



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT AND MANAGEMENT

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A STUDY ON WORK INTERFERENCE WITH FAMILY (WIF) AND FAMILY INTERFERENCE WITH WORK (FIW) AMONG MARRIED FEMALE MANAGEMENT FACULTIES

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ABSTRACT

This paper examines two aspects of work family interferences: work interference with family (WIF) and family interference with work (FIW) among married female teaching faculties in Nagpur context. This study consists of 40 married female Management teaching faculties. It highlights the significance of gender role orientation as one of the key factor affecting WIF and FIW. This paper examines the effects of some of the essential personal background variables like age, job experience and duration of marriage on WIF and FIW. The findings revealed that respondents who adopt a more egalitarian gender role attitude experienced higher FIW and WIF. The study also revealed that female teaching faculties with older age, higher job experience and longer duration of marriage, perceived low level of WIF and FIW. Implications are discussed and recommendations are made in this area.

KEYWORDS

WIF, FIW, Management faculty.

INTRODUCTION

Women's participation in the workforce has increased all over the world (Davidson and Blurke, 2004). Women these days have excelled in all the possible fields of work. She has not only excelled in the house management, but has also captured and won all the other fields of employment. There is no job field left, where women have not proved herself. She has set benchmark for men in terms of motivation and inspiration to complete and do a job whole- heartedly. From driving an auto-rickshaw to working in a factory as a mechanic, she has achieved success in every field.

Involvement of women in paid work contributed to the rise of dual-earner family. This increased participation of women has several effects on families as a result of changing roles at work place and in the family. Given the common perceptions of appropriate roles of men and women, their demands for combining motherhood and marriage with career becomes an immense challenge for many female executives. The increase in the number of women in formal employment sector may be related more with an increase in the number of highly educated women and the need to enhance family economy due to high cost of living (Karimi & Nouri, 2009), rather than a change in traditional way of thought.

Indian Society has down the ages witnessed male-chauvinism in its extreme forms. Although women have been held in high esteem, yet their joining professions of choice has been a long drawn battle. Women have often faced ridicule and even been ostracized for making a choice of profession. Mahatma Gandhi called "Women as incarnation of Ahimsa". Teachers are called Nation Builders. With emancipation of women, spread of education, special facilities for their academic and professional education; more and more women have joined professions that were deemed a male prerogative, so far. Though, today women have become pilot and have also reached moon, but still teaching remains the most preferred and secured profession for women. The choice of taking to Teaching was allowed because of the high degree of prestige attached with Teaching. Women are finding the teaching profession safe, respectful, satisfying and many have proved their mettle.

CHALLENGES OF TEACHING (MANAGEMENT FACULTIES) AS A PROFESSION

Teaching is respectful. Working hours suit women. Mother is the first teacher of a child and the mother extends this role to the society by joining a School. Her innate qualities, her patience, her love and care and her "Mother Figure" role enable her to be ideally suited for this profession.

"Teacher's have it so easy because they have their summers off," is a big myth. A teaching career today is highly challenging, intellectually demanding and emotionally rewarding. There are a number of factors that can make working as a teacher quite draining. Faculties encounter long working hours, high workloads, time pressures and stressful and demanding responsibilities. The job demands being continuously updated, achieving higher education, and developing personality. Thus female management faculties, like other female workers are faced with demands of work and home responsibilities as their main daily tasks.

There are two domains in each working women's life- outside the house and inside the house; and each domain contains its own duties. Work and family are two fundamental and interdependent systems for dual-career life that inconsistency in any one system may influence the other one also. (Pleck, 1977). These bidirectional influences of work and family can lead to two types of work-life conflict, namely, work interference with family (WIF) and family interference with work (FIW).

Vast researches have been carried out to investigate the WIF and FIW issues (Greenhaus & Beutell, 1985; Bacharach, Bamberger & Conley, 1991; Gignac, 1996; Anderson, Coffey & Byerly, 2002; Karatepe & Bekteshi, 2008; Livingston & Judge, 2008). But most of these researches are conducted in western countries and hence their outcomes are not necessarily applicable to developing countries like India.

