

Identification of Gender Concepts in Work-Family Conflict:

A Systematic Literature Review

Dwi Tendi Apriyawan*, Dedi Rohendi

Sekolah Pascasarjana
 Universitas Pendidikan Indonesia
 Bandung, Indonesia

*dwitendi@upi.edu, dedir@upi.edu

Abstract—Gender inequality that affects work-family conflict has always been the focus of studies around the world. This happens because gender is one of many independent variables which are directly related to work-family conflict. There is frequent disharmony of roles in the demands of work and demands in the family that eventually lead to work-family conflict. Great life pressure accompanied by moral responsibility which is carried out as a mother and worker, often results in mental stress on women. In addition to experiencing mental pressure, conflict of roles experienced by working women also leads to reduced involvement in the family. The method used is a systematic literature review using a number of relevant articles from various journals. After the sorting process is carried out, the articles obtained were studied further. The results of the study show that someone who adheres to the concept of gender inequality produces a negative effect on work-family conflict. Although men and women experience the same effect, but women tend to shoulder a much heavier burden on work-family conflict. Working women who already have families will have a higher tendency to experience work stress, mental pressure, and psychological disorders.

Keywords—gender inequality, work-family conflict, work stress

I. INTRODUCTION

The current condition of the 21st century globalization era requires every individual to be able to develop his potential in facing national development goals in an effort to realize the quality of human beings and Indonesian society that are advanced, modern, and parallel to other nations. This presents an atmosphere of increasingly fierce competition for each individual, so that individuals compete to have an adequate level of education in order to enter the world of work because of intense competition and the development of an increasingly advanced world. Through the educational process, individuals are educated to be able to do a job according to a professional.

The most important thing for everyone is family and work [1]. Especially for married men and women, between work and family there is often a disharmony of roles which ultimately leads to conflict. The great pressures of life along with the

moral responsibilities that are carried out as parents often result in mental stress. In addition to experiencing mental stress, parents also experience role conflicts, at home as a father or mother, at work according to the demands of their work, these two roles certainly have all kinds of problems, respectively.

The concept of gender is very important in family and community life. Every individual who is part of the family and society will automatically take on a gender role. Gender is also referred to as social gender because it is formed or created by society, can change with the times, varies in every region, country and nation. Therefore, the concept of gender in work-family conflict has become the focus of studies in many countries around the world [2].

II. LITERATURE

A. Gender Concept

The concept of gender is often associated with work-family conflict because there are gaps in roles at work and roles in the family. Although the concept of gender equality makes men more active in housework, women spend more time in housework. Likewise, in terms of childcare, although the gender concept of childcare is changing, women tend to do more things such as seeking guaranteed child care, after-school activities, and facilitating family recreation. [3].

Based on conservative gender norms, compared to men, women must be flexible in terms of agendas and work conditions [4]. Women are seen in terms of taking care of the internal family, while men are the breadwinners for the family. Therefore, gender must get a specific interest, because between women and men there are different needs and preferences [5].

B. Work-Family Conflict

For the majority of parents, work and home are the two main areas where when they crowd each other, work-family conflicts occur [6–8]. Role conflict theory proposed by Kahn et al all gave birth to work-family conflict, the theory states that conflict occurs because of a fundamental role mismatch. Work-

family conflict takes the form of two directions, problems at work can cause friction at home, and vice versa [9,10].

Aggravating abilities are a minus point of view according to previous work-family conflict research [11-13]. For example, lack of independence, risk during activities, and long and inelastic activity times are associated with a lot of family work friction and mental fitness in mothers and fathers [14].

The assumption is an individual who has a modest amount of energy and period [15]. Therefore, the will and pressure to participate in family work will limit the commitment of the two functions bound, resulting in tension that extends from work to family or vice versa [8]. Specific work pressures are: work stress (eg late work, night shifts or inflexible work schedules) [11]. Next, have a baby [11,16] and many children mediate the house [17], recognized as family urges that are positively correlated at the individual level [18].

