

Work V/S Family: Examining the Effects on Relationships

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ABSTRACT

While work gives financial stability and a sense of success, disregarding family needs due to job obligations can be detrimental. Strong family ties are critical to our well-being. They provide emotional support, a sense of belonging, and add to our general satisfaction. This delicate balance between the two, or rather the struggle to preserve this, is known as work family conflict. The juggling between them creates a strain to be there in two places at once in both the situations generates a sense of being grabbed in different ways, which can leave you feeling stretched out. Work Family Conflict like on other variables such as psychological wellbeing, life satisfaction has potential repercussions on family relationships which is an essential aspect of life. This research intended at understanding the effects of conflict between job and family on family relationships. Data was collected from 153 individuals (80 females and 73 males), between the age of 23 and 60, using the Index of Family Relations (IFR) and Work Family Conflict Scale created in 1983 by Kopelman, Greenhaus and Connolly. The impact was studied through correlation between these two variables using Pearson's correlation, also the gender differences in context of these variables were assessed using the t-test. The results imply that there would be little effect of the degree of work and family conflict on family relationships directly and whether you will have a good or bad relationships with them, also there was a very little difference among males and females in context of work family conflict and family relationships but it's not significant enough to draw strong conclusions so males and females faced somewhere same work family conflict and have similar level of satisfactory family relationships. The study notably contributes and suggests further researches are needed to understand the complex interplay between these variables, especially in diverse cultural backgrounds and familial dynamics.

Keywords: *Work, Family, Relationships*

It is well knowingly stated that one should maintain their personal and work lives separately that one would not interfere with the other. In the modern world, individuals face a continual effort to balance the pressures on them both personally and professionally. This delicate balance, or rather the struggle to preserve this, is known as work-family conflict, and it is a typical occurrence for many people. For instance, one has an important presentation due at work, but his child's school play is taking place at the same time or one split between remaining late at work to complete a project and getting home in time for family dinner. This ongoing strain to be there in two places at once in both the

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Work Family Conflict

Work-family conflict arises when individuals experience contradictory role constraints across their work and family domains. It's like attempting to perform two things at once, yet both are really necessary.

This struggle can lead to a lot of stress and anxiety. One may feel pulled between work and family, unsure which to prioritise. When you're anxious, it might alter how you communicate with your family. You may be more impatient, detached, or preoccupied with their job, which might strain your relationships. On the other hand, if you devote all of your attention to your family while ignoring the work, you may experience difficulties at work.

Causes of Work Family Conflict

The possible causes of work family conflict are-:

- When job schedules conflict with family time, such as when you have to remain late at work yet miss out on crucial family occasions.
- Feeling divided between your job commitments and your home duties, unsure which to prioritise.
- Regulations at work, such as rigid hours or a lack of assistance for family needs, can make it difficult to manage work and family.
- Insufficient assistance from family members to assist with domestic work or childcare could increase the conflict.
- Feeling overburdened at work might leave you with little energy or time to spend with your family.
- Having to work for extended periods or take on multiple jobs to make a living can strain family connections and cause conflict.
- Being emotionally fatigued at work can carry over into your personal life, generating stress and conflict.

Theories of Work Family Conflicts

Boundary Theory:

This theory focuses on the boundaries that people draw between their job and family lives. When these boundaries are weak work problems encroach into family time, or vice versa, conflict can arise. For example, reading business emails at family dinners blurs the line between work and family responsibilities.

Role Theory:

This theory proposes that people have various roles in their lives, such as employee, parent, husband, and so on. When the demands of these positions clash, it causes stress and tension. For example, the function of a committed employee may conflict with the duty of being a parent.

Stress and Coping Theory:

Work-family conflict is commonly viewed as a stressor that individuals must deal with. This theory focuses on how people perceive and respond to the strain of juggling job and family

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responsibilities. Conflict between job and families can have a negative influence on psychological well-being, although coping tactics such as seeking social support or problem-solving can help.

