

The Conflict and Balance of Work-Family during the COVID-19 Pandemic

Sulistiwati^{1*}

¹Universitas Tanjungpura, Indonesia

ARTICLE INFO

Article history:

Received July 14, 2022

Revised February 23, 2023

Accepted August 23, 2023

Available online April 30, 2024

Keywords:

Work-family Conflict; Family-work Conflict; Work and Life Balance; Pandemics



This is an open access article under the [CC BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) license. Copyright © 2024 by Author. Published by Universitas Pendidikan Ganesha.

ABSTRACT

Everyday activities have become very limited during the COVID-19 outbreaks in most countries. Many companies have established work-from-home (WFH) policies to reduce transmission risk. Balancing work and private life sometimes becomes challenging, which has worsened during the pandemic. This research aimed to observe the influence of work-life conflict (WFC) consisting of work impeding family (WIF) and family impeding work (FIW) on Work and Life Balance (WLB) and ascertain gender differences in WLB. Data were collected from 100 respondents (50 men and 50 women) through questionnaires. The inclusion criteria were married couples with occupations, had children and were then doing WFH during an outbreak. This research adopted quantitative methods. Data were analyzed using a multiple-regression test and an independent t-test. The outcomes indicated that the WIF conflict had no statistically remarkable influence on the WLB of workers during the COVID-19 pandemic. The FIW conflict has had a positive and statistically

remarkable influence on the WLB of workers during the COVID-19 pandemic. Female workers experience a more significant imbalance in the middle of family and work than that experienced by male workers because of their WFH during the COVID-19 pandemic.

1. INTRODUCTION

Introduction The COVID-19 outbreak established many limitations to the daily normal activities. To lessen the transmission, the works from home (WFH) policies were introduced by many government and private offices decide. The effect of the outbreak has altered daily normal activities of the community. Many government and private offices were implementing WFH policies to lessen the risk of the transmission. Actually, WFH is nothing new. The WFH concept was widely practiced even before the outbreak for work that could be completed at home using adequate the technology of information and communication. The benefits of WFH are creating a balance in the middle of family and work life; increasing time efficiency and diminishing transportation; saving fuel; controlling work schedules and work atmosphere; working according to mood; encouraging morale; diminishing laziness and absenteeism; diminishing worker turnover; and strengthening the company's image as a family-friendly environment (Mungkasa, 2020). During a pandemic, making out activities that were originally accomplished directly online-based is a challenge and requires its own responsibility (Bhumika, 2020).

Work and life balance (WLB) is a major issue in multi-career married couples. The definition of WLB is the employee's perception of Numerous factors including personal time, family matters, and work that can be finished together with minimal role conflict (Williamson & Clark, 2016). WLB during an outbreak becomes a challenging occupation because one must balance work and family demands. All family member who gather during working hours and school hours create their own difficulties. Parents are obliged to complete the work, while children will always need parental help.

Remote work, which expected to minimize the work and family imbalance, did not work as it designed to be during lockdown. Workers got used to following the fixed working hours thus they cannot balance their work and personal life. Building boundaries in the middle of professional and personal life to establish work and life balance is quite challenging. Supervision from the workplace with various systems is getting tighter because of concerns that workers will relax if they work at home.

*Corresponding author

E-mail addresses: sulistiwati@ekonomi.untan.ac.id

The balance in the middle of work and personal life is affected by the incompatibility in the middle of family and work (Carlson et al., 2003; Lapiere et al., 2008; Powell & Greenhaus, 2006; Rini et al., 2020). When the demand of work-life intermeddling with a private (family) issue the conflict will occurs. Work-family conflict (WFC) is defined in the roles of work and family that are in conflict (Greenhaus & Beutell, 1985). WLB includes Numerous aspects, i.e., time balance that concerns about the amounts of time for work and private life, involvement balance that concerns about the psychological level of involvement to an occupation and outside of occupation. In addition, the satisfactory balance also influence the concerns about the level of satisfaction at work and personal life (Garg & Dawra, 2017). The human resources required to fulfill work and family responsibilities are often unbalanced. Culture in Indonesia tends to impose household domestic responsibilities on women (Wahid & Lancia, 2018). This has an influence on female workers that tend to bigger WLC than males. During WFH, women are more responsible to do house chores along with professional work at once. In addition to doing their professional work, women must accompany children to manage online schools and finishing the house chores. These WFH activities are contrary to the normal life before pandemic. Before the outbreak, mostly family members are in the workplace or school at afternoon during weekdays, so that their individual needs can be fulfilled where they are active. Female workers spend time in the workplace based on daily schedule that minimizes distractions.

