

Comparative study of work family conflict among servant and entrepreneurs

Mr.D.K. Kannon

Dept. of Psychology.

MGV's. LVH CollegePanchavati, Nashik.

Abstract

The present study aim of the research was find out work-family conflict.This research title Comparative study of work-family conflict among servant and entrepreneurs. The main research instruments employed for the present study were work-family conflict Scale standardized by Netemeyer, Boles and Mcurrian (1996) The 10 point scale contained 5 points of family work conflict and five points for work family conflict. Descriptive research design was adopted. The sample consisted of 80 Malegaon Taluka from Nasik Districts. 40 respondents were selected from different department of government and non- government servant. 40 respondents were from different type of entrepreneurs. Out of this 40 servant and 40 entrepreneurs classified in male 20 and 20 female. Results revealed that 1. There is significance difference work-family conflict between servant and entrepreneurs. Servant work-family conflict is high than entrepreneurs. 2. There is significance difference work-family conflict between male and female. Female work-family conflict is high than male. 3. There is significance difference work-family conflict between Servant male and female. Servant Female work-family conflict is high than Servant male. 4. There is significance difference work-family conflict between Entrepreneurs male and female. Entrepreneurs Female work-family conflict is high than Entrepreneurs male.

Key word: work-family conflict, Servants and entrepreneurs.

Introduction

In our life everything is not stable smooth and easy going there are some up and down there are some changes. There are some struggling times in our life some conflicts are in our life. Conflict is very important thing in human life. Conflict is nothing but a struggle clash of interest, opinion, ideology, principal. Conflict means opposed to other person's opinion principles thoughts such type of disagreement between two things, people or groups. Conflict is such Universal thing which apply in everywhere such as family, friend, at work place, in person to person or group to group, person to group. In the context of family, conflict plays small role but at workplace it plays a major role.

In worldwide every working relation creates a conflict. These conflicts create another psychological problem. Family and work are major elements in every person's life. Barlings and Sorensen, 1997; Greenhaus and Parasuraman are found family and work impact one another in different ways. Following things elaborate conflict between work and family, Work-family conflict between male servant and female servant, work-family conflict between male entrepreneurs and female entrepreneurs.

Conflict between work and family

Work-family conflict defined as a form of difference in which pressure from work and family are incapable association in some respect (Cinnamon and Rich, 2002). Researchers find out work family conflict and family work conflict are different but related each other in form of roles (Greenhaus and Beutell, 1985). In work-family conflict job related responsibilities such as demand of time, devotion to job, extra are interfere in family related responsibilities (Netemeyer et al, 1996).

Work-family conflict can emerge due to a result of demands at work making more difficult to complete given task associated with ones family. Responsibilities of family such as old age persons care, care of children's and other household tasks are ignore some times and it becomes create conflict. Sometimes family problems create and increase due to workload of working persons, working person not gave a specific time to his family and then arise conflict. Sometimes work produces pressure and interference in family issues. Working person can't complete things such as a family responsibilities, expectation of a family duties, requirements and commitment which are important for healthy family. Some researcher found, ' participation in family role is made more hard and difficult in comparison with participation in work role' (Greenhaus and Beutell, 1985).

Some researcher appeared that conflict between work and family emerge negatively decrease satisfaction, decrease family satisfaction and job satisfaction also(Netemeyer; Boles and Mcmurrian,1996). Work-family conflict produces pressure, anxiety, tension in both areas. Sometimes family is on the back foot due to give more attention to work. Work-family conflict increases several negative results such as slump in work and family well-being and job satisfaction, life and increased professional turn over(Burke,1988;Frone,Russell and Cooper,1992). Recent research produces several measures used to assess work-family conflict.

The word family conflict among service for employees and entrepreneurs are different because of their role played by them. Entrepreneurs target is bigger than employee target and his devotion to work, hard work for dream is bigger than employee, so is sacrifices for achieve dream is different from employee. So the work-family conflicts are there different but the ignorance of responsibilities care for children old age person is same. But servant can't balance work and family because of time account work responsibilities for work. Entrepreneur can handle such thing of family by money. But emotions are same in both platforms. Women and entrepreneur face the same problems because of women she have her own responsibilities and sometimes due to workload occurring pressure and displays conflict. Servant duties are classified in two areas male servant and female servant. Work family conflict in male servant and female servant are different. Male servants have some excuses from family responsibilities but female servant have no excuses in work and family also. Expectation from female servant are more than male servant female servant have a lot of pressure at family and workplace because she play multiple role in her life so there are work-family conflict in her life is more than male servant. On the other hand this research studied male entrepreneurs and female entrepreneurs. Female entrepreneurs faces many challenges and hurdles in her society fixing some values,define boundaries for female.Environment around female such as religious, cultural, psychological was big challenge for female entrepreneurs (D'Souza 2000;Kitching and Woldie2004).Some humans tendencies in our society female boss in not accepted by male servants, it's also a big challenge for her(Goyal and Prakash 2011).

Review of Literature

Work and family are two sides of one coin, it's can't separate ever,in which responsibilities in both platforms are equally important in person life (Bati and Amutlulu2020).

1)French et al.(2018)in his research titled'A meta- analysis of work-family conflict and social support, found support is important in work family conflict.

2)Shockley et al.(2017) in his work entitled with' Disentangling the relationship between gender and work family conflict:An integration of theoretical perspectives using meta analytic methods', shown the gender is not matter in work family conflict.Male and female faces same problems in family due to work.they study was based on more than 350 independent samples.

