the high volume of assignments, fatigue in the workplace due to tough job duties).

6- Traditional division of labor:

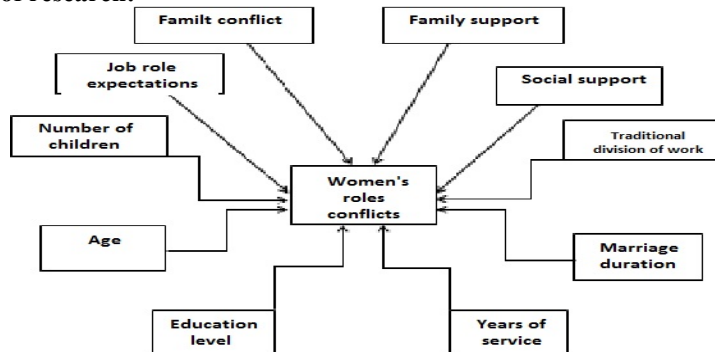
To assess the traditional division of labor at home, the way of division of labor at home, the attitudes towards this issue, and satisfaction of the employee with the division of labor at home were studied regarding the presence of women in social arenas. This variable was divided into two sets including individual dimension (a person’s attitude towards the fact the housekeeping duties are common between husbands and wives, the belief that breadwinning is the duty of men and housekeeping is the duty of women) and kinship dimension (cooperation of men in the education affairs of children, taking care of children, and housekeeping). Then, it was measure that how women agree or disagree each of the indicators of these dimensions.

In addition, the underlying variables such as duration of marriage, age, education level, years of service, and number of children were measured in five questions.

Table 2. Cronbach's Alpha Coefficients for Role conflict Questionnaire

Feature	Number of Questions	Cronbach's Alpha Coefficient
Role conflict	6	80
Social support	10	89
Family support	7	84
Family Conflict	8	78
Role expectations	7	67
Traditional division of labor	7	89

4.2. Analytical model of research:



4.3. Research hypotheses:

- If there is a traditional division of labor between the couples, the extent of conflict between job and family roles of a women increases.
- The more involved a women is in household tasks, the higher the extent of conflict between her job and family role would be.
- The higher the social support for a woman in her workplace is, the lower the extent of conflict between her job and family roles would be.
- The higher the job expectations from a women is, the higher the extent of conflict between her job and family role would be.
- The higher the family support for a women is, the lower the extent of conflict between her job and family roles would be.
- There is a significant relationship between women’s education level and the extent of conflict between their job and family roles.
- There is a significant relationship between women’s age and the extent of conflict between their job and family roles.
- There is a significant relationship between women’s number of children and the extent of conflict between their job and family roles.
- There is a significant relationship between women’s years of service and the extent of conflict between their job and family roles.
- There is a significant relationship between duration of marriage and the extent of conflict between women’s job and family roles.

5. Data Analysis Method:

Data were analyzed by means of SPSS and the systematic regression was used for specifying the variables' relations.

6. RESULTS

6.1. Description of the respondents:

92.6% of the respondents had 1-3 children, 4.8% had 3-5 children, and 2.6% had more than 5 children. In terms of age, 16.9%, 50.2%, 27.3%, and 5.6% of the respondents, respectively, were 20-30, 30-40, 40-50, and more than 50 years old. About years of service, 41%, 47.3%, 10.8%, and 0.9% of the respondents had a years of service of 1-10, 10-20, 20-30, and more than 30, respectively. When it comes to education level, 7.5% of the respondents were under high school diploma, 12.9% had a high school diploma, 25.8% had an associate’s degree, 42.1% had a bachelor’s degree, 6.7% had a master’s degree, and 5% had a PhD. Duration of marriage was 1-10, 10-20, 20-30, and more than 30 years in 39.4%, 38.1%, 18.3%, and 4.1% of the respondents, respectively.

6.2. Data explanation:

Data were analyzed by backward method regression. As it can be observed in the table, 41% of variations in role conflict can be predicted by the model variables (job support, duration of marriage, role expectations, family support, number of children) and the other 59% is predicted by the variables off the model.