FACTORS RELATING TO WORK-LIFE CONFLICT

Often there is uneven distribution of household responsibilities between couples. Hence it is commonly believed that working wives may experience more work-family conflict than their spouses. (Aryee and Luk, 1996). For married professional female faculties, a significant amount of household commitment has to be balanced with the pursuit of the career. Thus these women might feel greater role pressures from both the work and family domains as compared to their male counterparts.

Four forms of work-family conflict are highlighted in existing literature. They are: time-based conflict, stress based conflict, behavior based conflict and gender role orientation based conflict.

1. Time-based conflict: Time spent on activities within one role makes it difficult to participate in other role.
2. Strain-based conflict: Strain symptoms such as tension, anxiety and fatigue, experienced within one role intrude into the other role and affects one's performance in that role.

3. Behavior based conflict: Specific patterns of in-role behaviors are incompatible with expectations regarding behavior within other role.
 4. Gender role orientation based conflict: beliefs individuals hold about normal roles of men and women in meeting family and work responsibilities.
- Some of the above mentioned factors are related to work-role characteristics while others are associated with family life.

DETERMINANTS OF WORK-FAMILY INTERFERENCES

As discussed above there are number of factors which influence work-life conflict. These factors are explained below:

A) Job-related factors.

There are many job related factors which have a major impact on work-family conflict, particularly, WIF. They are discussed below.

The first is career salience; that is psychological identification with work role. As argued by Greenhaus and Beutel (1985), work-role salience may lead to higher level of work family conflict. When a persons career sub identity grows, a person becomes more ego involved in that particular role and produce strain that may interfere with another role. As a result role pressure and inter role conflict emerge. (Halls model of psychological success, 1976).

Another major factor is one's involvement at work, that is, the degree to which a person actively participates in her role (Kejner, 1985). It influences the time and effort one could spend in the job. High involvement leads to high conflict.

A job-related factor that has drawn attention is job flexibility. It reflects the autonomy and control one has regarding time schedule and work location. High flexibility reduces conflict.

Time commitment to work is next important factor. There is a positive relationship between time commitment to work and conflict.

B) Family related factors:

Apart from factors at workplace, family-related factors also have a significant impact on work-family conflict, particularly FIW. They are discussed below.

The most dominating factor that has drawn attention is caring of children at home (Pleck et al, 1980). Since child care responsibilities rests with females normally, working wives with more children are likely to experience greater work family conflict.

A related second factor is age of the children. Younger children generally require more attention from working parents and thus more time is needed to spend on them.

Family orientation is another attitudinal factor that may lead to work-life conflict (parasuraman et al., 1996). Working women who have stronger identity with familial roles are likely to have FIW.

Based on above discussion, job related factors are likely to play a more important role in determining degree of WIF, while family related factors seem to exert stronger influences on FIW.

OBJECTIVES OF RESEARCH PAPER

Overall, this study has following objectives:

1. To study personal background variables affecting WIF and FIW, like age, job experience, duration of marriage.
2. To study the relationship between gender role attitude (Traditional and Egalitarian) and WIF & FIW.

HYPOTHESIS

H₀: WIF and FIW among married female management teaching Faculties remain Unaffected with Personal background variables like age, job experience and Duration of marriage. (At 99% confidence level)

H₁: Personal background variables like age, job experience, duration of marriage Affect WIF and FIW among married female management teaching faculties.

RESEARCH METHODOLOGY

The population of the study consists of all married management teaching female faculties of Nagpur city.

Sampling:

Sample size for the study is 40 female faculties.

Sample selection criteria:

1. Female Teaching faculties from Management course.
2. Female Teaching faculties should be married.
3. Female Teaching faculties should have minimum one child.

Convenient sampling was done.

Data collection:

Two types of data were collected; Primary and secondary.

Primary data collection:

The method of data collection used was self administered questionnaire.

Statistical tools used for hypothesis testing:

- 1) Karl Pearson Co-relation to find correlation between age, no. of years of experience, duration of marriage and WIF and FIW.
- 2) T-test to (r) correlation value to test the relationship between background variables and WIF & FIW.

SCALES TO MEASURE WIF AND FIW

1. WIF scale:

A WIF scale was developed which consisted of 10 items which measured WIF. Responses were obtained on a five point likert scale where 1 = strongly disagree to 5= strongly agree.

2. FIW scale:

Similarly a FIW scale was developed which consisted of 10 items which measured FIW. Responses were obtained on a five point likert scale where 1 = strongly disagree to 5= strongly agree.

