How the Aspects of Gender Play a Role towards Causing Work-Family Conflict

Michelle Joan Yong Cheen Ee[1], Wendy Ming-Yen Teoh[2*], and Yuen Yee Yen[3**]
[1,2,3]Faculty of Business, Multimedia University, Melaka, Malaysia
[*]myteoh@mmu.edu.my
[**]yyyuen@mmu.edu.my

Abstract: The present time shows drastic changes occurring worldwide due to globalization factors. Mankind sees a shift in their lifestyles, thus requiring them to blend in with the evolving modernization in the world today. The shift in the lifestyles of these individuals have caused a variation in their behaviors, as something that was once regarded as being routine and accepted as a social norm now sees itself facing challenging effects due to this sudden shift. With the workforce expanding to the rapid rate of globalization, many families are seeing the evident challenges and complications to cope with this forceful drive to achieve success and sustain a comfortable life in this world where the economy is constantly fluctuating. Hence, with the changing lifestyles in families, conflicts are bound to occur; a situation known as work-family conflict. This paper aims to highlight, apart from the many other reasons that can cause work-family conflict, how gender is seen to be one of the prime factors towards causing it. Past researches were looked through and skimmed towards garnering the results needed for the conduct of this study. The particular variable that is given a prime focus is gender. This variable has been looked though many journals, gathering different hypothetical views and theories developed by past theorists in achieving the results of this study. The gender aspects taken note in this study deal with the different perspectives on how conflict arises between both husbands and wives due to the different ideological stance of the aspects of gender. Thus, studies were made with great relevance, studying how this variable can affect and cause work-family conflict. This is an explorative research studying the different perspectives of both men and women in Malaysia. Questionnaires were developed and passed around to working adults to garner the results required for this study. The questionnaires were formed using the scales developed by Gutek et al. (1991), Kopelman, Greenhaus, and Connolly (1983), Burley (1989), Hackman and Oldham (1980), Spannier (1976), Abidin (1990), Goldberg (1972), and Spector and Jex (1998). Gender was found to have a positive effect towards causing work-family conflict among both husbands and wives. The different ideologies that both genders portray in their daily activities have adverse effects towards causing work-family conflict. And this in turn, can lead to other consequences as well. Thus, husbands and wives should be well-aware of the importance of communication and to comprehend what goes on in each other's lives so as to avoid any conflict of interest from occurring. Companies should enhance the concept of Organizational Support towards their colleagues. Such support can be in the range of family-supportive-organization-perceptions, supervisor work-family support, and instilling organizational rules inside the

workplace. Organizations should also instill family-friendly policies to reduce the tension faced by employees. When this is put in view, a difference can clearly be seen in the change in perception of the aspects of gender and thus, this can clearly lead to the reduction of work-family conflict. This research studies the causes leading to work-family conflict between both genders.

Keywords: Gender, dual-earner couples and work-family conflict

Paper type: Conceptual paper

1. Introduction

Work-family conflict ensues when the demands in each domain that is the work domain and the family domain, are not able to be satisfactorily fulfilled. To fulfill the needs in one domain, this would require the resources to fulfill the demands of that domain. However, due to scarcity, the resources used in one domain may not be able to fulfill the demands of the other domain. Hence, both boundaries will be insufficiently adequate with the right amount of resources. Goode (1960), and Kahn *et al.* (1964) proposed that work-family conflict builds from the basis of the Role Theory, which defines the very basis of undertaking multiple roles and can lead to stress. Greenhaus and Beutell (1985) stated, when the needs of one role in one domain coincide with the needs of another role in the other domain, this can lead to conflict between the work and family territories. Given the situation in these current days, where the world is evolving into a rapid globalized phase, individuals are now faced with the overwhelming task in adopting numerous roles in their lives. Zedeck (1992) said that both men and women are faced with two main roles, which are work and family, and Greenhaus and Beutell (1985), Netemeyer *et al.* (1996) mentioned that what is expected out of these two roles can be conflicting towards one another; thus, forming a conflict known as "work-family conflict". Conger and Rueter (1999), Livingston and Burley (1996), Martins (2002), Phillips-Miller *et al.* (2000) have mentioned that the interest towards work-family conflict and how it can affect superiors and its working individuals have increased, and this can be seen from articles circulating around the subjects of sociology, psychology, and organization being published. Both husbands and wives are depending on a dual-income earning; thus, this requires them to balance their work demands and family demands and because of this fact, the number of these individuals is increasing. As proposed by Eagle et al. (1998), when a working individual is unable to effectively balance these two responsibilities, this can, in no other words, lead to conflict. There are many factors affecting the work-family conflict.

