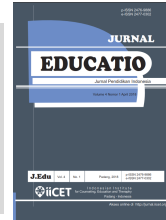




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Are there work-family conflict differences between male and female employees?

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ABSTRACT

Work and family are the most important parts of human life that cannot be easily separated. Therefore, individuals must have the ability to balance their responsibilities in work and family life to become individuals with positive and loyal behavior at work. In balancing work and family, conflicts and dilemmas often arise in determining the priorities of these two things, giving rise to a situation called work-family conflict. This research aims to (1) describe employee work-family conflict based on gender (men and women), and (2) examine differences in employee work-family conflict based on gender. This research uses quantitative research methods with a comparative descriptive research type. The research sample was 100 employees of Padang State University. The research results show that there are differences in work-family conflict between male and female employees.



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Introduction

Work and family are the most important parts of human life that are not easily separated (Lee & Fung, 2023; Li & Wang, 2022; Smith et al., 2022)). Through work, individuals can change the environment and themselves, foster a spirit of life, and meet the basic needs of the family (Ponzio et al., 2022). Meanwhile, the family is associated with human society where a person can develop themselves and obtain self-fulfillment, and is an important place for happiness and hope (Andhini & Utami, 2022; Dodanwala, Santoso, et al., 2022). Therefore, individuals must have the ability to balance their responsibilities in work and family life to become individuals with positive and loyal behavior at work (Higgins et al., 2022; Sadiq, 2022), as well as improving welfare, reducing work stress, and increasing satisfaction and effectiveness in work and family (Narayanan & Savarimuthu, 2013; Pluut et al., 2022).

Work and family are two areas where humans spend most of their time. Work and family are also two different things but interdependent about the fulfillment of individual life (Andhini et al., 2021; Febrianto, 2022; Isa & Indrayati, 2023). Individuals must have the ability to balance their responsibilities in work and family life to become individuals with positive and loyal behavior at work, as well as improve welfare, reduce work stress, and increase satisfaction and effectiveness in work and family (Cerrato & Cifre, 2018; Smyrniotou et al., 2003; Xie et al., 2022). Through work, the individual can change the environment and himself, enrich, grow his life and spirit, and meet the basic needs of the family, while the family is associated with human society, affection where

one can develop himself and obtain his fulfillment, and is an important place for happiness and hope (Blanch & Solé, 2023; Ling & Poweli, 2001)

In balancing work and family, conflicts often arise and dilemmas in determining priorities for these two things, giving rise to a situation called work-family conflict (Etemadinezhad et al., 2020; Sadiq, 2022; Setyawan et al., 2020). Work-family conflict occurs because of pressure when individuals carry out roles in work as opposed to pressure when individuals carry out roles in the family (Xie et al., 2022; Young et al., 2023). According to (Etemadinezhad et al., 2020) there are three types of work-family conflict, namely: time-based conflict, behavior-based conflict, and strain-based conflict.

Multiple role conflicts between work and family can occur in both women and men (Blanch & Solé, 2023; Lee & Fung, 2023; Madhani, 2022). When individuals, both men and women, hold marital status while carrying out the obligation to work, this increases work-family conflict because of involvement in household work (Cerrato & Cifre, 2018). As a result, work and family conflicts have been the subject of considerable research in recent years.

Based on the results of previous research, around 69.75% of banking employees feel that they do not have enough time to gather with family (Daundry, 2019; Liao et al., 2019). Research (Azliah & Lataruva, 2021) of the 167 employees, around 50.06% had work-family conflict in the high category. Next, revealed that 56.4% of work-family conflicts affect the lecturer's work stress. Furthermore, research conducted on teachers in Iran revealed that teachers in Shahrekord Iran experienced high work-family conflict (Etemadinezhad et al., 2020). Therefore, researchers are interested in studying work-family conflict. The purpose of the study was to describe the differences in work-family conflict based on sex (male and female).

Method

This study used quantitative research methods of comparative descriptive type. The sample of this study was the academic staff of Padang State University numbering 100 people, selected by *Total Sampling* technique. The instrument used in this study is the *Work-Family Conflict (WFC) scale*, using a 5-point Likert scale consisting of 26 statement items. The results of the RASCH model analysis showed a *person reliability* score of 0.84, meaning consistent answers from respondents were good and item reliability (*item reliability*) of 0.98, meaning the quality of the items used in the measurement was very good. While the reliability score is based on a *Cronbach alpha* (KR-20) value of 0.86, this shows that the interaction between a person and an item as a whole is very good. The research data were analyzed using descriptive statistics and *t-test tests*, according to the research objectives.

