Work Family Conflict on Female Teachers in the Time of the Covid-19 Pandemic

(A Systematic Review)

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Abstract—**The first COVID-19 case in Indonesia that appeared in March 2020 has affected to all living conditions. Include life between work-family and social, one concrete aspect is that educational institutions and schools are closed for learning activity to be done at home as effort to stop the spread of the virus. Female has choose profession as a teacher and housewife assumes that when the educational location are moved to the house, working hours feel like 24 hours without stopping and the existence of excessive double roles from work and parenting can cause work-family conflicts. Systematic review is used in writing this article. Article take from 6 years ago there are 2015-2021, there are 10 article include the topic work-family conflict on female teachers during the COVID-19 Pandemic. The reason why female choose Teaching Profession, because teacher have relatively short working day and allowing female teacher to fulfill their work obligation without family, but during COVID-19 Pandemic has an effect, female teacher is difficulty for combining teaching positions in schools with family responsibilities. Teachers who have high working hours and heavy workloads, it making difficulty to balance the dual role (time and opportunities) they have. Working mother, who struggles with parenting, may have difficulty interacting actively with their children and their friends in office.**

Keywords—*female, work-family conflict, working from home*

I. INTRODUCTION

Early December 2020 COVID-19 outbreak from China to Indonesia [1]. Affecting to all human life and social change [2]. Families affected by COVID-19, Before pandemic all activities like work and schools were done outside the home but now all activities must be done at home [3]. Work and Family are important components of life for an individual in family and Structure in the family only the man who works and the female responsible for raising the children [4]. Opinion about division of household tasks, female has feel less satisfied in household tasks because there are double role by female or wife at work and home, it will cause conflict [5]. Family have social function it means all of family members can do general participation in work and peoples gets benefit from family members. Family not only have social function but also have economic function, one of the family members is involved in working to earn a daily living cost [6]. There are new family patterns has been aligned with changes in gender roles, especially about female's roles for families economic providers [7].

Work-family conflict is situation when the role family and work must be done together. It has a negative impact on family, such as decrease compensation or inhibition of fulfilling family responsibilities which cause lack of marital satisfaction, limitations and stress [1]. Mother who choose career to work is usually has difficultly to swap between one roles to others [8]. Inter-role conflict can begin because of incompatibility and increased pressure on the someone who gives role responsibilities in work or family life [4]. Sometimes in general of life Work and family have conflicting but also complement each other, because of technological that can create opportunities and additional work responsibilities can be completed at home [8,9].

Take work to home can caused blurring of boundaries and trust between work and personal family life [10]. Couples who have children and work full time can increase their life roles between work and family. Work and Family role in the same time, which is can create a potential conflict of interest in fulfilling work and family roles. [11]. Profession as a teacher has many aspect, the Reason female choose teaching profession because it has relatively short working days at school and no work during school holidays, female teacher has children is very considerate of needs and constraints the family [12]. During Pandemic COVID-19, there are problem such as distance between teachers-student and teachers was not interacting face to face with her friends and previously no experience to working at home as well inability to focus on work [1]. Female teachers who have children have additional task, there are having to work from home and they have difficulty at work place to build a balances between work and family life.

Gender may play a role that can be used to explain work-family conflict experience by female. The existence of social gender is a concept related and responsibilities imposed on female by society and the perceptions and expectations of female, because of female has role in household, Teacher as a profession more often preferred by female, her career become as teacher significantly more responsible with work and child care. In this regard, it is necessary to review research focused on female teacher who are married, have husband and children with work-family conflicts during the COVID-19 Pandemic.

II. METHODOLOGY

To obtain a study of work-family conflict during COVID-19 Pandemic, a systematic review is use for summarize the research result in the form of a theoretical study. This method carried out accordance with the applicable procedures according [13] the Step of process are:

- Identification of research question

- Determine the location of search article data-driven

- Setting the location of the database search article

- Selecting relevant research result

- Synthesis of result with narrative techniques (metasynthesis)

- Presentation of result

Referring from research method, first step is searching and adjusting the article by inserting research question and keywords, second step determine the location of search article data-driven, use keyword in database "Work-family conflict", "Working from home in the covid-19 pandemic", "Gender" from 2016-2021 enable to limit search results. Database used are Science Direct and Publish or Perish 8. Only article from international data used in this research. The first result are 40 article, after selection was made about 10 articles were matched the topic of in this discussion and were used to material for research. Article that were deemed suitable, the make into a log book such as: Number, author's name, year of publication, method used and research results obtained, research objectives.