III. METHODOLOGY

This article was prepared using a systematic literature review method. The purpose of writing this article is to identify the concept of gender in work-family conflict, for this purpose, four stages of the method are carried out, namely:

A. Study Identification

The articles were selected from databases such as Science Direct, SpringerLink, Taylor and Francis, and the Willey Online Library, using the keywords: gender, gender inequality, work-family conflict and work stress.

B. Inclusion and Exclusion Criteria

The selection of exclusions and inclusion of articles is carried out according to specific criteria. The criteria are only gender which focuses on concepts in Work-Family Conflict which are included as primary data.

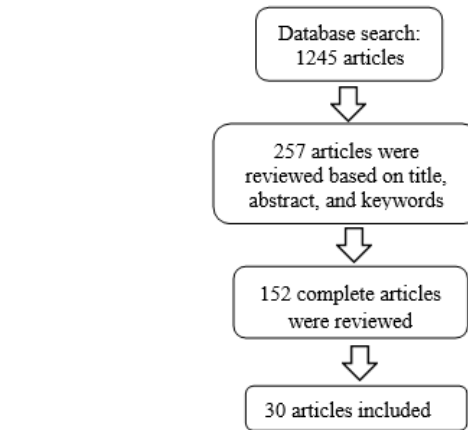


Fig. 1. Systematic literature review study process flowchart.

C. Study Selection

In the first search, there were 1245 articles. First of all, it is done filtering references that are not scientific articles. The titles, abstracts, and keywords of the remaining 257 articles were reviewed based on inclusion and exclusion criteria. The full article text of the 152 articles was then examined. Of these, 122 articles were excluded because they did not meet the inclusion criteria, leaving 30 articles to be reviewed.

D. Data Extraction

During the final step, the following data were taken from the full article version of the study taken: authorization, year of publication, type of publication, quality criteria in e-learning, e-learning platform in technical education, measurement of e-learning quality, assurance of e-learning quality, e-learning quality models, e-learning assessment and evaluation, and e-learning quality improvement.

E. Quality Assessment

The quality of articles is determined based on their relevance to the purpose of writing, which is related to the identification of quality in e-learning and quality assurance.

TABLE I. ARTICLES USED AS INPUT FOR A SYSTEMATIC REVIEW

ID	Title	Year	Author
A1	Undocumented Mothers and Work-Family Conflict in Restrictive Policy Contexts	2021	Straut-Eppsteiner, H
A2	Predictors and outcomes of work-family conflict among nurses	2020	Labrague, L. J., Ballad, C.A., & Fronda, D. C
A3	Gender concept, work pressure, and work-family conflict	2020	Wang, H. M., Ma, A. L., & Guo, T. T
A4	Burnout among primary government school teachers: The mediating role of work-family conflict	2021	Chakravorty, A., & Singh, P
A5	Cultural value orientations and work-family conflict: The mediating role of work and family demands	2019	Masuda, A. D., Sortheix, F. M., Beham, B., & Naidoo, L. J
A6	Does work-to-family guilt mediate the relationship between work-to-family conflict and job satisfaction? Testing the moderating roles of segmentation preference and family collectivism orientation	2019	Zhang, M., Zhao, K., & Korabik, K
A7	Work-family conflict in Europe. A focus on the heterogeneity of self-employment	2021	Bozzon, R., & Murgia, A
A8	Work-family conflict and well-being: moderating role of spirituality	2020	Selvarajan, T. R., Singh, B., Stringer, D., & Chapa, O

Table 1. Cont.

