# Impact of Work-Family Conflict and Work-Family Facilitationon Psychological Well-BeingofFemale Professors

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**Abstract**

Organizations have been forced to change in recent decades due to changes in organizational structures, technology, and demographics, which has affected work functions and employees' lifestyles. It is evident that women's employment has grown significantly in recent years, but they still struggle to balance work and family obligations. The issue of women's difficulty juggling their responsibilities in work and family life two crucial spheres of their lives has made this subject a prominent area of inquiry and drawn the interest of scholars. Previous research has looked at the connection between work and family from two different perspectives. The conflict viewpoint has been the subject of most studies. The goal of this study to fill the gap and explain the impact of work-family conflict, as well as work-family facilitation on psychological well-being. To explore the association between work-family conflict and work-family facilitation on psychological well-being, an empirical study was conducted on a sample of 200 female professors in Lucknow. The questionnaire used were work-family conflict scale, work-family facilitation scale and psychological well-being scale. The findings of the study suggest there is a negative impact of work-family conflict on psychological well-being and positive impact of work-family facilitation scale on psychological well-being. The study contributes to a better understanding of work-family interface of female professors.


**Keywords:** Women**,** work and family life, work-family conflict, work-family facilitation, psychological well-being

### Introduction

Organizations have been forced to change in recent decades due to changes in organizational structures, technology, and demographics, which has affected work functions and employees' lifestyles (Dhanpat, et.al, 2020). The way people manage their time at work and at home has evolved significantly as a result of these profound shifts, blurring and transforming the lines between work and leisure. These changes have affected the way individuals think of their jobs, igniting interest in methods for juggling work and family obligations (Hirschi, Shockley, Zacher, 2019).

It is evident that women's employment has grown significantly in recent years, but they still struggle to balance work and family obligations. It is founded on the idea that women are unable to fully perform their obligations to their jobs because they are also fulfilling tasks in the community, religion, leisure, and education, with the roles of "womanhood and motherhood" being especially important. The issue of women's difficulty juggling their responsibilities in work and family life—two crucial spheres of their lives—has made this subject a prominent area of inquiry and drawn the interest of scholars (Frone, 2003; Greenhaus & Powell, 2005).

Previous research has looked at the connection between work and family from two different perspectives. The conflict viewpoint has been the subject of most studies (Baltes, Clark, and Chakrabarti, 2009; Frone, 2003; Saltzstein, Ting, &Saltzstein 2001). According to this viewpoint, people who take on multiple responsibilities (such as work and family) and devote more of their energy to one of those roles will eventually experience conflict between those duties, which will lower their quality of life (Choi & Kim, 2012).

Conversely, Sieber (1974) argued that a person's assets and accumulation from the responsibilities they assume in one area of their lives will positively affect the other area and therefore provide enrichment. Similarly, according to Marks (1977), a person may invest a certain amount of energy in one job and then use that energy to advance his experiences in other professions. In an attempt to improve employee health and job engagement, companies and people are developing work environments that strike a balance between personal and professional lives (Wood, Oh, Park, Kim, 2020). The term "work-family facilitation" describes this advantageous relationship that exists between the home and workplace. solely Though work-family facilitation is important for overall quality of life and job performance, certain research have highlighted its significance (Greenhaus, Collins, Shaw, 2003; Greenhaus and Powell, 2006; Wood, Oh, Park, Kim, 2020). The increasing popularity of work-family conflict studies led other scholars to investigate potential benefits

of the work-family dynamic (Grzywacz, 2000). Finally, the favourable interaction between work and family has been explained by a unique theory called work-family facilitation (Hill, 2005).

The relationship between work-family conflict and well-being, as well as the effects of work-family facilitation on employees' work and family lives, has been extensively studied. However, little is known about the relationship between work-family conflict and the well-being of women employed in higher education institutions. Because of their varied responsibilities, which include mentoring others and the additional research demands that come with their teaching roles (Ogakwu, et. al., 2022; Pinto, et. el. 2024) it is not surprising that university professors can have a difficult time juggling their work and family roles (Kang, Park, Park, 2020; Ogakwu, et. al., 2022). This has been especially true in recent years (Mäkelä, Suutari, 2011; Lakkoju, 2022).

