

INTERDEPENDENCE OF ROLES, WORK-FAMILY ROLES AND PSYCHOLOGICAL STRAIN: A STUDY ON MARRIED WORKING WOMEN IN INDONESIA

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Abstract

Work-family balance issues have become more common in Indonesia, especially in Riau Province. Traditional structural and economic changes and affect how married women participate in the family and the workforce. Imbalance between work and family affects individual physical and psychological well-being. Psychological strain is caused by stresses such as depression, anxiety, anger, hostility, irritability, inability ethic, or lack of physical strains, and closely related symptoms of burnout. A random sampling of 178 married working women in the civil servant department participated in the study. Data analysis was done with using of descriptive statistics and inferential statistics by SPSS 21. Analyses showed WIF and FIW are consistently correlated with psychological strain (0.462, and 0.428, $p < 0.001$); however, WIF was positively correlated significantly with FIW (0.632, $p < 0.001$). Psychological strain was also positively correlated significantly with work-family conflict (0.493, $p < 0.001$) and negatively correlated with the interdependence of roles (-0.152, $p < 0.005$). The results showed that the majority of married working women experienced high levels of work interference from the family and low levels of family interference at work, with an average score on the variables psychological strain and interdependence of roles.

Keyword: *interdependence, roles, work-family, psychological strain, married, women,*

1. Introduction

Work-family roles issues have recently grown popular, especially among women living in the capitals of provinces, districts, or cities. Their roles as wives, mothers, and workers demand for the provision of similar virtues and have become a major

challenge. Traditional structures and economic changes are factors that affect the participation of married women in fulfilling family needs and responsibilities (Allen et al., 2000), as well as realizing their potential for self-actualization. Since the global financial crisis, economic

growth in Indonesia has dropped to its lowest level for more than five years. So far, Indonesia's economic growth figures show that rise not quite high. Meanwhile, the desire to maintain a higher standard of living, contribute to the economic incentives for women to participate actively work outside the home (Williams, 1998). According to statistics of the Indonesia Central Bureau of Statistics (2007) found an increase in the workforce growth in the number of women in 2006 was 38.6 million and increased up to 42.8 million people in 2008. Additional, data from the central statistical agency in 2007, women working outside the home have increased to as many as 2.12 million.

The data is also supported by the data collected by the Ministry of Women's Empowerment and Child Protection that shows that the rate of female labor force participation has increased over the last 5 years from 0.61% in 2007 to 0.65% in 2011. In 2012, 10 women were elected as regent/mayor in several provinces, regencies/cities (Badan Pusat Statistik, 2007). However, women in Indonesia are still considered a secondary income earner among the middle class and educated women (Utomo, 2004). A previous study

mentioned that activities are crucial for improving the financial well-being and social status of the family (Yang et al., 2000; Zhang et al., 2012).

Eventhough the involvement of women working increases household income, dual role conflict is inevitable. Some of them are facing stressful situations and do not know how to control the situation and enable a variety of resources (Achour & Boerhanuddin, 2011). Thus, the interaction between work and family domains predicted antecedents and consequences of work-family conflict (Carlson, Kacmar, & Williams, 2000; Gordon, Hamillton, & Whelan-Berry, 2007). Another study reported a higher stage of the conflict can reduce life satisfaction and increase mental pressure on married women working in the early years bulding a family (Johansson et al 2007).

Analysis of the role theory explains that the diversity of roles performed consequences of conflict involving pressure on the expectations of the role of work / family in the dimension of time, energy, and behavior (Ahmad 2008). Hence, individuals should propose to the several roles with achieving balance

between the roles that exist, namely applying roles are interdependent on each other. Therefore, improving the quality and productivity of work should stimulate economic growth (Bauman & Muijen, 2010). These issues can cause physical and psychological strain (e.g. burnout and psychological distress), and also affect the welfare (e.g. turnover intensity) and quality of life (e.g. marital satisfaction) and quality of work (Ahmad Zainal et al., 2010; Greenhaus et al., 2001; Kinnunen & Mauno 1998).

In Indonesia, the major changes in social, cultural, and economic conditions from 1999 to 2013 have generally increased the number of female workers who have been married and had children in industrial and organization, and among professionals.

1.1 Literature Review

1.1.1 Work-family roles positivity

The emphasis on the investigation of interaction between work and family roles have shifted towards positive and work-life balance (Clark et al 2004). The empirical studies explain the concept of a balance between work and family roles cannot be

distinguished in the studies of work-family (Greenhaus & Parasuraman 1999). Thus, the balance is defined as the consistency of the role of each other, work-family balance problems (conflict) affect the psychological well-being of individuals (Greenhaus et al 2003).

