

RELATIONSHIP BETWEEN WORK AND FAMILY CONFLICT IN TANGERANG, INDONESIA

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Abstract— A worker is an individual who does work for life and is a social being who lives a family life [1]. Roles as workers and family members will experience conflict if not managed properly. When workers encounter a problem at work, it can negatively influence their lives and cause work-family conflict [2]. The contradictions between work and family happenings found by workers can also be the main reason for it[11]. This cross-sectional study determined the relationship between work type and family conflict. Work type and family conflicts were taken from the 2021 National Population and Family Planning Agency (BKKBN) in Tangerang Regency and South Tangerang City, where 1,048,573 data were obtained and spread across ten types of work, including those who are unemployed or serve both as heads of families and homemakers. Based on the results of the tests conducted, the relation result between the type of work and the incidence of family conflict were as follows: without greeting (for three consecutive days) $p = 0.068$, domestic violence $p = 0.737$, leaving the house/running away (for two consecutive days) $p = 0.347$, and separate beds between husband and wife (for seven consecutive days) $p = 0.141$. These data show no significant relation between work and the incidence of family conflict among the Tangerang population. However, the writer suggests researching more diverse types of family and work-family conflicts and covering all the problems that can arise in families.

Keywords: Family conflict; work type; multiple role conflict

1. Introduction

In their daily lives, humans, as social beings, inevitably interact with other individuals. Family is one of the social groupings that exist in society. Over time, many individuals with families also play roles as workers, both as the head of the family and as a housewife [5]. This dual role often leads to work and family responsibilities overlapping, despite the common belief that work and family are separate and distinct [6], [8], [10]. However, challenged this notion, referring to it as a "myth of separate worlds." This is because family and work are inherently related and dynamic aspects of a person's life [7]. Wayne et al [3] have suggested that factors at work can significantly influence family life and vice versa. The relationship between work and family is with conflict [4]. These conflicts can occur in various forms: work conflict, family conflict, work-family conflict, and family-work conflict. This study, however, focuses specifically on family conflict. Sillars et al [12] categorized family conflict into three types based on its prevalence: sibling, parent-child, and spouse. Vuchinich [13] identified three critical aspects that differentiate family conflicts from other

social conflicts: intensity, complexity, and duration. Several studies have explored the connection between work and family and found that work-related pressures and time constraints can reduce the time available for family interactions, leading to family conflict [14]. Further emphasized that challenging work, frequent long trips, and extended work hours can easily lead to family conflicts, especially when there are pressures and desires to participate in family activities actively [9].

Building on the above foundation, researchers proposed that different types of work, varying in challenges, duration, and travel requirements, can influence the incidence of family conflict. Jobs that demand significant time, involve extensive travel, and present high challenges are more likely to increase family conflict. On the other hand, jobs with shorter working hours, less travel, and fewer challenges are expected to reduce family conflict. Against this backdrop, a study investigated the relationship between the type of work/job and the incidence of family conflict. Hypothesis H0 suggests no significant relationship between the type of work and family conflict, while H1 proposes that specific types of work can indeed influence family conflict.

2. Research Method

The research study was conducted using population data and family development data of 2021 obtained from The National Population and Family Planning Agency (BKKBN). The analysis used in this study is the crosstab and Chi-Square crosstab tests to determine the relation between the two variables. The operational definitions used are:

Table 1. Operational and Measurements Variable Definitions

Variable	Operational Definition	Measurements Dimension
Types of work	Work performed by respondents as the main livelihood	<ol style="list-style-type: none"> 1. Unemployed 2. Farmer 3. Fishermen 4. Trader 5. State Officers 6. Civil Servant /Military/Policemen 7. Private Sector Employee 8. Self-employed 9. Retirees 10. Casual Workers
Family conflict	Types of family conflict experienced by respondents (populations) in the relationship between spouses	<ol style="list-style-type: none"> 1. Without greeting (for 3 consecutive days) 2. Domestic violence 3. Leaving the house/running away (for 2 consecutive days) 4. Separate beds between husband and wife (for 7 consecutive days)

