

Relations between Work-Family Conflicts and Job Satisfaction in Male and Female Nurses

A Field Research Investigation

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Abstract

In the current years, job satisfaction is considered as one of the most important job attitudes in the workplaces. Furthermore, this is a key variable in both organizational research and theory ranging from job design to supervision. One of the known variables that have a negative effect on job satisfaction is work-family conflict. Work and family are central components in people's lives and thus demand a great deal of time and energy spent for managing multiple responsibilities. In addition, work and family roles can have a meaningful impact on job and life satisfaction.

The purpose of the present study was first, to investigate the relationship between work-family conflict and family-work conflict to job satisfaction in general and second, to compare this association between male and female workers groups specifically.

Introduction

Primarily, work-family conflict literature focused on the negative psychological effects of interference work and family roles. The sharp increase in women's participation in the workforce led to phrases "work-family conflict" (WFC) and "family-work-conflict" (FWC) emerged in the 1980s. The change in employee demographics challenged the gendered ideology of men as the primary breadwinner and women as the stay-at-home mother to fulfil the responsibilities of both roles. According to theory of conflict role, work-family conflict occurs because of an inter-role conflict in which the role demands of one domain (work or family) are incompatible with the role demands of another domain (work or family) [1].

As a predictor of work-related consequence, WFC has been associated with negative workplace outcomes such as absenteeism and turnover [2, 3], job turnover [4, 5] and low job satisfaction (e.g. see meta-analytic review by Kossek & Ozeki, [6]).

The changing nature of the workforce has increased the amount of research looking at how people can manage the demands of both work and family. With the sharp growth of both professional and personal responsibilities, women in particular are faced with a significant challenge when reconciling these demands [1].

A small amount of research has attempted to explain the relationship between work-family conflict and decreased work satisfaction [6, 7]. Conflict occurring between one's professional and family responsibilities has been shown to be bidirectional, indicating that one person can experience work-to-family conflict, while at the same time experiencing family-to-work conflict. Both work-family conflict and family-work conflict have been linked to decreased satisfaction in the particular domain in which the interference is experienced [8].

For example, work-family conflict decreases life satisfaction while family-work conflict decreases work satisfaction.

Regarding to the important role work and family conflict and their negative role on job satisfaction, thus, it is valuable to investigate it on some of sensitive works and workers such as hospital nurses.

Research Problem, Objectives and Plan

Despite widespread scholarly and applied interest, the understanding of work–family conflict remains narrowly circumscribed. Research is beginning to explore the cultural basis for work-family conflict, with some evidence suggesting that the meaning and consequences of work-family conflict for individuals in collectivist countries is differ from those for individuals in more individualistic cultures [9, 10].

Reviewing former research show little is known about work–family conflict and its consequences among hospital worker and nurses. Indeed, Lambert [11] was highly critical of the fact that most work–family conflict research focuses on highly valued managers and professionals, and there are few studies to date were known to have investigated the relations between work-family conflicts and job satisfaction in male and female nurses in Asian countries.

This research consistent with other empirical and research works recognized that a relative lack of literature regarding the relationship between work and family conflicts and job satisfaction in Asian male and female nurses, and there have been few studies concerning these relations in Asian nurses.

The goal of this study is to expand the understanding of how an Asian culture contributes to the consequences of work–family conflict such as job satisfaction. To achieve this goal, we use qualitative and quantitative data from male and female nurses who are working in an Asian country.

Literature review

First, a literature review of studies analysing work and family conflict and family-work conflict and their antecedents and consequences was conducted. The majority of these studies showed some of these consequences are much more known than other such as: health related problems, job and life satisfaction and job turnover [4, 5]. The majority of these researches have been done by European and American countries.

Work and family conflicts:

Work–family conflict generally refers to the extent to which work-and family-related responsibilities interfere with each other and is typically defined as “a type of inter-role conflict that occurs as a result of incompatible role pressures from the work and family domains” [12]. Work–family conflict is posited to be bidirectional, such that work can interfere with family (work-to-family conflict) and family can interfere with work (family-to-work conflict; [13]), and evidence suggests that work-to-family and family-to-work conflict are distinct but reciprocally related [14, 15].

Job satisfaction:

Job satisfaction is a topic of wide interest to people who work in organizations and those who study such people. In fact, it is the most frequently studied variable in organizational behavior research [16]. Some theories view job satisfaction as being the positive emotional reactions and attitudes an individual has toward his/her job [17]. Others

have viewed it as a bi-dimensional construct consisting of intrinsic and extrinsic satisfaction dimensions [18], or alternatively of satisfaction/lack of satisfaction and dissatisfaction and lack of dissatisfaction dimensions [19]. Also, VandenBos [20] defines job satisfaction as the attitude of worker toward his or her job, often expressed as a hedonic response of liking or disliking the work itself, the rewards or the contexts.

There are many researches that have investigated the relations between work and family conflicts with life and work satisfaction. The majority of them demonstrate that these two conflicts have a potential negative effect on job satisfaction [e.g., 17, 19,20] But it seems it is needed to conduct new research to show that if these conclusions between male and female are similar or not.

