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THE RELATIONSHIP BETWEEN WORK –FAMILY CONFLICT(WFC) WITH JOB SATISFACTION AMONG HIGH SCHOOL FEMALE TEACHERS IN TEHRAN

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ABSTRACT

The main aim this study is investigation the relationship between work – family conflict (WFC) with job satisfaction among high school female teachers in Tehran. 220 female teachers from the whole Tehran high school participate in this study. They were selected by a compilation of multistage random and available method. The teachers were asked to complete the items of RASTGAR KHLED s work – family conflict inventory, JDI questionnaires in one session. The statistic methods and indexes like frequency, parent, average, deviation, and Pierson correlation and regression analysis were used for analysis data. The results showed that there is a positive, direct and significant correlation between score's work–family conflict and job satisfaction. Additionally we can say there is significant correlation only between works – family- conflict with one of the level of job satisfaction (work) and there is not mean full correlation with other level of job satisfaction. Thus, according to information obtained, it can be said that the work – family conflict is a strong predict for job satisfaction of teachers.

Keywords: *Work-family Conflict, Job Satisfaction*

INTRODUCTION

Education is a key factor in economic development, social and human societies. Analysis of factors influencing the growth and development of advanced societies suggests that all these countries had an effective and efficient education. Obviously, the efficiency and effectiveness of education depends on the teachers came to be and it is clear that the efficiency of teacher job satisfaction and happiness can depend on them. Given that the relationship between the family and the environment are mutually influence each other And avoid any disruption in any of these areas, on the other person's behavior is affected (Stora, 1991; Dadestan translation, 2007). Today, it is important for women who are familiar with the procedures and work practices and using this knowledge for social development. This issue is important in the advancement of women. However, there are two expectations from women. On the one hand they are expected to join their social positions. On the other hand they are expected to play a role in your life as well (Wei, 2010). In other words working mothers have heavy workload at work and family, and in the course of their lives.

There are many daily demands and wishes that we have to face them. Working women are still primarily responsible for managing work and family, taking care of children and parents are responsible. Working mothers, the equivalent of two full-time jobs work. Women working more hours in total than their counterparts, who stay home, Range of activities, domestic work, but it does not fall more than men to experience work-family conflict and regardless of their employment status, it is still expected to be in charge of all household duties. Work-family conflict occurs when people who find it difficult to carry out professional responsibilities abundant and do not be finished in the time available. Work-family conflict is defined as operating which occurs when a person is unable to complete their job duties and obligations of the other functions (Brunles 2008).

Family work conflict occurs when people are placed in situations that have multiple roles that require time, energy, commitment, Do all they can interfere with each other (Jones *et al.*, 2007). The conflict between the two forms of work-family conflict and family functioning. In the first type of career issues causing problems in the family and the second type of family issues will cause problems in a business environment (Icon, 2005).

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In general, the micro-level, role conflict, stress and dysfunction and an inability to communicate effectively with the community and thus it is likely that the person will experience job dissatisfaction, mental lethargy and feeling of alienation (Gary and King, 1996). Job satisfaction is also an important factor in career success. Job satisfaction is a factor that increases the efficiency and personal satisfaction. According to Hapak opinion (1935) Job satisfaction is a complex and multidimensional concept and psychological, physical and social relationship. Job satisfaction does not only because a certain combination of various factors cause the worker to the job satisfaction to say the job is happy and enjoys it (ShafiAbadi, 2011).

With this introduction we will realize that if measures to maintain a balance of work and life and seeks to enhance the quality of life we do not be various effects for individuals, organizations and society creates. However, due to the economic and social conditions of the conflict between work and life is still a serious problem of not visible, But developments and social changes that have already shown that the problem of the industrialized countries In the not too distant future could be a problem societies like Iran. Therefore, it is necessary to prevent the consequences of everybody, especially managers and academics in this step (Rasuli, quoted from Bagheriyan, 2011).

This study aimed to investigate the relationship between work-family conflict and job satisfaction among secondary school teachers in Tehran is designed to answer the following questions:

- 1-what is the relation between the family work conflict and the job satisfaction of women teachers of Tehran?
- 2- What is the relation between the family work conflicts with the elements of job satisfaction?

MATERIALS AND METHODS

The aim of the present study, the use of the method is descriptive and compatibility. The study population consists of married women teachers in secondary school, secondary school in Tehran 2013-2014. Given the nature of this correlation multivariate regression based on a sample size of 220 is reasonable (Hovit and Cramer, 1948; translated by Pasha and partners, 2011). Sectional study of work-family conflict and validated by RastegarKhaled (2006) and job satisfaction of GDE. The questionnaire was developed at Cornell University by Smith, Kendall and Hvlyn (1969). Cronbach's alpha reliability through work-family conflict in the pilot study is 90% and 89% in the final examination. To calculate the validity and reliability of the scale factor analysis is used.

RESULTS AND DISCUSSION

Results

Study of job satisfaction, and family work conflict of teachers.

Table 1: The number, mean, median, standard deviation, variance, skew, stretch, minimum and maximum scores

| | Job satisfaction | Family work conflict |
|--------------------|-------------------------|-----------------------------|
| Count | 220 | 220 |
| Average | 3.4888 | 3.30 |
| Middle | 3.495 | 3.29 |
| Fashion | 3.5 | 3.12 |
| Standard deviation | 0.591 | 0.69 |
| Variance | 0.35 | 0.487 |
| Tilt | -.0272 | 0.054 |
| Elongation | -0.11 | -0.252 |
| Lowest score | 1.58 | 1.59 |
| Highest score | 4.84 | 5 |

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As you can see, the average job satisfaction is achieved 3.4888, The tilt value calculated by the three variables of job satisfaction, and work-family conflict editors suggest that the normal distribution of data is (normal).