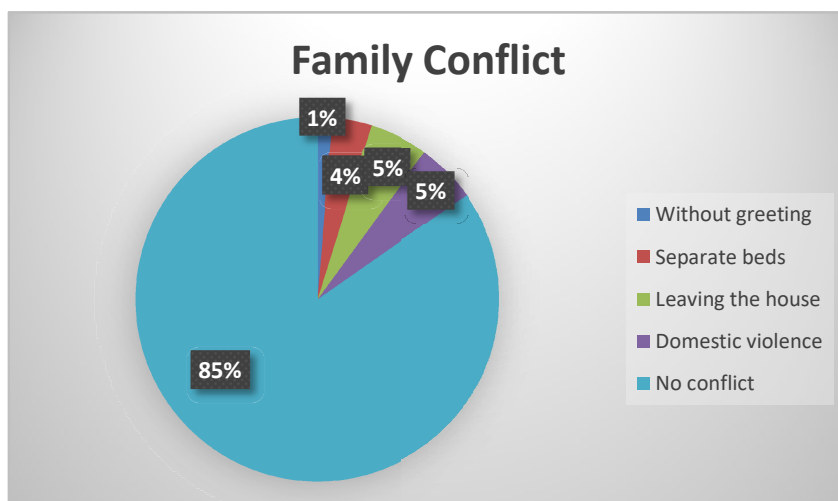
From the overall data obtained, approximately 1,048,573 respondents were spread across ten types of work, including those who are unemployed or serve both as heads of families and homemakers. From these data, it was found that 37.7% or 394,900 respondents are unemployed/have not worked, about 1.2% or 12,792 respondents work as farmers, and 2,076 respondents work as fishermen, which cover 0.2% of the total data. A total of 43,834 populations of Tangerang work as traders (4.2%). About 0.1% of the total population works as state officials (963 respondents), 2.5% work as Civil servants/Military/Police (25,758 people), and 29.6% work as private employees (310,128 people). Approximately 12.3%, or around 128,939 people, work as self-employed, 1.4%, or 14,343 people, are retirees, and 11% are casual workers/freelancers, which includes around 114,840 people.

Table 2. Distribution of the types of work

Types of work	Frequency	Percentage (%)
1. Unemployed	394900	37,7
2. Farmers	12792	1,2
3. Fishermen	2076	,2
4. Traders	43834	4,2
5. State Officials	963	,1
6. Civil Servants/Military/Police	25758	2,5
7. Private Sector Employees	310128	29,6
8. Sel-employed	128939	12,3
9. Retirees	14343	1,4
10. Casual Workers/Freelancers	114840	11,0
Total	1048573	100,0

Data obtained from respondents for family conflict incidents are in Diagram 1.

Diagram 1. Family Conflict Incidents



It was obtained that 13,754 (1.5%) of the total respondents have experienced conflict without greeting each other for three consecutive days. About 4.163 people (0.4%) have experienced separate beds between husband and wife for seven consecutive days. The other two conflicts, namely, leaving the house/running away for two consecutive days and domestic violence, were found in 5.947 (0.6%) people and 3.334 (0.6%), respectively.

No.	Types of conflict	Total (percentage)	
		Yes	No
1.	without greetings (for 3 consecutive days)	13,754 (1,5%)	914,681 (98,5%)
2.	Separate beds between husband and wife (for 7 consecutive days)	4,163 (0,4%)	785,019 (84,6%) <hr/> invalid 139,253 (15%)
3.	Leaving the house/running away (for 2 consecutive days)	5,947 (0,6%)	922,488 (99,4%)
4.	Domestic violence	3,334 (0,6%)	925,101 (99,6%)

From the data obtained, a Chi-Square crosstab analysis was carried out between the type of work and the incidence of family conflict. The following results were obtained:

Table 3. Chi-Square Test Results

Table 4. The relationship between work type and family conflict

The table above shows the results of the Chi-Square analysis to determine the relationship between the types of work and family conflict. Data obtained without greeting (for three consecutive days) $p = 0.068$ ($\alpha = 0.05$), with $p > \alpha$, which means it is accepted and there is no relation between the type of work and family conflict in the form of without greeting. Domestic violence with $p = 0.737$ ($\alpha = 0.05$) is accepted, and there is no relation between the type of work and family conflict in the form of domestic violence. Conflict of leaving the house/running away (for two consecutive days) with $p = 0.347$ ($\alpha = 0.05$) means it is accepted. There is no relation between the type of work and family conflict in the form of running away from home. Bed separation conflicts between husband and wife (seven days in a row) with $p = 0.141$ ($\alpha = 0.05$) means it is accepted. There is no relation between the type of work and family conflict in bed separation between husband and wife. This shows no significant relation between the type of work and the incidence of family conflict in Tangerang populations.

3. Conclusion

No type of family conflict is directly related to the type of work in Tangerang respondents. From the results of the study, the authors suggest conducting research with more diverse types of family conflict and work-family conflict and covering all the problems that can arise in families, especially those that can be caused by types of work that require a long duration, long trips, and with high challenges. Although not significantly related, the data in this study indicate that many family conflicts still occur in working families, especially conflicts such as domestic violence, which require more attention and further review.

	Family Conflict	<i>Pearson Chi-Square</i>
Types of work	Without greeting (for 3 consecutive days)	0,068
	Separate beds between husband and wife (for 7 consecutive days)	0,141
	Leaving the house/running away (for 2 consecutive days)	0,347
	Domestic violence	0,737

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