RESULTS OF THE STUDY

Table '1' presents descriptive data which includes mean, standard deviations, minimum and maximum scores and categories of scores for all variables of study. The range of respondents' age is from 25 to 65 years. Respondent's job experience ranged from 0 to 20 years, Likewise, duration of marriage of the respondents ranged from 0 to 20 years.

TABLE 1: DISTRIBUTION AND MEANS & SD OF VARIABLES (INTERFERENCES SCORE RANGE)

Low WIF/FIW:	10 to 23
Medium WIF/FIW:	24 to 37
High WIF/FIW	38 to 50

Variables	N	%	Min	Max	Mean	SD
WIF			17	42	28.675	8.52
Low level (10 to 23)	12	30%				
Moderate level (24 to 37)	17	42.50%				
High level (38 to 50)	11	27.50%				
FIW			17	40	26.8	7.72
Low level (10 to 23)	19	47.50%				
Moderate level (24 to 37)	13	32.50%				
High level (38 to 50)	8	20%				

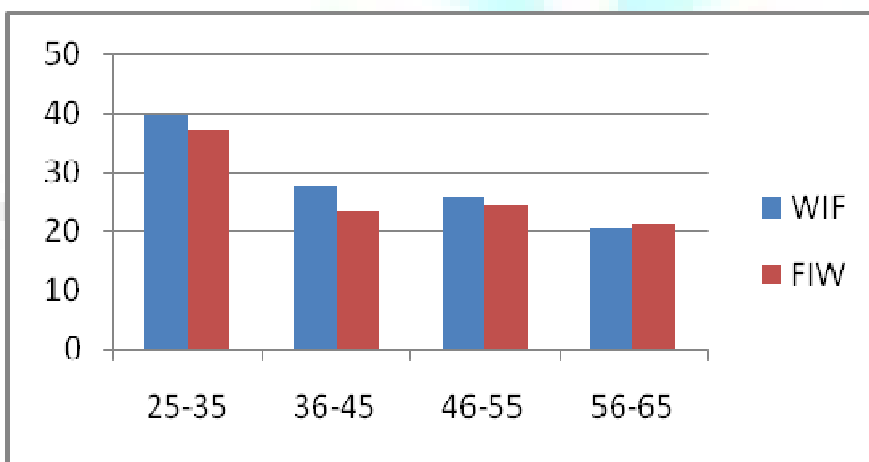
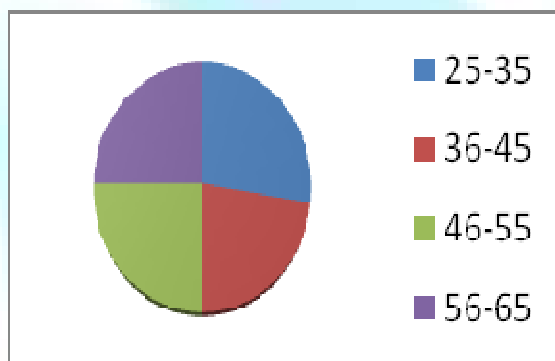
N= Frequency, SD= Standard Deviation, Min-Minimum, Max= Maximum

DATA ANALYSIS

a) AGE and WIF & FIW

SN	Age (years)	No.	%	WIF	FIW
1	25-35	11	27.50%	39.72	37.09
2	36-45	9	22.50%	27.6	23.3
3	46-55	10	25%	25.7	24.2
4	56-65	10	25%	20.3	21.2

