

# Study of Work Family Conflict in Female Professionals as Related with Age

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## ABSTRACT

The Present research investigation is based on the study of work – family conflict in female professionals as related with age. The purpose of this study was to find out the effect of age on conflict. The sample consisted of 80 subjects divided into two groups:- (a) 25-35 years (b) 35-45 years. Work – family conflict scale developed by Singh and Singh (1996) was used to collect the data. Mean, SD and t-values were calculated to analyze the data. The result showed lesser work to family conflict in 25-35 years age group and lesser family to work conflict in 35-45 years age group. It means that there are apparent differences but could not reach to minimum acceptable level of significance.

**Key words:** Conflict, Working and Non Working Women, Age

**W**ork and Family are the two most important life domains for adults (Casper et al, 2011; Michel et al, 2011). Changes in societies around the globe have led to an increase in the perception of work-family conflict (Duxbury & Miggins, 2000). The most studied construct in work family literature (Eby et al, 2005; Byron, 2005) that arises when an individual is faced with conflicting and simultaneous demands that stem from either his work or family role. The pressures of multiple roles that women and men experiences suggest that, the conflict between roles

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within an adult individual is unavoidable and it's the consequences for the individual and organization are imminent.

The Work-Family conflict (*Allen et al, 2000; Byron 2005*), defined as “a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect,” (*Greenhaus & Beutell, 1985*) Even though negative spillover May occur in both directions, Work-Family conflict is more prevalent than Work-Family conflict (*Aryee et al, 1999; Netemeyer et al. 1996; Bellavia & Frone, 2005*) due to the fact that work boundaries are less permeable than family boundaries (*Dugan et al, 2012*).

Work- Family Conflict is produced by simultaneous pressures from work and family roles that are mutually incompatible, because of incompatible role pressures arising from the work and family domains, effectiveness in one role is hampered by experience in the other role.

Work and Family conflict occurs when there are incompatible demands between the work and family roles of an individual that makes participation in both roles more difficult. Accordingly, the conflict takes place at the work–life interfere conflict between work and family is important for organizations and individuals because it is linked to negative consequences.

Conceptually, conflict between work and family is bi-directional. Most researchers make the distinction between what is termed work-to-family conflict, and what is termed family-to-work conflict. Work-to-family conflict occurs when experiences at work interfere with family life, like extensive, irregular or inflexible work hours, work overload and other forms of job stress, interpersonal conflict at work, extensive travel, career transitions, unsupportive supervisor or organization.

Family-to-work Conflict occurs when experiences in the family interfere with work life like presence of young children, primary responsibility for children, elder care responsibilities, interpersonal conflict within the family unit, unsupportive family members.

***Statement of Problem:***

An attempt was made by researcher to “*Study of Work Family Conflict in Female Professionals as Related with Age*”

***Objectives:***

- To find out the level of Work to Family Conflict of career women of different age.
- To find out the level of Family to Work Conflict of career women of different age.

***Hypotheses:***

- Level of Work to Family Conflict may differ in career women of different age groups.
- Level of Family to Work Conflict may differ in career women of different age groups.

***Research Design:***

Present investigation is not possible experimentally because of nature of the research work. The researcher adopted the quantitative descriptive research for gaining the objectives of the present study. It is the survey quantitative research in which the event has already occurred and the effects of the variables were studied by qualitative analysis.

***Variables:***

*Independent Variable:* Age group of female professionals.

*Dependent Variable:* Work to Family Conflict & Family to Work Conflict levels are taken as dependent variables.

**Sample:**

The Present study was conducted on total sample of 80 female professionals of public & private sector organizations. The sample consisted of career women with age ranging from 25yrs-35yrs and 35yrs-45yrs. The sample was a purposive sample.

**Tool:**

**Work – Family Conflict Scale:** Work – Family Conflict Scale developed by *Singh and Singh (1996)* was used to assess work-family conflict and family-work conflict. The scale measuring work-family conflict consisted of eleven items and the measure of family work conflict includes eleven items. Each item has five responses alternatives ranging from strongly agree to strongly disagree. The reliability of the scale is 0.86. The Lower scores indicate less conflict and the high scores indicate more conflict.

**Procedure:**

The tool was administered individually. Brief instructions were given to them. The responses were collected and scored according to the manual. The scores obtained were analyzed statistically by applying Mean, SD and t-test.

**RESULT**

**Table 1. Work to Family Conflict Result:**

Sr. No.	Category	N	Mean	SD	t-value	Significance Level
1	GR (A) (25-35 yrs)	40	30.17	25.52	0.98	Not Significant
2	GR (B) (35-45 yrs)	40	31.32	30.73		

**Table 2. Family to Work Conflict Result:**

Sr. No.	Category	N	Mean	SD	t-value	Significance Level
1	GR (A) (25-35 yrs)	40	29.75	17.62	1.10	Not Significant
2	GR (B) (35-45 yrs)	40	28.5	34.25		

The above both tables show that there are no difference between work to family conflict & family to work conflict.

## **DISCUSSION AND INTERPRETATION**

The result of the present study indicated lesser work to family conflict in 25-35 years of career women; whereas family to work conflict was lesser in career women of 35-45-years. The scores showed apparent differences but could not reach to minimum acceptable level of significance.

Thus the result demonstrated that career women perceive their work & family life to be cheerful and to live healthy life for Psychological well – being.

Similar kind of views were expressed by *Mihelic & Tekhvcic*, (2014) in his study on work –family conflict as the experience of mutually incompatible pressures that stem from work and family domains, Juggling myriad responsibilities within the areas of work and family- Two of the most important life domains for most adults has become increasingly difficult. Consequently, the level of experienced conflict has been rising steadily in the last three decades and has a detrimental Organization and society at large. *Smithson* (1999) Suggested that young people’s occupational choices are influenced by the way in which they prioritize their work and family roles, and that they tend to place a high value on both work and family rather than on one or the other. Because of incompatible role pressures arising from the work and family domains, effectiveness in one role is hampered by experience in the other role.

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**Conflict of Interests:** The author declared no conflict of interests.

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