The goal of this study to fill the gap and explain the impact of work-family conflict, as well as work-family facilitation on psychological well-being.

**Work to Family Conflict and Family to Work Conflict**

One of the most researched concepts in the literature on the work-family interface is the work-family conflict (Andreassi & Thompson, 2007; Hannensey, 2007; Karatepe& Sokeman, 2006; Parasuraman &Greenhaus, 2002; Ratanen et al., 2008; Spector et al., 2007). Work-family conflict has been examined from the standpoint of role-stress theory within the field of occupational health psychology (Frone, 2003; Karatepe & Bekteshi, 2008; Karatepe & Sokemen, 2006; Patterson, 2002). Work-family conflict is described as "a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible" by Greenhaus&Beutell (1985). That is, engaging in the family (work) role makes it harder to participate in the work (family) role (p. 77). Work-family conflict arises when one work position negatively interferes with another's family role. This is how conflict arises. The detrimental interference that one's family role has with one's work role is known as family-work conflict.

**Work to Family Facilitation and Family to Work Facilitation**

Work-family facilitation, as defined by the Resource-Gain-Development Perspective, is the idea that work and family are complimentary (Werbel & Walter, 2002). This idea is known as work-family facilitation. According to Wayne, Gyzywacs, Carlson, and Kacmar (2007), "the extent to which an individual's engagement in one life domain (work/family) provides gains (developmental, affective, capital, or efficiency) which contribute to enhance functioning of another life domain (family/work)" is the basic definition of work-family facilitation. Both work and family can contribute to the improvement of the functioning of the

other domain: either the family can improve the functioning of the work domain (family-to-work facilitation) or the work can bring benefits to the family domain (work-to-family facilitation).

**Relationships between Variables and hypotheses development**

For female professionals, juggling the demands of both work and home responsibilities is perceived as a persistent challenge. According to earlier research, women and men suffer greater conflict than the other between their responsibilities to their families and their careers, and this conflict often has worse effects on women's wellbeing. But in contrast to the conflict perspective, which views work and family as "enemies," the enrichment perspective, which views work and family as "allies," has gained prominence. This perspective is based on the idea that assuming multiple roles can be shared, expanded, and integrated across various fields of activity. This viewpoint holds that for women who assume multiple roles in both their personal and professional lives.

A large amount of research has demonstrated important connections between work-family conflict and its consequences, both connected to an unrelated to the workplace. A considerable body of research indicates that elevated work-family conflict is linked to numerous mental health indicators, such as depression and anxiety, which is consistent with theories derived from stress models. The majority of the results confirmed the hypothesis that negative mood states, anxiety, and drug abuse disorders are positively correlated with both types of conflict—work-to-family and family-to-work (Major, Klein, & Ehrhart, 2002; Noor, 2002; Stoddard & Madsen, 2007). Multiple role-playing has also been linked to role strain, psychological distress, and physical symptoms, according to a number of additional research (Hammer, Cullin, Neal, Sinclair, &Shafiro 2005; Thomas & Ganster 1995).

Madsen, John, and Miller, (2005) found a correlation between work-family conflict and poorer mental health. In a similar vein, a number of additional research have revealed that work-family conflict is indicative of an unbalanced work and family life, which may have detrimental effects on an individual's mental health. (Geurts et al., 2003; Noor, 2002; Behson, 2002). Work-family conflicts deplete personal resources and may result in employee actions that are harmful to the company (Yildiz et al., 2021). People who experience resource loss will typically guard their current resources in order to prevent more losses; as a result, they won't engage in innovative endeavours when resources are in great demand.