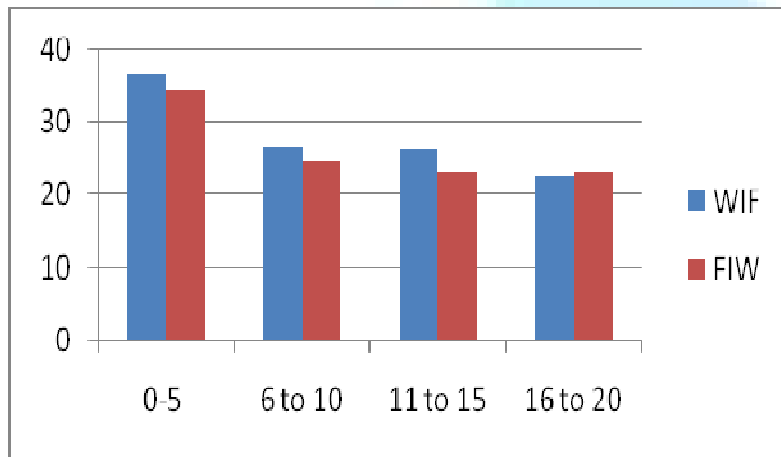
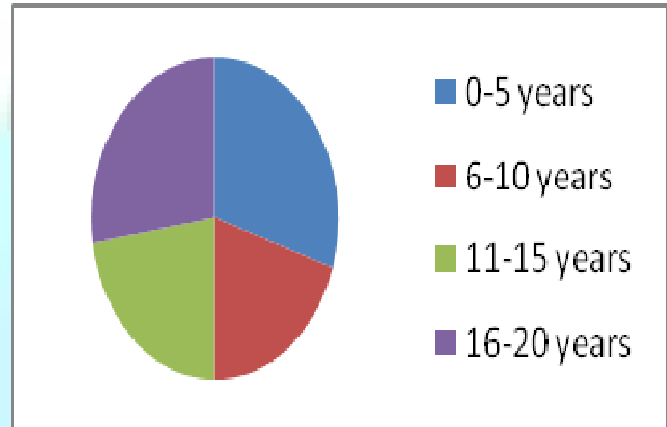
Age (years)	WIF	FIW
25-35	39.72	37.09
36-45	27.6	23.3
46-55	25.7	24.2
56-65	20.3	21.2



b) No. of years of Job experience and WIF & FIW

SN	Job experience	No.	%	WIF	FIW
1	0-5 years	12	23%	36.41	34.58
2	6-10 years	8	20%	26.5	24.62
3	11-15 years	9	22.50%	26.44	23
4	16-20 years	11	27.50%	22.72	23

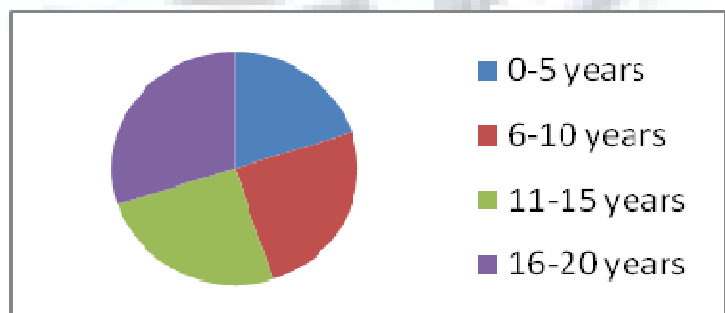
Job experience	WIF	FIW
0-5	36.41	34.58
6 to 10	26.5	24.62
11 to 15	26.44	23
16 to 20	22.72	23

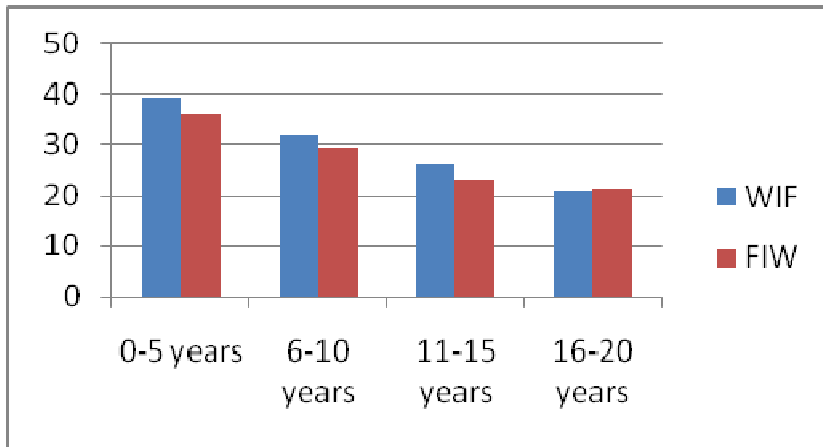


C) Duration of Marriage

SN	No. of years	No.	%	WIF	FIW
1	0-5 years	8	20%	39.5	36.2
2	6-10 years	10	25%	31.8	29.2
3	11-15 years	10	25%	26.2	23.2
4	16-20 years	12	30%	20.91	21.25