Family Relationships

The family represents the primary unit of society, providing an important support system for people.

A family relationship is the connectedness between members of a family. It is like strong branches on a tree, offering support, shelter, and a sense of belonging. They are the individuals with whom we laugh, weep, and share our lives—the ones who know us the best and adore us selflessly. From parents who teach us with guidance and attention to siblings who join us in fun and fellowship, family shapes who we are and the way we navigate the world.

Trust, respect and communication are the pillars which form the foundation of family relationships, it helps them to share their thoughts honestly and handle problems with compassion and understanding. Along with this there are challenges such as miscommunication, disputes, and opposing viewpoints are unavoidable, perseverance, concessions, and an openness to let go are essential to overcome these challenges.

Furthermore, family bonds go beyond biological ties to include the broad group of individuals who comprise our chosen family—friends, mentors, and mentors who enhance our lives and give us a feeling of belonging.

Determinants of Family Relationships

- Communication that is open and truthful within the family promotes mutual confidence and comprehension among members. Good communication skills allow families to successfully settle disagreements and convey their needs and emotions.
- Giving emotional support to one another fosters a feeling of community and builds familial relationships. Emotional assistance supports strong family ties by providing a listening ear during difficult times and enjoying accomplishments together.
- Strong family relationships need respect for one another's beliefs, limits, and autonomy.
- Trusting one another fosters a sense of stability and dependability within a household.
- Families experience a variety of obstacles and changes throughout time, such as relocating, adjusting to changing family dynamics, or experiencing financial issues. Adaptability and flexibility in the face of change enhances family resilience and togetherness.
- Families have challenges and disagreements from time to time, but how they handle these issues has an influence on the quality of their relationship. Compromise, active listening, and empathy are effective conflict resolution skills that may help families negotiate differences and sustain unity.

Theories of Family Relationships

Attachment Theory:

John Bowlby proposed that early interactions between newborns and carers develop attachment patterns that impact relationships throughout life. Secure attachment,

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characterised by trust and a sense of security, promotes strong family connections, whereas insecure attachment can make it difficult to build intimate friendships.

Family Systems Theory:

The theory sees the family as an evolving structure in which each member contributes to and influences the overall functioning. Family interactions are interconnected, with changes in one area of the system having an impact on the others. Family systems theory emphasises the significance of understanding family dynamics and communication patterns in sustaining good relationships.

Social Learning Theory:

The theory states that people learn behaviours and attitudes via observation, imitation, and reinforcement. Family members impact one another's behaviour through modelling and reinforcement. Positive behaviours and interactions within the family help to build healthy connections, whereas bad behaviours can lead to disputes and instability.

Influence on Family Relationships

While work gives financial stability and a sense of success, disregarding family needs due to job obligations can be detrimental. Strong family ties are critical to our well-being. They provide emotional support, a sense of belonging, and add to our general satisfaction.

According to Pew Research Centre research, a considerable proportion of working individuals in the United States have work-family conflict, which has an influence on both personal wellbeing and family relations. Long working hours, hard workloads, and irregular work schedules sometimes result in individuals struggling to devote enough time and emotional engagement to their families.

When job responsibilities interfere with family time, various negative outcomes might occur-

Strained Communication:

Work-related stress and exhaustion can disrupt family communication. Individuals may retreat, become less receptive to family concerns, and struggle to have meaningful interactions.

Emotional Disconnect:

Balancing work and family duties can cause emotional separation among families. Reduced quality time and a lack of emotional commitment can create distance and impede the building of solid relationships.

Marital Dissatisfaction:

Work-family conflict can cause marital dissatisfaction. Spouses may endure emotions of neglect, resentment, and a lack of support. This, in turn, might cause more tension inside the marriage and potentially damage the broader family dynamic.

Children are affected:

When parents fail to strike a work-life balance, their children suffer greatly. Reduced parental participation, emotional unavailability, and a stressful home environment can all have a negative impact on their development and wellbeing.

