THE PREVENTING OF FAMILY CONFLICT BY IMPLEMENTING THE CONFLICT THEORY

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ABSTRACT

Psychological research is increasingly focused on the issue of work-family conflict, and there are several theoretical hypotheses and attempts to develop appropriate measurement tools. Many of the research on this issue in Italy have used a scale called (Beutell, & O'Hare, 2018) that measures work-family conflict. An adjustment to (Beutell, & O'Hare, 2018) instrument has been proposed in this study, which examines hypotheses on the work-family interaction. In order to test the new scale, 369 persons were surveyed. Factor structure, reliability, and the capacity to distinguish between individuals are all discussed in terms of the test's psychometric properties. The data analysis's findings are in accordance with previous reports. Factor analysis indicates that the conflicts between work and family are separate from conflicts between work and family. There are several similarities between the adaption and the original instrument (Beutell, & O'Hare, 2018).

Key words: Work-family conflict; Family-work conflict; Measurement issues.

I. Introduction

In light of the significant changes in the workforce, such as the increased participation of women and the increase in the number of couples in which both partners have a paid occupation, the interface between work and family is a topic of increasing interest in psychological research. This interest has grown further, changing its translation into research in line with the transformations associated with the information era (new technologies, on the one hand, have increased the possibility to quickly respond to work responsibilities; on the other hand, they are also source of intrusion in personal life). When compared to the industrial revolution, the information era demonstrates the achievement of integrating diverse living settings (fragmentation and compartmentalization, as well as specialisation and subspecialization). When it comes to "split worlds," the Seventies helped dismantle the notion that they existed and paved the way for further study into the subject. While the workforce and job conditions have changed, the initial alteration of expectations for family function also dates back to this period, along with a diffuse openness of borders between home and workplace.

Findings in this area reveal that the strain of balancing family and professional life might have a negative impact on both mental and physical health. Injuries, inefficiency, and decreased productivity among employees exposed to stressors have been documented by several studies. A new perspective on the work-family connection is emerging, one that emphasises the importance of mutually enriching interactions rather than just attempting to strike a balance between competing demands (Cerrato, &Cifre, 2018). Working to strike a balance between family and work can lead to feelings of job dissatisfaction and depression, but it can also be a factor in absenteeism and the desire to change jobs, so it's important to consider the antecedents and outcomes of these negative emotions when studying work-family balance. According to the authors, this research intends to

provide some critical insights into the concept of work-family conflict as well as describe the characteristics of an Italian adaption of (Beutell, & O'Hare, 2018) questionnaire that has been utilised by Italian researchers in recent years. The scale used in the relevant Italian research differs slightly from the adaption. The primary findings of the original research were replicated by distributing the 10 items altered from the original form to 369 respondents.

II. The Theoretical Framework

The work-family interface has significant theoretical and scientific implications because of the intricacy of the dynamics involved. In reality, there are a wide variety of models for analysing the interaction between job and family. According to the literature, a number of authors have attempted to summarise the most popular models (Obrenovic, et al. 2020). There are several theories that may be used to explain conflict, including spillover and enrichment, compensation, instrumentality and conflict management tactics.

Even though it has only been in the last few years that we have seen attempts to translate the spillover model into more complicated study designs, the model has already appeared in literature in the early reviews. According to the concept, a high degree of cross-domain permeability does not inevitably lead to poor outcomes. Efforts are made to examine the effects of spillover on thoughts, feelings, values, abilities, and actions. There are two types of emotional spillover: one that is good and one that is bad. Contagion has been used by some writers to distinguish between spillover and crossover influence, when one person's sentiments influence the feelings of another person (for example, when someone's job stress affects their family's quality of life) in a different setting.

III. The Work-Family Conflict Construct

An essential part of job-home interface research has been the work-family conflict construct. The conflict between work and family is based on the role theory and the role strain hypothesis. 'Role theory' According to (Beutell, & O'Hare, 2018), "work-family conflict" is a "type of inter-role conflict in which roles from the work and family environments are mutually incompatible." As a result, it is more difficult to participate in the work (family) role because of the family (work) role. Role conflict theories developed in the 1960s by (French, et al. 2018) were remembered by the authors; these ideas are grounded in a person's inability to deal with the interference among expectations and demands coming from distinct roles. Due to time constraints, as well as pressures in other areas of life, or incoherent behavioural requirements from multiple living settings, the sources of pressure might vary widely (Molino, et al. 2020). Both asymmetrical and reciprocal forms of the work-family conflict can exist. It's based on research that shows a higher amount of friction between family and job, thus the differentiation between the two is made.