Work-family conflict has impacted societies, organizations, families, and individuals throughout the world. The study has stemmed from the Western developed countries such as the United States of America, the United Kingdom, and Canada. The growth of this conflict has also moved towards the Eastern side. Yang *et al.* (2000) have proposed that the demands from the work domain impacted the interference between work and family boundaries in China, compared to the United States of America, and this is due to the variations that exist in the individualism-collectivism culture. The Census and Statistics Department (2002) recorded that in Hong Kong, the percentage of women who takes part in the labor force accounts for about 51.6% in 2001, as compared to some Western countries. For women aged between 25 and 34, the percentage acquired was 80%, while those in the age group between 35 and 44 acquired 64% participation of women in the labor force, back in 2001, and this shows how the balancing act of juggling between the working life and family life poses a problem for those working women. Hong Kong also recorded that the concept of genders and the division of work in Hong Kong are looked upon negatively by working women, especially those bearing young kids. In the study made in the perspectives of the Malaysian culture, the Department of Statistics Malaysia (2005) has recorded that 62.4% of the work force comprises married

couples, of which 44.0% are of the dual-earner families, and the female labor force comprises 45.9% in 2005. Although these percentages were much lower compared to other developed countries, such as in the US, New Zealand, or Australia, the number was expected to increase, because it was recorded that almost 65% of students in universities have been females, and it was assumed that this number would participate in the labor force. This was recorded by the Economic Planning Unit Malaysia (2006). Noor (2006) has said that women will still hold the responsibility towards family obligations, and parenting roles will be the norm among females, as was said by Cousins and Tang (2004), thus mirroring the gender role seen amongst Malaysians.

In this study, gender was taken as the highlight for the conduct of this study and how it can cause work-family conflict. Fu and Shaffer (2001) have said that the sources of conflict are different for both men and women. Major (1994) has said that according to the gender role socialization, men are given the dominant character, serving as the breadwinner, whilst women carry out the duties of a homemaker. Simon (1995) has noted that women still hold the responsibilities in their family, despite them balancing the act of being a working woman as well as a family woman. Nevertheless, the combinations of these two distinct roles have seen negative repercussions such as the scarcity in the contribution that they could offer towards their family as a parent and as a spouse. The typical gender ideology has once defined that men was the dominant character for being the breadwinner in the family, and the women, as the household provider. However, with evolutions made in the world due to globalization, this mentality has shifted the lifestyles lived by both men and women, thus being the source of the gravity-pull in bringing both genders towards the workforce. What this study aims to investigate is how can gender be the cause of work-family conflict where both men and women engage themselves in the workforce?. There are many other sources that lead to work-family conflict; however, this study will focus on gender and its qualities, and how it can affect work-family conflict. Further elaborations to highlight on the focus on why centrality was given to the characteristics of gender can be seen in the Literature Review section.