ID	Title	Year	Author
A9	Beyond formal access: Organizational context, working from home, and work-family conflict of men and women in European workplaces	2020	Van Der Lippe, T., & Lippényi, Z
A10	How do work- family balance practices affect work-family conflict. The differential roles of work stress	2017	Chang, X., Zhou, Y., Wang, C., & de Pablos Heredero, C
A11	Does work- family conflict vary according to community resources?	2019	Young, M
A12	Scaling back and finding flexibility: Gender differences in parents' strategies to manage work- family conflict	2018	Young, M., & Schieman, S
A13	Work-Family Conflict Scale: Psychometric Properties of the Italian Version	2019	Loscalzo, Y., Raffagnino, R., Gonnelli, C., & Giannini, M
A14	Exploring the association between work- family conflict and job involvement enhancement for e- learning courses	2020	Liu, J., Lambert, E. G., Kelley, T., Zhang, J., & Jiang, S
A15	A theory of work- family conflict episode processing	2019	Maertz Jr, C. P., Boyar, S. L., & Maloney, P. W
A16	Work-family conflict and enrichment: An exploration of dyadic typologies of work-family balance	2018	Vieira, J. M., Matias, M., Lopez, F. G., & Matos, P. M.
A17	Exploring the association between work- family conflict and job involvement among private correctional staff.	2020	Lambert, E. G., Morrow, W., Hogan, N. L., & Vickovic, S. G
A18	Moonlighting in academia: a study of gender differences in work-family conflict among academics	2021	Magadley, W
A19	Work-family conflict among dual-earners: are partner, family, and friends resources or liabilities?	2018	Minnotte, K. L., & Minnotte, M. C
A20	Social policies and families in stress: gender and educational differences in work- family conflict from a European perspective	2017	Notten, N., Grunow, D., & Verbakel, E
A21	Links Between Work-Family Conflict, Enrichment, and Adolescent Well-Being: Parents' and Children's Perspectives	2021	Matias, M., & Recharte, J
A22	Work-family conflict and psychophysical health conditions of nurses: Gender differences and moderating variables	2020	Zurlo, M. C., Vallone, F., & Smith, A. P
A23	Causes of nursing staff burnout: Exploring the effects of emotional exhaustion, work- family conflict, and supervisor support	2021	Yeh, T. F., Chang, Y. C., Hsu, Y. H., Huang, L. L., & Yang, C. C
A24	Who to blame and how to solve it: Mothers' perceptions of work- family conflict across Western policy regimes	2020	Collins, C
A25	Longitudinal associations between work-family conflict and enrichment, inter-parental conflict, and child internalizing and externalizing problems	2018	Vahedi, A., Krug, I., Fuller-Tyszkiewicz, M., & Westrupp, E. M
A26	A multilevel review of hospitality industry work- family conflict research and a strategy for future research	2020	O'Neill, J. W., & Follmer, K
A27	Sex, gender dynamics, differential exposure, and work- family conflict	2019	Haines III, V. Y., Bilodeau, J., Demers, A., Marchand, A., Beaugard, N., Durand, P., & Blanc, M. E
A28	Supervisor support and organizational commitment: the role of work- family conflict, job satisfaction, and work- life balance	2019	Talukder, A. M. H
A29	Work-family conflict among IT specialty workers in the US	2018	Urs, L., & Schmidt, A. M
A30	The Influence of Holland's Vocational Interests on Work- Family Conflict: An Exploratory Analysis	2020	Han, Y., & Sears, G. J

IV. RESULTS AND DISCUSSION

The results showed that someone who adheres to the concept of gender inequality produces a negative effect on work-family conflict. Although men and women experience the same effects, women tend to carry a much heavier burden on work-family conflict. Working women who already have families will have a higher tendency to experience work stress, mental stress, and psychological disorders.

Gender differences also show a close relationship with work in various types of work. A mother with young children is more likely to assuage work demands than a father, but both are equally likely to have adult children in terms of job demands [4].

For both men and women, the ideal work culture is one of the factors causing the increase in work-family conflict. Although specifically for women, the large number of people

helping at home has a negative impact on conflicts that arise [19].

V. CONCLUSION

The concept of gender refers to the differences between men and women based on their nature, role, and social position in society. This gives birth to gender equality in work because women work not only because of economic demands but also as a means of self- actualization.

However, women who have much more complex roles will face conflict between roles at work and family. In fact, compared to men, women who work experience more conflict and greater effects.

Viewed from the positive and negative sides, most of the working women find it difficult to achieve balance in work and family which in turn has the potential to cause work-family conflict.

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