Normality of the Variables

Table 2: Normality test

| | Smirnof Amount | Degrees of freedom | Significant level | Shapiro Amount | Degrees of freedom | Significant level |
|----------------------|----------------|--------------------|-------------------|----------------|--------------------|-------------------|
| Job satisfaction | 0.04 | 220 | 0.200 | 0.996 | 220 | 0.886 |
| Family work conflict | 0.037 | 220 | 0.200 | 0.992 | 220 | 0.037 |

As it can be seen from the table the calculated score Smirnof and Shapiro smaller significance level of 0.05. The calculated value represents the normal distribution of the data.

Research Question

What is the relation between the family work conflicts with the job satisfaction of women teachers in the schools of Tehran?

Table 3: The results of the correlation coefficient Question 1

| | | | Job satisfaction |
|--------------------------|--|---------------------------------|------------------|
| Family and work conflict | | Pearson Correlation coefficient | 0.149 |
| | | Significant level | 0.027 |
| | | Count | 220 |

The calculated correlation coefficient 0.149 at a significance level of 0.5 shows that between the work - family conflict and job satisfaction significantly, there is a direct and positive. So as to increase the work-family conflict, job satisfaction increases.

Table 4: Obtained from a linear regression model considering the components of work - family conflict and job satisfaction

| Model | Multiple correlation coefficient R | The coefficient of determination R ² |
|-------|------------------------------------|---|
| 1 | 0.149 | 0.022 |

The coefficient of determination indicates that 15% of the components of work-family conflict can contribute to job satisfaction.

Table 5: Summary of analysis of variance components of work - family conflict and job satisfaction

| Model | The total mean square | Degrees of freedom | Mean square | F test | Significant level |
|------------|-----------------------|--------------------|-------------|--------|-------------------|
| Regression | 1.714 | 1 | 1.714 | 4.983 | 0.027 |
| Remaining | 74.999 | | | | |
| 1 | | 218 | | | |
| Total | 76.713 | | 0.344 | | |
| | | 219 | | | |

Point: Increase the work - family conflict indicates that the intensity of work - family conflict is low So that the mean is also quite clear that this value is greater than the average population This indicates that

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the amount of work - family conflict in the target population is low. So it can be concluded that the amount of work-family conflict and reduced job satisfaction increases. Below is the predicted value of the independent variable (work-family conflict) on the dependent variable (job satisfaction) explains. Due to the significant amount calculated for f is characterized by a linear combination of independent variables in a significant way, Able to explain and predict changes in the dependent variable.

Table 6: The coefficients of the linear regression equation of the variable component of family work conflict and job satisfaction

| Model | Non standard factor | | Standardized coefficients | T test | Significant level |
|----------------------|---------------------|----------------|---------------------------|--------|-------------------|
| | B | Standard error | | | |
| | | | Beta | | |
| Constant number | 3.070 | 0.192 | | 16.008 | 0.000 |
| Family work conflict | 0.448 | 0.102 | 0.149 | 2.232 | 0.027 |

As seen in the above output, changing into family work conflict in regression analysis, could explain the variability in the job satisfaction. Given the significant pillars can be seen. Variable family work conflict is a good predictor of job satisfaction.

Question 2: what is the relation between the family work conflicts with the factors of job satisfaction?

Table 7: The Correlation coefficient Question 3

| | | Job | Supervisor | Colleague | Upgrade | Payment |
|----------------------|---------------------------------|-------|------------|-----------|---------|---------|
| Family work conflict | Pearson Correlation coefficient | 0.155 | 0.107 | 0.058 | 0.127 | 0.053 |
| | Significant level | 0.021 | 0.112 | 0.396 | 0.060 | 0.432 |
| | Count | 220 | 220 | 220 | 220 | 220 |

The calculated correlation coefficients indicate that only between family work conflicts is associated with the element of work and there is no significant relationship with other components.

Discussion

As was mentioned, the Pearson correlation coefficient was calculated to 0.149 at a significance level of .05 indicate that there is a direct and positive relation between work and family conflict and job satisfaction significantly. So as to increase the work-family conflict, job satisfaction increases. On the other hand, the coefficient of determination indicates that the components of work-family conflict, job satisfaction, 15 percent could have been involved. The results of some research results in the second season match. Studies on the relationship between work - family conflict and job satisfaction among female high school teachers in Tehran, with the results of Khaled research (2002) The measure of job-family role conflict and social factors were taken its effective The results showed that the most important variables influencing the expectations of role conflict and social support of the men knew While women are more work-family conflict and social support from family and social support from family role

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expectations are outlined The results of the present study was consistent in this regard was taken. With the result of Siahtiriresearch (2006), Ghobadian (2001), AzamPanah (2007), The relationship between marital satisfaction and job satisfaction is consistent. Also, The study conducted by Lean (2008) A study of women working in the family business conflict with the results obtained in this study is consistent. The research of hummer and partners(2004), Examine the psychosocial work environment, work norms and work-family conflict and its relationship with job stress and the result of Hadospel research Examining the relationship between work-family conflict with resource conflicts and push the axle shaft And as regards the conflict with the consent of the employees of organizational support was consistent to The results of this study and the research by yield Yerim and Icone (2007), (Cohen and Liani, 2009), (Lourel *et al.*, 2008), (Sang *et al.*, 2009), are consistent with our results.

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