Lockdown increases the potential for WFC. Children need parents, while both parents work. The work that is most likely to be interrupted is the mother's work (Powell & Greenhaus, 2006). The COVID-19 outbreak will lead to a gender gap in perceptions of work productivity and occupation satisfaction. (Feng & Savani, 2020). Numerous previous researches discussed WFC related to gender (Kengatharan, 2020; Kulik, 2019; Shockley et al., 2017; Spagnoli et al., 2019). The WFC experienced by women in Italy is higher than that experienced by men (Spagnoli et al., 2020). There are two types of WFC: work impeding family (WIF) and family impeding work (FIW) (Pasewark & Viator, 2006). Men tend to have higher WIF conflicts than women, however there was no gender distinction in FIW conflicts (Kulik, 2019). No statistically remarkable distinction in WFC of men and women, although there were some moderating effects of the correlation in the middle of gender and WIF , i.e., dual money earner, parental status, and type of incompatibility in the middle of family and work (Shockley et al., 2017). Numerous previous researches on WLB analyzed the WLB experienced by a married couple who both have occupations (Garg & Dawra, 2017; Sundaresan, 2014). Based upon a research of Indonesian marine soldiers in Surabaya, WFC does not have a statistically remarkable influence on WLB , (Masita et al., 2019). In contrast, research by Talukder et al. states that WIF and FIW are predictors of WLB (Talukder et al., 2018). WLB will decrease if there is a incompatibility in the middle of work and the worker's personal life. (Frone, 2003). Another research reported that WIF had a negative and statistically remarkable influence on WLB , however FIW had a positive influence on WLB (Rini et al., 2020). In the previous study, WLB was only observed during normal conditions. This research has limitations in assessing the influence of WIF and FIW during this outbreak condition. This research has goal to ascertain the influence of WFC due to WIF and FIW on WLB in order to discover the nature of the WLB of multiple career partners during WFH. This research also ascertained the differences in WLB in the middle of male and female workers. This research is important to find out how the conflicts are faced by dual-career couples during WFH so that WLB, which should increase by working from home, does not happen. From this study, it can be estimated what policies must be taken by employers while implementing WFH.

2. METHOD

This This research was a quantitative survey method that questionnaires were used to gather the data. The questionnaires were shared to 100 respondents (50 men and 50 women) that lived in West Kalimantan, Indonesia. The respondents were married couples, both employed and having children aged 6 to 17 years old, who currently had online-based schooling. Data were collected for 1 month.

The questionnaires of WLB were Based upon a previous research (Deshmukh, 2020). The questions were as follows:

- 1) I work long hours because of work demands.
- 2) Despite working from home, I have no time to spend a family quality time.
- 3) I have inadequate time to relax with my partner; duties during WFH exceeds more than normal hours.
- 4) I am concern about the stress declining my immune system thus I relaxed work schedule.
- 5) Despite of my partner and I work at home, we frequently stressed due to the pressure and exceeding duration of work.
- 6) I do not finishing house chores like I used to be due to I am too exhausted from work and not interacting enough with family members.
- 7) I have a hard time finding time for hobbies while at home; I want to have less my working hours and workload that I have no control over.

Questions for FIW conflict were adapted from a questionnaire (Carlson et al., 2000). The questions were about time-based WIF conflict, behavior based WIF conflict, tension-based WIF conflict, tension-based FIW conflict, time-based FIW conflict, and behavior based FIW conflict.

Before the questionnaires were distributed via email and social media, validity and reliability tests were conducted. The validity test was performed by a significance test that compared the value of r count with the r table for the degree of freedom (df) = n - 2. n is the number of samples. Validity is proven if the r count is greater than the r table. Meanwhile, a construct or variable is reliable if it gives a Cronbach Alpha value > 0.6 (Ghozali, 2011). Data were analyzed using a multiple-regression test and an independent-T test. The independent-T test was accomplished by making a comparison between of the two mean values with the distinction in the standard error of the mean of the two samples.

In this study, the classification of work-impeding family (WIF) conflict, family-impeding work (FIW) conflict, and WLB (WLB) was accomplished. The classification criteria refer to Husein Umar (2003), where the range of scores is estimated by Equation 1.

$$RS = \frac{n(m-1)}{m} (1)$$

RS = Score range

n = Total sample

m = The number of alternative answers for each item

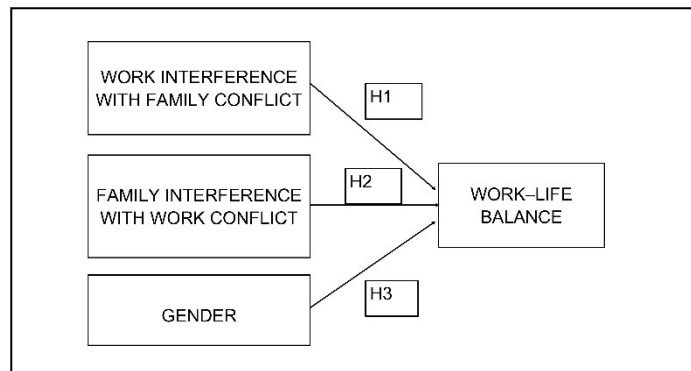


Figure 1. Conceptual framework

Figure 1 demonstrated the conceptual framework of this study. Previous research has revealed the influence of WIF and FIW on WLB. WLB will decrease if there is an issue in the middle of work life and personal life of workers (Frone, 2003). WIF and FIW are predictors of WLB (Talukder et al., 2018), married workers have responsibilities towards their families, if they organize their responsibilities at work and family, they will achieve WLB (Clark, 2000). Research by Rini et al. (2020) revealed that WIF had a statistically remarkable negative influence on WLB, while FIW had a statistically remarkable positive influence on WLB.