Few studies have looked at the effects of work-family enrichment. Positive spillover has been associated with role satisfaction and health in the research that has been done (Wayne, Grzywacz, Carlson, &Kacmar, 2004; Ruderman, Ohlott, Panzer, & King, 2002). Grzywacz (2000) similarly looked at the impact of work-

family facilitation on a range of outcomes related to well-being in their study. The study conducted by the author revealed that there was a positive correlation between improved mental health and higher levels of work-to-family and family-to-work facilitation. Additionally, there was a positive correlation between work-to-family and self-reported physical health, and a negative correlation between chronic health problems and well-being and family-to-work facilitation. The findings of Stephens, Franks, and Atienza (1997) were comparable. Additionally, they discovered a substantial correlation between the two work-family facilitation directions—that is, work-to-family and family-to-work.

WFF assisted in lowering employee burnout and mental tiredness. Additionally, Karatepe and Bekteshi (2008) discovered that hotel frontline staff members with high WFF feel more in control of their work, perform better, experience higher levels of pleasure, and are less likely to burn out. Additionally, it has been seen that WFF might lessen stress and WFC, which benefits the employee as well as their family.

When workers are provided with work-family facilitation, they will learn certain skills from their jobs that will help them perform better in their family-related tasks (Wayne et al., 2007). According to Chen and Chiu (2009) and Deng and Gao (2017), this state will give workers personal resources like time, energy, and support from their families so they can meet workplace demands, feel good about their work, manage family relationships in a reasonable manner, and know that their contribution matters. The conservation of resources hypothesis states that people with more resources can make the most of what they already have to acquire even more resources, which will motivate them to behave well at work and maintain a good outlook on life (Halbesleben and Wheeler, 2008).

**H1:** Work-family conflict (work-to-family and family-to-work conflict) will negatively impact psychological well-being of female professors.

**H2:** Work-family facilitation (work-to-family and family-to-work facilitation) will positively impact psychological well-being of female professors.

**Methodology**

**Design and Participants**

The study was a cross-sectional research design. In the present study, we hypothesized a casual model consisting of 5 key constructs, such as- work-to-family and family-to-work conflict, work-to-family and family-to-work facilitation, psychological well-being. We represented the relationship between these variables. The hypothesized model had 4 predictor variables and one criterion variables (psychological well-being).

The current study will focus on working women in various institutional settings. There would be two hundred subjects in all. The sample's age ranged from 30 to 50. Participants in the study had to have at least two years of experience. The study's female academics were chosen because women are disproportionately disadvantaged by the competing demands of work and family, which has a negative impact on their ability to perform at work. According to the conventional norm in society is for males to be the breadwinner and women to take care of the family and children. Consequently, balancing duties and responsibilities between job and home is probably going to be difficult for them and have an impact on their wellness. As a result, they struggle greatly to balance their personal and professional lives and find time for them.

**Procedure**

The following scales were used in the current investigation. In order to guarantee cooperation, we will first get in touch with the participants and briefly explain the goal of the study to them. They will get the full questionnaire from us directly. Every scale will be scored using the guidelines in their manual. We will protect the data's confidentiality.

**Instruments**

**Work-Family Conflict Scale**

The Carlson et al. (2000) work-family conflict scale will be used to measure work-family conflict. This scale has eighteen Likert-format items with five response options, ranging from strongly disagree to strongly agree. It evaluates work-family conflict in two directions: nine items assess work-to-family conflict and nine items measure family-to-work conflict. This scale has a reliability range of 0.78 to 0.87.

**Work-Family Facilitation Scale**

The Srivastava and Srivastava, (2023) work-family facilitation scale will be utilized to assess work-family facilitation. The two subscales that made up the scale were the family-to-work facilitation scale and the work-to-family facilitation scale. The five-point rating scale, which goes from strongly disagree (1) to strongly agree (5), was used to score the items. Greater work-to-family and family-to-work facilitation was indicated by higher scores. The study determined that the Cronbach's alpha coefficients for the work-to-family and family-to-work facilitation scales were 0.86 and 0.85, respectively.