Results and Discussions

Based on the data processing that has been done, the research data is presented and analysed by the research objectives that have been stated previously, namely to describe the *work-family conflict* of academic staff. The results of the descriptive analysis of *work-family conflict* of academic staff as a whole can be seen in the following table 1.

Table 1. Overall Description of *Work-Family Conflict*

| Category | Interval | F | % |
|-----------|------------|----|-------|
| Very High | ≥ 110 | 1 | 1.00 |
| High | 89 – 109 | 13 | 13.00 |
| Keep | 66 – 88 | 62 | 62.00 |
| Low | 47 – 67 | 24 | 24.00 |
| Very Low | ≤ 46 | 0 | 0.00 |

Table 2. Description of Work Family Conflict in Terms of the Time Based Conflict Aspect

| Category | Interval | f | % |
|-----------|-----------|----|-------|
| Very High | ≥ 37 | 5 | 5.00 |
| High | 30 - 36 | 26 | 26.00 |
| Keep | 23 - 29 | 48 | 48.00 |
| Low | 16 - 22 | 19 | 19.00 |
| Very Low | ≤ 15 | 2 | 2.00 |

Based on Table 1, it can be seen that in general, *work-family conflict among academic staff* is in the medium category with a percentage of 62%. The rest are in the high (13%), and low (24%) category. Furthermore, the results of descriptive analysis of *academic staff work-family conflict* based on aspects of *time-based conflict* can be seen in the following table 2.

Based on Table 2, *the work-family conflict of academic staff* based on the aspect of *time-based conflict* as a whole is in the medium category with a percentage of 48%. While the rest are in the high (26%), low (19%), very low, and very high (5%) categories. Furthermore, the results of descriptive analysis of *academic staff work-family conflict* based on aspects of *strain-based conflict* can be seen in the following table:

Table 3. Description of Work Family Conflict in Terms of the Strain Based Conflict Aspect

| Category | Interval | f | % |
|-----------|-----------|----|-------|
| Very High | ≥ 52 | 5 | 5.00 |
| High | 42 - 51 | 16 | 16.00 |
| Keep | 32 - 41 | 39 | 39.00 |
| Low | 22 - 31 | 38 | 38.00 |
| Very Low | ≤ 21 | 2 | 2.00 |

Based on Table 3 above, *academic staff work-family conflict* based on aspects of *strain-based conflict* as a whole is in the medium category with a percentage of 39%. While the rest are in the low (38%), high (16%), and very high (5%) categories. Furthermore, the results of descriptive analysis of *work-family conflict* of academic staff based on aspects of *behavior-based conflict* can be seen in the following table 4.

Table 4. Description of Work Family Conflict in Terms of Behavior Based Conflict Aspect

| Category | Interval | f | % |
|-----------|-----------|----|-------|
| Very High | ≥ 21 | 1 | 1.00 |
| High | 17 - 20 | 13 | 13.00 |
| Keep | 13 - 16 | 45 | 45.00 |
| Low | 9 - 12 | 38 | 38.00 |
| Very Low | ≤ 8 | 3 | 3.00 |

Based on Table 3 above, *academic staff work-family conflict* based on aspects of *strain-based conflict* as a whole is in the medium category with a percentage of 39%. While the rest are in the low (38%), high (16%), and very high (5%) categories.

Based on the results of research data analysis, *work-family conflict* is in the medium category. The results obtained in this study support previous research showing that *work-family conflict* occurs due to workload and working hours (Azliah & Lataruva, 2021; Li & Wang, 2022). In addition, the demands of two-way roles where the demands of the job interfere with the demands of the family or responsibilities e.g. concern for the family is disrupted with work-related responsibilities which creates several undesirable outcomes such as stress, ill health, work-related conflicts, absenteeism, and turnover (Hariko et al., 2021; Smith et al., 2022). Family work conflict is a conflict that occurs due to two interests that are not in line with the household and organizational environment. According to (Dodanwala, Santoso, et al., 2022) There is a relationship between family work conflict role overload and work stress.