2. Significance of Study

The significance of study of this paper is to comprehend what revolves around the occurrence of work-family conflict among couples of dual-income families. Gender was taken as the highlight of the cause towards causing work-family conflict. The aspects of gender play a role towards causing differential views to be formed, thus causing work-family conflict to occur. The Role theory has been used by previous studies to discuss the variables that affect work-family conflict; namely, role ambiguity, role conflict and role overload. However, Boles *et al.* (2007) denoted that the differential views of gender impact the relationship that goes on between role ambiguity, role conflict and the work-family conflict with regards to how this can affect job contentment. Milkie (1999), Correll *et al.* (2007), and Ridgeway (2011) suggested that gender aspects regard individuals' perspectives to be hugely affected by cultural definitions of what men and women ought to do and be like. With the differential views being put into perspective on how the ideologies are formed between men and women, this can cause a conflict to arise. One result is the rise of work-family conflict, with both men and women adopting their individualistic mentality into thinking who is more domineering over the other, and the responsibility that each one has to bear for the care of the family and to support the family in the workforce. The cause of work-family conflict has seen negative effects being shown unto individuals, such as life dissatisfaction, despair, substance misuse, and guilt. Work-family conflict also has an effect towards the families of these individuals, thus causing marital dissatisfaction and crossover stress. Organizations are also affected, facing the presence of nonattendance among employees in the workplace, resignation, exhaustion, and job discontentment (Carlson *et al.*, 2000; Eby *et al.* 2005). Work-family conflict happens when demands from two domains conflict with one another, like in this case, the demands coming from the family territory and the work territory. On a traditional perspective, men are considered as the sole bread-winner of the family, whilst the women stay at

home to care for the family. However, due to the modernization and evolution that has been taking place at a fast pace, the lifestyle of society is also changing at a rapid pace. Thus, due to this, both husbands and wives are pulled to the workforce to meet the competitive demands of the world. This can ultimately cause work-family conflict. Malaysia was used as the prime location for the conduct of this study. In this study, gender perspectives were seen to be the cause of work-family conflict among couples in dual-income urban families.

Previous studies revolving around the same area were also conducted in studying how the gender aspects can affect work-family conflict. These previous studies, however, were found to have several research gaps that were put forth from those previous researchers to aid future researchers in conducting their research with a much stronger foundation. From the previous studies, the same measures were used to conduct the questionnaires for the sample group. This caused alternative methods to collect data for the study to be avoided. The next research gap that was discovered was the fact that the specific relationships that took place between both husbands and wives were not looked at, but rather the focus was on the gender differences between both husbands and wives only. Thus, what is suggested is that a more detailed examination should be given to the perimeters of work-family conflict. Detailed questionnaires should be given with relevance to the conduct of this study. The questions on the potential causes of work conflict should be questioned such as lack of job stability, demotion, and so forth, and as for the family conflict, health issues that happen between the family members, and so forth. According to Jick and Mitz (1985), most of the researches conducted with regards to how gender can affect the work-family conflict are all based on the presumption that sex and sex role identity are similar. According to the researchers, the sex of male and female defines the act of behavior that complements one another. What aggravates the conflict is the fact that individuals of either gender will exhibit the sex role characteristics, which is the sex role identity that increases certain behaviors to be portrayed and result in conflict. What is suggested is that extensive research should be made towards both female and male workers so as to comprehend the criteria of jobs that require the individuals to conduct and the participation towards the kind of job and what it would mean for their workers and their role as a husband or wife, partner, mother or father and an employee. How both husbands and wives carry out their family obligations using the managing instruments that are drawn from the work and family territories need to be identified. It was also suggested that how both work and family roles are joined towards one another with the course of time is vital towards describing how each of these is working and how they are affected when they are involved with one another. The aim of this study has delved into the variable that can affect the work-family conflict, and how the aspects of gender have been studied and looked up by conducting questionnaires to a sample group of respondents and how their involvement as a parent and an employee can affect and cause work-family conflict to rise. This study has stepped onto the basis of touching Asian cultures by conducting its experimentation here, in Malaysia, to observe and also study how not only genders, but the different cultures can affect the perspectives of both these genders towards causing work-family conflict.

