

Examining Factors Influencing Work-Family Conflict among Women Faculty Members from Educational Institution in Chennai City**S.Saranya****Research Scholar in Management,
Bharathiar University, Coimbatore, Tamilnadu.****ABSTRACT**

Conflict is drama, and how people deal with conflict shows you the kind of people they are.

- *Stephen Moyer*

After extensively studying the literature review of work-family conflict. The purpose of this study was to examine the Factors Influencing Work-Family Conflict among women faculty. Participants included 185 working women faculty from different educational institution at Chennai city. Statistical tools such as descriptive, Independent sample t-test and One-way ANOVA were used for the study purpose. The results from independent sample t-test revealed that there was a positive relationship between time, strain, behavior based WF and FW Conflict and marital status. One-way ANOVA indicated that that there is no significant difference between age group with respect to WF and FW Conflict based on TWFC, strain and behaviour Conflict except Time based FW Conflict. It is proposed that policy measures such as flexible work schedule, workload, and parental leave will help to reduce work-family conflict and family-work conflict.

Keywords: *work-life conflict, Time-based conflict WF and FW, strain-based conflict WF and FW, behaviour based conflict WF and FW, educational institution.*

INTRODUCTION

The history of work life conflict is very old. During barter system, the concept of work was not so clear. In this era work was not considered as employment rather it's just a source of survival. The work life conflict was not a social issue, as the conflict between the work and family was very small. But in today's situation Women's participation in the workforce has been increasing all around the world (Adler and Izraeli, 1994; Davidson and Burke, 2004), which has led to changes in the roles of women and men in society. Work-family conflict occurs when the demands or expectations associated with one domain are incompatible with the demands or expectations associated with the other domain (Greenhaus and Beutell, 1985). This study is designed to investigate the Factors Influencing Work-Life Conflict among Women Faculty Members from Educational Institution in Chennai City. More specifically, the aim of the study is to carry out a systematic and also identify which factors (i.e., Time based, Strain based, Behavior based) are related to the women faculty members. Work-life conflict is divided into two branches, life interference with work and work interference with life. Life interference with work occurs when family work prevents doing job duties and work interference with life occurs when job responsibilities and duties prevent helping and participation in family works.

Greenhaus and Beutell (1985) define work-life conflict

As a kind of conflict between roles in which the roles' pressure in different areas of work-life. Would lead to mutual conflict between work and life.

According to this definition, three types of conflicts can be identified:

1. **Time-based conflict:** Time-based conflict occurs when a disorder happens in the amount of time spent in an area such a work due to facing the needs of other area such as life.
2. **Tension or pressure based conflict:** Pressure based conflict occurs when the performance in one role is reduced due to stressful nature of the other role like feeling tired at work as a result of insomnia, child care or home responsibilities.
3. **Behavior-Based conflict:** Behavioral problems that occur as a result of displacement between roles.

Definition

Work-family conflict is a form of inter-role conflict that occurs when engaging in one role makes it more difficult to engage in another role (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964)

LITERATURE REVIEW

Greenhaus and Beutell (1985) consture WFC as “a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect”. Gutek et al. (1991) delineated that these forms should be taken up in both directions such that Work Interference with Family (WIF) and Family Interference with Work (FIW) could be time-based, strain-based or behavior-based.

Traditionally, researchers (Duxbury, Higgins & Mills, 1992; Frone, Russell, & Cooper 1997; Gutek, Searle, & Klepa, 1991) extended WFC unidirectionally but now investigations try to look at how families can interfere with work. Thus, Frone, Russell, & Cooper (1992), and Greenhaus and Beutell (1985) acclaimed that in order to get accurate measure of WFC researchers must consider both directions that is work-family conflict and family-work conflict. According to these researchers, there are three forms of WFC, i.e., time-based conflict, strain-based conflict, and behavior-based conflict. Time-based conflict may occur when time devoted to performing one role makes it difficult to participate in another. Strain-based conflict suggests that strain experienced in engaging in one role intrudes and interferes with participating in another role, and behavior-based conflict occurs when specific behaviors required in one role are incompatible with behavioral expectation in another role.

Mesmer-Magnus and Viswesvaran’s (2006) extensively conducted a meta-analysis using five studies that found there is no significant relationship among the presence of flexibility programs (both time and place) and work-to family and family-to-work conflict. Hughes and Parkes (2007) methodized that schedule flexibility moderated the relationship between work hours and work family conflict. Shockley and Allen (2007) also incorporated that flextime was significantly correlated with less work interference but flexplace was not.

Greenhaus exemplified this as a work family conflict, by introducing a classification which describes three different forms of conflict such as Time-based conflict is experienced when obligations associated with one role prevent one from fulfilling obligations from another role. Strain-based conflict is experienced when strain or fatigue from one role constrains one’s performance in another role. The third form, behavioural-based conflict, occurs when behavioural patterns in one role are incompatible with the requirements of another role.

