

## **THE RELATIONSHIP BETWEEN WORKLOAD AND WORK-FAMILY CONFLICT IN FEMALE LECTURERS AT “X” UNIVERSITY**

**Author**

**Fani Dwi Anggraini<sup>1</sup>, Asri Rejeki<sup>2</sup>, Noer Suci Endah Puspitaningrum<sup>3</sup>**

**Psychology Faculty, Universitas Muhammadiyah Gresik**

**fanidwi\_16711@umg.ac.id<sup>1</sup>, asrirejeki@umg.ac.id<sup>2</sup>, nse.puspitaningrum@umg.ac.id<sup>3</sup>**

### **ABSTRACT**

This research is motivated by the emergence of the phenomenon of married women having dual roles, namely housewives and working. In ancient times, a culture has been passed down regarding the role of men as leaders and the role of women raising children and carrying out their responsibilities in the household. Women who are married and working are women who have multiple roles. When a woman carries out this dual role, she will require greater energy and is prone to work fatigue because she has a greater workload. Knowing the relationship between workload and work-family conflict on female lecturers. The research method used is quantitative with a population of 97 married female lecturers. Researchers used non-probability sampling technique with incidental sampling technique, obtained 35 samples. Collecting data in this study using a questionnaire. The data analysis technique uses the Product Moment Correlation test with the SPSS 25.0 program. The results of this study indicate that there is no relationship between workload and work-family conflict in female lecturers. This research can be useful to provide knowledge, information work-family conflict and workload for female lecturers. The research population < 100, the sampling technique used should be a saturated sampling technique. Researchers did not use the saturated sampling technique due to the Covid-19 pandemic, data collection on respondents was hampered because the campus was in lockdown and WFH was enforced to minimize the spread of the Corona virus.

**Keywords:** *Workload, Work-Family Conflict.*

### **1. INTRODUCTION**

In today's world, the world of work has undergone changes. In today's world of work, the workforce in an agency is not only filled with men, but women also become workers in an agency. This is reinforced by data from the Central Statistics Agency that the percentage of female workers has increased by 0.06% from February 2018, so that in February 2018 the percentage of female workers was 55.50%. (www.gatra.com). The increasing number of female workers is caused by several factors, including economic and social. Women who decide to work have 3 factors, namely, the first because of economic needs. This is because the household needs are so large and urgent that women decide to work in order to meet the needs of their family life. With this condition, women (wives) have no other choice but to work outside the home. The motivating factor for individuals to work is because of the necessities

of life that must be met (Murniati, 2004). Ancient times have passed down a culture of understanding the roles of men and women. Understanding the role of women in their lives, namely women work at home, namely taking care of children and carrying out their responsibilities in the household. For men, the role in life is to be a leader (Abdul & Aminah, 2018).

The participation of women in the world of work has contributed greatly to the welfare of their families, especially in the family economy. This situation makes women have two roles at once, namely the domestic role in charge of taking care of the household and the public role, namely serving as labor or working outside the home in order to meet the needs of their family life (Muslikhati, 2004:112). Women who are married and working are women who have multiple roles. Multiple roles are two or more roles performed by someone at the same time. The role referred to here is the role of a woman in the household as a wife, mother and role as a woman who works outside the home (Soeroso, 2008). Women who are already working, especially those who are married, assume a dual role, namely roles in work and family. Carrying out two roles at once, namely as a worker and a housewife is not easy. Women workers who are married and have children have heavier roles and responsibilities than single women (Nelson & Quick, 2010). According to Sastrohadiwiryo 2003 (Almasitoh, 2011), the dual role that a woman has is very risky with work and family conflicts.

Conflict within the family also affects one's work behavior. When a person carries out more than one conflicting role and if one of these roles demands a lot of attention, it will lead to multiple role conflicts (Korabic, et al. 2008). Role conflict occurs when an individual is faced with a situation where there are two or more roles, one of which can interfere with the other's role (Gibson et al. 1995). According to Kahn (Greenhouse, 1985) work-family conflict is a form of conflict caused by conflicting responsibilities at work and responsibilities at home. Greenhouse (1985) states that work-family conflict arises because of pressures that come from work and family.

