

Work-Family Conflict and Family-Work Conflict among Married Women Employees

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INTRODUCTION

“The hand that rocks the cradle rules the world”, same Chief Executive. lady is important in our social created, she is that the one UN agency starts a family with a man; she is that the one UN agency remains assured even within the dismal moments of life; she is that the one UN agency stands behind each triple-crown man. She is that the heart of a family.

Work-family conflict is outlined as a sort of inter-role conflict whereby some responsibilities from the work AND family domains don't seem to be compatible and have a negative influence on an employee's work scenario. Family-work conflict is also a sort of inter-role conflict within which family and work responsibilities don't seem to be compatible. Previous analysis suggests that family-work conflict is additional doubtless to exert its negative influences within the home domain, leading to lower life satisfaction and bigger internal conflict at intervals the nuclear family. each work-family conflict AND family-work conflict essentially result from a personal attempting to satisfy an overabundance of conflicting demands from the various domains within which she is working.

Although many sources of labor Family Conflict and Family Work Conflict are known, most researchers agree that the final demands of a job, the time dedicated to a given role, and therefore the strain created by a given role area unit domain components of labor Family Conflict and Family Work Conflict (Bacharach, Bamberger & Conley, 1991; Cooke & Rousseau, 1984; Greenhaus, 1988; Greenhaus&Beutell, 1985; Gutek et al., 1991; Kahn &Byosiere, 1992; Kahn et al., 1964; Leck et al., 1980; Voydanoff, 1988). the final demands of a job consult with the responsibilities, necessities, expectations, duties, and commitments related to a given role. (These terms are used interchangeably throughout the literature). Time-based conflict happens once the quantity of your time dedicated to the work (family) role interferes with activity family (work) connected responsibilities. Specifically, excessive work (family) time conflicts might build it troublesome to befits family (work) responsibilities. Strain primarily based conflict happens once strain created by the work (family) role interferes with activity family (work) responsibilities. as an example, irritability and anxiety created by work interfere with activity family duties and the other way around.

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WORK STRESS AND WORK FAMILY CONFLICT

Work stress is typically conceptualized as work-role conflict, work-role overload, and work-role ambiguity (Cooke and Rousseau, 1984; House et al., 1983; Rizzo et al., 1970). every has the potential to have an effect on Work Family Conflict (Bacharach et al., 1991). With relation to work roles conflict, the additional conflict among work roles the bigger the probabilities that stress can spill over and cause negative behaviors that interfere with fulfilling family roles (Greenhaus et al., 1987). Role overload is that the results of having too several things to try and do during a given fundamental measure (Bacharach et al., 1991). As time is unnatural by having too several tasks to accomplish at work, the worker might have to use time allotted to the family role. this might cause work family conflict (Greenhaus and Beutell, 1985). Work-role ambiguity happens once employees area unit unsure of what's expected of them during a work role. As uncertainty regarding work-roles increase, workers use additional motive to decipher it. This demand might drain motive and a focus required for his or her family roles. Carlson and Kacmar (2000) found that role overload and role conflict were predictors of labor Family Conflict, nevertheless failed to notice important results for role ambiguity. They failed to address reasons for this null finding. This result may be sample-specific.

Studies on women's employment indicate that reasons for girls operating could also be several, tho' the money one is that the chief one rumored. Schular (1978) says that stresses area unit loser in family roles than activity roles. Participation in multiple roles modifies the impact on stress generated by a selected role with buffering effects of labor on marital status stress and intensifying effects of parentage on activity stress.

Kandel, Davies and Raveis (1985) studied a sample of 197 girls within the age of eighteen to fifty four years for the character of specific strains and stresses in their marital status, activity and house work roles. They found that strains and stresses area unit lower in family roles than in activity and house roles. however once they do occur, they need additional severe consequences for the psychological well-being of girls than activity strains and stresses. Strains expected distress through role specific stress, with strains derivation from contribution of role specific stress. Chassin et al., (1985) in their analysis on a sample of eighty three twin employee couples with pre-school kids found three styles of conflicts. (1) Conflicts between demands of multiple roles (2) conflict between role expectations of self and domestic partner and (3) lack of congruousness between expectation and reality of roles. They counsel that self role congruousness in girls, results in higher mental state.