**Psychological wellbeing scale**

Ryff and Keyes, (1995) created this scale to gauge the respondents' psychological well-being. It consists of eighteen items, each with a seven-point rating system, that assess six aspects of psychological well-being: autonomy, environmental mastery, personal growth, positive relations, purpose in life, and self-acceptance. Seven possible responses ranged from "strongly agree" to "strongly disagree" for each question. This scale's internal consistency coefficient varied from 0.72 to 0.88.

**Descriptive Analysis**

Using the descriptive statistics of mean, standard deviation, and range of scores for the variables under study (N=200), the data descriptions are shown in Table 1. Work-family conflict, family-to-work conflict, work-to-family facilitation, family-to-work facilitation, and mental health were among the variables that were examined.

**Table: 1**
**Mean, Standard Deviation and Range of Scores of the studied variables (N-200)**

| Variables | Mean | S.D. | Min Score | Max Scores |
|---|---|---|---|---|
| WTF | 26.61 | 7.059 | 9 | 51 |
| FTW | 25.04 | 8.058 | 9 | 46 |
| WFF | 86.35 | 14.571 | 24 | 155 |
| FWF | 56.15 | 8.511 | 21 | 74 |
| PW | 89.23 | 13.103 | 43 | 123 |

**Results of the correlation between work-family conflict, work-family facilitation, resilience and outcome variables**

The link between psychological well-being and work-family conflict, family-work conflict, and work-family facilitation is documented in Table 2.

It was shown that there was a substantial negative correlation between psychological well-being and work-family conflict. Likewise, it was discovered that there was a substantial negative correlation between psychological well-being and family-to-work conflict (r = -0.30, p < 0.01).

The results also showed a substantial positive correlation (r = 0.34, p < 0.01) between psychological well-being and work-to-family facilitation. In a similar vein, it was discovered that psychological well-being was significantly positively correlated with family-to-work facilitation (r = 0.35, p < 0.01).

**Result Table: 2**

**Correlation Coefficients between studied variables**

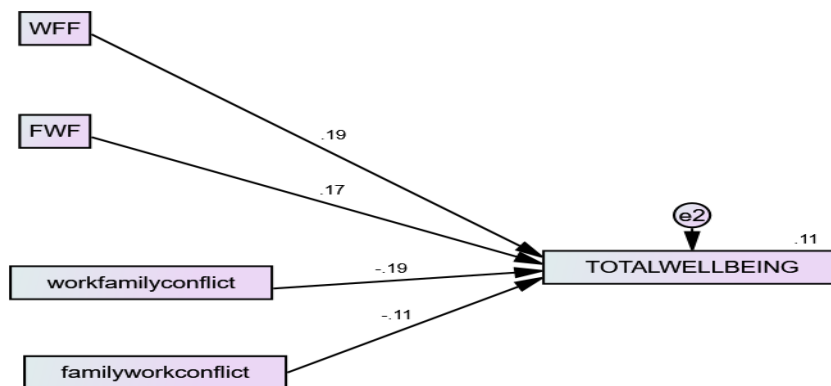| Variables | Psychological Well-Being |
|---|---|
| to-family Conflict | -.32** |
| γ-to-Work Conflict | -.30** |
| to-family Facilitation | .34** |
| γ-to-Work Facilitation | .35** |

**p<0.01



**Figure:1Model explaining the associations**

**Table: 3**

**Standardized results of the effects of the work-family conflict and work-family facilitation on psychological well-being**

| ɔles | ate | |
|---|---|---|
| LWELLBEING | -to-familyconflict | |
| LWELLBEING | y-to-workconflict | |
| LWELLBEING | -to-family<br>ation | |
| LWELLBEING | y-to-work<br>ation | |

**Hypotheses testing**

To test the accuracy of hypothesis, we adopted multiple regression analyses (Baron and Kenny, 1986; Hox, 2010). The results are shown in Table 3. Hypothesis 1 proposed that both the directions of work-family conflict (work-to-family and family-to-work conflict) will negatively impact psychological well-being of female professors.

