

IMPACT OF WORK-FAMILY INTERFERENCE ON LIFE SATISFACTION AMONG THE WOMEN EMPLOYEES IN POLICE SECTOR

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ABSTRACT

The critical problem faced by female employees is the tension that exists between their personal lives and career pursuits. This tension may be viewed as a form of conflict in which the role pressure from the work and family domain are incompatible. In short involvement in one role becomes more difficult in another role. Today, Women employees are struggle to satisfy the work and family in the work force for its conducive to with lower employee turnover, higher engagement and greater service for both in family and job. The present study examines the work-family role conflict among the women employees in public service sector. This have been determined by Work satisfaction in terms of work role characteristics like work demand, work exhaustion and supervisor. The findings revels that job demand and job exhaustion and supervisors support significantly influence on work and family role conflict of the respondents. Supervisors support is the strongest predictor followed by job demand and work exhaustion on work interference with family. Among the three explanatory variables, job demand and work exhaustion have been showed higher positive direct effect on the dependent variable of work and family role. The job demand also had higher positive indirect effect through work exhaustion on the dependent variable. Similarly work exhaustion also had higher positive indirect effect on the dependent variable. The findings and implications of the will help the women respondents to overcome their work-family role conflict.

Keywords: *Work demand, family demand, work satisfaction and life satisfaction.*

Introduction:

Work-family role conflict is the degree to which work is perceived as interfering with family or family life. Work-family role conflict occurs when an employee faces work demand and expectation that complete with demands and expectation at family (Frone, 2003).

Now the majority of mothers of infants are employed. The consequence of these widespread changes in our society is the conflict between work demands and family responsibilities. In most industrial countries, families experience stress because of the need for the care of child care and elderly and family disorder problems as dual earner families and single parent households increased. Employment cited as a source of tension in the family. Since working women has to perform different role, they occupy more significant position than non-working women. With the result, they have to confront more conflicting role expectations. Working women are expected to perform all the duties as an ideal housewife. The working women may be subscribe to the same egalitarian ideology as her husband but that does not mean that he does not expect her to perform family roles exactly as a non-working housewife. Long term care facilities in the Tamil Nadu have long grappled with the challenges of providing cost-effective care to their residents. Most care-giving activities in these facilities are performed by women employees and research indicates that their attitudes including low job and family satisfaction and high demand and exhaustion in work and family role conflict.

Work- family role conflict has been defined as “a form of inter-role conflict in which the pleasures from the work and family domains are mutually incompatible so that participation in one role (family) is made more difficult by participation in another role (work)” Greenhaus and Beutell (1985). The majority of this research examined the market and organizational factors. Few in any studies have investigated how and non work-role influence satisfaction in both work and family of the women employees working in public sector, or the contingencies that affect such relationships. Given that majority of the female workers tend to have greater work-family related responsibilities; a better understanding of how non-work factors affect work attitudes is needed for the development of more effective management practices in public service sectors. This research adds to our knowledge in this area by examining work-family role conflict among the female workers and the process by which it affects the work-family satisfaction. It also investigates the moderating effects of supportive supervision and co-workers on its relationships.

Review:

Work-family role conflict had inter role conflict is a concept developed in the western countries and a majority of the studies have been conducted in the IT sectors and other industries in the western countries. Only a very few studies were conducted from men and women especially in Army section in USA. Not enough information is available to set concrete factors for work-family conflict in organization. No research was conducted in public service sector about work -family interference especially in women workers. Therefore, there is a need of study about the women workers in public service sectors and their work-family role conflict and to fulfill the gap of the research.

Levinson et al (1978) study provided in depth analysis of how both men and women focus on their life roles throughout their life. Levinson suggests that shifts in life role focus the greatest opportunity for higher levels of work interference with family and family interference with work for both men and women. Greenhaus and Beutell (1985) developed a strong theoretical background to describe the interface of work into family and family interaction work. They suggested that work family imbalance exists when time devoted their requirement of one role makes it difficult to fulfill the requirement of another; and specific behavior required in one role make it difficult to fulfill the requirement of another. Frone et al. (1992) posited that role interference in work interference with family and family interference with work begins with stress between work and family roles.

Netemeyer et al (1996) found that work interference with family was greater than family interference with work among each of the three sample populations. Aryee et al. (1999) suggested that only family interference with work conflict has negative consequences on job and life satisfaction and indicated no relationship between work interference with family and job satisfaction. Grandey and Cropanzano (1999) found that there was a negative relationship between family to work conflict and job satisfaction. In a recent study, both work interference with family (WIF) and family interference with work (FIW) were

unique predictors of assignment withdrawal conditions. Kapur (1971) pin points the crux of the real problems of employed woman and her family, especially of those who are married. The crisis of adjustment of the two roles can be resolved or minimized if necessary changes take place in both the fields.