III. RESULTS AND DISCUSSION

The Result for articles based on the method used produce the information presented in this table 1:

TABLE I.   SUMMARY OF ARTICLES

No	Author	Method	Research Objective	Research Result
1	Nikmah, F., Indrianti, T., & Pribadi, J. D. (2020). The Effect of Work Demand, Role Conflict, and Role Ambiguity on Work-Family Conflict (Impact of Work From Home due to The Covid-19 Pandemic). *Journal of Family Sciences*, 5(2), 92-102 [3]	Quantitative Questionare, Responden 110 female, who work in East Java (Private and public)	This study examines and analyzes the direct effect on work, role conflict, role ambiguity on work family conflict	This article shows that the results of the study indicate that all hypotheses are accepted, and the most dominant influence is role conflict on family conflict. respondents who have toddlers mostly answered the questionnaire questions face serious problems with the policy of working from home. Career women often have problems in balancing roles.
2	Schieman, S., Badawy, P. J., A. Milkie, M., & Bierman, A. (2021). Work-life conflict during the COVID-19 pandemic. *Socius*, 7, 2378023120982856 [2]	Quantitative Responden (n=2.524) (Gender, age, education and region)	To find out work conflict among workers during the COVID-19 Pandemic	The Average rate of work-life conflict in decerase among childless workers living at home during early months of the COVID-19 pandemic. The age youngest child at home was moderated the family pattern. In particular, individuals with children in the household as a counterbalance.
3	Ghislieri, C., Molino, M., Dolce, V., Sanseverino, D., & Presutti, M. (2021). Work-family conflict during the Covid-19 pandemic: teleworking of administrative and technical staff in healthcare. An Italian study. *La Medicina del lavoro*, 112(3), 229 [14]	Quantitative data Respondents as many as 211 (71% women) aged between 40 to 50 years) in the company	This study examine the relationship between WFC and cognitive demands, the demands of technology-assisted work outside of working houre and recovery in TA a hospital in northwestern Italy.	Insights into the impact of work demands and technology on WFC, about difficulities associated with working from home obligations that prove useful to management policy. WFC may depend on the number of job demands, more or less concious use of technology to meet the demands of work excessive.
4	Hong, X., Liu, Q., & Zhang, M. (2021). Dual Stressors and Female Pre-school Teachers' Job Satisfaction During the COVID-19: The Mediation of Work-Family Conflict. *Frontiers in Psychology*, 12, 2175 [15]	Quantitative data from 718 female preschool teachers with criteria of 30-49 years (80.7%), and all of them have children, 73.2% of whom have one child with children who work/study online at home.	association between job overload, parenting stress, work-family conflict, and job satisfaction during COVID-19 in female preschool teachers.	A mother, struggling with parenting struggles, can have a hard time interacting actively with children and coworkers online. In the end it can cause preschool teachers to be dissatisfied with their work

TABLE I. Cont.

