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

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Fem 2010 9
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By

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Thesis Submitted to the School of Graduate Studies, Universiti Putra Malaysia, in Fulfilment of the Requirements for the Degree of Master of Science

November 2010
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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.
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), faktor keluarga (kepuasan keluarga, keadilan pembahagian tanggung jawab keluarga, sokongan suami, sokongan ahli keluarga/saudara mara), dan faktor 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 faktor keluarga, kepuasan keluarga ($\beta = -.142$, $p <.05$) muncul sebagai penyumbang signifikan kepada konflik kerja-keluarga. Orientasi peranan gender yang mewakili faktor 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.
ACKNOWLEDGEMENT

I owe a debt of gratitude to many people, as this undertaking could not have been accomplished without their encouragement, support and constant guidance. First of all, my heartfelt thanks to Dr. Siti Nor Yaacob, chairman of the supervisory committee. Her support is very important and meaningful for me, without her, I would not have the confidence to structure my thesis’s framework and complete the report on time. As a responsible supervisor, she has guided and shared her knowledge from time to time, especially when I faced some difficulties while conducting my thesis. I also owe a debt of gratitude to my committee member Assoc. Prof. Dr. Rumaya Juhari despite her busy schedules. She challenged, motivated and nurtured me through one of the most challenging yet fruitful and rewarding period in my life. Each of you made a significant contribution to this great achievement in my life. I deeply appreciate your guidance, support and friendship. I feel blessed to have both of you as members of my supervisory committee.

I am grateful of the nurses in public hospital in Shiraz who participated in the study for their cooperation, support and time. I am grateful to my parents for inculcating in me the thirst for knowledge and lifelong learning. I would also like to thank my friends, for their encouragement and support. Finally, I would like to express my gratitude to my husband, Alireza Mohammadi for his love, patience, support, motivation and all the sacrifices he inevitably had to make to enable me to pursue my dream.
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
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Table Name</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABSTRACT</td>
<td>ii</td>
</tr>
<tr>
<td>ABSTRAK</td>
<td>iv</td>
</tr>
<tr>
<td>ACKNOWLEDGEMENT</td>
<td>vi</td>
</tr>
<tr>
<td>APPROVAL</td>
<td>vii</td>
</tr>
<tr>
<td>DECLARATION</td>
<td>ix</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>xiii</td>
</tr>
<tr>
<td>LIST OF FIGURES</td>
<td>xiv</td>
</tr>
<tr>
<td>LIST OF ABBREVIATIONS</td>
<td>xv</td>
</tr>
</tbody>
</table>

## CHAPTER

### 1 INTRODUCTION

1.1 Introduction of the Study 1  
1.2 Statement of the Problem 6  
1.3 Research Objectives 9  
1.3.1 General Objective 9  
1.3.2 Specific Objective 9  
1.4 Hypothesis of the Study 10  
1.5 Significance of Study 10  
1.6 Theoretical Background 11  
1.6.1 Systems Theory 11  
1.6.2 Gender Role Theory 14  
1.7 Conceptual Framework 18  
1.8 Definition of Terms 19  
1.8.1 Work-Family Conflict 19  
1.8.2 Job Demand 20  
1.8.3 Job Satisfaction 20  
1.8.4 Family Satisfaction 21  
1.8.5 Fairness of Division in Family Responsibility 21  
1.8.6 Gender Role Attitude 22  
1.8.7 Social Support (Workplace Social support, Family Social Support) 22  
1.9 Limitations 23  
1.10 Chapter Summary 24

### 2 LITERATURE REVIEW

2.1 Introduction 25  
2.2 Work-Family Conflict 25  
2.3 Personal Background Factors and W-FC 27  
2.3.1 Age 27  
2.3.2 Number of Children 28  
2.3.3 Job Experience 30  
2.3.4 Duration of Marriage 30  
2.4 Work Factors and W-FC 31  
2.4.1 Job Demands 31
### 2.4.2 Job Satisfaction  
2.4.3 Workplace Social Support  

2.5 Family Factors and W-FC  
2.5.1 Family Satisfaction  
2.5.2 Fairness of Division in Family Responsibility  
2.5.3 Family Social Support  

2.6 Individual Factor and W-FC  
2.6.1 Gender Role Orientation  

2.7 Chapter Summary  

3 METHODOLOGY  
3.1 Introduction  
3.2 Research Design  
3.3 Location of Study  
3.4 Population of the Study  
3.5 Sample of the Study  
3.6 Sampling Procedure  
3.7 Pilot Study  
3.7.1 Validity  
3.7.2 Reliability  
3.8 Data Collection  
3.9 Instrumentation and Measurement  
3.9.1 Work Family Conflict (W-FC)  
3.9.2 Social Support: Workplace Social Support, Family Social Support  
3.9.3 Job Satisfaction  
3.9.4 Family Satisfaction  
3.9.5 Job Demand  
3.9.6 Fairness of division in family responsibility  
3.9.7 Gender Role Orientation  
3.9.8 Background Characteristics  
3.10 Data Processing and Analysis  
3.11 Chapter Summary  

4 RESULTS AND DISCUSSION  
4.1 Introduction  
4.2 Descriptive Findings  
4.2.1 Respondent’s Personal Background  
4.2.2 Work Factors  
4.2.3 Family Factors  
4.2.4 Individual Factor  
4.2.5 Work-Family Conflict  
4.3 Inferential Findings  
4.3.1 The Relationship between Personal Background and W-FC  
4.3.2 The Relationship between Work Factors and W-FC  
4.3.3 The Relationship between Family Factors and W-FC  
4.3.4 The Relationship between individual factor and W-FC  
4.3.5 Predictors of W-FC  

xi
5 SUMMARY, CONCLUSION, IMPLICATIONS AND RECOMMENDATIONS

5.1 Introduction 93
5.2 Summary of the Findings 94
5.3 Conclusion 96
5.4 Implications of the Study 98
5.4.1 Theoretical Implication 98
5.4.2 Practical Implications 99
5.5 Recommendation for Future Research 100
5.6 Chapter Summary 101

REFERENCES 103
APPENDICES 112
BIODATA OF STUDENT 130
LIST OF PUBLICATIONS 131