Strained Social Relationships:

Work-family conflict may strain connections to friends and extended family in addition to those with direct family members. Reduced availability and emotional engagement can cause feelings of neglect and degrade the quality of these relationships.

To manage these influences, it is essential to find a balance among job and family. It means working out how to manage your time and duties so that one can fulfil both work and family obligations without being overwhelmed. It also entails setting limits and learning to say no when job demands too much of time. Finding this balance allows to minimise stress while also strengthening your connections with family and at work.

REVIEW OF LITERATURE

Geria, A. A. G. O, et.al. (2024). The study sought to investigate the effect of the home environment on motivation for activities and the desire to work in entrepreneurship among Bali Tourism Polytechnic students. The approach used was quantitative research, using a sample of 392 people. The findings revealed that family had a direct effect on motivation, while family area had a direct influence on the desire to work in entrepreneurship. Furthermore, job motivation had a direct impact on the desire to engage in entrepreneurship, but the family environment had an indirect impact.

Bernhardt, J., et.al. (2023). The study looked at how variations in tough and flexible parental behaviour were linked to WFH during initial phases of Covid-19 epidemic, especially considering the rise in WFC brought by the pandemic. It looked into disparities among gender in connections. The sample consisted parents who are working. Findings using models of first variation regression, together with Heckman's choice of sample strategy, indicated substantially parenting styles based on gender change. Particularly, flexible parenting dropped whereas tough parenting rose between moms who was not working from home. Furthermore, WFH mitigated enhanced overflows from WFC on decreases in flexible parenting among women. Fathers' raising was substantially untouched by changes in their working environment brought on by the pandemic.

Jeon, M. K., et.al. (2022). This study examined and expanded on the idea of emotional discordance. Existing forms of emotional conflicts, including SSO and JBD models. The current article concentrated on the temperamental labour performed by working women who are married in contact centres. The sample comprised 468 workers. The findings indicated that discordance between emotions is favourably associated with occupational strain but adversely connected to innate drive. Conflict between family and job and professional load were identified as major mediators that exacerbate the definite associations between discordance of emotions and professional strain, as well as the dismissive links between discordance of emotions and innate motivation.

Zhang, W., et.al. (2021). The study's goal was to analyse job contentment among Chinese nurses while also observing and illustrating the links between optimism, work-family conflict, and work satisfaction. From October 2019 until December 2020, 768 nurses in China completed a self-administered WeChat questionnaire to assess their job satisfaction, optimism and WFC. WFC and job satisfaction were shown to have a negative link, but optimism had a positive correlation. Confidence and WFC accounted for between 4.8 and 9.2% of the additional variations in work contentment, correspondingly. WFC worked as moderator in connection among confidence and job contentment. Optimism might raise the

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possibility of better job satisfaction, however WFC grows the danger of less job contentment.

Galanti, T., et.al. (2021). The study looked at how family-work conflict, social isolation, a distracting environment, job autonomy, and self-leadership affected employees' productivity, work engagement, and stress levels while working from home during the epidemic. During the pandemic, the sample consisted of 209 workers working from home. Employees' family-work conflict and social isolation had a detrimental impact on WFH productivity and engagement, although self-leadership and autonomy did not. Family-work conflict and social isolation were found to be adversely connected to WFH stress, which was unaffected by autonomy or self-leadership.

Allen, T. D., et.al. (2021). The study looked into how professionals who moved to remote employment managed their work-life balance. The sample comprised 155 remote workers. It was discovered that a inclination towards separation was connected with improved balance between job and life. It was also found that keeping a separate office area at home and less people living in residence was connected better balance between job and life. Factors, however, not attenuate the association between fragmentation inclination and balance between work and life in the predicted way.

Shockley, K. M., et.al. (2021). The study investigated whether couples relied on typical gendered practices to manage work and family, or if they devised new tactics for the unusual pandemic scenario. The sample comprised 274 dual-earner couples with young children. The results showed that women had the least levels of welfare and presentation. There were subtle distinctions between the impartial techniques in effects on outcomes, with the interspersed days impartial category becoming the overarching plan that best protected couples welfare while permitting both to retain appropriate work achievement.