No. of years	WIF	FIW
0-5 years	39.5	36.2
6-10 years	31.8	29.2
11-15 years	26.2	23.2
16-20 years	20.91	21.25

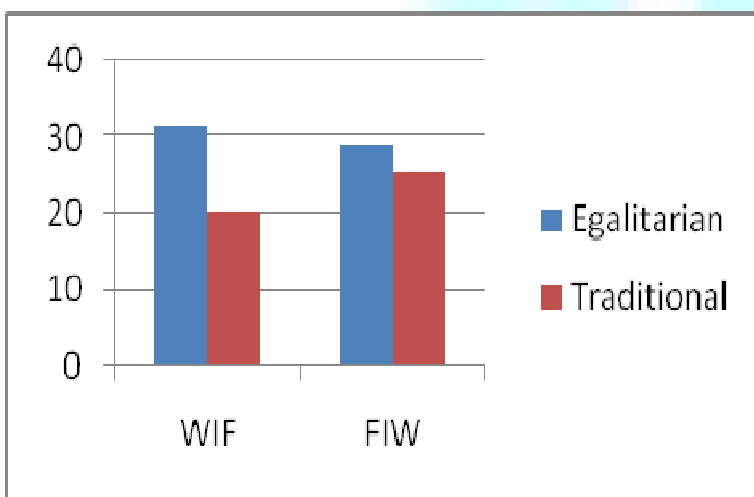
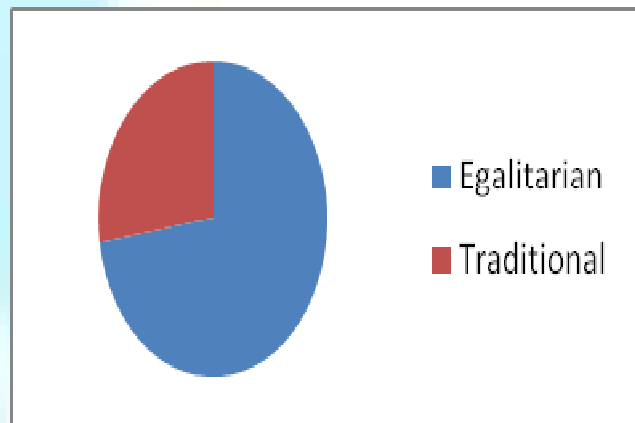




D) Gender role Attitude

SN	Attitude	No.	%	WIF	FIW
1	Egalitarian	29	65%	31.46	29
2	Traditional	11	35%	20.3	25.2

orientation	WIF	FIW
Egalitarian	31.46	29
Traditional	20.3	25.2



- a) **Relationship between respondents' background variables like age, job experience, duration of marriage and WIF & FIW was examined as follows:**
- The findings from Karl Pearson Correlation analysis showed that there were significant negative relationships between respondents age and WIF ($r = -0.23$) and FIW ($r = -0.19$).
 - The findings also suggested that there were negative relationship between the respondents job experience and WIF ($r = -0.25$) and FIW ($r = -0.17$).
 - Furthermore, there were significant negative relationships between the respondents duration of marriage with WIF ($r = -0.29$) and FIW ($r = -0.14$).
 - Thus, the findings imply that respondents with older age, more years of job experience and longer duration of marriage perceived lower level of WIF and FIW.
- b) **The results of extent of relationships between gender role orientation and WIF and FIW demonstrated that:**
- There was a significant positive relationship between traditional gender role orientation with WIF ($r = 0.17$) and FIW ($r = 0.32$), Egalitarian gender role attitude with WIF ($r = 0.67$) and FIW ($r = 0.41$).
 - Thus the findings indicate that respondents who adopt more egalitarian role tend to experience higher work interference with family as compared to

traditional role attitude.