Backward method

Model	R	R ²	Adjusted R Square	S.E	Durbin.Watson
1	0.373a	0.412	0.42	0.83026	2.04
2	0.372b	0.401	0.40	0.82899	
3	0.364c	0.396	0.38	0.82919	
4	0.360d	0.38	0.37	0.82949	
5	0.347e	0.35	0.361	0.83209	
(Constant):predictors.a job support , Family Conflict, duration of marriage, Role expectations, age, Traditional division of labor, Family support, education level ,number of children, years of service					
(Constant):predictors.b Family support, education level ,number of children ,job support , Family Conflict, duration of marriage, Role expectations, age, Traditional division of labor					
(Constant):predictors.c Traditional division of labor, number of children ,job support , Family Conflict, duration of marriage, Role expectations , Family support					
(Constant):predictors.d number of children ,job support , duration of marriage, Role expectations, Family support, Family Conflict					
(Constant):predictors.e job support, duration of marriage, Role expectations, Family support, number of children					
Dependent Variable.f role conflict					

6.3. The variables entered in the equation and their influence coefficient in various steps:

Based on the B-value obtained from the regression model, the dependent variable is explained as follows:

$$Y = 1.49 + (0.44) X_1 - (0.18) X_2 - (0.30) X_3 + (0.10) X_4 + (0.11) X_5$$

Where, Y, X₁, X₂, X₃, X₄, and X₅ denote role conflict, role expectations, number of children, duration of marriage, job support, and family support, respectively.

Thus, the priority of effectiveness of the independent variables in the model is as follows:

Role expectation (Beta=0.35), job support (Beta=-0.36), family support (Beta=-0.19), number of children (Beta=0.15), and duration of marriage (Beta=0.21).

Model	Coefficients			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	1.49	0.25		5.95	0.0
role expectations	0.44	0.078	0.35	5.63	0.0
job support	0.30	0.086	-0.36	7.119	0.02
number of children	0.10	0.049	0.15	4.206	0.03
family support	0.18	0.049	-0.19	2.116	0.0
duration of marriage	0.11	0.086	0.21	7.119	0.0

In other words, as it can be inferred from the figures of regression table, role expectations, job support, family support, number of children, and duration of marriage can alone account for 0.35%, -0.36%, -0.19%, 0.15%, and 0.21% of variations in the dependent variable (role conflict).

7. DISCUSSION & CONCLUSION

The present paper aimed to study work-family conflict and its relationship with some factors in the workplace and family among the married employed women. As the results show, 48.3% of the studied women at a low level, 50% at a moderate level, and 1.7% at a high level have experienced the job-family conflict. In addition, mean score of conflict in the present study was obtained equal to 2.9 (in the range 1 to 6). These results are consistent with the findings of Rastgar (2004), Maghsoodi & Bostan (2003), Karatep & Killick (2007), Kinon *et al.* (2003), and Shockley & Allen (2007).

Because of the importance of the issue of role conflict as one of the social problems of women, it was attempted that the social factors influencing it to be analyzed. Goffman’s theory of dramaturgy, Merton’s role theory, liberal feminist theories, and Goode’s role pressure theory were used to show how women face with conflict and contradiction among their job and family roles and how this can cause problems and confusion to them.

As the findings show, social support and family support have an inverse correlation with the role conflict. This is consistent with the results of Garoosi & Adinehzadeh (2009), Nabavi & Shahriari (2011), Rath Neerpal (2012), Yildirim Aycan (2007), Robila & Kerhshnakumar (2005), and Siewgeok & Caillian (2009). Here, it can be cited to Merton’s role theory which emphasizes on the display of the existence of conflicting expectation of the members of role set and prediction of conflicting conditions and preparation of organizations and normative systems to support those who are exposed to conflict, respectively, in the first and the second mechanism (Kouzore & Rosenberg, 1999, 318). Based on the results of this variable in the present study, it can be stated that role conflict is reduced with the rise of social support.