Asbari, M., et.al. (2020). The study sought to assess the impact of conflicts between work and family and social backing (loved ones, peers, and supervisors) on female workers' satisfaction with work at two Indonesian private businesses. A basic random selection process was used to gather data from 145 female workers. The study's findings revealed that social backing, support from family members, and conflict between work and family life all had substantial impact on work contentment. In the meantime, the leader's assistance had no meaningful influence on work satisfaction.

Allen, T. D., et.al. (2020). The study systematically investigated cultural environment as a modulator of the links between work-family conflict and its important theoretical predictors and effects. The sample comprised 332 research from 58 different nations. The findings indicated that collectivism influenced WIF/FIW and satisfaction outcomes, with correlations being weaker in more collectivistic environments than in less collectivistic contexts. There was no evidence to suggest that power distance or uncertainty avoidance are individual cultural modifiers. The findings also revealed that work-family conflict linkages vary in strength across geographical clusters, supporting the use of configural techniques to investigate cross-cultural variance.

Obrenovic, B., et.al. (2020). The study sought to investigate the relationship between job-family disputes, performance at work, and the effects on psychiatric security and welfare should all be evaluated. The sample includes 277 Bahraini firm workers. The results of the study suggest that conflict between work and family life has a negative influence on

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psychiatric security and welfare. Furthermore, data revealed that mental welfare and psychological safety had an influence on work achievement. Employees' job performance will suffer if their psychological well-being and psychological safety are not met.

Gragnano, A., et.al. (2020). The study investigated how the impacts of differed depending on coordination between family and work and health and work on job fulfilment on employee attributes (gender, ability to work, age, as well as parenting situation). The sample included 318 employees that answered a survey online. A t test was used to assess the nonworking areas' importance. The findings indicate that employees ranked physical fitness as essential as household in balancing family and professional life. The balancing between health and professional life accounted for more differentiation in job fulfilment than balancing family and professional life. The WFB's influence on job satisfaction was mitigated by age, gender, and parental status, whereas the WHB's effect was moderated by work ability.

Vaziri, H., et.al. (2020). The research looked at how workers' work-family interactions changed prior to and following COVID-19 began. In the first research, latent outline analysis was applied with a sample of 379 to uncover dynamics of bilateral tension and enhancement, both advantageous and passive. In Study 2, data obtained before and during the COVID-19 pandemic were used to investigate whether employees changed their work-family characteristics during the pandemic. The findings indicated that, while many respondents remained in pre pandemic profiles, a significant number of them had positive and negative shifts. People with strong segmentation preferences, centered around emotions management, high technological stress, and low empathetic leaders were more likely to suffer unfavourable transitions. unfavourable changes were connected along unfavourable worker outcomes at the time of the epidemic.

Hong, E., et.al. (2019). The study looked at the perceived organisational support, internal motivation, and work-family conflict among South Korean professional football referees. The goal was to develop successful ways for retaining referees, which are required for the sport to run. Data was obtained from 260 referees, and to test the hypotheses, structural formula modelling was used. Findings of the investigation were as follows: First, perceived organisational support increased internal motivation. Second, intrinsic motivation decreased workplace family conflict. Third, intrinsic motivation completely moderated the link between perceived organisational support and work-family conflict.

Wattoo, M. A, et.al. (2020). The goal of this study was to investigate the link between highperformance work systems (HPWS) and the work-family interaction in a Chinese environment. The sample consisted of 152 HR managers and 1324 workers. The HPWS was shown to be favourably linked with occupational autonomy and self-efficacy. Furthermore, it was discovered that self-efficacy was a key mechanism explaining the link between HPWS, WFF, and WFC. Furthermore, job autonomy moderated the association between HPWS and WFF but had no significant effect on HPWS and WFC.