Mostly, Indonesian women tend to have responsibility of the household Based upon Indonesian culture (Wahid & Lancia, 2018). This makes female workers who play dual roles as housewives have a greater burden than men. During WFH, women have to organize household and work at the same time. In addition, a mother also accompanies children to online schools and doing house chores. During the normal conditions, employed parents and children are in their workplace or school, so that their individual needs can be delayed finishing their duties. Teachers help children with their school activities, and employed parents are having minimum distractions.

Numerous previous researches stated that the level of WLB felt by men and women was the same (Doble & Supriya, 2010; Mulik, 2017). Both men and women feel the adverse effects of work on WLB (Mulik, 2017). Other researches have stated that there are differences in WLB perceived by men and women (Gragnano et al., 2020; Jindal & Agarwal, 2020). Men and women have different perceptions of WLB (Toth, 2005). Family affairs are more borne by women than men (Sharabi, 2017), so that in some cases supervisors are more understanding and open up opportunities if female workers leave work to meet family demands (Karkoulian et al., 2016). For female workers, family responsibilities are a dominant challenge in balancing their professional and personal lives.

Based upon the conceptual framework, the hypothesis that tested in this research were:

H1: Work intrusion with family (WIF conflict) affects WLB (WLB).

H2: Family intrusion with Work (FIW conflict) affects WLB (WLB).

H3: There is a distinction in WLB (WLB) in the middle of male and female workers during WFH.

3. RESULT AND DISCUSSION

The validity test is comparing the r value with the r-table for *degrees of freedom* (df) = n - 2 = 100 - 2 = 98. In this case, n defined as the samples amount (alpha = 0.05). Therefore, the r-table value is 0.1966. If r-count is greater than r-table, and the value is positive, it means the item or question or indicator is reported valid. Table 1 presents the validity test outcomes.

Table 1. The outcomes of the WLB (WLB) variable validity test

Indicator	R-count	R-table	Indicator	R-count	R-table
WLB 1	0.960		FIW 1	0.867	
WLB 2	0.901		FIW 2	0.936	
WLB 3	0.867		FIW 3	0.943	
WLB 4	0.812		FIW 4	0.897	
WLB 5	0.496	0.1966	FIW 5	0.939	0.1966
WLB 6	0.791		FIW 6	0.955	
WLB 7	0.959		FIW 7	0.912	
WLB 8	0.537		FIW 8	0.933	
WLB 9	0.713		FIW 9	0.921	
WIF 1	0.664				
WIF 2	0.470				
WIF 3	0.398				
WIF 4	0.679				
WIF 5	0.654	0.1966			
WIF 6	0.379				
WIF 7	0.642				
WIF 8	0.588				
WIF 9	0.515				

Source: Processed data, 2021

The validity test indicates that all indicators on the WLB, WIF, and FIW variables are valid as calculated by the r-count value higher than the r-table value (0.1966). A variable is defined to be reliable if it has a Cronbach’s Alpha value highest than (>) 0.6 (Ghozali & Latan, 2015) (Table 2).

Table 2. Reliability test outcomes

Variable	R-count	R-table	Information
WLB	0.928		Reliable
WIF conflict	0.702	0.60	Reliable
FIW conflict	0.978		Reliable

Source: Processed data, 2021

Based upon Table 2, the reliability test indicated that the research variable has a good level of reliability, having Cronbach’s Alpha higher than (>) 0.60. Therefore, it can be concluded that the reliability is good. The reliability can be followed by regression analysis by including all research variables (Table 3).

Table 3. Characteristics of respondents

Characteristics	Criteria	Total	Percentage
Gender	Male	50	50
	Female	50	50
Age	<25 years old	12	12
	25–35 years old	30	30
	36–45 years old	43	43
	46–55 years old	15	15
Occupation field	Education	20	20
	Bank	21	21
	Trading	22	22
	Service/agency	15	15
	Government	20	20
	Others	2	2
Education	High schooler	12	12
	Bachelor’s	64	64
	Master’s	21	21
	Doctoral	3	3

Source: Processed data, 2021

The respondents are dominated by the age range of 36–45 years. The occupations of the majority of respondents are workers in trading companies. Most of the respondents had finished bachelor’s degree. The complete expository statistics in this research are demonstrated in Table 4.

Table 4. Criteria for classification of work impeding family (WIF) conflict, family impeding work (FIW) conflict and WLB (WLB)

Variable	Total Score		Classification Total	Classification Range
	Highest	Lowest		
WLB	500	100	5	Very imbalanced (100–180) Imbalanced (181–260) Fairly imbalanced (261–340) Balanced (341–420) Very balanced (421–500)
Conflict WIF	500	100	5	Very High (100–180) High (181–260) Fairly High (261–340) Low (341–420) Very Low (421–500)
Conflict FIW	500	100	5	Very High (100–180) High (181–260) Fairly High (261–340) Low (341–420) Very Low (421–500)