WORK FAMILY CONFLICT AND FAMILY WORK CONFLICT

Family and work area unit 2 necessary focal points of adult life. However, the role expectations of those 2 domains don't seem to be perpetually compatible, making conflicts between work and family life. These conflicts area unit concerning outcomes comparable to job discontent, job burnout, and turnover (Burke, 1988; Frone et al., 1992; Greenhaus, 1988; Pleck, Staines, & Lang, 1980), moreover as outcomes concerning psychological distress like depression, and life and marital status discontent (Greenhaus&Beutell, 1985;

Gutek, Searle, & Klepa, 1991; Voydanoff, 1988). Given the rise in dual-earner families, single parent families, and families with elder-care duties, these outcomes area unit doubtless to be even additional pronounced within the future. moreover, there's mounting proof that employment Family Conflict and Family Work Conflict area unit concerning work productivity and money prices incurred by a company (Cascio, 1991).

Inter role conflict has been viewed as a variety of conflict within which “role pressures related to membership in one organization area unit in conflict with pressures stemming from membership in different groups” (Kahn et al., 1964). Kahn additionally known many varieties of role conflict buryvals } the work domain: inter sender conflict (incompatible role pressure emanating from 2 or additional senders); and person-role conflict (incompatibility between role necessities and their person’s values, interests or talents). Work-family conflict, as outlined by Kahn, may be a variety of inter-role conflict within which the role pressure from the work and family domains area unit reciprocally incompatible in some respect. That is, participation within the work (family) role is created troublesome by virtue of participation within the family (work) role (Higgins, Duxbury & Irving, 1992).

Early analysis treated work-family conflict primarily as a unidimensional construct, recent analysis (Frone, Russell, & Cooper, 1992) suggests that it's reciprocal in nature, therein work will interfere with family (work-to family conflict; Work Family Conflict) and family will interfere with work (family to figure conflict; Family Work Conflict). Work Family Conflict and Family Work Conflict area unit usually thought-about distinct however connected constructs. analysis thus far has primarily investigated however work interferes or conflicts with family.

Work Family Conflict and Family Work Conflict area unit usually thought-about distinct however connected constructs. analysis thus far has primarily investigated however work interferes or conflicts with family. From work-family and family-work views, this kind of conflict reflects the degree to that role responsibilities from the work and family domains area unit incompatible. that's “participation within the work (family) role is created harder by virtue of participation within the family (work) role” (Greenhaus&Beutell, 1985). As such, the stress of 1 role build performance of the opposite role harder (Katz& Khan, 1978)

Work Family Conflict and Family Work Conflict area unit thought-about separate constructs, however they're connected. Researchers have incontestable that employment Family Conflict and Family Work Conflict area unit absolutely correlative with one another (Beutell and Wittig-Berman, 1999). as an example, they need been correlative at .28 (Higgins et al., 1992), .33 (Frone et al., 1992), and .38 (Kinnunen and Mauno, 1998). it's been urged that employment Family Conflict and Family Work Conflict area unit connected through a bi-directional nature wherever one will have an effect on the opposite (Frone et al., 1992). The authors have already posited that employment domain variables comparable to work stress might cause work roles to interfere with family roles. nevertheless why would Work Family Conflict then have an effect on Family Work Conflict? If the amount of labor stress was sturdy enough to have an effect on family roles, then the amount of conflict within the family domain would possibly impact work activities inflicting additional work

conflict, therefore making a regeneration. Therefore, work domain variables that relate to figure Family Conflict would indirectly have an effect on Family Work Conflict through the bi-directional relationship between every construct. Family domain variables would impact Family Work Conflict during a similar manner. Family responsibility can be concerning Work Family Conflict once the worker experiences a awfully high work overload that impacts the employee's ability to perform even minor family-related roles. Such a scenario would doubtless have an effect on Work Family Conflict through the bi-directional nature of the 2 constructs. whereas no researchers have thought-about the connection between these constructs during a full mensuration model, Carlson and Kacmar (2000) did use a structural model and located positive and important ways between Work Family Conflict and Family Work Conflict.