The conduct of this study has also led to measurements being taken on how it can benefit the society. The studies made towards discovering the different gender aspects and how they can cause work-family conflict have prompted investigations to be made towards discovering the ways that can decrease the rise of work-family conflict, and suppress altogether the repercussions that it brings to society. At the organization level, work-family conflict can have an adverse impact towards the performance of the organization as well, decreasing its productivity to serve their clients and other businesses. Hence, what businesses can do is that organizations should instill the practice of rewarding and supporting the limitation in roles given to their employees. This is to support the dual-career lifestyle among both men and women. Governments can emphasize and implement efforts that will decrease this dual-career conflict by increasing the power the individuals have over their work and family requirements. Work environment should also be accommodating with regards to making it less complicating for the female workers so that they can adopt a

more efficient and challenging career for themselves, and to also encourage the men that they are fully devoted to their family's growth. The research made into the study of work-family conflict and what causes them prevents other issues that could add up and stir up work-family conflict. Hence, with this in view, this could satisfy the well-being of individuals and ensure a stronger bond between couples, their family, and co-workers.

The variable that was studied and regarded as being related to work-family conflict, is gender aspects that have been studied over and over again to prove their relevance towards causing work-family conflict. Analyses were made across the countries that found that the highly gendered labor among both husbands and wives is divided in terms of bearing a child, and in coping with work-life balance (Vincent *et al.*, 2004; Forsberg, 2009; Morehead, 2001). How these aspects of gender are chosen for the conduct of this study and how they can prove to be the cause of work-family conflict, are elaborated further in the next section of Literature Review.

3. Literature Review

This part of the study talks on the repository of journals, scheming through the theories of past researchers that have been studied and comparing them to the theories developed by researchers before them, and with these results, analyses were made with regards to studying the effect of this variable, gender, and how it can cause work-family conflict. Gender was posed as the independent variable in this study, whilst the work-family conflict posed as the dependent variable.

A.   Gender

Perry-Jenkins *et al.* (2000), Voydanoff (2002), and Geurts and Demerouti (2003) have mentioned that the comfort in the lives torn apart between work and family has garnered attention due to the variations in the work and family responsibilities. The source of stress or conflict varies between both genders (Fu and Shaffer, 2001). The percentage of women entering the workforce has been escalating, and in many countries, the dual-earner way of life in families is not an exception anymore, it is the norm. Women are found to be exposed to role pressures more as compared to men; hence, they experience greater work-family conflict and its negative consequences. Gutek *et al.* (1981) have proposed that according to traditional gender roles, work was meant to be for men, whilst home care was for women. Gender role prospects may interfere the logical perspective of how men and women assume role conflict, in which case their perceptions towards the conflict may stem far from how at the very basis, predictions should be made and sourced from the logical perspective that is in line with gender role prospects. Furthermore, these expectations may stem far from what is suggested of the rational view about work-family role conflict. When family demands escalate, those working women will face a higher resource strain, as compared to those working men, as was told by Hobfoll (1989). Pleck (1985) and Terbong (1985) have noted that men's confidence and personality have been related to their job roles, traditionally. According to Pleck (1985) and Terbong (1979), women, on the other hand, traditionally had their self-confidence related to their parenting and spousal roles. Pleck (1979) proposed a theory known as the sensitization theory, whereby both the genders are participating in the job role but men face a much increased work conflict because of what the society expects that will make these men more responsive to the issues revolved around the job role that would obstruct them from gaining success in it. Women, on the other hand, would face family conflict because of what the society expects out of them.

It was reported that women spent more hours in house chores, as compared to men. This was proposed by Denmark *et al.*, (1985). Berk and Berk (1979), Pleck (1985), and Robinson (1977) have reported that women spend many hours in both their work and family activities. According to the gender role perspective, women should report high levels of work-family conflict as compared to men, although the number of working hours for both sides remained constant. Men should report higher levels of family-work