Source: Processed data, 2021

Table 5. Expository statistics of WLB (WLB) variables

Indicators	Questions	Quality	Criteria
Time Balance	<i>Despite of my partner and I work at home, we frequently stressed due to the pressure and exceeding duration of work.</i>	278	Fairly imbalanced
	<i>My quality time to relax with my partner is disturbed.</i>	265	Fairly imbalanced
	<i>I work from home past normal working hours.</i>	265	Fairly imbalanced
	<i>Relaxing for a moment is hard to do.</i>	267	Fairly imbalanced
	<i>I am concern that workload stress can impede my immune system.</i>	194	Imbalanced
Involvement Balance	<i>Despite of my partner and I work at home, we frequently stressed due to the pressure and exceeding duration of work.</i>	219	Imbalanced
	<i>I do not finishing house chores like I used to be due to I am too exhausted from work and not interacting enough with family members.</i>	277	Fairly imbalanced
	<i>I have a hard time finding time to do hobbies while at home.</i>	229	Imbalanced
	<i>I want to have less working hours and workload, however, have no control over this situation.</i>	205	Imbalanced
Average		244.33	Imbalanced

Source: Processed data, 2021

The lowest score is on the statement “I am concern that workload stress can impede my immune system,” which falls in the unbalanced category, indicating that respondents have high concerns that work stress can interfere with body immunity. The highest score is on the statement “I am too exhausted from work and not interacting enough with family members.,” indicating that quite a number of respondents could not acquire family time despite of professional work was done from home. The average score for the WLB variable is in the unbalanced category. According to Robbins and Coulter (2012), the WLB program includes family-friendly benefit programs that workers need, such as flexible time, occupation sharing, and telecommunication.

The expository statistics of the WIF conflict are demonstrated in Table 6.

Table 6. Expository statistics of work impeding family (WIF) conflict

Indicator	Questions	Weight	Criteria
Time based	<i>My occupation keeps me away from family quality times more than I would like.</i>	397	High
	<i>Despite working from home, the time I have to devote to my occupation prevents me from participating equally in household responsibilities and activities.</i>	407	High
	<i>I have to skip family quality times because of the duration I have to spend on work responsibilities.</i>	336	Fairly high
Strain Based	<i>When I finish work, I often feel too exhausted to participate in family quality times/responsibilities.</i>	398	High
	<i>I am often so emotionally exhausted when I finish work that it prevents me from contributing to my family.</i>	374	High
	<i>Due to the pressure of work, sometimes I am too stressed to do the things I love when I finish work.</i>	372	High
Behavior Based	<i>The problem-solving behaviours I use at my occupation are not efficacious at solving problems at home.</i>	373	High
	<i>Behavior that is efficacious and obligatory for me at work would be counterproductive at home.</i>	357	High
	<i>The behaviours I do that make me efficacious at work don't help me to be a better parent and partner.</i>	370	High
Average		376	High

Source: Processed data, 2021

The highest score on the statement “The time I have to devote to my work prevents me from participating equally in household responsibilities and activities” in the high category. The lowest score is on the statement “I have to skip family quality times due to of the duration I have to spend on work,” which is in the fairly high category. The average score for the WIF conflict variable is in the high category. WIF occurred because individual working hours shorten time with family. Role theory stated that people have many roles in their work and family. The many demands in the two regions often lead to conflict (Kahn et al., 1964).

The expository statistics of the FIW conflict are demonstrated in Table 7.

Table 7. The expository statistics of the FIW conflict

Indicator	Questions	Weight	Criteria
Time based	<i>The time I spend on family responsibilities often intermeddling with my work responsibilities.</i>	305	Fairly high
	<i>The time I spend with my family often prevents me from spending time in work-related activities that can help my career.</i>	307	Fairly high
	<i>I have to skip work responsibilities because of the long duration I have to spend on family responsibilities.</i>	325	Fairly high
Strain based	<i>Due to of stress at home, I am often occupied with family matters while working.</i>	315	Fairly high
	<i>Because I am often stressed because of family responsibilities, I find it challenging to concentrate on my work.</i>	319	Fairly high
	<i>The tensions and anxieties of my family life often weaken my ability to do my occupation.</i>	322	Fairly high
Behavior based	<i>Proper behaviour at home does not appear to be efficacious at work.</i>	306	Fairly high
	<i>Behaviors that are efficacious and obligatory for me at home would be counterproductive if applied at work.</i>	327	Fairly high
	<i>The problem-solving behaviour that works for me at home doesn't seem very useful at work.</i>	326	Fairly high
Average		316.89	Fairly high

Source: Processed data, 2021

The highest score is on the statement “The problem-solving behaviour that worked for me at home doesn’t seem very useful at work,” whose criteria are quite high. The lowest score is on the statement “The time I spend on family responsibilities often intermeddling with my work responsibilities,” which is in the

moderately-high category. The average score for the FIW conflict variable is in the fairly high category. Support at work helps workers better balance different roles at work with family (Ghayyur & Jamal, 2012; Kang & Sandhu, 2012). Support at work is facilitated through family-friendly policies, supportive supervisory practices, and the presence of family-oriented benefits or outcomes. Numerous researches have shown that a supportive work environment remarkably impacts the workplace (Eby et al., 2005; Fub et al., 2008). The classical assumption test was accomplished prior to the regression test. The calculation outcomes indicate that the regression model is feasible since it matched the assumption of data normality; there is no multicollinearity in the middle of the independent variables in the regression model; the independent variables in the model do not underwent heteroscedasticity symptoms, and the model does not contain autocorrelation. the regression coefficients based upon the outcomes of the regression using the SPSS program are demonstrated in Table 8.