Lyness and Thompson (1997) found that work family interference negatively related to affective commitment, positively related to continuance commitment, and was unrelated to normative commitment. Parasurman & Simmers (2001) showed that self-employed persons enjoy greater autonomy and schedule flexibility at work, and report higher levels of job involvement and job satisfaction than those employed in organisations. Yang, Chen, Choi & Zou (2000) made a comparison of the effects of work and family demands on work family conflict, between the Chinese and Americans. However their hypothesis supported, work demand did not differ significantly between the two countries and did not have a greater effect than family demand on work family conflict in China.

Higgins and C.A. Duxbury (1992) studied the differences in the antecedents and consequences of work family conflict for two groups of career-oriented men. It was found that the relationship between work balance and life balance was greater for dual-career men and women. However, the path between family balance and work family conflict was significantly stronger for traditional career-men. Finally, they found that maternal career employment had a significant effect on the antecedents of work family balance.

Method and Measures:

The theoretical model proposes that the influence of work-family role conflict occurs in two stages-first-work-family role conflict produces psychological strain, or burnout, which in turn, leads to lower work and family satisfaction. The proposed model for study shown in figure-1. The respondents were selected using simple random sampling method and the samples were divided into three stratum viz., central (North), East and West in Coimbatore district, Tamil Nadu. Each substratum was selected based on geographical existence (Taluk) of the respondents. Sample selected for the study is 460. The questionnaire included items like Work role interference and family role interference developed by Nettemeyer et al. (1996), Job demand and Supervisors support developed by Yang, Chen, Choi and Zou, 2000, family demand and work exhaustion developed by Cordes and Dougherty, 1993.

Objective and Hypotheses:

The objective is to predict the life satisfaction by work and family interference. This objective was examined by testing hypotheses given below with using correlation and regression analysis.

Testing Hypotheses

H0: Work interference with family does not negatively influence family satisfaction.

H1: Work interference with family negatively influences family satisfaction.

H0a: Family satisfaction does not positively influence life satisfaction.

H1a: Family satisfaction positively influences life satisfaction.

Results:

Work interference with family ($r = -.586, P < 0.01$) is negatively influence and family satisfaction ($r = .480, P < 0.01$) is positively influence with life satisfaction. Whereas work interference with family ($r = -.217, P < 0.01$) is (Table 1) negatively influence with family satisfaction. It infers that if the family satisfaction is high, it will result in increasing of life satisfaction. The statistical significance is found to be in the directions hypothesized.

The R² value is .474 which is significant at 1% level. The results support hypotheses framed in the above objective. Out of two explanatory variables, all the two variables namely, work interference with family (Table 2) and family satisfactions have significantly contributing to life satisfaction. The analysis of variance of multiple regression models for life satisfaction indicates the overall significance of the model is fitted. The coefficient of determination R² value shows that these variables put together explained the variations of life satisfaction to the extent of 47.4 %.

Family interference with work ($r = -.697, P < 0.01$) is negatively influence on life satisfaction (Table3) and work satisfaction ($r = -.618, P < 0.01$). When FIW is less, it will result in high work satisfaction and when work satisfaction is more, it will results in less FIW vise versa. Whereas work satisfaction ($r = .777, P < 0.01$) is positively influence with life satisfaction among women police personnel. It infers that if the work satisfaction is high, it will result in increasing of life satisfaction. When the family interference with work is low, it will result in increasing of work satisfaction and life satisfaction. The beta coefficient from the multiple regression model results that family interference with work and work satisfaction (Table4) significantly influences on life satisfaction of the overall respondents. The statistical significance is found to be in the directions hypothesized. Work satisfaction is the strongest predictor followed by family interference with work of life satisfaction.

The significance of R^2 as tested by F statistic indicates that the regression model is significant. The R^2 value is .680 which is significant at 1% level. The adjusted R^2 value 67.8 shows that any time another independent variable is added to this model, the R^2 will increase. The results support the hypotheses framed for the above objective. Regression analysis indicates that, out of two explanatory variables, all the variables namely, family interference with work and work satisfactions have significantly contributing to life satisfaction. The analysis of variance of multiple regression models for life satisfaction indicates the overall significance of the model is fitted. The coefficient of determination R^2 value shows that these variables put together explained the variations of life satisfaction to the extent of 68 %.

Discussions:

Family satisfaction and life satisfaction (Table1) by WIF found that work interference with family is negatively influence with life satisfaction. Family satisfaction is positively influence with life satisfaction among women police personnel. Whereas work interference with family is negatively influence with family satisfaction. Research has been postulated that high levels of WIF will lead to lower levels of family satisfaction (Frone et al., 1997). This relationship is believed to occur because satisfaction with one's family role is undermined by the frequent inability to participate fully in the family due to responsibilities stemming from the work role. However, in most previous research WIF was negatively related to family satisfaction (Frone et al., 1994; Kopelman, Greenhaus, & Connolly, 1983); although there is a large amount of conceptual and empirical support for the negative influences of WIF on job and family satisfaction.