conflict, as compared to women, even though the number of hours spent for family time was constant for both sides. The hours spent working in the other gender's boundary should have greater emotional impact towards what the person perceives of both work-family conflict and family-work conflict, than the hours spent in their respective boundaries. Bernard (1981) mentioned that when men work for many hours to offer a stable income for the family, they are named as the "good provider role." For men, they feel that the money they earn at work serves as a major contribution towards their family, even though this will take them away from spending much time with their family. With this in mind, men will tend to dedicate more time at work, and thus may not report a higher work-family conflict, because to them they feel that work sums up their 'participation' towards their families' lives. This totally contradicts to past traditional views whereby it was thought that time was a source of hindrance, especially towards a man's family time and leisure time, when he spends less time with his family. When more hours are spent on a man's work, he will feel that this obstructs him from his family time. Berk and Berk (1979), and Robinson (1977), said that women hold the expectation of securing and providing home needs, rather than financial needs. Even though an increase can be seen with the women's' participation in the labor force, the welfare of the family and household duties still lie in the women's' responsibility. However, for these women, who have dedicated many hours in their family time, see this to be a hindrance to them because traditionally, women are expected to be the ones taking care of their family and being the ones providing a stable family environment. Bernard (1981) has said that women are viewed as abandoning their family affairs when they are occupied with their jobs that require a high demand from them. But, the men will be viewed as abandoning their family when they are not involved in caring for their family but rather, taking care of the housework, if they are not working. When a woman works more, she feels that the time taken up for her work would be a hindrance to her taking care of her family; thus, she will report a higher work-family conflict. Greenhaus *et al.* (1989) reported a stronger relationship among women between work participation and work-family conflict, as compared to the opposite gender. Holahan and Gilbert (1979) explained the reason for this being so is because when work participation is high for women, they are performing what is in sync to the expectations of the society. Piotrkowski *et al.* (1987) said that when a man is involved with his job, this is consistent to his role as being the breadwinner to the family. With this notion in mind, it is in line to what is expected out of society and how these men are involved in their roles. When women get too involved with their work, they may face tension and guilt in their conduct towards their customary family roles. According to the fixed-sum-of-scarce-resources theory developed by Staines (1980), these women will see themselves facing an increased work-family conflict. Pleck (1977) has also demonstrated that traditionally, men are anticipated to prioritize their job. If these men are to be too consumed with their familial roles, they are not behaving in sync with what is expected out of society and their organizations. Thus, the work-family conflict among men will increase according to the 'fixed-sum-of-scarce resources theory'. Karasek (1979) formed a model of a two-dimensional work tension which offers the grounds to comprehend the gender differences in relations between what is expected of work and the work conflict, and between what is expected of family and the family conflict. This model is applicable to demonstrate the gender variations in work-family conflict. Barnett and Baruch (1987) said that traditionally, men are perceived to accomplish their family-role prospects by being a good contributor to the family and do not have to fulfill any excess demand, in the confines of the home. Men also perceive that satisfying work expectations is satisfying family expectations. Women, on the other hand, face the customary roles of being a wife and a mother and this is what needs to be done to fulfill the needs of the family. But, since organizations expect status and not based on gender out of their employees, these working women are not able to escape from their job obligations to fulfill their familial prospects. Women have not much influence over their confines, because the time they take to fulfill their work prospects or family prospects, is regarded as within one domain; thus, with little influence of similar prospects, this causes women to regard a higher work and family conflict from role prospects. Men however, face more control as compared to

women do, to satisfy their work and family expectations and this will lead to a much decreased conflict. Crouter (1984), Piotrkowski and Crits-Christoph (1981), and Repetti (1987) have suggested that work and family conflict are stronger for women, but the same applies to men as well. Pleck (1977) suggested that men let work conflict to interfere the family boundary, as compared to women. Pleck also claimed that there is a thin line among work confines and outside of work confines for women, and this makes it possible for their work to coincide with their family roles.