Indicators of Work-Family Discord The dependability of W-F conflict measurements is generally high. A similar statement may be made about the (Beutell, & O'Hare, 2018) instrument, the adaption of which is discussed in this study. For example, some of the different measures are "conceptual models" (that is, they try to operationally translate their complete notion) while others are "second generation" measures (formed from an already existing pool of items). Different instruments may have somewhat different question formulations, but when it comes to measuring how much work (or family) interferes with certain aspects of the other area, they are pretty comparable (presenting an overlapping with the spillover construct). On a 5- or 7-step Likert Scale,

most responses are provided (both agreement and frequency scales are used). There is no evidence that the existence of a neutral point in the replying scale has any effect. The time frame for a response is frequently left vague, ranging anywhere from one to three months. There was evidence of a difference between WF and FW conflicts based on correlations with other factors, although these relationships were small.

IV. Discussion

In accordance with the authors' instructions, the instrument has been adapted (Beutell, & O'Hare, 2018). It's been proven that W-F and F-W disputes aren't the same. The literature suggests that the FW conflict is on the decline. When it comes to interfering with family life, the impact of employment is far greater than the reverse. It's important to remember that these results might be skewed by an answering bias. WF and FW disputes appear to have a systematic difference because of people's reluctance to disclose the presence of "disturbance" from their families at work; this mechanism would allow them to maintain their work-efficacy image. A social desirability scale, for example, may be introduced to better examine these concerns. To put it another way, results validated the instrument's structure: the exploratory factor analysis solution is good and in accordance with predictions; Differences in sensitivity between the two subscales were found among the study's participants. Men had a higher opinion of C.F.W., which may be read as a reflection of their belief that men are more willing to take on a dual role in society. While C.WF was seen differently by men and women, the two genders appear to have similar perceptions of its encroachment into their personal lives (Caputo, et al. 2018). C.W.F.'s work environment and role-related differences appear to be in line with previous research findings, as well Work at non-profits carries a different connotation for those with higher job responsibilities than it does for those in for-profit businesses, which may explain the higher prevalence of C.W.F. in non-profits. Compared to other corporate and non-profit organisations, the DFC organisation has a more positive view of C.FW.

C.F.W's perception of C.F.W's life course and care responsibilities may be influenced by personal characteristics such as sex, age, or marital status; in other words, this difference may not be related to the specific organisation, but rather to personal characteristics such as sex, age, or marital status (Dorenkamp, &Ruhle, 2019). It's true that males and females in the DFC sample are "equally" split between married and unmarried, but the average age in DFC is lower than the other organisations' (WS and B: M = 38; DDC: 35) typical ages (Wayne, et al. 2020). These results are hampered by the sample's gender imbalance, which is a common problem in studies on adaptation (Smith, et al. 2018). The participating organisations share an interest in equal opportunities and a special focus on family work balance issues; nevertheless, this does not make them representative of the Italian work reality at large (as to this day, convincing data about the spreading of family-friendly policies and sensitivity to family-work balance problems in our country companies are missing).

V. Conclusion

The suggested operational translation of the concept should be evaluated in more complicated designs in future research in order to understand if it may explain well-being and discomfort both within and outside the workplace — via longitudinal study as well. Understanding which variables influence C.W-increase F's and decrease, as well as which mechanisms are involved in enrichment, is equally crucial (Harold, & Sellers, 2018). This would allow for a more detailed characterization of what kinds of support and management levers are not just capable of reducing critical circumstances but also improving balance. To better understand the impact of

work on non-familial personal life, future scientific research should look beyond the traditional distinction between paid work and family responsibilities. This would entail figuring out how to include studies on the relationship between paid work and other aspects of one's life. As a last point, incentives for multidisciplinary research are needed because of this topic's complexity.

VI. References

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