Developing the research model and Hypotheses

According to a review of previous studies related to these variables, so we have a basis for the recent survey. We are going to find in addition to negative effects of work and family conflicts on employees' job satisfaction if the amount and direction of the relationship between male nurses and female nurses are similar or not?

Population and Sample design

The study population consisted of all employed nurses in hospitals of University of Ahvaz Medical Sciences. According to the hospital nurse's office in 2012 there were a total of about 3000 nurses. For the study, 311 individuals from the population were randomly selected to account for hypothesis testing and 50 subjects were selected relative to the sampling issue. Generally, in this study, 311 hospital nurses from 6 units completed surveys of general job satisfaction scale and work-family conflict scale (Carlson, 2000).

Looking to Table1 provides us with a complete profile of the surveyed respondents.

Table I: The profile of surveyed respondents

Type	Number	Percent
Men	46	14.8%
(from 6 hospital units)		
Women	265	85.2%
(from 6 hospital units)		
Total	311	100.00%

Legend: Table 1 describes the profile of the respondents to the survey in job satisfaction scale and work-family conflict scale

Research Design and Data Collection

The research design, involved a survey method was used in this study as it is very cost effective and easy to administer self survey. There is high level of flexibility in the process of administering questions for the study and hence the survey method the best and most preferable research design in this research. Survey method is preferred because population characteristics are clearly displayed. It is very easy to collect data through the survey method.

Data was collected through questionnaire method where self-reported questionnaires are administered. Open and closed ended questions used in gathering information. Participants had adequate time to respond to the asked questions. Accurate and reliable data was collected

through questionnaire method and hence it is deemed very efficient. Participants studied through this method are given adequate time and freedom to answer the questions and hence accurate information is collected. It is very cost effective to administer self questionnaires as compared to other methods like interview where a researcher is required to move from one area to the other. The use of closed and open ended questions helps in restricting participants to some questions and gathering wide range of information respectively.

Data analysis and model testing

Resolving the issues that were stated in the preceding methodology section, the data were processed using statistical software packages (SPSS 16). Also, Simple and Multiple regression analysis were conducted. Two research hypotheses were investigated by Pearson correlation and Regression analysis. The results of testing each of the two hypotheses are given below:

The results of testing hypothesis H₁:

Hypothesis H₁ is related to simple relationship between work-family conflict and family-work conflict and job satisfaction in men and woman that was accepted based on the data analysis. The Pearson correlation analysis yielded the results shown in Table II.

Table II. Summary output of the Pearson correlation analysis in men and women

Sex	Variable	Work-family conflict	Family-work conflict
Men	job satisfaction	R= - 0/170 P= 0/26	R= - 0/103 P= 0/49
Women	job satisfaction	R= - 0/413 P= 0/001	R= - 0/174 P= 0/005

As seen in Table II, there was a strong, highly significant association between work-family conflict and family-work conflict to job satisfaction in women (R= - 0/413 and P= 0/001 for work-family conflict and R= - 0/174 and P= 0/005 for work-family conflict) than men. In fact, it shows that negative effects of work and family conflicts on job satisfaction in women is significantly much more than men. Generally, these effects can have a vital role in increasing job satisfaction level in hospital nurses.

The results of testing hypothesis H₂

Hypothesis H₂ is related to multiple relationship between work and family conflicts to job satisfaction. In other word, which of these conflicts can be a stronger predictor of job satisfaction in nurses? These results demonstrate that work-family conflict (r = - .426 and P = 0.001) is a more powerful predictor than family-work conflict (see table III). It means that in the same work condition (nursing) the nurses who experience more work-family conflict more likely face with decreased job satisfaction than nurses who experience more family-work conflict in their job and life. Moreover, it should be noted that the amount of this effect in female nurses is significantly more than male nurses.

Table III. Summary output of the multiple regression analysis (Enter Method)

Dependent	Independent	MR	RS	F, P	B	T	Sig	N
job satisfaction	work-family conflict				-.426	- 6.67	0.001	311
	family-work conflict	0.387	0.150	27.16	.077	1.20	0.229	311

Finally, the current research has presented some important novelties to work and family literature. Regarding to this research, it will be necessary to know while female nurses can work as well as male nurses but in facing work and family conflicts are more sensitive than men. In addition to this conclusion, hospital managers must try to plan programs for improving their workers such as, stress management training and time management training to control and decline the negative effects of these conflicts on their workers.

Limitations and Further research

Turning to the limitations of the current work, we must point out that although the majority of the researches about work-family conflict have shown that this constructs have negative effect on employees but it is possible to decrease or control these effects by carrying out organizational and personal programs for workers and especially hospital nurses. So, it is needed to future research investigate the positive effects these programs in decreasing work and family conflicts in workplaces.

Nevertheless, further researches could examine the current research in other countries and on other samples such as teachers, particularly in Asian countries to see whether it can be applied. Finally, future studies can use different methodologies and samples to test whether it makes sense.

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