FAMILY RESPONSIBILITY AND FAMILY WORK CONFLICT

In order to assess the connection between family responsibility and Family Work Conflict, the family domain should be processed permitting researchers to develop a higher live of family responsibility (Rothausen, 1999). Researchers have narrowly outlined family responsibility. as an example, researchers have primarily thought-about range of kids (e.g., Kinnunen and Mauno, 1998) as AN indicator of family responsibility. Some have used index measures comparable to parental overload (Frone et al., 1997b), including range of children; others used variables comparable to family demand (Yang et al., 2000) in predicting work-family conflict. Bedeian et al. (1988) thought-about parental demand, however failed to notice a major relationship. Findings so far concerning the connection for family responsibility and Family Work Conflict have usually been mixed.

Family responsibility should be additional inclusive , leaving each the amount and prominence of the varied constraints to be thought-about once trying to predict once family interferes with work. Therefore, it ought to account for any dependent relationships. The authors outline family responsibility because the obligation to worry for others UN agency area unit either formally or informally sanctioned members of the family. this might embrace, as an example, a domestic partner or wife, parents, children, siblings, and youngsters of siblings. Higgins et al. (1992) found that family involvement and family expectations were concerning conflict within the family, however not concerning Work Family Conflict. High levels of family responsibility might cause redoubled time necessities and strain placed on the family, that spill over and, thereby, interferes with the employee's work roles (Boise and Neal, 1996). As kids, siblings, or old members of the family need care, obligation to satisfy their desires will influence family roles, which may produce inter-role conflict (Kahn et al., 1964) and impact family roles (Piotrkowski et al., 1987), doubtless manufacturing Family Work Conflict (Boise and Neal, 1996). once measured additional fully, family responsibility ought to be connected with family work conflict.

METHODOLOGY

a complete of ninety married girls workers were interviewed hailing from urban center operating in trade, college and hospital settings. The research worker used a semi structured interview schedule that was made by analysis for the aim of the study.

INSTRUMENTS

Work-Family Conflict and Family-Work Conflict Scale (Netemeyer, Boles and McMurrian, 1996).

The Work-Family Conflict and Family-Work Conflict Scale is ten items, 7-point Likert scale, that measures work-family conflict and family-work conflict of operating individual. The participants area unit asked to point the extent to that they consider every things. The responses vary from one (strongly disagree) to seven (strongly agree). Higher the scores indicate high level of work-family conflict, whereas lower the score indicate low levels work-family conflict. the dimensions found to own smart content, construct and prognostic validity.

FINDINGS

A overwhelming majority (70%) of the respondents rumored that they were operating to support their families out of that an honest range rumored that their work wasn't trying and a major range perceived their work was trying. important distinction was found for Work Family Conflict, Denial, Substance Use, Emotional Support, behavioral Disengagement, Positive Reframing and Total managing relation to the explanation for work. Age of the eldest kid contributed to variations between work family conflict and family work conflict and instrumental support together of the brick strategies. Nearly 1/2 the ladies workers had work expertise of around sixteen years and higher than, distinction was found between psychological health and environmental quality of life, positive reframing and acceptance with relation to work expertise. supported education of married girls employee's important distinction were found between work family conflict and family work conflict, denial, substance use, emotional support, instrumental support, acceptance and fascinating in non secular activities. supported the amount of kids important variations were found for family work conflict, psychological health and self distraction, instrumental support, designing and humour as methodology of brick. With relation to place of labor important distinction was found between work family conflict, family work conflict, social relationship, substance use, emotional support, instrumental support, behavior disengagement, participating in non secular activities and acceptance. Living standing and Husband's occupation failed to contribute to figure family and family work conflict. Family work conflict was absolutely correlative with work family conflict and Work family conflict was absolutely correlative with total brick. No important correlations were found between family work conflict and quality of life; work family conflict and quality of life.

CONCLUSION

There's a awfully high have to be compelled to address the mental and physical health problems for the married girls workers, problems concerning Work Family conflict have to be compelled to be addressed , only a few girls workers apply negative brick strategies which may be addressed to stop the impact on physical and psychological dimension. Intervention to cut back work family conflict are often adopted. The employers will promote mental state. only a few girls have interaction in misuse Interventions may be promoted to stop from girls taking on substances. more analysis is required in understanding the varied causes for work family and family work conflict in Indian context. Interventions studies are often useful to formulate psychosocial intervention programmes.

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