Table 8. Outcomes of multiple linear regression coefficients

Model	Unstandardized Coefficients ^a		Standardized Coefficients ^a	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	14.170	3.394		4.175	0.000
	WIF	-0.034	0.083	-0.016	-0.402	0.689
	FIW	0.665	0.029	0.937	23.018	0.000

a. Dependent Variable: WLB

Source: Processed data, 2021

The value of -0.034 on the WIF conflict variable is negative, indicating that the WIF conflict variable has a negative correlation with WLB . This indicates that if there is an increase in WIF conflict, the WLB will decrease by -0.016. Numerous researchers have found that perception of WIF is a predictor of WLB (Carlson et al., 2010; Greenhaus & Allen, 2011). Workplace support, such as flexible working hours and family leave, allowed workers to have a balanced role in the middle of family and work (McCarthy et al., 2010). In addition, Aryee et al. (2005) and Kumarasamy et al. (2016) found that excessive workload weakens WLB and causes workers to often get frustrated and overwhelmed at work due to the absence of WLB . The value of 0.665 on the FIW conflict variable is positive, indicating that the FIW conflict variable has a positive correlation with WLB . This indicates that if one unit of FIW conflict increases, then the WLB will increase by 0.937. When work-from-home, individuals can replace lost time with family when working outside the home. So despite of family matters interfere with work, individuals feel WLB has occurred to them.

Table 9. Outcomes of the coefficient of determination

Model	R	Model Summary ^b			Std. Error of the Estimate	Durbin-Watson
		R Squared	Adjusted R Squared			
1	0.947 ^a	0.897	0.895	2.628	1.524	

a. Predictors: (Constant), FIW , WIF

b. Dependent Variable: WLB

Source: Processed data, 2021

Based upon the calculation in Table 9, the value of R Squared is 0.897. This indicates that the independent variables WIF conflict and FIW conflict can interpret the dependent variable WLB by 89.7 percent, whereas the rest is explained by other factors not examined.

The F test aimed to ascertain the correlation in the middle of the independent and dependent variables; whether the WIF conflict and the FIW conflict really have a simultaneous influence on the dependent variable of WLB . The outcomes of the F test are demonstrated in Table 10.

Table 10. Simultaneous test outcomes (F test)

Model	ANOVA ^a					Sig.
	Sum of Squares	df	Mean Square	F		
1	Regression	5,864.844	2	2932.422	424.452	.000 ^b
	Residual	670.146	97	6.909		
	Total	6,534.990	99			

a. Dependent Variable: WLB

b. Predictors: (Constant), FIW , WIF

Source: Processed data, 2021

The calculated F value was 424.452 (P = 0.000). With a significance level of 95 percent ($\alpha = 0.05$), the P value < α . This indicates that H0 is rejected. This, the WIF conflict and FIW conflict variables have a statistically remarkable influence simultaneously on the WLB variable. The T test aimed to ascertain whether the correlation in the middle of the independent variables WIF conflict and FIW conflict is statistically remarkable and the dependent variable is WLB.

Table 11. Partial test outcomes (t test)

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	14.170	3.394			4.175	0.000
WIF	-0.034	0.083	-0.016		-0.402	0.689
FIW	0.665	0.029	0.937		23.018	0.000

a. Dependent Variable: WLB

Source: Processed data, 2021

Demonstrated in Table 11, the hypotheses of the T test outcomes are reported as follows:

1. WIF conflict variable

1) H0: = 0; the WIF conflict variable does not have a partially statistically remarkable influence on the WLB variable.

2) H0: 0; the WIF conflict variable has a partially statistically remarkable influence on the WLB variable.

In the WIF conflict variable ($\alpha = 0.05$), the significance number (P Value) is 0.689 > 0.05. Therefore, H0 is accepted, meaning that the WIF conflict variable does not have a statistically remarkable influence on the WLB variable.

2. FIW conflict variable

1) H0: = 0; the FIW conflict variable does not have a partially statistically remarkable influence on the WLB variable.

2) H0: 0; the FIW conflict variable has a partially statistically remarkable influence on the WLB variable.

In the FIW conflict variable ($\alpha = 0.05$), the significance number (P Value) is 0.000 < 0.05. This indicates that H0 is rejected, meaning that the FIW conflict variable has a statistically remarkable influence on the WLB variable.

The independent-T test was accomplished by making a comparison in the middle of the two mean values and the distinction in the standard error of the mean of the two samples. In this study, an independent-T test was also conducted to ascertain differences in WLB of male and female workers. The outcomes of the independent-T test in this research can be seen in Table 12.

Table 12. Partial test outcomes (t test)

	Gender	Group Statistics			
		N	Mean	Std. Deviation	Std. Error Mean
WLB	Men	50	24.20	1.927	.273
	Women	49	39.84	2.294	.328

Source: Processed data, 2021

The average WLB for male workers is 24.20, whereas that for female workers is 39.84, meaning that the average WLB for female workers is greater than that for males. WLB has an average value for male workers. The average distinction can be calculated using the following independent sample T test.