The multiple regression for (Table2) family satisfaction and life satisfaction by WIF found that work interference with family and family satisfactions have significantly contributing to life satisfaction The coefficient of determination R^2 value reports that these variables put together explained the variations of life satisfaction to the extent of 47.4 %. Work interference with family is the strongest predictor followed by family satisfaction on life satisfaction. Correlation for predicting work satisfaction and life satisfaction by FIW results found that family interference with work is negatively influence with life satisfaction and work satisfaction.

Work satisfaction is positively influence with life satisfaction among women police personnel. High levels of FIW, that result in lower levels of job satisfaction (for example, Aryee et al., 1999; Frone et al., 1992a; Frone et al., 1997). This relationship is believed to occur because the high levels of FIW imply that family demands are interfering with one's ability to accomplish tasks related to the individual's work role (for example, Frone, Barnes, & Farrell, 1994; O'Driscoll et al., 1992). Thus, FIW has been found to positively relate to work distress (dissatisfaction; Frone et al., 1997).

Family interference with work and work satisfaction have significantly contributing to life satisfaction (Table3), regression analysis. The coefficient of determination R^2 value shows that these variables put together explained the variations of life satisfaction to the extent of 68 %. Work satisfaction is the strongest predictor followed by family interference with work of life satisfaction. The results support hypotheses framed for objectives. Life satisfaction has been an outcome of interest for many researchers. Although previous research has found negative correlations between WIF and FIW and life satisfaction (Netemeyer et al., 1996), it is now believed that WIF and FIW are related to life satisfaction through family satisfaction and job satisfaction (e.g., Aryee et al., 1999; Bedeian et al., 1988). This has been found that individuals with high levels of job satisfaction and family satisfaction will also have high levels of life satisfaction. Some researchers consider job and family satisfaction to be components of, rather than

causes of, life satisfaction (for example, Near, Rice, & Hunt, 1978; Near, Smith, Rice, & Hunt, 1983), while others regard them as causes of life satisfaction (for example, Aryee et al., 1999).

Suggestion:

The public sectors need to design work place and human resource policies that would enable workers with family to carry on both family and work responsibility. The government can create work-life fund with the five years commitment to address the employee's issues. The state government has to adopt policies to fit in with not just the nature of organization, profile of work force and other such factors but also with the local culture and environment. They can provide child care centers either on-site or off-site and school for their children within the campus or near by proximity with subsidized or free of cost and also they may adopt maternity leave and its procedure like central government.

The individual has to explore her values, aspirations and goals to understand what does she expect from work and life and then develop the suitable ways of balancing work and life. She has to clarify her values and take ownership of her actions. She also has to negotiate her roles within the organisation and family. The dietary habits have also changed significantly. Individual may adopt a planned approach to life. Provisions of a supportive family environment by spouse/ relatives may have a positive impact on spillover between family and work life

Conclusion:

The role of a woman employee is one more addition to the former role-complex of housewife. The employment of woman disturbs the delicate balance of her previous role system. It was noticed in the present analysis that the social change which should have taken place in the family to restore the lost balance is conspicuous by its absence. The kitchen is not at all modernized as to save time and labour of the employed woman. There is no significant attitudinal change in her husband and relatives accommodate her as working woman playing dual roles. Women are still taking a greater responsibility for childcare, and posited that working mothers are experiencing exhaustion due to the social constructions of a traditional model of intensive mothering. So, there is a need to develop alternative models of motherhood that encompass greater breadth and diversity.

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Appendix

Table1: Correlation analysis

Variables	Work interference With family	Family satisfaction	Life satisfaction	Life satisfaction
Work interference With family	1.000			
Family satisfaction	-.217**	1.000		
Life satisfaction	-.586**	.480**	1000	

** - Significant at 1 %

Table 2: Regression analysis

Variables coefficient	Regression Coefficient	Beta df=297)	t-value
Constant	25.704		
Work interference With family	-.275	-.505	-11.720**
Family satisfaction	.435	.370	8.590**
R2	.474		
Adjusted R2	.470		
F value	133.635		

** - significant at 1% level.

Table 3: Correlation analysis

Variables With work	Family interference satisfaction	Work satisfaction	Life satisfaction
Family interference With work	1.000		
Work satisfaction	-.618**	1.000	
Life satisfaction	-.697**	.777**	1000

** - Significant at 1 %

Table4: Regression analysis

Variables	Coefficient	Regression (df=297)	Beta	t-value
Constant		18.537		
Family interference With work		-.346	-.350	-8.388**
Work satisfaction		.650	.561	13.426**
R2		.680		
Adjusted R2		.678		
F value		315.373		

** - significant at 1% level.