Mustajab, D., (2020). This qualitative study investigated how working from home affects employee productivity. The study found that working from home offers benefits and drawbacks for both employees and organisations, while also contributing to decreased employee productivity. Working from home is not widely accepted due to limitations in some sectors of work. However, many employees have found it beneficial for maintaining a work-life balance.

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Chau, S. L. (2019). The current study focused on conflict among professional life and family as most important elements influencing stress at work and fulfilment with work. This study also investigated its potential as a mediator between work stress and job happiness. The sample included of 542 columns gaming vendors operating six Macau firms. The data analysis revealed that conflicts between families and work and stressful jobs are not significantly impacted by education level, gender or prior employment. Dealers who are under 35, childless, and either married or unmarried have substantial workplace strain and job-family problems.

Arslaner, E., & Boylu, Y. (2017). The goal of this article was to investigate the links between perceived organisational support, work-family conflict, family-work conflict, and presenteeism in the hotel sector. Data were gathered through a survey presented to 402 workers of five-star hotels in Antalya, Turkey. The findings revealed that absenteeism along with perceived organizational support had a substantial negative correlation, although tardiness and work-family/family-work friction had a substantial favourable connection.

Ilies, R., Huth, M., (2015). The study looked at the intrapersonal links between school employees' burden and affective suffering, mental, physical, and intellectual exhaustion, and family-work disputes. A rehearsed face-to-face assessment research methodology was adopted, and it was discovered that job demands, affective distress, mental, temperamental, and bodily tiredness connected with family-work disputes. When all three categories of tiredness were analysed combined, the consequences of Family-work disputes and emotional suffering related to work duties were coordinated primarily by respondent perceptions of temperamental weariness. Importantly, emotional exhaustion was linked to both self-reported conflict between work and family life and one reported by spouses.

Özkan, Ç., et.al. (2015). The present research examined the effects of work-family conflict on hotel sector workers in Izmir Province. This research aims to discover strategies for hospitality organisations to assist employees in resolving work-family difficulties. The sample includes a total of 248 respondents. The study found high levels of work-family conflict in the hotel industry in Izmir province. The study identified considerable differences in work-family conflict experiences among different age groups, employee titles, genders, and marital statuses.

Agarwala, T., et.al. (2014). The article examined work-family difficulties and related factors in three distinct countries: India, Peru, and Spain, from a cross-cultural viewpoint. It also aimed to determine if management support is linked to WLC and emotional commitment. The participants were 329 workers from various business organisations. The findings indicated that the level of WLC experienced by employees is comparable in Spain and Peru, as well as Peru and India. Employees from India reported much greater levels of WLC than Spanish respondents. The findings also revealed that in all three countries, both the WLC and management support for work-family needs are linked to affective commitment.

METHODOLOGY

Aim

To study the impact of family-work disputes on family relationships.

Rationale of the study

This research examines impact of family-work conflict on working people' familial connections. It acknowledges that juggling work and family obligations can be difficult and

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can cause stress and strain. Through examining these effects, the research hopes to provide useful advice and methods for handling work-family conflict and fostering stronger family ties. Promoting working adults' happiness and well-being requires an understanding of these relationships. It also gives organizations and legislators useful information to put supportive policies in place for attaining work-life balance. Ultimately, the goal of the study is to enhance working persons' overall sense of fulfilment and pleasure in both their personal and professional life.

Objectives

- To assess link among family relationship and conflicts between family and professional life.
- To assess overall impact of work-family conflict on family relationships
- To compare the impact of work-family conflict on family relationships among males and females.

Hypothesis

- There will be significant impact of work-family conflict on family relationships
- There will be notable variation in influence of job and family disputes on family relationships between males & females.

Research Design

- Quantitative research design
- In order to find patterns, correlations, and cause-and-effect relationships between variables, this kind of research usually makes use of statistical analysis.

Variables

- Independent variable- Family Relationships
- Dependent variable- Work-family conflict

Sample Selection

The study included 153 individuals, 73 males and 80 females who fall under the age group of 23 to 60 years of age. Purposive sampling was used for this research as to ensure targeted and focused data gathering, purposeful sampling is done to intentionally select individuals who have particular traits or experiences relevant to the study objectives.