3. Also, those who adopt more egalitarian role tend to have higher family interference with work as compared to traditional role attitude.

c) **The overall WIF and FIW among married female management faculties lie in the range of middle level of interferences scores, as can be seen from table 1.**

DISCUSSION AND IMPLICATIONS

The present study aims to determine the influence of age, job experience, gender role attitude and duration of marriage among married female management faculties. The study established that respondents with higher age had low level of WIF and FIW. The study also reveals that the respondents with more job experience experienced lower level of WIF and FIW. The results show that married female management faculties who have been married for longer duration demonstrated lower WIF and FIW. This shows that with higher age, more job experience and longer duration of marriage, working females are more comparatively more stable and find newer and better ways to prevent work interfering with family and vice-versa. The study also reveals that more egalitarian role is linked with an increased WIF and FIW as compared to traditional gender role attitude.

CONCLUSIONS AND SUGGESTIONS

From the present study it can be concluded that both FIW and WIF among married female management faculties are influenced by age, duration of marriage, job experience and gender role attitude.

There are several limitations to study like: data restricted to one city only with sample size of 40 only, hence results cannot be generalized for entire married female management faculties. Hence it is suggested to have more heterogeneous population with larger sample size. Also the study can be conducted on opposite fender, i.e., male faculties.

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APPENDIX

QUESTIONNAIRE

Work Interference with family (WIF)

Kindly give your rating for the following particulars on the degrees mentioned below. The purpose is to find out your work interference with family.

SN	Particulars	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
1.	The amount of time my job takes up makes it difficult to fulfill my family responsibilities					
2.	The number of hours of my job in a week is not fixed and often gets extended.					
3.	The amount of mental and physical effort that my job demands reduces my activities at my home					
4.	The worries and problems of my job distracts me when I am at my home					
5.	For me my personal success largely depends only on my career performance					
6.	I consider my career rather than my family, at top priority in my life					
7.	My job demands me to be dominating and commanding which affects my behavior at my home					
8.	My job allows autonomy and control regarding time and schedule.					
9.	My job demands updating current knowledge daily which always interferes with my activities at my home.					
10.	Considering that being a female, I should take maximum responsibility of home rather than work, I feel guilty that I cannot do that.					

Strongly disagree =1, disagree=2, neither agree nor disagree=3, agree=4, strongly agree=5

QUESTIONNAIRE

Family interference with work (FIW)

Kindly give your rating for the following particulars on the degrees mentioned below. The purpose is to find out your family interference with work life.

SN	Particulars	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
1.	The amount of time my family related activities takes up makes it difficult to fulfill my work responsibilities.					
2.	There is insufficient assistance related to domestic help and thus I often get late to my work.					
3.	The amount of mental and physical effort that my family demands reduces my activities at my job.					
4.	The worries and problems of my family distract me when I am at my work.					
5.	For me my personal success largely depends only on my family performance					
6.	I consider my family rather than my job, at top priority in my life					
7.	My family demands me to be suppressed and submissive which affects my behavior and performance at work.					
8.	My family allows autonomy and control regarding time and schedule.					
9.	My family demands me to be more social and hence always interferes with my activities at my home.					
10.	Considering that being a female, I should take maximum responsibility of home rather than work, I feel guilty that I cannot do that.					

Strongly disagree =1, disagree=2, neither agree nor disagree=3, agree=4, strongly agree=5

Background information

1. Name: _____

2. Age:

- a) 25-35 years
- b) 36-45 years
- c) 46- 55 years
- d) 56- 65 years

3. No. of years of job experience:

- a) 0-5 years
- b) 6-10 years
- c) 11-15 years
- d) 16-20 years

4. Duration of marriage

- a) 0-5 years
- b) 6-10 years
- c) 11-15 years
- d) 26-30 years

5. No. of children

- a) 1
- b) 2
- c) 3

6. Gender role orientation (Tick one which is appropriate)

- a) Both men and women have equal responsibilities towards family
- b) Women should be more oriented towards family than work.

1.	Job Ex & WIF	t-test	Job Exp & FIW	t-test
	r= -0.25	-1.591	R= -0.17	-1.106
2.	Age & WIF	t-test	Age & FIW	t-test
	R= -0.23	-1.45	R= -0.19	-1.19
3.	Marriage & WIF	t-test	M & FIW	t-test
	R= -0.29	-1.86	R= -0.14	-0.871
4.	Traditional & WIF	t-test	Gndr & FIW	t-test
	R= 0.17	1.06	R= 0.32	2.082
5.	Egalitarian & WIF	t-test	Ega & FIW	t-test
	R= 0.67	4.465	R= 0.41	2.772

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Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

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