Researchers have suggested that work-family conflicts as perception of individuals regarding the different roles to fulfill amidst all the expectations of work and family roles (Ahmad 2008; Bielby 1992). Work-family conflict is related to dissatisfaction with both work and family life, resulting in a reduced feeling of well-being (an increased psychological and physical strain (Brough & O'Driscoll 2005; O'Driscoll et al 2004)). Dealing with the conflict as well as the attitudes and consequences on the welfare aspects involving psychological strain and physical health were likewise studied (O'Driscoll et al., 2004). The conditions of work and family should be developed as goal-oriented, problem-solving, and quality of life. The health and well-being of married working women impact their output with high costs and absenteeism. Unwell conditions inhibit performance and the

realization of the goals of the organization (Baptiste, 2007). However, a high positive perspective between work and family are related to better health (Grzywacz, 2000). Sources of existing theories explain that positive experiences should be interpreted as a reservoir that may reduce the potentially negative health hazards of work–family conflicts (Grzywacz & Bass, 2003)

1.1.2 Work-Family Conflict

Work-family conflict is defined as a form of conflict stress on the roles of work and family domains are not mutually incompatible with each other. That is, participation in the work role (family) be more difficult committed by owing to the presence role of participating in the family (work (Greenhaus & Beutell, 1985). Work-family interface research emphasizes the influence of the conflict and stress of being affected (Greenhaus & Powell 2006).

A model of Greenhaus & Beutell (1985) mentioned that any characteristics that affect the role of the involvement of time, strain and behavior play a role in generating conflict between work and family roles. While, work–family conflict contains terms that are related to the

relationship between work and family, both of which greatly contribute to the other role (Greenhaus & Beutell, 1985). Modeling work–family conflicts emphasizes the individual’s ability to deal with the imbalance between the two roles under a significant overload (Cohen & Liani, 2009; Beigi et al., 2012). Previous research has shown that role conflict, role ambiguity, and role of the excessive workload is closely related to adverse effects of psychological strain (Bhagat et al., 2010; Spector et al., 2002).

In general, work–family conflicts occur simultaneously. Even though many forms show both the consequences of role stress, the results are directly or indirectly correlated with time and psychological strain (Greenhaus & Beutell, 1985; Rotondo et al., 2003). When the job interferes with family activities, it indirectly hinders performance through stress caused by the demands of family time, strained relationships (Zhang, 2011), burnout and turnover (Zainal et al 2010), depression and problem drinking (Grzywacz & Bass, 2003). Likewise, when the role of family interferes with work, work can cause family conflict, such as when the family interferes with work

assignments, the quality of childcare (Hansen, 1991), and family dissatisfaction (Ahmad Zainal et al., 2010), thereby hindering full participation in the family.

Aslam et al., 2011). A study in Taiwan by Lu et al. (2006) found that the impact of work–family conflicts on working women is strongly associated with work and family satisfaction, as well as greater stress, and exacerbated physical illness. Greenhaus & Beutell (1985) explained the three main forms of work–family conflict: time-based conflict, strain-based conflict, and behavior-based conflict in every domain of work and family.

Conflicts based on the time domain include the demand of inflexible work hours, and shifting work schedules, whereas the family domain includes factors such as young children, spouse work, large families. Strain-based conflicts in the work domain include role conflict, role ambiguity, and lack of clarity limitation of activities, the presence of the family domain causes family conflict, especially if there is lack of spousal support. Conflict behavior based on the work domain consists of the hope to be objective and the

expectation of warmth and openness in the family domain.

1.1.3 Psychological Strain

A perception of imbalance between expectations and achievements related to stress, including psychological strain, moodiness, and counterproductive work behavior, causes an imbalance between work and family. The study found a relationship between imbalance and psychological strain (Francis & Barling, 2005), fear, hesitation, and depression (Bhagat et al., 2010). When strain is perceived in both work and family roles, it is usually destructive to both the individual and the organization. Strains cause physical illnesses such as depression and heart disease (Francis & Barling, 2005) as well as poor job performance and job dissatisfaction (Cooper et al., 2001).

The imbalance between work and family affects an individual's well-being physically and psychologically. Studies on depression, anxiety, and psychological distress have shown a high incidence of individual strain during work and home conflict (Cropley et al., 1999). Psychological strain is caused by stresses

such as depression, anxiety, anger, hostility, and irritability, as well as a lack of physical strength and is closely related to symptoms of burn out (Colquitt et al., 2009, pp. 155).

2. Research Method

2.1 Participants

To apply of this research, the questionnaires sent to the government local staff, which number 206 participants were filled the questionnaires completely. The majority of the respondents were female, who work an average of 48 hours per week (6 days) work as policeman, teacher and bank staff. Most of the participants have at least one child, with the number of children for those who have a child being 1.45 ($SD = 0.580$), equivalent to 122 of the participants (59.2%). The majority of respondents worked from 0 years to 6 years as well as 129 participants (62.6%) with a mean average of 1.39 ($SD = 0.545$).

