



Volume: 2, Issue: 6, 287-289  
June 2015  
www.allsubjectjournal.com  
e-ISSN: 2349-4182  
p-ISSN: 2349-5979  
Impact Factor: 3.762

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## Effects Of Work-Family Conflict On Psychological And Socio-Cultural Life

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### Abstract

This research was implemented in an effort to measure the effects of work-family conflict on psychological and socio-cultural life. For this purpose, in the city of Ankara (Turkey) 218 married female and 192 married male workers in service sector was surveyed. Research was planned and done as a qualitative study. Acquired data were tested by SPSS programme and these results were obtained: majority of workers are (Female %42,2; Male %36,5) between the age of 34 – 41; (Female %42,7; Male %42,7) are at college/university level and (Female %37,6; Male %42,7) are professionals. Results showed that female workers not experience work family conflict more than male workers. Also it can be seen that increasing work-family conflict level causes pysical and socio-cultural problems for both female and male workers. Nevertheless, it appears that pysical problems that female workers face are more than male workers face, the effect on socio-cultural life is evenly for female and male workers.

**Keywords:** work – family conflict, psychological and socio-cultural effects

### 1. Introduction

Family life and work life are in the center of individuals' livings and are the areas that require most of individuals' time and energy. Individuals try to fulfill responsibilities and obligations in family and work life by spending time and energy to both areas. However, time and energy is limited; therefore it might be hard to balance work and family life.

In the researches about work-family conflict most commonly used definition was made by Greenhaus and Beutell. According to Greenhaus and Beutell work-family conflict is “ a conflict that results from opposed incongruity of work and family role pressures in some cases <sup>[6]</sup>. According to Voydanoff, work-family conflict is “the confrontation of work and family roles and a conflict type occurs when focusing on one role makes it difficult to meet the other roles' obligations” <sup>[9]</sup>. Duxburry and Higgins describes work-family conflict as “interference of requirements of multiple roles that individuals play in daily lives and focusing on one role effects the other role negatively” <sup>[4]</sup>.

Greenhaus and Beutell divides work- family conflict into three groups as time based conflict, behaviour based conflict and strain based conflict. Time based conflict is time given to the requirements of one role makes it hard to meet the requirements of the other role. Behaviour based conflict is conflict with behaviour pattern of one role via behaviours exected from the other role. Strain based conflict occurs when an individual 's stress in one role effects the performance of other role negatively <sup>[6]</sup>.

Considering the reasons of work-family conflict three factors are significant. These are individualistic factors (personality, life values, locus of control, perfectionalism), work-related factors (work hours, type of the job, flexibility, work-load, attitude of manager) and family-related factors (number and age of children, type of the family, childcare responsibility, support of family members, family commitment) <sup>[1]</sup>.

Work-family conflict causes breakdown of psychological and physical health, stress, low life and job satisfaction, burnout, decrease in performance, decrease in marital satisfaction and divorce <sup>[2,5,7,8]</sup>.

### Methods/Techniques

This research is qualitative study and surveyed in the city of Ankara (Turkey) with 218 married female workers and 192 married male workers who are in service sector. In the research “Work-Family Conflict Scale” that developed by Carlson, Kacmar and Williams <sup>[3]</sup> was used to measure work-family conflict level. Questions that used to measure psychological effects of work-family conflict were adapted from “State-Trait Anxiety Inventory”. Questions

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that used to measure socio-cultural effects of work-family conflict were prepared by the researcher. Data collected by the scale was tested with Kruskal Wallis test in SPSS 20 programme.

### Findings/results

In comparison with work-family conflict levels of female and male workers, medium-level of work-family conflict is found in all categories. There are minor differences between the number of participants who faced with low and high level of conflict; however these differences are not significant (See Table 1).

Table 1:

Sex	Work-Family Conflict (%)			Df	Sig.
	Low level conflict	Medium level conflict	High level conflict		
Female	17,9	68,8	13,3	1	,034
Male	15,6	74,5	9,9		
Total (%)	16,8	71,5	11,7		

In Table 2 psychological effects of work-family conflict is analyzed. According to Table 2 there is a significant difference weigh against female workers in respect to psychological effects and problems and this difference is very significant (See Table 2).

Table 2:

Sex	Psychological Effect of Conflict (%)			Df	Sig.
	Low level effect and problem	Medium level effect and problem	High level effect and problem		
Female	21,1	36,7	42,2	1	,000
Male	42,7	31,8	25,5		
Total (%)	31,2	34,4	34,4		

In Table 3 socio-cultural effects of work-family conflict is analyzed. There is no significant differences between female and male workers in respect to socio-cultural effects and problems (See Table 3).

Table 3:

Sex (%)	Socio-cultural effect of Conflict (%)			Df	Sig.
	Low level effect and problem	Medium level effect and problem	High level effect and problem		
Female	16,5	53,7	29,8	1	,146
Male	23,4	50	26,6		
Total (%)	19,8	52	28,3		

### Discussion

It is expected that female workers faced with work-family conflict more than male workers in terms of gender roles. However, the research did not confirm this expectation. Women participation in work life therefore increased participation in social life, innovations in technology simplifying womens' housework have an impact on women gaining masculine characteristics. Increase in womens' masculine characteristics can be explained with socio-economic status. In socio-economic status concept education and occupational status are determinant. When socio-economic status level increases, gender role differentiations decrease and female workers go beyond gender stereotypes.

With this reason, level of work-family conflict is similar for female and male workers. Female workers are effected more than male workers whenever psychological effect of work-family conflict is analyzed. Even if masculine characteristics of female workers increase, female workers preserve characteristics like being thoughtful, gentle, empathetic and emotional in family life. In contrast to that, male workers' tendency of hiding feminine characteristics can be reason of psychological effect of work-family conflict is been seeing on female workers. Socio-cultural effect is relevant with participation in socio-cultural life. Time pressure caused by work-family conflict effects participation in socio-cultural life of both female and male workers similarly.

### Conclusion

In sum, work-family conflict has negative effects on psychological and socio-cultural life of both female and male workers; nevertheless female workers are influenced psychologically more than male workers; participation in socio-cultural life is effected negatively in a similar way.

### Limitations

This research is limited to the degree of the scale that is used in data collection and the answers that interviewers stated.

### Conflict Interest

The authors declare that they have no potential conflict of interest.

### Funding

This research was funded by researcher.

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