H1: Gender differences have a positive relationship with work-family conflict.
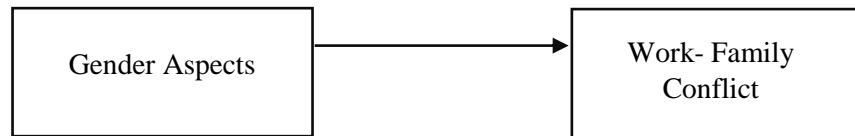
B.   Work-family conflict

Zedeck (1992) has mentioned that most individuals now are involved with multiple roles in their lives, especially in developed nations. Kahn *et al.* (1964) explained that work conflict is the degree that an individual would go through coinciding tensions from inside the work boundary and family conflict as the degree to which an individual faces coinciding tensions inside the family boundary itself. Men and women in both confines hold the roles for work and family. Greenhaus and Beutell (1985), and Netemeyer, Boles, and McMurrian (1996) have mentioned that what is expected from these two roles is coinciding with one another, and hence, this can result in conflict within the boundaries, and thus, lead to work-family conflict. According to Greenhaus and Beutell (1985; p. 77), work-family conflict is defined as the conflicting roles that are associated with one another, in terms of the demand coming forth from both work and family boundaries that are coinciding with each other, and thus, the participation in any of these boundaries, or roles, make it difficult for individuals when they were to participate in the other domain. Due to the scarcity theory proposed, when there is involvement in one domain, this will limit the involvement put forth in the other domain. Work-family conflict can be said to centralize around the resources and demands perspectives. According to Frone *et al..* (1997), and Gutek and Searle (1991), work-family conflict can be branched out into two, namely; work-family conflict, and family-work conflict, and each of these will produce its own set of negative repercussions. Compared to family-work conflict, work-family conflict has garnered the most attention and has impacted work and families greatly, according to Burke (2004) and Frone (2003). Hill *et al.* (2006) reported that dual-earner couples faced a higher work-family conflict as compared to single-earner couples, and this decreased satisfaction in relationships. According to Eby, Casper, Lockwood, Bordeaux, and Brinley, (2005), and Greenhaus and Parasuraman (1999), this has been a research made for the past two decades. Lodahl and Kehner (1965) and Yogev and Brett (1985) said that work involvement is defined as the emotional feedback to their current job task, and the extent to which this individual relates emotionally to the task, and the significance of this task to the individual's self-esteem and self-perception. Work-family conflict evolves as an issue for families as more women participate in the workforce, thus causing more dual-earner and single-working parent families (Aryee *et al.* 2005).

Studies have found that there is a negative linkage between work-family conflict and family-work conflict and satisfaction. Ford et. al. (2007), Frone *et al.* (1997), and McEwan *et al.* (2005) reported that work-family conflict is linked to family contentment, whilst family-work conflict is linked to job conflict and this in itself has negative repercussions such as poor work behaviors, unproductive work conduct, discontentment in the family boundary itself, decreased psychological state-of-being, and physical and social tensions. Greenhaus, and Beutell (1985), Kelly and Voydanoff (1985), Near *et al.* (1978), Pleck (1985), Pleck *et al.* (1980), and Portner (1983) have proposed that work-family conflict is a vital issue to individuals and organizations, because this conflict has its negative repercussions such as increasing health issues for working parents, decreasing parenting conduct, decreasing effectiveness, causing delay in work, truancy and resignation, decreasing ethics, decreasing contentment in life, and decreasing mental health. Due to these negative repercussions, this has led to more investigations being carried out to study the interrelationships between work and family.

C.   Hypothesized Model.

The research was made from the collections of various journals conducted in the past, and a hypothesis was formed on how gender differences can affect work-family conflict. The hypothesis regarding this relationship was proposed, and its framework was drafted as below, in *Figure 1*. Gender differences can cause work-family conflict.

Figure 1. A conceptual framework of how gender aspects cause work-family conflict

4. Research Design

A.   Research Context

This paper has been written based on the collections of data from various journals from past theorists. Work-family conflict has been a current issue in this modern era. Many parents are contributing their time to work now, thus juggling two jobs, not only the ones where they earn an income to support their daily routine, but also another where they need to put in their dedication towards their family life. As what can be seen, there were many journals out there written by all these theorists regarding work-family conflict. This topic can be seen as a broad topic, as there are so many instances that can cause it. Thus, future researchers are constantly delving into this topic, discovering the many other possible causes to work-family conflict and the criteria of those causes and how significant are these criteria to each other, rating how each of these criteria gives a stronger influence to work-family conflict.