In addition, the limited time possessed by a person, namely the time used for work often results in limited time for family, tension in one role that ultimately affects the role of another, difficulty changing behaviour from one role to another causes a person to have negative attitudes and feelings towards his work (Lakshminarayanan & Savarimuthu, 2022; Smith et al., 2022; Xie et al., 2022). Conversely, individuals who can take roles in work and family will make individuals feel satisfied with the type of work, satisfied with salary, satisfied with promotion, satisfied with supervisors, and satisfied with coworkers (Ardi et al., 2019; Bruck et al., 2002).

Work and family issues are becoming two central things in the lives of adults, especially working men and women. According to (Higgins et al., 2022), Factors in work will affect family life (work-family conflict) and vice versa factors in the family will affect work (family-work conflict). Work and family conflict is an integral conflict, conflict arises when roles in work and roles in the family demand each other to be fulfilled, the fulfillment of one role will make it difficult to fulfill the other role (Azliah & Lataruva, 2021; Greenhaus & Beutell, 1985; Zhang, 2022).

Hypothesis Testing

Based on the data processing that has been carried out, the results of testing the hypothesis of *work-family conflict* of academic staff in terms of gender can be seen in the following table 5.

Table 5. Statistical test results in independent sample T-test Work-Family Conflict in terms of Gender

| Variable | | N | Mean | F | Sig. (2-tailed) | Information |
|----------|--------|----|-------|-------|-----------------|---------------|
| Gender | Male | 30 | 73.30 | 5.053 | 0.488 | Insignificant |
| | Female | 70 | 75.36 | | | |

Table 6. Work-Family Conflict Male and Female Academic Staff

| Category | Interval | Male | | Female | |
|-----------|------------|------|-------|--------|-------|
| | | f | % | f | % |
| Very High | ≥ 110 | 0 | 0.00 | 1 | 1.43 |
| High | 89 – 109 | 3 | 10.00 | 17 | 24.29 |
| Keep | 66 – 88 | 20 | 66.67 | 35 | 50.00 |
| Low | 47 – 67 | 7 | 23.33 | 17 | 24.29 |
| Very Low | ≤ 46 | 0 | 0.00 | 0 | 0.00 |

Based on the table above, it can be seen that the significance for the male and female type variables is 0.488. By the criteria for testing the t-test hypothesis, if the significance (0.488) is greater than 0.05, it means that there is no significant difference between the *work-family conflict* of male and female academic staff. Based on the results of the study, the average score of *work-family conflict* of male and female academic staff is not much different, and the condition of multiple role conflicts between work and family roles is in the medium category. *Work-family conflict* of male academic staff tends to be in the medium category with a percentage of 66.67% and *work-family conflict* of female academic staff is also in the medium category with a percentage of 50%.

Male and female workers feel the negative influence of work on family life (Etemadinezhad et al., 2020; Higgins et al., 2022). These days men are more willing to share housework with their wives. For some men, work is not the only important thing in life, family is also their priority (Febriani et al., 2017). Multiple role conflicts between work and family can occur in both women and men (Ling & Poweli, 2001; Retnowati et al., 2020; Smith et al., 2022). When individuals, both men and women, hold marital status while carrying out the obligation to work, this increases work-family conflict because of involvement in household work (Cerrato & Cifre, 2018). As a result, work and family conflicts have been the subject of considerable research in recent years.

Some researchers have found that women tend to spend more time in terms of family affairs so that women report more work-family conflicts, whereas men tend to spend more time handling work affairs than women so that women report more work-family conflicts than men (Buhali & Margaretha, 2013; Lakshminarayanan & Savarimuthu, 2022) define work and family conflict as role conflict that occurs in individuals, where on the one hand they have to do work and on the other hand must pay attention to the family as a whole, making it difficult to distinguish between work disrupting family and family interfering with work. Along with that, (Dodanwala, San Santoso, et al., 2022; Mody et al., 2022) suggest that work and family conflicts occur because individuals try to balance existing demands and pressures, both from family and work.

Some researchers have found that women tend to spend more time on family matters, so women report more work and family conflicts, while men tend to spend more time handling work matters than women, so women experience more work and family conflicts than men. According to (Choi, 2022) the problem of work-family conflicts causes job dissatisfaction and ultimately reduces dissatisfaction in life.

Conclusions

Work and family are two interrelated things. However, carrying out both roles often creates conflict, occurring when individuals carry out roles in work that conflict with pressure when individuals carry out roles in the family. Based on the description of the research results that have been put forward, it can be concluded that in general, the work family conflict of academic staff is in the moderate category. Dual role conflict can occur in both women and men. However, based on the difference test analysis there is no significant difference between work family conflict male and female academic staff.

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