According to Stoner (Marettih, 2013), one of the factors that causes women to experience work-family conflict is time pressure, namely the more time spent doing work in the office, the less time spent doing homework (family). According to Yang (2000), women who experience work-family conflict are caused by demands in the family and demands in work. The demands in the family relate to the time needed to do household chores and look after children. Meanwhile, the demands of this job are related to pressure that comes from excessive workload and time, such as work that must be completed in a hurry and deadlines. In addition, Frone et al, (1992) stated that work pressure includes workload, lack of autonomy and role confusion.

Anita (Al Shofa & Kristiana 2015:152) states that work-family conflict can be caused by several factors, namely long working hours, heavy assignments, and high workloads. So that time, energy and emotions are absorbed to carry out work duties and time is reduced for family. According to Apperson (Wulandari & Adnyani 2016:815) work-family conflicts occur because the working hours and workloads carried out by female workers are too dense because their attention and thoughts are always focus on one role only. Dhania (Paramitadewi 2017:3378) workload is a set of tasks or activities carried out by workers in an agency that must be completed within a certain period of time. Hart & Staveland (1988) stated the notion of workload, namely the difference between the ability of the workforce and the tasks received. This workload can be in the form of mental workload and physical workload.

Based on the explanation of the problems above, the researchers are interested in conducting a research entitled "The Relationship between Workload and Work-Family Conflicts in Female Lecturers at University X".

## 2. RESEARCH METHODS

The method used in this study is a quantitative research method. Sugiyono (2016:8) quantitative research is a research method used to examine populations or samples, collect data using research instruments, analyze data in the form of statistics that aim to test hypotheses. In this study using the type of correlation research. Correlation research is research conducted to determine the level of relationship between two or more variables, without making changes, additions or manipulation of data that already exists. This correlation research was conducted to find whether or not there was a relationship between the independent variable and the dependent variable (Arikunto 2010:4).

The population in this study were female lecturers at University X, amounting to 97 people. The sampling technique used in this research is incidental sampling technique. Incidental sampling technique is a sampling technique based on chance, that is, anyone who coincidentally / incidentally meets a researcher can be used as a sample, if it is deemed that the person who happened to be met is suitable as a data source. According to Arikunto (2010: 134), if the research population is less than 100, then the sample used is the saturated sample technique, where all populations are used as research samples. Researchers did not use the saturated sampling technique because during the Covid-19 pandemic so many lecturers did Work Form Home to minimize the spread of the Corona virus so that researchers did not allow using saturated sampling techniques. The sample used in this study amounted to 35 female lecturers. Data collection techniques in this quantitative research using a questionnaire (questionnaire). The data analysis technique used in this research is product moment correlation using the SPSS 25.0 program.

## 3. RESULT AND DISCUSSION

### a. Research data reliability

The work-family conflict scale shows a value of 0.938. while the workload scale shows a value of 0.813. based on the results of the reliability coefficient, the scale of work-family conflict and workload can be said to be reliable. An instrument can be said to be reliable if it has a reliability coefficient of 0.70 or more (Azwar, 2015:98).

### b. Assumption Test

Before testing the hypothesis between the two variables, you must test the assumptions with the help of SPSS 25.0 for Windows by performing a normality test and a linearity test. Below is a test of assumptions, namely as follows:

### c. Normality Test

**Table 1.** Normality Test Results

One-Sample Kolmogorov-Smirnov Test			
		Beban kerja	Konflik peran ganda
N		35	35
Normal Parameters <sup>a,b</sup>	Mean	121,9714	60,4286
	Std. Deviation	19,53953	7,30546
Most Extreme Differences	Absolute	,117	,113
	Positive	,077	,092
	Negative	-,117	-,113
Test Statistic		,117	,113
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>	,200 <sup>c,d</sup>

Sumber : SPSS 25,0 for windows

Based on the results of the normality test in table 1, the results obtained are  $0.2 > 0.05$ . So it can be concluded that the residual value of the work-family conflict and workload variables is normally distributed (Gunawan, 2018:67).