The conduct of this study has viewed this particular variable, Gender, in detail to see how it can cause work-family conflict. Many journals were collected and discussed in detail regarding how gender can have an effect towards work-family conflict. This study aims to study the characteristics of both men and women, and how these differential characteristics can have an influence over how it can lead towards causing or creating a greater impact towards work-family conflict from either one of the genders which holds a stronger influence towards causing it. Theories were gathered from past journals regarding the gender differences in causing work-family conflict. Research was made through the surfing of many websites to garner the links to the storage of these various journals. Numerous journals were found based on the generic name, gender, and its influence on work-family conflict. The only keywords in this research are the variables; gender, and work-family conflict. These keywords were the ones used, prior to searching the right journals. These keywords helped in garnering tons of journals for the general idea to define the meaning of each of these keywords. The study was started off on the foot, towards, explaining the independent variable of this study, which is gender. After that was clearly defined, research was made next to the dependent variable, which is work-family conflict. Once that is done, these keywords were combined by being more specific to get the results to the objective of the study which is how can gender affect work-family conflict? Overall, what can be said is that the research was made by looking up various journals that contained the keywords to the variables in this study, and this variable, gender, plays a role towards causing work-family conflict. This has led to many journals being searched to achieve the desired results for this study. A narrowed-down research was made to every particular one of the variables to gain a thorough

understanding of the definitions of these variables, before delving into the main research question of this study.

This study was done through the conduct of questionnaires. This methodology was conducted on a sample group of both working adults. The survey questioned on the elements of the variables involved in this study, with the purpose to test the objectives and the validity of the research topic to further validate the cause of the variable gender as the key role towards causing work-family conflict and then, conduct a conclusion based on the hypothesis on how gender has a direct linkage to work-family conflict. When the results were attained, a discussion was then drafted based on the results of the study. Each question is carefully highlighted within each statement to garner the specific data that is required for the conduct of this study. Various methods of measurement were used and projected to each variable. Even analytical tools were used to further strengthen the attainment of the results of this study.

B. Population and sampling

A sample study was conducted towards a number of 88 employees, both comprising of working men and women from various job sectors in various companies. These participants were questioned on their marital status, their gender, their occupation, and followed by other personal details, and if they have children living at home, what age and how many are they. The workers (n=88) are aged between 25 years old to 63 years old.

C. Measures

These participants were also questioned on their education background and the average number of working hours spent on work for both men and women. These were questioned based on a questionnaire prepared. The questionnaire was divided into 5 sections. Table 1 shows the sources for the measures of the constructs that were applied in this research.

The times spent at work and on the family were measured using the instrument developed by Gutek *et al.* (1991). The times spent on work and family were categorized as the number of hours per week spent on activities with work and work that comes from within the family boundaries. The time spent on work was asked on two questions. One referred to the fixed hours for their routine working schedule, and the other referred to the activities outside of these fixed hours that were used for their ordinary working schedule. The time spent on family, on the other hand, was questioned on the basic house work, like chores, the maintenance and care of family, and basic shopping. A scale developed by Kopelman *et al.* (1983) was incorporated by Gutek et al. (1991) to validate the work-family conflict. The one to be used to validate the family-work conflict was developed by Burley (1989). The data collected from the results of this study was based on the answers given by the participants, based on the 5-point Likert scale, ranging (1=completely disagree, 2=disagree, 3=neutral, 4=agree, 5=completely agree). These were taken from the Job Diagnostic Survey by Hackman and Oldham (1980) to test on how satisfied the couples were with their jobs. This was drafted on the first section of the questionnaires. For the second section, the couples were tested on how satisfied they were with their marital status among their spouses. Spanier's (1976) Dyadic Adjustment Scale (DAS) recorded that this was done based on three items questioned on contentment and stability in the marital relationship among the spouses. This too was responded based on the 5 Likert-point scale, ranging from (1=completely unsatisfied 2=unsatisfied, 3= neutral, 4=satisfied, 5=very satisfied). The Parenting Stress Index, which was developed by Abidin (1990) and explains the contentment on the parental role among the couples, was also questioned and analyzed with six elements. This analysis measured how stressful each of the couple feels with their parenting role and it was also measured using the 5-point Likert scale. The emotional and physical characteristics were used to determine the general well-being of the couples. Goldberg's (1972) General Health Questionnaire, (GHQ) provided the 12 elements for the emotional characteristic while Spector and Jex (1998) provided the 10-elements to the physical