Time-based conflict

Time-based conflict is when time devoted to one role makes it difficult to participate in the other role, with the number of hours worked being directly related to the amount of work-family conflict

(Greenhaus & Beutell, 1985). Associated factors include work hours, frequent overtime and irregular shift work (Greenhaus & Beutell, 1985).

Strain-based conflict

Strain-based conflict is when strain symptoms experienced in one role (work or family) intrude into the other role (family or work) resulting in symptoms such as fatigue, irritability and depression (Greenhaus, Parasuraman, Granrose, Rabinowitz & Beutell, 1989). For example, a person experiences stressful events at work, resulting in unfulfilled expectations within their job, which in turn results in fatigue, tension, and frustration, making it difficult for them to pursue a fulfilling family life (Greenhaus & Beutell, 1985).

Behavior-based conflict

Behavior-based conflict is where specific behaviours required in one role are incompatible with behavioral expectations within the other role (Greenhaus et al., 1989). For example, a manager may have to be focused and have aggressive characteristics at work, while at home in a family situation might be expected to be warm, emotional, and thoughtful in their interactions with other family members. Therefore, if a person cannot manage their behaviour to suit the expectations of different roles they are likely to experience conflict between the roles (Greenhaus & Beutell, 1985). As a consequence of these three types of conflict, a number of detrimental outcomes are likely to occur both at home and in the workplace.

OBJECTIVE OF STUDY

- ❖ To examine the time based, strain based and behaviour based conflict among women Faculty members from Educational Institution in Chennai City.
- ❖ To examine the degree of relationship between the factors of work-Family conflict.

LIMITATIONS

As the sample represents a homogenous with respect to age and stage of profession. Hence the results cannot be generalised to other profession. Conclusions are drawn only for the Women Faculty Members from Educational Institution in Chennai City.

RESEARCH METHODOLOGY

Population

The population of this research is Women Faculty Members from Educational Institution in Chennai City.

Sample

Sample size was 185 out of which usable questionnaires totalled to 140 so response rate is 75.67%. Data for the study is collected through Non – probability convenience sampling.

Data Collection-Instrument

The questionnaires used in this research is an eighteen item scale using five point likert scales (Likert, R, 1967) was exploited for the study to study the work life conflict faced by women faculty members. Multi-dimensional Work/Family Conflict Scale (Carlson, et al., 2000) was used as an instrument in this study.

STATISTICAL ANALYSIS-Demographics**Table 1. Demographic Characteristics of Respondents, N=140**

<i>Variables</i>	<i>Parameter</i>	<i>No. of People</i>	<i>Percentage (%)</i>
Age	Upto 25	77	55.0
	26 – 35	43	30.7
	36 – 45	20	14.3
	Above 55	-	-
Educational Qualification	PG	93	66.4
	B.Ed	38	27.1
	M.Ed	8	5.7
	Ph.D	1	0.7
Monthly Income (in Rs)	Upto 25000	95	67.9
	25001 – 35000	33	23.9
	35001 - 45000	11	7.9
	Above 45000	1	0.7
Professional Service (Years)	Upto 5	67	47.9
	6 – 10	66	47.1
	11 -15	3	2.1
	Above 15	4	2.9
Family Pattern	Joint Family	31	22.1
	Nuclear Family	109	77.9
Marital Status	Singly	40	28.6
	Married	100	71.4
No. Of dependants	1 and 2	45	32.1
	3 and 4	66	47.1
	5 and 6	22	15.7
	7 and above	7	5.0

Descriptive Statistics

The descriptive statistics revealed that a general agreement of the respondents to the different types of work-family conflict (Time-based WF Conflict, Time-based FW Conflict, Strain-based WF Conflict, Strain-based FW Conflict, Behavior-based WF Conflict, Behavior-based FW Conflict) The mean values ranges from lowest value of 7.7357 (Strain-based WF Conflict) and highest value of 11.4214 (Time-based FW Conflict) Statistics are shown in table 2 below.

Table 2. Descriptive Statistics

	<i>N</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Mean</i>	<i>Std. Deviation</i>
Multi-dimensional WFC					
Time-based WF Conflict	140	5.00	13.00	10.2929	1.79727
Time-based FW Conflict	140	4.00	14.00	11.4214	2.74076
Strain-based WF Conflict	140	3.00	14.00	7.7357	3.39829
Strain-based FW Conflict	140	4.00	15.00	9.6357	1.41019
Behavior-based WF Conflict	140	5.00	14.00	9.0000	2.79517
Behavior-based FW Conflict	140	6.00	14.00	9.1071	2.34044
Valid N (listwise)					

Independent Sample t-test

Null Hypothesis H₀: There is no significant difference between marital status with regard to factors of work-family conflict.

Alternative Hypothesis H₁: There is significant difference between marital status with regard to factors of work-family conflict.