Table 13. Partial test outcomes (t test)

	Independent Sample Test									
	Levene's Test for Equality of Variances				T test for Equality of Means					
	F	Sig.	t	Df	Sig. (two-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
								Lower	Upper	
WLB	Equal variances assumed	3.175	0.078	-36.746	97	0.000	-15.637	0.426	-16.481	-14.792
	Equal variances not assumed			-36.681	93.525	0.000	-15.637	0.426	-16.483	-14.790

Source: Processed data, 2021

In the WLB, the calculated F value for Levene's test is 3.175, finding the probability of 0.078 because the probability is >0.05 . Therefore, H_1 is rejected that indicating the WLB data is identical. Thus, the different T test analysis must apply to determine the assumed equal variances. Based upon the calculation of the independent-T test table, in which the t-value on the equal variances assumed, is -36.746 with a statistically remarkable probability of $0.000 (< 0.05)$. Therefore, it can be concluded that there is a statistically remarkable distinction in the middle of WLB for male workers and that for female workers.

Based upon the statistical calculation, the WIF conflict did not have a statistically remarkable influence on the WLB. The consequences of failing to fulfill the family demands are less severe than occupation's. For family matters, the others cannot demand that a certain individual take responsibility. Even in certain situations, family matters can be handled by other family members. Family members are considered more understanding and more flexible than bosses in the office. Therefore, the presence of the WFC does not remarkably disturb the balance in the middle of professional and private life. The outcomes of this research extend the outcomes of previous research that WIF conflicts do not have a statistically remarkable influence on the WLB of Indonesian marine soldiers in Surabaya (Masita et al., 2019). However, this research contradicts the outcomes of another research found that the WIF conflict has a statistically remarkable negative influence on WLB (Rini et al., 2020). The statistical test concluded that the FIW conflict had a positive and statistically remarkable influence on WLB. The existence of family conflicts that interfere with work affects the balance of work-life and family life. Married workers have responsibilities towards their families, if they organize to organize their responsibilities in work and family, they will achieve WLB (Clark, 2000). Similar to previous study, outcomes of this research indicated that the FIW conflict has a positive influence on WLB (Rini et al., 2020).

There was a statistically remarkable distinction in the middle of WLB for male workers and that for female workers based upon the outcomes of statistical tests concluded that Indonesian culture assumes that women are fully responsible for the household (Wahid & Lancia, 2018). This makes female workers carry the roles as housewives. Therefore, female workers tend to carry a heavier burden than male ones. Both men and women feel the adverse effects of work on WLB (Mulik, 2017). Other researches have stated that there are differences in WLB perceived by men and women (Gagnano et al., 2020; Jindal & Agarwal, 2020). Men and women have different perceptions of WLB (Toth, 2005). The imbalance in the middle of men and women continues to exist in work and family roles (McElwain et al., 2005). Men feel the influence of work and family conflict on WLB to a lesser extent than women (Takahashi et al., 2014). Women bear more responsibility for family life than men (Zhao et al., 2011), so that FIW is more common in women (Watai et al., 2008) which has an influence on WLB.

4. CONCLUSION AND RECOMMENDATION

Based upon the outcomes, WFH affects workers as an imbalance in their work-life and personal life. Workers experienced WIF and FIW conflicts, which were in the high and fairly high categories, respectively. The consequences of failing to fulfill family matters are less severe than those of failing to address family matters. The FIW conflict has a positive and statistically remarkable influence on the WLB of WFH workers. The presence of family conflicts that interfere with work affects the balance of work-life and family life. Women have more problems because of the dual responsibilities for family matters and occupation duties. This research shows that workplaces need to provide support to their workers by providing family-friendly policies, supportive supervisory practices, and family-oriented benefits or outcomes. It can help workers balance their roles better. Family-oriented benefits, such as family-based pay, work-from-home opportunities for workers, maternity leave for women, childcare programs, and training to deal with poor work schedules, can be beneficial in managing WFC in a more balanced way. This research was limited by the outbreak itself. The sample of 100 individuals who were in one province without in-depth interview should be improved in the further research to gain the better outcomes. Further research can use other analytical tools, such as PLS, to get more specific outcomes related to the correlation in the middle of dimensions and variable indicators. The comparison before and after the outbreak also had to be further studied. Further researches can be conducted by combining organizational support variables or supervisor support to ascertain the support from employers for human resources related to work and family balance.

5. REFERENCES

- Aryee, S., Srinivas, E. S., & Tan, H. H. (2005). Rhythms of life: antecedents and outcomes of work-family balance in employed parents. *Journal of applied psychology*, 90(1), 132 - 146. <https://doi.org/10.1037/0021-9010.90.1.132>.

