



UNIVERSITI PUTRA MALAYSIA

**RELATIONSHIPS BETWEEN WORK, FAMILY AND INDIVIDUAL
FACTORS WITH WORK-FAMILY CONFLICT AMONG NURSES IN
SHIRAZ, IRAN**

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NURSES IN SHIRAZ, IRAN**

By

HAJAR NAMAYANDEH

**Thesis Submitted to the School of Graduate Studies, Universiti Putra Malaysia,
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Abstract of thesis presented to the Senate of Universiti Putra Malaysia in fulfilment of the requirement for the degree of Master of Science

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Chairman: Siti Nor Yaacob, PhD

Faculty: Human Ecology

The aim of this study was to determine the relationships between work, family, and individual factors with work-family conflict among married female nurses in public hospital in Shiraz-Iran. This study employed a quantitative approach and correlational design. Respondents of the study were selected randomly from 13 public hospitals in Shiraz. The self-administered questionnaires were distributed to 323 married female nurses and only 198 (61.30%) questionnaires were returned. The questionnaire taps information on respondents' demographic background (age, duration of marriage, job experience, number of the children), work factors (job demand, job satisfaction, and workplace social support: support from supervisor and co-worker), family factors (fairness of division in family responsibility, family satisfaction and family social support: support from husband and family members/relatives) and individual factor (gender role orientation) and work-family conflict. The Pearson correlation analysis was conducted to determine the magnitude and direction of relationships between the independent variables and dependent

variable. Multiple Regression analysis was conducted to determine predictors of work-family conflict. Results of the Pearson correlation analysis showed that work-family conflict among married female nurses is related to age, job experience, duration of marriage, work factors (job demand, job satisfaction, supervisor support), family factors (family satisfaction, fairness of division in family responsibility, husband support, family members/relatives support) and individual factor (gender role attitude). All independent variables that were significantly correlated with work-family conflict were regressed against W-FC. Based on the Multiple Regression analysis, age, job experience, duration of marriage, job demand, job satisfaction, supervisor support, family satisfaction, fairness of division in family responsibility, husband support, family members/relatives support and gender role attitude in combination contributed about 20.6% of the variance in perceived work-family conflict. The result of multiple regression analysis showed that job demand ($\beta = .244$, $p < .01$) is the only work factor that has significant contribution to W-FC. For family factors, family satisfaction ($\beta = -.142$, $p < .05$) emerged as the only significant contributor of W-FC. Gender role orientations which represents individual factor dose not predict W-FC. Job demand emerged as the strangest predictor of W-FC, follows by family satisfaction. The findings of this study implied the need for relevant policies and programs that could help married female nurses to reduce job demand, increase family satisfaction and finally balance their work and family responsibilities.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia
sebagai memenuhi keperluan untuk ijazah Master Sains

**PERKAITAN ANTARA FAKTOR KERJA, KELUARGA DAN INDIVIDU
DENGAN KONFLIK KERJA-KELUARGA DALAM KALANGAN
JURURAWAT DI SHIRAZ, IRAN**

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Kajian ini bertujuan untuk menentukan perkaitan antara faktor kerja, keluarga, dan individu dengan konflik kerja-keluarga dalam kalangan jururawat wanita berkahwin di hospital awam di Shiraz-Iran. Kajian ini menggunakan pendekatan kuantitatif dan reka bentuk penyelidikan korelasi. Responden kajian dipilih secara rawak dari 13 buah hospital awam di Shiraz. Soal selidik tadbir sendiri telah diedarkan kepada 323 orang jururawat wanita yang telah berkahwin dan hanya sebanyak 198 (61.30%) dikembalikan. Soal selidik yang diedarkan mengumpul maklumat tentang latar belakang demografi responden (umur, tempoh masa perkahwinan, pengalaman kerja, jumlah anak-anak), faktor kerja (permintaan kerja, kepuasan kerja dan sokongan tempat kerja: sokongan daripada penyelia dan rakan kerja), faktor keluarga (keadilan pembahagian tanggung jawab keluarga, kepuasan keluarga dan sokongan keluarga: sokongan daripada suami dan ahli keluarga/saudara mara) dan faktor individu (orientasi peranan jantina) dan konflik kerja-keluarga. Korelasi Pearson digunakan

untuk menentukan magnitud dan arah perkaitan antara pembolehubah bebas dan pembolehubah sandar. Analisis regresi berganda digunakan untuk menentukan prediktor konflik kerja dan keluarga. Hasil analisis korelasi Pearson menunjukkan bahawa konflik kerja-keluarga mempunyai perkaitan dengan umur, pengalaman kerja, tempoh perkahwinan, factor kerja (permintaan kerja, kepuasan kerja, dan sokongan penyelia), factor keluarga (kepuasan keluarga, keadilan pembahagian tanggung jawab keluarga, sokongan suami, sokongan ahli keluarga/saudara mara), dan factor individu (orientasi peranan gender). Semua pembolehubah bebas yang mempunyai perkaitan signifikan dengan konflik kerja-keluarga dimasukkan dalam model regresi konflik kerja-keluarga. Semua pemboleubah bebas dalam model regresi menerangkan 20.6% variasi dalam konflik kerja-keluarga. Hasil ujian regresi berganda menunjukkan permintaan kerja ($\beta = .244$, $p < .01$) adalah satu-satunya faktor kerja yang mempunyai sumbangan signifikan kepada konflik kerja-keluarga. Bagi factor keluarga, kepuasan keluarga ($\beta = -.142$, $p < .05$) muncul sebagai penyumbang signifikan kepada konflik kerja-keluarga. Orientasi peranan gender yang mewakili factor individu tidak muncul sebagai prediktor signifikan konflik kerja-keluarga. Permintaan kerja adalah prediktor konflik kerja-keluarga paling kuat, diikuti oleh kepuasan keluarga. Dapatan kajian ini memberi implikasi tentang keperluan polisi dan program yang dapat membantu jururawat wanita yang berkahwin mengurangkan permintaan kerja, meningkatkan kepuasan keluarga dan akhirnya dapat seimbangkan tanggung jawab kerja dan keluarga.

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I certify that an Examination Committee has met on 26 November 2010 to conduct the final examination of Hajar Namayandeh on her Master of Science thesis “The Relationship between work, family and individual factors with work-family conflict among nurses in Shiraz-Iran” in accordance with Universiti Pertanian Malaysia (Higher Degree) Act 1980 and Universiti Pertanian Malaysia (Higher Degree) Regulations 1981. The Committee recommends that the candidate be awarded the relevant degree. Members of the Examination Committee are as follows:

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DECLARATION

I declare that the thesis is my original work except for quotations and citations that have been duly acknowledged. I also declare that it has not been previously and is not concurrently, submitted for any other degree at Universiti Putra Malaysia or other institutions.

HAJAR NAMAYANDEH

Date: 26 November, 2010

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