According to Table 3, work-to–family conflict can significantly inhibit psychological well-being of female employees ($\beta =-.190$, $p <0.005$), while Family-to-work conflict was not significantly predicting the female employee's well-being ($\beta =-.106$, $p <0.114$). Thus, H1 is partially supported.

Conversely, it can be seen from Table 3 that work–to-family family facilitation can significantly increase employees' well-being ($\beta=0.187$, $p<0.005$), similar result wasfound with family-to-work facilitation ($\beta =-.172$, $p <0.01$).Thus, H2 is supported.

**Discussion and theoretical contributions**

Present study examined the two resource aspects of the work-family interface i.e. work-family conflict and work-family facilitation, which makes important theoretical contributions to the work-family literature. Previous research has looked at the effect of work-family interface on employee psychological health from the standpoint of either work-family facilitation or work-family conflict. This study added to the body of knowledge on the work-family relationship by examining the relationship between both the perspectives of

work-family interface and their psychological health. It also confirmed that there are variations in the effects of work-family conflict and facilitation on the well-being of female professors. In actuality, this study discovered that the effects on female professors' well-being of work-family conflict and facilitation are completely at opposites. Consequently, the study's conclusions add to the body of knowledge already available on the work-family state.

We proposed that a significant loss of resources in these areas may be connected to the increased stress that women feel as a result of their "double shift" at work and at home (Gómez-Urrutia & Jiménez-Figueroa, 2015), which is harmful to subjective well-being. A person may play several roles (spouse, parent, worker, etc.), each with its own set of duties and expectations. People may suffer overload when there are expectations from several roles, which can cause stress and strain. Conflict and poor psychological outcomes may result from this strain (Allen et al., 2000; O'Driscoll et al., 2004; Ibrahim et al., 2009; Karimi et al., 2011; Lee et al., 2013; Matthews et al., 2014). This tension can lead to a decrease in overall well-being, work satisfaction, and emotional tiredness. As demonstrated in other research (Grzywacz and Bass, 2003; Aryee et al., 2005; Voydanoff, 2005; Kinnunen et al., 2006), the influence of work-family conflict on well-being indicates that employees who have unfavourable work-family interactions are more likely to experience stress.

It contrasts with work-family conflict, which emphasizes the negative impact of competing demands. Work-family facilitation can lead to improved satisfaction, reduced stress, and overall better psychological well-being. Conservation of Resources theory provides an integrated theoretical framework that helps to elucidate enriching dynamics of resource investment processes, namely, the interaction of work-family enrichment, by posing them in a common resource-exchange economy (Grandey&Cropanzano, 1999; McNall et al., 2010; Hobfoll et al., 2018). Through the lens of a basic tenet of COR, work and family domains are accounted for as reservoir of resources, where Positive experiences and support from one role can lead to gains in resources such as time, energy, and emotional support. Effective role facilitation allows individuals to utilize resources more efficiently, reducing strain and enhancing well-being. This study is line with the earlier studies (Ruderman, Ohlott, Panzer, & King, 2002). Work-family facilitation highlights the positive ways in which experiences and resources from one role can enhance the quality of experiences in another role, leading to improved psychological well-being.

This study has certain limitations, just like any other. The study only looked at the direct association work-family conflict and between psychological well-being, as well as work-family facilitation and psychological well-being. Therefore, it is advised that test models be constructed using various factors in future research to identify the variables that might influence the association between these variables.

The fact that the study is cross-sectional is another drawback. It will be helpful in future research to measure the variables in issue frequently over a specific time period in order to identify any discrepancies that might arise.

**Ethics statement**

The patients/participants provided their written informed consent to participate in this study.

**Author contributions**

Corresponding author developed the theoretical framework and worked on literature review, worked on data collection and analysis and manuscript writing. Second author developed the worked on data collection and manuscript writing. All authors contributed to the article and approved the submitted version.

**Conflict of Interest**

Authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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