3) Beutell (2007) studied in his work' self - employment work family conflict and work family synergy: Antecedents and consequences', shown work family conflict was affected negatively to job satisfaction. The study based on data from a national probability sample, the 2002 National study of the changing work force in US.

4)Parasuraman et al.(2001) in his research titled'Type of employment, work-family conflict and well-being: A comparative study,' depicted the impact of work on family, work family conflict. The study based on empirical type.

5)Mohamad and Bakar(2017) in their work,'Does work family conflict affect women entrepreneurs success?' shown correlation between work family conflict and success in enterpreneur.

Objectives

1. To examine work-family conflict between servant and entrepreneurs.
2. To Study work-family conflict between Male and Female.
3. To find out the work-family conflict between servant Male and Female.
4. To Study work-family conflict between entrepreneurs Male and Female.

Hypotheses

1. There will be significant difference between servant and entrepreneurs on work-family conflict.
2. There will be significant difference between Male and Female students on work-family conflict.
3. There will be significant difference between servant Male and Female on work-family conflict.
4. There will be significant difference between entrepreneurs Male and Female on work-family conflict.

Methodology

Sample

With the help of a randomized sampling technique 80 respondents were selected Malegaon Taluka from Nasik Districts. 40 respondents were selected from different department of government and non- government servant. 40 respondents were from different type of entrepreneurs. Out of this 40 servant and 40 entrepreneurs classified in male 20 and 20 female.

Sample distribution

		Profession		Total
		Servants	Entrepreneur	
Gender	Male	20	20	40
	Female	20	20	40
Total		40	40	80

Variables

Independent variables

A) Professions

1. Servants
2. Entrepreneurs

B) Gender

1. Male
2. Female

Dependent variables

1. Work family conflict

Operational definition

1. **Work** - work: It means a physical or mental things doing for earn money.
2. **Family** - A group of people in which parents children are involved and related each other
3. **Conflict** - Struggle clash of interest opinion ideology some principles between two things.
4. **Servant** - Individual who work for some person or organization for earning money.
5. **Entrepreneur** Individual or person who creates or established new business
6. **Work-family conflict** - It means when a person experiences incompatibility due to work and family roles.

Research Design

Research tools

Work-family conflict

To measure role work-family conflict among servants and entrepreneurs Netemeyer, Boles and Mcmurrian (1996) create work-family conflict scale that incorporate stress and time-based elements of conflict was used. The 10 point scale contained 5 points of family work conflict and five points for work family conflict. Using the seven points Likert scale ask to some content which they agree with each items. Respondents range from 1 (strongly disagree) to 7 (strongly agree). High score indicates high level of range and low score indicates low level of range. This inventory has test re-test Reliability 0.88.

Statistical analysis, Result and Discussion

A brief account of the result obtained in this work the employed statistical technique is presented in this section. The group wise descriptive statistical for the two variables one **Work-family conflict** are presented in following tables reference to this table has been made while presenting the results divert from inferential statistic and evaluating the hypothesis.

Hypothesis - There will be significant difference between servant and entrepreneurs on work-family conflict.

	Mean	S.D.	N	df	t	Sign
Servant	57.55	6.11	40	78	2.6	NS
Entrepreneurs	53.75	6.51	40			

The result of present study table no.1. show that the mean score of work-family conflict for servant and entrepreneurs are 57.55 and 53.75 respectively, the minor different between these two groups. The t value 2.6 at level 0.05 also significant. Thus result not supported the hypothesis.

Hypothesis - There will be significant difference between Male and Female on work-family conflict.

	Mean	S.D.	N	df	T	Sign
Male	51.90	5.81	40	78	6.2	0.05
Female	59.40	4.96	40			

The result of present study table no.2. Show that the mean score of work-family conflict for male and female are 51.90 and 59.40 respectively, the different between these two groups. The t value 6.2 also significant at level 0.05. Thus result supported the hypothesis.

Hypothesis -There will be significant difference between ServantMale and Female on work-family conflict.

	Mean	S.D.	N	Df	T	Sign
ServantMale	49.90	5.75	20	38	4.06	0.05
ServantFemale	57.60	4.78	20			

The result of present study table no.3. Show that the mean score of work-family conflict for ServantMale and Female are 49.90 and 57.60 respectively, the different between these two groups. The t value 4.06 also significant at level 0.05. Thus result supported the hypothesis.

Hypothesis -There will be significant difference between Entrepreneurs Male and Female on work-family conflict.

	Mean	S.D.	N	df	t	Sign
Male	53.90	5.28	20	38	4.7	0.05
Female	61.20	4.56	20			

The result of present study table no.4. Show that the mean score of work-family conflict for Entrepreneurs male and female are 53.90 and 61.20 respectively, the different between these two groups. The t value 4.7 at level 0.05 also significant. Thus result supported the hypothesis.

Conclusion:-

1. There is significance difference work-family conflict between servant and entrepreneurs. Servant work-family conflict is high than entrepreneurs.
2. There is significance difference work-family conflict between male and female. Female work-family conflict is high than male.
3. There is significance difference work-family conflict between Servant male and female. Servant Female work-family conflict is high than Servant male.
4. There is significance difference work-family conflict between Entrepreneurs male and female. Entrepreneurs Female work-family conflict is high than Entrepreneurs male.

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