2.2 Procedures

Data were collected through questionnaires that were sent to 355 men and women working in various public and private institutions in Pekanbaru, the capital city of Riau Province in Indonesia. The

participants were volunteers, who were assured confidentiality and anonymity. The completed questionnaires received were 206, whereas, 149 questionnaires were not returned.

2.3 Measures

Role inter-dependence. The interactive model system emphasizes the importance and properly accommodates the interdependence of roles at home and in the workplace (Chow & Berheide, 1988). Questions on the psychological interdependence of family and work roles were adapted from Tsai (2008). Respondents were asked the following statements with a 5-point Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*).

Work-family conflict. Ten items were included in the work-family conflict scale. The existing instruments include the time and strain by Netemeyer et al. (1996) as adapted from Tsai (2008), containing five items that measure family interference at work and five items that measure work interference with the family. The instrument uses a 5-point Likert scale, and the participants answered to indicate their level of agreement with each item. The

responses ranged from 1 (*strongly disagree*) to 5 (*strongly agree*).

A scale measuring psychological strain based on the extent of psychological issues experienced by the individual. characteristically refers to the suitability of

3. Analysis and Result

The reliability, means, standard deviations, correlations, coefficient alphas, and regression for each variable in the study are shown in Table 1. The study hypotheses were tested using correlation product moment and hierarchical moderated regression on the interdependence of roles and work–family conflict (WIF and FIW) as independent variables and psychological strain as the dependent variable. Demographic factors were entered first to control for effects. Work–family conflict, the interdependence of roles, and psychological strain variables were entered to assess the main effects.

Table 1 shows reliability, means, standard deviation, and correlation coefficients of study variables. Correlation coefficients between the interdependence

of the work to personal life. This scale was used previously using the theory by Osipow (1998) and was adapted by Layne (2001). The scale consists of nine items, using a 5-point Likert scale.

of roles, WIF and FIW indicated no relationship between work–family conflict and psychological strain and demographic factors. A consistent correlation of WIF and FIW with psychological strain was observed (0.462, and 0.428, $p < 0.001$). However, WIF was positively correlated significantly with FIW (0.632, $p < 0.001$).

Psychological strain was also positively correlated significantly with work–family conflict (0.493, $p < 0.001$) and negatively correlated to the interdependence of roles (-0.152 , $p < 0.005$). In addition, the experience of working was correlated with the number of children (0.167, $p < 0.005$). Measurements through the alpha internal consistency reliabilities were acceptable, ranging from 0.572 to 0.900.

Table 1. Overview of reliability, means, standard deviation, and correlation coefficients of variables

No	Variable	M	SD	α	1	2	3	4	5	6
1	Number of Children	1.4089	0.93624							
2	Experience of working	3.4532	3.5026		0.167*					
3	Interdependence of roles	8.1724	3.28586	0.900	0.091	0.125				
4	FIW	16.4138	3.73453	0.765	0.015	0.07	0.056			
5	WIF	18.6897	3.71873	0.572	0.094	0.082	0.019	0.632**		
6	WFC	35.1034	6.73208	0.794	0.061	0.084	0.021	0.903**	0.904**	
7	PS	29.7882	5.84955	0.797	0.095	0.015	0.152*	0.462**	0.428**	0.493*

** Correlation is significant at the 0.01 level (2-tailed)

*Correlation is significant at the 0.05 level (2-tailed)

a. Leastwise N=203

Regression coefficients and coefficients of determination (R^2) were conducted using WIF and FIW as dependent variables. Significant main effects in the prediction of WIF and FIW were found for psychological strain ($\beta = 0.428, p < 0.001$; and $\beta = 0.462, p < 0.001$) WIF $R^2 = 0.183$ or 18.3% and FIW $R^2 = 0.213$ or 21.3%.

The interdependence of roles ($\beta = 0.019, p > 0.05$; and $\beta = 0.056, p > 0.05$) do not affect the independent roles of work with family. $R^2 = 0.000$. However, the effect of the independent of roles to FIW is $R^2 =$

0.003 or 0.3%, whereas the number of children ($\beta = 0.095, p > 0.05$; and $\beta = 0.123, p > 0.05$) and the $R^2 = 0.009$ and 0.015, 1.5%, the experience of working affected WIF $R^2 = 0.013$ or 13% and FIW $R^2 = 0.054$ or 5.4% ($\beta = 0.115, p > 0.05$; and $\beta = 0.231, p < 0.001$). There was a significant effect on the prediction of WIF to FIW $R^2 = 0.399$ or 39.9% ($\beta = 0.632, p < 0.001$).

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