Table 3. Independent Sample t-test

VARIABLES	MARITAL STATUS	MEAN	SD	t-value	P Value
TimebasedWFConflict	Single	10.0750	1.49164	-.907	0.050
	Married	10.3800	1.90576		
TimebasedFWConflict	Single	11.0500	2.64042	-1.014	0.050
	Married	11.5700	2.77891		
StrainbasedWFConflict	Single	8.7750	3.54811	2.325	0.050*
	Married	7.3200	3.26252		
StrainbasedFWConflict	Single	9.4500	1.13114	-.985	0.050
	Married	9.7100	1.50618		
BehaviorbasedWFConflict	Single	9.5750	3.18560	1.420	0.050
	Married	8.7700	2.60479		
BehaviorbasedFWConflict	Single	8.9500	2.30885	-.501	0.050
	Married	9.1700	2.36154		

Intrepretation:

- i) Since P value for Time-based WF Conflict is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence concluded that there is no significant difference between marital status with regard to Time-based WF Conflict.
- ii) Since P value for Time-based FW Conflict is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence concluded that there is no significant difference between marital status with regard to Time-based FW Conflict.
- iii) Since P value for Strain-based WF Conflict is less than 0.050 the null hypothesis is rejected at 5% level of significance. Hence concluded that there is significant difference between marital status with regard to Strain-based WF Conflict.
- iv) Since P value for Strain-based FW Conflict is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence concluded that there is no significant difference between marital status with regard to Strain-based FW Conflict.
- v) Since P value for Behavior-based WF Conflict is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence concluded that there is no significant difference between marital status with regard to Behavior -based WF Conflict.
- vi) Since P value for Behavior-based FW Conflict is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence concluded that there is no significant difference between marital status with regard to Behavior -based FW Conflict.

One-Way ANOVA

Null Hypothesis H₀: There is no significant difference among age group with respect to factors of work-family conflict.

Alternative Hypothesis H₁: There is significant difference among age group with respect to factors of work-family conflict.

<i>Variable</i>	<i>Age Group</i>	<i>Mean</i>	<i>S.D</i>	<i>F</i>	<i>P Value</i>
Time based WF Conflict	UPTO 25	10.4416	1.75839	0.785	1.000
	26-35	10.2093	1.97072		
	36-45	9.9000	1.55259		
Time based FW Conflict	UPTO 25	11.5065	2.62890	3.062	0.050*
	26-35	11.8837	2.50912		
	36-45	10.1000	3.32297		
Strain based WF Conflict	UPTO 25	7.9610	3.40835	1.071	1.000
	26-35	7.1163	3.32529		
	36-45	8.2000	3.50338		
Strain based FW Conflict	UPTO 25	9.5455	1.45589	1.237	1.000
	26-35	9.9070	1.19152		
	36-45	9.4000	1.63514		
Behavior based WF Conflict	UPTO 25	8.9351	2.83464	0.181	1.000
	26-35	8.9535	2.59994		
	36-45	9.3500	3.15019		
Behavior based FW Conflict	UPTO 25	9.1299	2.38057	1.069	1.000
	26-35	9.3721	2.22564		
	36-45	8.4500	2.41650		

Interpretation:

- i) Since P value is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence conclude that there is no significant difference between age group with respect to Time based WF Conflict.
- ii) Since P value is less than 0.050 the null hypothesis is rejected at 5% level of significance. Hence conclude that there is significant difference between age group with respect to Time based FW Conflict.
- iii) Since P value is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence conclude that there is no significant difference between age group with respect to Strain based WF Conflict.
- iv) Since P value is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence conclude that there is no significant difference between age group with respect to Strain based FW Conflict.
- v) Since P value is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence conclude that there is no significant difference between age group with respect to Behavior based WF Conflict.
- vi) Since P value is less than 1.000 the null hypothesis is accepted at 5% level of significance. Hence conclude that there is no significant difference between age group with respect to Behavior based FW Conflict.

Implications of the findings and Recommendations

The study sought to examine factors influencing work-family conflict among women faculty members from educational institution in Chennai city. In the present study we examined the relationship between three types of conflict based on time, strain and behaviour. Statistical analysis revealed the mean score for descriptive statistics ranged from 7.7357 (Strain-based WF Conflict) and 11.4214 (Time-based FW Conflict). Hence concluded that there is no significant difference between marital status with regard Work-family conflict and Family-work conflict based on Time, strain, behaviour, while there is significant difference between marital status with regard to Strain-based WF Conflict. It is clear from the Independent sample t-test that work-interference with family responsibility and family-interference with work contribute to greater amount of work-family conflict faced by women faculty. Hypothesized results from one-way ANOVA indicated that that there is no significant difference between age group with respect to WF and FW Conflict based on TWFC, strain and behaviour Conflict except Time based FW Conflict. Therefore all the three factors experienced by faculty members working in difference educational institutional have great impact on work-family conflict and family-work conflict. From the above findings it is clear that to reduce family-work conflict and work-family conflict suitable policy measures must be implemented. Practices such as flexible work schedule, workload for women faculty members should be designed exclusively to make work and life easier. Strategies to lower work-life conflict can result in increased job satisfaction and family satisfaction which lead to life satisfaction.

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