No	Author	Method	Research Objective	Research Result
5	Muasya, G. (2020). Stressors and work-family conflict among female teachers in urban public schools in Kenya. *South African Journal of Education*, *40*(2), 1-11 [16]	Mix Method respondent data is 375 female teachers whose youngest child is not yet in elementary school	Identify common teaching and stressors, ways of contributing to work-family conflict among female teachers in Kenya's urban public schools	the source of stress is work-family conflict, especially women with parenting responsibilities and young children, face more conflict. The level of conflict experienced in urban and rural school locations differs.
6	Kara, S. B. K., Günes, D. Z., & Tüysüzer, B. S. (2021). Work-Family Conflict during Working from Home Due to Pandemic: A Qualitative Research on Female Teachers. *International Journal of Curriculum and Instruction*, *13*(1), 251-273 [1]	Qualitative, Case study Informan: 17 female teacher (teaching during pandemic and have child)	to find out the work-family conflict experienced by female teachers working from home during COVID-19 Pandemic	Work-family conflicts experienced by female teachers working from home during the pandemic process on three grup: time-base, tension-based and behavior-based conflict. Most female teacher began work from home they said cannot get administrative support during the distance education process**.** It was found that female teachers were emotionally during process working from home, their job satisfaction decreased, so they were stressed, they have low motivation and they have not balance concerns between home and work.
7	Purwanto, A., Asbari, M., Fahlevi, M., Mufid, A., Agistiawati, E., Cahyono, Y., & Suryani, P. (2020). Impact of work from home (WFH) on Indonesian teachers performance during the Covid-19 pandemic: An exploratory study. *International Journal of Advanced Science and Technology*, *29*(5), 6235-6244 [17]	Research using the case suty method of exploration and research approaches. Qualitative case study methods used to obtain information advantages and disadvanteges of working at home during pandemic COVID-19	This study was to identify obtain information about the advantages and disadvantages of working at home (Work From Home) during pandemic COVID-19	Working from home can be effectively if teachers and schools do it responsibly. Staying at home can break but the chain of spreading the virus is indeed right solution, but cannot be separated from problems in the futures. Such as not being able to caary out various and can do normal activities in general at wokplace. When, working from home, it also very important to prepare a comfortable teachers workspace, such as prepare internet access support, ensuring that the laptop battery is fully charged.
8	Gu, Y., & Wang, R. (2021). Job demands and work–family conflict in preschool teachers: The buffering effects of job resources and off-job recovery experiences. *Current Psychology*, *40*(8), 3974-3985 [18]	Quantitative data from 22 person student preschools in Xi'an, respondents 337 teachers with an average working period of 6 years	This purpose find out the demands of work and family conflict in preschool teachers	Preschool teacher who have high job pressure, tend to report an increase in WFC overtime. Moreover, it has negative effect was weaker among preschool teachers, who had higher job resources and adequate recovery experience after work.
9	Allen, A. L., Manning, W. D., Longmore, M. A., & Giordano, P. C. (2019). Young adult parents' work–family conflict: the roles of parenting stress and parental conflict. In *Transitions into parenthood: Examining the complexities of childrearing*. Emerald Publishing Limited [19]	Quantitative,using questionare. Responden (n=171) who were married or cohabiting at the time of the interview	The current study focused on factors associated with observed variability in reports about work–family stress and considered the roles of parenting stress, child characteristics, as well as conflict with the other parent	The Result showed that mothers and fathers appered to have similar levels of work-family strees, providing into how children affect work-family stress, parents' perceptions of feeling of stress. This study has important implications for policy change in helping to reduce strees that may arise from work-family conflict.
10	Vieira, J. M., Matias, M., Lopez, F. G., & Matos, P. M. (2018). Work-family conflict and enrichment: An exploration of dyadic typologies of work-family balance. *Journal of Vocational Behavior*, *109*, 152-165 [20]	Researcher using cluster analysis procedures within a sample of 525 dual earner couples and identified four couple level profiles in the work family balance	To address these gaps, the present study explored whether groups of dual earner couples could be distinguished with respect to their specific combination of work-to-family and family-to-work and enrichment dynamics.	The Implication of this study teory and practice. Theoretically, our understanding of work-family dynamics is not without considering the interactive effects of conflict and enrichment on one another. Taking into account their simultaneous occurrence, the relationship between the two can be further clarified and this provided new and important insight into work-family dynamics.

The result of analysis this article are presented in this section, based on the systematic and analysis results. Authors found that the pandemic COVID-19 change the pattern of working from home or (work from home), including teaching job that were changed it online using sufficient technology such as laptops an internet. The most dominant influence is role conflict in the family, where the average level of work-life conflict decrease in works who don't have children. Family who have youngest children, influence the family patters and vice versa. When work pressure is high, it is also prone to conflict and Level of conflict experienced is different from urban school and village school locations.

IV. CONCLUSION

During the COVID-19 Pandemic, female who choose get career as teacher, have two roles at school and at home, which is different from the traditional family concept where it ends up being a mother. The stress factors is one of the things in work-family conflict, especially with female have children and age of the youngest child at home affects the average pattern of conflict. Teachers get pressure and workloads make it difficult for balancing the dual roles (time and opportunity) what they have. Mother choose working, she is struggling with parenting, can have a hard time to interacting actively with her child in home and their online friends.

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