All those individuals who are working were included in the study. People from the age group of 23-60 years, people who did not lie in the age group were not considered.

Description of Tools Employed

Index of Family Relations (IFR)

The Index of Family Relations (IFR) scale assesses the perceived intensity and quantity of problems amongst family members. The scale helps clients assess the intensity of family relationship difficulties on a worldwide scale and may be used as a measure of stress within the family. It can be effective with individual clients or in group treatment with several family members. The IFR can assess the client's family context and assist in addressing family-related issues.

Reliability and Validity: The scale routinely obtains an Alpha coefficient of 0.90 or above also the scale has been tested for content, construct, factorial, and known group validity. It consistently earns validity coefficients of 0.60 or above.

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Work Family Conflict Scale

Work Family Conflict Scale created in 1983 by Kopelman, Greenhaus and Connolly, assesses contradiction between the duties of family and employment. The measure assessed family-work disputes using eight items. Grantley and Cropanzano in 1998 proposed that by inverting the phrasing of the questions such that the stressor is family expectations, the measure may be used to reflect the overflow of home duties to work roles.

Reliability and Validity: The measure has reliability with coefficient alpha values ranging from .78 to .90. In terms of validity, it is positively associated to job participation, work role conflict, work role ambiguity, time at work demands, role in the family conflict, and family time demands. It had a negative correlation with work-family social support, family contentment, satisfaction with work, and satisfaction with life.

Procedure

Google Forms was used for distributing the form to the respondents in soft copy. A sample of 153 people, all between the ages of 23 and 60 at the time of the study, given the exam. They indicated on a consent form that they had received information regarding the test and confidentiality that would be maintained. Contact details were given as a source in case of any query. After each participant signed a consent form, the questionnaire was begun.

Statistical Analysis

For this test, statistical analysis using SPSS were conducted using Pearson's Correlation. SPSS stands for the Statistical Package for the Social Science, is a program that several varieties of used by academics to analyse intricate metrical data. The development of SPSS was to provide statistical management and analysis of sociological data.

The connection between these two variables was found using the scores that were collected from the Index of Family Relations and Work Family Conflict Scale.

RESULT

The study aims to assess the effect of work family conflict on family relationships of an individual.

Table 1 Descriptive Analysis of WFC and FR scores

Variables	Mean	Std. Deviation	N
FRI_T	97.36	7.930	153
WFC_T	27.03	7.139	153

The mean scores of the variables, Family Relationships and Work Family Conflict are- 97.36 and 27.03 respectively.

Table 2 Correlation between Work Family Conflict and Family Relationships

Variables	FRI_T	WFC_T
FRI_T Pearson Correlation	1	-0.38
Sig. (2-tailed)		.645
N	153	153
WFC_T Pearson Correlation	-0.38	1
Sig. (2-tailed)	.645	
N	153	

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Work Family Conflict and Family Relationships have a very weak negative correlation and since the value is greater than 0.05, the correlation is and statistically non-significant (significance = -0.38). In other words, there is essentially no correlation between the two variables

Table 3 Group Statistics

Gender	N	Mean	Std Deviation	Std Error Mean
FRI_T Male	73	97.14	8.070	.944
FRI_T Female	80	97.56	7.846	.877
WFC_T Male	73	28.30	6.426	.752
WFC_T Female	80	25.88	7.588	.848

The mean scores of males and females in Family Relationship Scale is 97.14 and 97.56 respectively. The mean score of males and females in Work Family Conflict Scale is 28.30 and 25.88 respectively.

The std. deviation of males and females in Family Relationship Scale is 8.070 and 7.846 respectively. The std deviation of males and females in Work Family Conflict Scale is 6.426 and 7.588 respectively.

DISCUSSION

The aim of the research was to study the influence of work family conflict on family relationships of an individual.