- Bhumika, B. (2020). Challenges for WLB during COVID-19 induced nationwide lockdown: Exploring gender distinction in emotional exhaustion in the Indian setting. *Gender in Organizement*, 35(7/8), 705–718. <https://doi.org/10.1108/GM-06-2020-0163>
- Carlson, D. S., Derr, C. B., & Wadsworth, L. L. (2003). The effects of internal career orientation on multiple dimensions of WFC. *Journal of Family and Economic Issues*, 24(1), 99–116. <https://doi.org/10.1023/A:1022487121260>
- Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). Construction and initial validation of a multidimensional measure of WFC. *Journal of Vocational Behavior*, 56(2), 249–276. <https://doi.org/10.1006/jvbe.1999.1713>
- Carlson, D.S., Grzywacz, J.G., Kacmar, K.M. (2010). The correlation of schedule Flexibility and outcomes via the Work-family interface. *Journal of Organizational Psychology*, 25(4), 330-355. <https://doi.org/10.1108/02683941011035278>
- Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 53(6), 747–770. <https://doi.org/10.1177/0018726700536001>
- Deshmukh, K. (2020). Work and life balance research focused on working women. *International Journal of Engineering Technologies and Organizement Research*, 5(5), 134–145. <https://doi.org/10.29121/ijetmr.v5.i5.2018.236>
- Doble, N., & Supriya, M. V. (2010). Gender differences in the perception of work and life balance. *Managing Global Transitions: International Research Journal*, 8(4), 331–342.
- Eby L.T., Casper W.J., Lockwood A., Bordeaux C., & Brinleya A. (2005). Work and family research in IO/OB: Content analysis and review of the literature (1980–2002). *Journal of Vocational Behavior*, 66(1), 124–197.
- Feng, Z., & Savani, K. (2020). COVID-19 created a gender gap in perceived work productivity and occupation satisfaction: Implications for dual-career parents working from home. *Gender in Organizement: An International Journal*, 35(7/8), 719–736. <https://doi.org/10.1108/GM-07-2020-0202>
- Frone, M. R. (2003). Work-family balance. In J. Quick & L. Tetrick (Eds.), *Handbook of occupational health psychology* (1st ed., pp. 143–162). Washington, D.C.: American Psychological Association.
- Fub I., Nübling M., Hasselhorn H.M., Schwappach D., & Rieger M.A. (2008). Working conditions and work family conflict in German hospital physicians: Psychosocial and organizational predictors and consequences. *BMC Public Health*, 8(1), 353.
- Garg, M., & Dawra, S. (2017). Work life balance and women workers. *International Journal of Applied Business and Economic Research*, 15(22), 233–246.
- Ghayyur M., & Jamal W. (2012). A case of workers' turnover intention. *International Journal of Social Science and Humanity*, 2(3, May), 168–172.
- Ghozali, I. (2011). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS19* [Analytics Application Multivariate With IBM Programs SPSS19]. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *Partial least square, konsep, teknik dan aplikasi menggunakan program SmartPLS 3.0 untuk penelitian empiris* [Partial least squares, concepts, techniques and applications using the SmartPLS 3.0 program for empirical research]. Semarang: Universitas Diponegoro.
- Gragano, A., Simbula, S., & Miglioretti, M. (2020). WLB : Weighing the importance of work-family and work-health balance. *International Journal of Environmental Research and Public Health*, 17(3), 907. <https://doi.org/10.3390/ijerph17030907>
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of incompatibility in the middle of family and work roles. *Academy of Organizational Review*, 10(1), 76–88.
- Greenhaus, J. H., & Allen, T. D. (2011). Work-family balance: A review and extension of the literature. In J.C.Quick & L.E. Tetrick (Eds.), *Handbook of occupational health psychology* (vol. 2, pp. 165 -183). Washington, DC: American Psychological Association.
- Jindal, A., & Agarwal, S. (2020). *Role of gender in work and life balance*. 24, 15–18. <https://doi.org/10.15439/2020KM31>
- Kahn, R., Wolfe, D., Quinn, R., Snoek, J., & Rosenthal, R. (1964). *Organizational stress*. New York: Wiley.
- Kang L.S., & Sandhu R.S. (2012). Influence of stress on health: A research of bank branch organizers in India. *Global Business Review*, 13(2), 285–296.
- Karkoulia, S., Srour, J., & Sinan, T. (2016). A gender perspective on work and life balance, perceived stress, and locus of control. *Journal of Business Research*, 69(11), 4918–4923. <https://doi.org/10.1016/j.jbusres.2016.04.053>
- Kengatharan, N. (2020). Shouldering a double burden: The cultural stigma of the dogma of gender role ideology and its influence on WFC. *Journal of Advances in Organizational Research*, 17(5), 651–667. <https://doi.org/10.1108/JAMR-03-2020-0033>

