

Work-Family Conflict and Its Impact on Job Satisfaction among Permanent and Temporary Senior College Professor

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ABSTRACT

Objective:- 1. To find out the difference between work-family conflict of permanent and temporary senior college assistant professor. 2. To find out the difference between job satisfaction of permanent and temporary senior college assistant professor. 3. Find out the relationship of work-family conflict with job satisfaction of permanent and temporary senior college assistant professor. **Hypotheses:-** 1. There is a significant difference between work-family conflict faced by the permanent and temporary senior college assistant professor. 2. There is a significant difference between job satisfaction faced by the permanent and temporary senior college assistant professor. 3. There is a relationship between work-family conflict and job satisfaction of the permanent and temporary senior college assistant professor. **Sample:-** Permanent and temporary senior college assistant professor of Nashik city (Maharashtra State) was taken as population. 100 assistant professors were selected for the present study. Among them 50 were Permanent senior college assistant professor and 50 were temporary senior college assistant professor. Age range of assistant professor 22 year to 35 year. (Mean = 26.48, SD = 4.10). **Conclusion: 1.** Temporary senior college assistant professors have significantly high work-family conflict than the permanent senior college assistant professor. 2. Temporary senior college assistant professors have significantly high job satisfaction than the permanent senior college assistant professor. 3. Negative correlation found work-family conflict and job satisfaction of the permanent and temporary senior college assistant professor.

Keyword:- work-family conflict, job satisfaction, permanent and temporary senior college assistant professor.

Introduction:-

Work and family are the two fundamental elements of an individual's life. Before the establishing of the twenty first century, adult males have been accountable especially for incomes and offering for their family; however with the altering instances as wives, roles as a breadwinner alongside with the husbands accelerated their roles. According to Abbott (2005), the quantity of women working to assist their households is growing day through day when you consider that the 2nd world war. As the ladies are getting extra and extra employment, so has the Work-Family Conflict expanded considerably. Females conflict to accomplish the growing work function alongside with the household responsibilities, which leads to work-family battle (Kaye & Gray, 2007). Work-Family Conflict arises had been husband and spouse each are working in the household (Livingston & Judge, 2008). It impacts ladies extra as in contrast to men. Working ladies journey the burden of two types; one is from work at their offices which is their paid work, and the different from work at their domestic which is unpaid work. If they can't deal with it properly, it can lead to decrease efficiency, which can have an effect on the complete company (Topper, 2007). Armstrong et al. (2015) expressed that Work-Family Conflict has a massive affiliation with job delight and job stress. Job delight is a sturdy predictor of the well-being of an individual. According to Locke (1969), job pleasure can be analyzed by way of the people pick out their jobs in accordance to their likings or disliking. Job delight can be defined as an necessary mind-set having cognitive, affective and behavioural sides of an individual's work and household lives (Judge et al. 2001). Hayat (1998) mentioned that a employee who is happier will continually be a higher employee with greater desirable output, whereas a upset employee will by no means be in a position to operate well. He concluded that joyful employees are the higher workers. It can be stated that if an worker is at ease with the job, he/she can lift out the obligations better, whereas a disappointed worker can't elevate out the responsibilities at his/her best. Ahmad (1996) mentioned that ladies who have to function a variety of roles and duties at one time face very much less job satisfaction. Professionally comfy and dedicated instructors are the crucial element to produce a trained and profitable nation. In the instructing career overall performance of the instructors is exceptionally structured on the stage of delight of the instructors (Jamal, 2017). Job delight of instructors has a key function in improving the first-rate of the training of a country.

Job pride can be described as the properly and terrible emotions of an worker closer to his job (Robbins, 2005). It is evident from the literature that job dissatisfaction can be the reason of bad effects such as decreased job performance, turnover of the personnel (Judge et al., 2001; Kinicki et al. 2002).

Work and household are two imperative fields of an individual's life. These two might also now not stability easily as the relationship between the two is difficult and multi-dimensional. Inter-role war is the end result of irreconcilable necessities and necessities occur due to distinctive roles from work and household lives (Netemeyer et al. 1996). Researches on work and household have tried to illuminate Work-Family Conflict from various theoretical viewpoints, predominantly function theory. Role concept gives a conceptual framework that consists of an awful lot of the Work-Family Conflict literature (Khan et al. 1964). Role idea advocates that an individual's involvement in countless roles outcomes in subject in pleasant the necessities of these roles and leads to conflict.

People at the beginning of the 21st century faced a devastating problem regarding then work and family and ever-increasing demands for employees and their families. These problems sprang out of the fact that men and women were working in fields different from each other. Nowadays, the percentage of female employees is constantly on the rise than it was in the past (Kafetsios, 2007). There have always been difficulties with regard to work and family life. People have to adjust themselves vigorously to cope with family demands as well. In earlier times, the correlation involving work and family has resulted in many changes which have been classified according to different social structures. The work-family is one of the major issues in modern times.

Greenhaus and Beutell (1985) stated that WFC has three dimensions; conflict arises due to time, strain and behaviour. The last few years' research stated the balancing of WFC and the responsibilities related to it are more difficult to be handled by full-time employees. WFC significantly has an impact on various work-related attitudes. Among these attitudes job, satisfaction is an important attitude (Martins et al., 2002). It significantly affects not only organizational efficiency but individual performance too. Results of some of the researches have explained a significant association of WFC with job satisfaction, whereas some found no relationship.