**Table 2.** Linearity test results

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Konflik peran ganda * bebankerja	Between Groups	(Combined)	1456,238	26	56,009	1,250	,392
		Linearity	35,472	1	35,472	,792	,399
		Deviation from Linearity	1420,766	25	56,831	1,269	,382
	Within Groups		358,333	8	44,792		
Total			1814,571	34			

Sumber : SPSS 25,0 for windows

Based on table 2 above, the data from the linearity test can be seen that the significance value for linearity is 0.382, which is greater than 0.005, which means that it has a significant linear relationship between work-family conflict variables and workload (Gunawan, 2018:74).

**Table 3.** Correlation test results

<b>Correlations</b>			
		KonflikPeranGanda	BebanKerja
KonflikPeranGanda	Pearson Correlation	1	-.140
	Sig. (2-tailed)		.423
	N	35	35
BebanKerja	Pearson Correlation	-.140	1
	Sig. (2-tailed)	.423	
	N	35	35

Based on the results of this study, there is no relationship between workload and work-family conflict in female lecturers at University X. This is evidenced by the results of the correlation test with  $N = 35$ , the error rate is 5%, the results obtained in the analysis of  $r$  count = -0.140 more smaller than  $r$  table that is equal to 0.344. Thus,  $r$  arithmetic = -0.140,  $p = 0.423$ , significant level  $p < 0.05$  and  $df = N - 2 = 33$  with two-way testing can be obtained  $r$  table value of 0.344. These results illustrate that  $r$  count  $< r$  table is  $-0.140 < 0.344$ . so it can be concluded that there is no relationship between workload and work-family conflict.

From the explanation of the results of the correlation analysis above, it means that there is no relationship between workload and work-family conflict. This is due to the emergence of cases of the corona virus. According to Purwanto (2020), President Joko Widodo in his speech instructed the Indonesian people who work to carry out WFH (Work From House) to reduce activities outside the home as an effort to prevent the spread of the Covid-19 virus. To minimize the spread of the COVID-19 virus, worship activities, study and work from home. Based on the President's call, several agencies have implemented WFH. One of them is at University "X" where this research also instructed to do a lockdown in the campus area and implement WFH for lecturers and conduct online learning for University "X" students.

In Purwanto's research (2020), in the implementation of WFH there is an advantage that it is easier to share roles. Besides that, you can also gather and have time with your family. According to Mustajab (2020), by conducting WFH, all employees agree to state that they experience very high quality time, especially they can enjoy more time with their families without having to leave their jobs. However, sometimes they have to divide their focus between interacting with their family and focusing on the work they have to complete, but they said that sharing focus does not reduce the quality of their time with their family during WFH.

#### 4. CONCLUSION

Based on the results of data analysis and research using correlation techniques that have been carried out, this is evidenced by the results of the correlation test with  $N = 35$ , an error rate of 5%, the results obtained in the analysis of  $r$  count =  $-0.140$  smaller than  $r$  table that is equal to  $0.344$ . Thus,  $r$  arithmetic =  $-0.140$ ,  $p = 0.423$ , significant level  $p < 0.05$  and  $df = N-2 = 33$  with two-way testing can be obtained  $r$  table value of  $0.344$ . These results illustrate that  $r$  count  $< r$  table is  $-0.140 < 0.344$ , so it can be concluded that there is no relationship between workload and work-family conflict. this is due to the implementation of a lockdown on campus, the lecturers also carry out WFH to minimize the spread of the corona virus. So, they have quality time to gather with their families without having to leave their jobs.

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