- Kulik, L. (2019). Work-home conflict, antecedents and outcomes: A life-stage perspective among working parents. *Career Development International*, 24(3), 257–274. <https://doi.org/10.1108/CDI-06-2018-0177>
- Kumarasamy, M. M., Pangil, F., & Isa, M. F. M. (2016). The influence of emotional intelligence on police officers' WLB : the moderating role of organizational support. *International Journal of Police Science & Organizement*, 2016, 1 – 11.
- Lapierre, L. M., Spector, P. E., Allen, T. D., Poelmans, S., Cooper, C. L., O'Driscoll, M. P., ... Kinnunen, U. (2008). Family-supportive organization perceptions, multiple dimensions of WFC, and worker satisfaction: A test of model across five samples. *Journal of Vocational Behavior*, 73(1), 92–106. <https://doi.org/10.1016/j.jvb.2008.02.001>
- Masita, T. S., Delyara, D. A., Fernando, M. L., Himmawan, G., & Claudiandy, G. S. (2019). WFC dan work and life balance pada prajurit wanita TNI AL di Surabaya. *Fenomena*, 28(1), 39–44. <https://doi.org/10.30996/fn.v28i1.2454>
- Maxwell, G. A., & McDougall, M. (2004). Work – life balance: Exploring the connections in the middle of levels of influence in the UK public sector. *Public Organizement Review*, 6(3), 377–393. <https://doi.org/10.1080/1471903042000256547>
- McElwain, A. K., Korabik, K., & Rosin, H. M. (2005). An examination of gender differences in WFC. *Canadian Journal of Behavioural Science/Revue Canadienne Des Sciences Du Comportement*, 37(4), 283–298. <https://doi.org/10.1037/h0087263>
- Mulik, S. G. (2017). A research of gender differences in the perception of work life balance. *International Journal of Economics and Organizement Researches*, 4(11), 48–52. <https://doi.org/10.14445/23939125/IJEMS-V4I11P108>
- Mungkasa, O. (2020). Bekerja dari rumah (working from home/WFH): Menuju tatanan baru era pandemi COVID 19 [Working from home (working from home/WFH): Towards a new order in the era of the COVID-19 pandemic]. *Jurnal Perencanaan Pembangunan: The Indonesian Journal of Development Planning*, 4(2), 126–150. <https://doi.org/10.36574/jpp.v4i2.119>
- Pasewark, W. R., & Viator, R. E. (2006). Sources of WFC in the accounting profession. *Behavioral Research in Accounting*, 18(1), 147–165. <https://doi.org/10.2308/bria.2006.18.1.147>
- Powell, G. N., & Greenhaus, J. H. (2006). Managing incidents of WFC: A decision-making perspective. *Human Relations*, 59(9), 1179–1212. <https://doi.org/10.1177/0018726706069765>
- Rini, R., Yustina, A. I., & Santosa, S. (2020). How work family conflict, work and life balance, and occupation performance connect: Evidence from auditors in public accounting firms. *Jurnal ASET (Akuntansi Riset)*, 12(1), 144–154.
- Robbins, S. P., & Coulter, M. (2012). *Organizement*. New Jersey: Person Education.
- Sharabi, M. (2017). Work, family and other life domains centrality among organizers and workers according to gender. *International Journal of Social Economics*, 44(10), 1307–1321. <https://doi.org/10.1108/IJSE-02-2016-0056>
- Shockley, K. M., Shen, W., DeNunzio, M. M., Arvan, M. L., & Knudsen, E. A. (2017). Disentangling the correlation in the middle of gender and WFC: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology*, 102(12), 1601–1635.
- Spagnoli, P., Lo Presti, A., & Buono, C. (2019). The “dark side” of organisational career growth: Gender differences in WFC among Italian employed parents. *International Journal of Manpower*, 41(2), 152–167. <https://doi.org/10.1108/IJM-05-2018-0145>
- Sundaresan, S. (2014). Work and life balance–implications for working women. *OIDA International Journal of Sustainable Development*, 7(7), 93–102.
- Takahashi, A. R. W., Lourenço, M. L., Sander, J. A., & Souza, C. P. da S. (2014). Competence development and WFC: Professors and gender. *Gender in Organizement: An International Journal*, 29(4), 210–228. <https://doi.org/10.1108/GM-12-2012-0100>
- Talukder, A. K. M., Vickers, M., & Khan, A. (2018). Supervisor support and work and life balance: Impacts on occupation performance in the Australian financial sector. *Personnel Review*, 47(3), 727–744. <https://doi.org/10.1108/PR-12-2016-0314>
- Toth, H. (2005). Gendered dilemmas of the work-life balance in Hungary. *Women in Organizement Review*, 20(5), 361–375. <https://doi.org/10.1108/09649420510609195>
- Umar, H. (2013). *Metode Penelitian untuk Skripsi dan Tesis*. Jakarta: Rajawali
- Wahid, U., & Lancia, F. (2018). Pertukaran peran domestik dan publik menurut perspektif wacana sosial halliday [Exchange of domestic and public roles according to the perspective of halliday's social discourse]. *Mediator: Jurnal Komunikasi*, 11(1), 106–118. <https://doi.org/10.29313/mediator.v11i1.3180>

- Watai, I., Nishikido, N., & Murashima, S. (2008). Gender distinction in work-family conflict among Japanese information technology engineers with preschool children. *Journal of Occupational Health, 50*(4), 317–327. <https://doi.org/10.1539/joh.L7124>
- Williamson, R. L., & Clark, M. A. (2016). The work-family interface: An Introduction. *Academy of Organizational Learning & Education, 15*(2), 394–397. <https://doi.org/10.5465/amle.2016.0100>
- Zhao, J., Settles, B. H., & Sheng, X. (2011). Family-to-work conflict: Gender, equity and workplace policies. *Journal of Comparative Family Researches, 42*(5), 723–738.