Objective:-

- 1) To find out the difference between work-family conflict of permanent and temporary senior college assistant professor.
- 2) To find out the difference between job satisfaction of permanent and temporary senior college assistant professor.
- 3) Find out the relationship of work-family conflict with job satisfaction of permanent and temporary senior college assistant professor.

Hypotheses:-

- 1) There would be significant difference between work-family conflict faced by the permanent and temporary senior college assistant professor.
- 2) There would be significant difference between job satisfaction faced by the permanent and temporary senior college assistant professor.
- 3) There would be relationship between work-family conflict and job satisfaction of the permanent and temporary senior college assistant professor.

Sample:-

Permanent and temporary senior college assistant professor of Nashik city (Maharashtra State) was taken as population. 100 assistant professors were selected for the present study. Among them 50 were Permanent senior college assistant professor and 50 were temporary senior college assistant professor. Age range of assistant professor 22 year to 35 year. (Mean = 26.48, SD = 4.10). Sample Proportionate stratified random sampling was selected to choose the sample of the study. Strata were created by using the designation of the Permanent and temporary senior college assistant professor.

Variable:-

Independent Variable:-

- | | | |
|---------------------------------|--------------|--------------|
| 1) Types of Assistant Professor | 1) Permanent | 2) Temporary |
|---------------------------------|--------------|--------------|

Dependent variable:-

- 1) Work-family conflict
- 2) Job Satisfaction

Tools:-

1) Work-Family Conflict Scale (WFCS):

Work-family conflict scale established by (Carlson, Kacmar and Williams, 2000) which is an 18-item multidimensional measure and divided into six subsections. The subsections include dimensions of WFC (Time, strain, and behaviour-based conflict) and two directions (Work to family (WIF), Family to work (FIW)). Responses are collected on a five-point Likert Scale ranging from strongly disagree (1) to strongly agree (5).

2) Job Satisfaction (JSS):

job satisfaction (JSS) advanced by Spector (1985). The scale is divided into 36 items and nine subscales i.e., pay promotions, benefits, contingent rewards, supervision, co-workers, nature of work, operating procedures and communication..

Statistics

t-test was used for the statistical analysis of data.

Statistical Interpretation and Discussion

Table No. 01

‘t’ showing the significance of difference between work-family conflict and job satisfaction faced by the permanent and temporary senior college assistant professor.

Traits	Permanent Asst. Professor (N = 50)		Temporary Asst. Professor (N = 50)		t- ratio	r
	Mean	SD	Mean	SD		
Work-Family Conflict	49.81	5.78	60.47	6.11	8.96**	-.73
Job Satisfaction	107.40	5.88	94.27	6.10	10.95**	

**0.01 = 2.62, *0.05 = 1.98

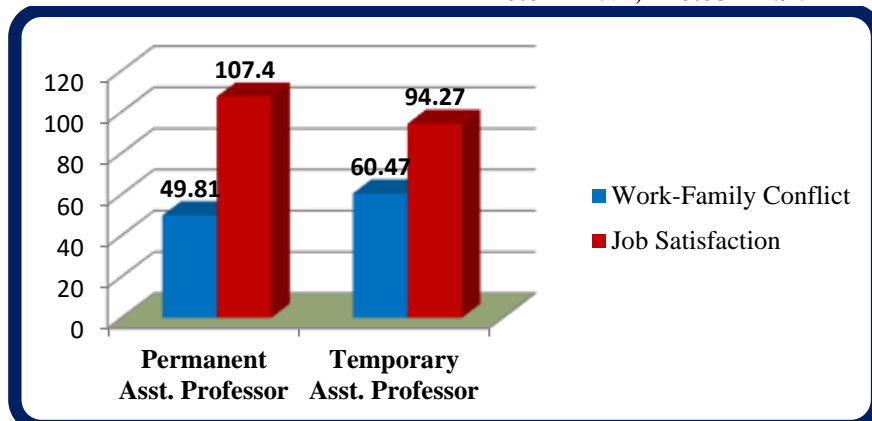


Table 01 shows difference is found in the Work-Family Conflict of permanent and temporary senior college assistant professor as the p value (8.96 < .01) at the level of significance demonstrates the significant difference in both groups. Mean of permanent senior college assistant professor is 49.81, SD is 5.78 and another mean of temporary senior college assistant professor is 60.47, SD is 6.11.

Table 01 shows difference is found in the job satisfaction of permanent and temporary senior college assistant professor as the p value (10.95 < .01) at the level of significance demonstrates the significant difference in both groups. Mean of permanent senior college assistant professor is 107.40, SD is 5.88 and another mean of temporary senior college assistant professor is 94.27, SD is 6.10.

Negative correlation found work-family conflict and job satisfaction of the permanent and temporary senior college assistant professor. (r = -.73).

Zulfiqar (2013) conducted a study showing similar results. Bhuian (2005) and Wayne (2004) also concluded that work-family conflict and job satisfaction is negatively related. Another study conducted by Almutairi (2017) on female teachers of Saudi Arabia revealed similar results. The results of the research proved no considerable difference in the levels of work-family conflict of female university teachers from private and public.

Conclusion:

- 4) Temporary senior college assistant professors have significantly high work-family conflict than the permanent senior college assistant professor.
- 5) Temporary senior college assistant professors have significantly high job satisfaction than the permanent senior college assistant professor.
- 1) Negative correlation found work-family conflict and job satisfaction of the permanent and temporary senior college assistant professor.

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