characteristics. 5-point Likert scale was also utilized to garner the feedback from these two categories. The personal details of the respondents were kept private and not questioned and pried upon through the conduct of these questionnaires, so as to maintain and protect the identity of the respondents involved.

5. Recommendations

The conduct of this study has opened the door towards discovering the many instances that can cause a work-family conflict. It has delved into a much deeper understanding regarding this issue that is surfacing in the modern society now. This work-family conflict has seen its effect towards dual-income earners. Yet, this study has touched on *Gender* as one of the vital causes of work-family conflict. Gender, in this case, is being defined as the differential identity and characteristic that both husbands and wives portray, and the difference in perspectives regarding their responsibilities in the work domain and family domain respectively that can lead towards the cause of work-family conflict. Towards minimizing this issue, both husbands and wives should be in the clear of what should be integrated into their lives. A pure understanding communicated between the two so as not to let any conflict of interest gets in the way of their responsibilities towards the work domain and family domain should be enhanced. Organizational support should be granted to these couples so as to reduce work-family conflict. Hammer *et al*. (2007) introduced FSOP (family-supportive-organization-perceptions), supervisor work-family support, and organizational rules, such as flextime, teleworking, and compact workweeks. How the employees perceive that their organization will be family-supportive is what dictates the outcomes of the work-family conflict. This FSOP also reduces the negative interference between work and family and the intention to quit and a higher job contentment. Both men and women benefit when they perceive their organization as being supportive and they allow room for the balance of their work and family. Supervisor work-family support relates to a higher positive work-family interference and job contentment. Both men and women benefit in multiple ways through this support. Supervisors can show their support through emotional support, influential support, role-modeling behaviors, and creative work-family organization, as was told by Hammer *et al*. (2011), and Hammer *et al*. (2009). Organizational policies, on the other hand, brought about fewer men with the intention to quit, but not however, for the women. According to Kelly and Kalev (2006), many companies utilize the policy of "formalized discretion", in which the manager will decide to offer a particular family-friendly policy to a particular employee. Having organization support in every organization would relate to having either a positive or negative relationship with the work and family interference. If organizations wish to reduce the negative interference between work and family and formulate a positive interference between work and family, the organization has to offer their employees different forms of support, like ascertaining that the organization is dedicated towards instilling a strong family-friendly culture and also offering formal family-friendly policies.

6. Conclusion

This study has looked upon a particular variable affecting the work-family conflict. Many researchers have conducted thorough studies on how this particular variable can have a strong impact towards work-family conflict. Since work-family conflict is found to be a rather general topic that is constantly being under research for the many factors affecting it, tons of research can be seen done towards even on the same variable, but with many different instances on how that particular variable is taken to differentiate itself from the previous variables of past similar researches. This is done to instill a more thorough understanding, discerning what is new with that variable compared to what the researchers have done in the past. Work-family conflict consists of the negative interference between two boundaries, the work domain and the family domain, in which the resources are not sufficient enough to be fulfilled in one domain, when it is being used up for the other domain. Gender differences have seen themselves being one of the causes leading up to work-family conflict. However, this research was only narrowed down to one particular

variable. More researches need to be done, not only towards discovering in depth on the qualities and studying the perceptions of the individuals themselves towards causing work-family conflict, but rather towards discovering novel variables that can cause work-family conflict.

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