By emphasizing on the role of family, emotional relationships between the members, and their psycho-social support for each other and the impact of these intimate and close emotions and relationships on the reducing the amount of energy expended by a person and allocating it to high-demand roles and thereby impose of lower pressure on that person, Goode also indirectly mentions the effectiveness of social support in reducing the role conflict experienced by a person. This can be clearly observed in the results of the present study.

In terms of the impact of job role expectations on the dependent variable (role conflict), the results demonstrated that job role expectations has a significant influence on the role conflict and is directly correlated with it. In other words, it can be asserted that the higher the women’s job role expectations is, the higher the role conflict among them would be. This result is consistent with the findings of Tunku Abdul Rahman University (2013) and Garoosi & Adinehzadeh (2009).

In this regard, Greenhouse & Betoyel (1985) also believe that high job expectation would lead to work-family conflict as a result of two factors including person’s expectations and beliefs of a role and punishment for not complying with the requirements of that role. This maximizes the effect of role pressure on role conflict.

Pursuant to the proposed model and the statistical population of this study, it is clear that sensitivity of duties and difficulty of work in health centers and hospitals increase the stress on the staff. In addition, severe punishments in these jobs for not performing the duties as expected can be mentioned as one of the reason for the existence of a direct relationship between job role expectations and role conflict.

The results suggest that duration of marriage is one of the factors affecting role conflict and has a direct relationship with it. This means that as the duration of marriage become longer, one would experience higher levels of role conflict. Safiri & Zare (2006) obtained the same results.

So far, many studies have been conducted on the duration of marriage and its relationship with the compatibility and satisfaction of couples with duties and family. André Michel, by referring to studies carried out in France and the United States, argues that as the duration of marriage becomes longer, the compatibility between the couples reduces (Michel, 1967; 202). Pineo (1976) also confirms this idea and believes that this unhappiness and dissatisfaction is because of two reasons; firstly, as the duration of marriage life becomes longer, one's ideal display, resulting from poetic imaginations when choosing the spouse, disappears. Secondly, changes that occur after marriage would lead to the destruction of the principles based on which the selection of the spouse have been done.

As the findings of the present study indicate, there is a direct relationship between number of children and role conflict. This means that the more the number of children is, the higher level of role conflict a women would experience. In other words, when people are faced with more family role expectations, they would experience higher levels of role conflict (Greenhouse & Betoyel, 1985; 82). In this study, family role expectations means a woman's perception of what others expect her as a mother or wife and the more the number of children is, the higher the level of what expected from a woman as a mother would and if the woman is employed, it leads to increased role conflict. Here, it can be referred to the opinions and views of Roch & Sneple who believe that whenever a person occupies a position, he/she is faced with not only a single expectation but also with various ones simultaneously, and it is often difficult for people to be able to simultaneously satisfy multiple requirements. This is consistent with some previous studies like one conducted by Maghsoodi & Bostan (2004).

The results of multivariate regression showed that family support, support at the workplace, job role expectations, duration of marriage, and number of children altogether account for 41% of variations in work-family conflict. In fact, these variables were found as the most effective ones in this study.

In order to reduce role conflict, it is necessary to apply social mechanisms which deal with adjustment of this issue both at the individual and community level. Accordingly, gender equality and bi-gender socialization are undeniable necessities. Surely, this cannot be realized only through changing and transforming the process of learning the roles. Public education and informativeness is the most important principle in this regard that should be done without of any gender discrimination. Obviously, resolution or reduction of the issue of conflicting roles of men and women, in addition to many positive effects for both sexes, can be a source of dynamism and strength for the whole community.

7. Suggestions:

- 1- The need for revising the power distribution structure in the family and making it more democratized, especially through restructuring and changing men's authoritarian conception of the role of wife. Given the stronger presence of women in society in recent decades and changes occurred in their traditional roles, this seems to be an undeniable necessity.
- 2- Holding workshops aiming at increasing the life skills and time management in order to reduce the work-family conflict for personnel working in hospitals and other organizations.

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