In the modern world, individuals face a continual effort to balance the obligations in their personal and professional lives. This delicate balance, or rather the struggle to preserve this, is known as work-family conflict, and it is a typical occurrence for many people. For instance, one has an important presentation due at work, but his child's school play is taking place at the same time or one split between remaining late at work to complete a project and getting home in time for family dinner. This ongoing strain to be there in two places at once in both the situations generates a sense of being grabbed in different ways, which can leave you feeling stretched out. Work Family Conflict like on other variables such as psychological well-being, life satisfaction has potential repercussions on family relationships which is an essential aspect of life.

Many researches were conducted on family relationships and work family conflict with different variables, according to one of the study done by Pew Research Centre, a considerable proportion of working individuals in the United States have work-family conflict, which has an influence on both personal well-being and family relations. Long working hours, hard workloads, and irregular work schedules sometimes result in individuals struggling to devote enough time and emotional engagement to their families. Another research given by Jeon, M. K., et.al. in 2022 aimed to study the emotional labour performed by married women working in contact centres. The findings indicated that there were positive associations between emotional dissonance and job stress.

The sample included a total of 153 respondents, which consist of 80 females and 73 males respectively, the age group of the sample was 23 to 60 years of age.

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Following objectives were made in order to accomplish this goal, the objectives were: First, it aimed to inspect the link among family relationships and family-work disputes. Second, it aimed to explore the impact of work family conflict on family relationships. Third, it aimed to compare the difference of impact of work family conflict on family relationships among males and females.

Corresponding hypotheses were formed in regard to the purposes and collection of literature already in existence:

First hypothesis stated that 'there will be significant influence of family-work disputes on family relationships' Correlation analysis was used to investigate the association between work family conflict and family relationships. They are not significantly associated, as evidenced by a correlation value of just -0.38. It was also discovered that this link has very low statistical significance, implying that it is not significant or reliable and therefore they don't have as such impact on one another To put it another way, there appears that level of family-work dispute hardly impact family relationships directly and whether you will have a good or bad relationships with them. Hence, the theory was rejected.

Second hypothesis stated that 'there will be notable variation in impact of family-work disputes on family relationships between males & females. To compare the difference between males and females, t-test was used. There was no statistically significant difference between males and females in context of family relationships and work family conflict, it was found that there is very minor and low statistical difference. To put it another way, there appears that males and females faced somewhere same work family conflict and have similar level of satisfactory family relationships. Hence hypothesis was disproved.

According to the data stated above, there was no significant influence among family-work dispute & family relationships, and there would no notable variation between males & females in context of household relationships and family-work dispute.

CONCLUSION AND SUMMARY

In conclusion, the study examined the impact of work family conflict on family relationships of an individual. Data was collected and scored using Index of Family Relations (IFR) and Work Family Conflict Scale created in 1983 by Kopelman, Greenhaus and Connolly. The objectives were 1) To inspect the link among family relationship and family-work conflicts 2) To inspect the overall impact of work-family conflict on family relationships 3) To compare the impact of work-family conflict on family relationships among males and females.

The findings revealed that there was no important impact of family-work disputes on household relationships. This contradicts previous research done by Pew Research Centre, a considerable proportion of working individuals in the United States have work-family conflict, which has an influence on both personal well-being and family relations. Long working hours, hard workloads, and irregular work schedules sometimes result in individuals struggling to devote enough time and emotional engagement to their families. Additionally, it was found that there was no statistically significant difference between males and females in context of family relationships and work family conflict, it was found that there is very minor and low statistical difference. The study notably contributes and suggests further researches are needed to understand the complex interplay between these variables, especially in diverse cultural backgrounds and familial dynamics.

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The study's shortcomings, recommendations for further research, and implications were all evaluated. The potential limitations of the performed study might be:

- The increased sample may have resulted in a correlation between these variables, indicating sampling bias.
- Lack of demographic information, such as cultural background, which are crucial for understanding these factors.
- The participant's response may have been biased or untruthful, thus affecting the research.

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Conflict of Interest

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