

## Research Article

# Relationship Between Work Family Conflict with Commitment Organization

Anna Rozana\*, Dinda Dwarawati, Ayu Tuty Utami, Della Ramadhita, Nindy Puspita Ranchman, Luthfiah Nurizqi, Arya Aditya

Universitas Islam Bandung, Bandung, Indonesia

**ORCID**

Anna Rozana: <https://orcid.org/0000-0001-7353-292X>

**Abstract.**

Female lecturers play dual roles as both mothers responsible for home activities and family management and as workers responsible for their job performance. Balancing these roles is crucial for optimal functioning. Organizational commitment is essential for lecturers to actively engage, maintain their involvement, and achieve organizational goals. However, this dual role also makes them susceptible to work-family conflicts when they struggle to strike a balance between their roles as mothers and workers. This study aims to examine the impact of work-family conflict on the organizational commitment of female lecturers in higher education. It is a non-experimental quantitative research, and the data will be analyzed using multiple linear regression. The work-family conflict scale by Carlosn & Kacmar, adapted by Kuntari, and the organizational commitment measurement tool developed by Ingarianti were used for data collection. The research output will be published in the Psikostudia psychology journal of Mulawarman University.

**Keywords:** work family conflict, organizational commitment, female lecturer, universities

## 1. INTRODUCTION

According to statistical data, women are currently engaged in many business sectors. Women are not only involved in household matters, but many have chosen to be involved in work. Apart from being a way to meet economic needs, work is also a way to self-actualize. The division of responsibilities as husband and wife is of course the main discussion for every couple before deciding to work. This is necessary given the strong understanding of men and women about their position in the household. Where the husband acts as the head of the household with the main task of meeting economic needs by working. Meanwhile, women are the wives who are responsible for taking care of children and the household. The division of roles is felt to be more flexible at this time. Many women are actively involved in various sectors of work.

Corresponding Author: Anna Rozana; email: [annadyreza93@gmail.com](mailto:annadyreza93@gmail.com)

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Qualified human resources are able to produce maximum performance good and have high organizational commitment [1]. According to Hackett & Guinon, employees who have high organizational commitment This will have an impact on the employee's own job satisfaction and the level of absenteeism will decrease. The results of research in higher education organizations found that organizational commitment to lecturer will increase performance work [2], increase satisfaction work, and improve their civic organizational behavior. Lecturers who have high organizational commitment tend to be in institutions that have high organizational commitment the same and have high motivation so that it is possible to work which extra and the desire to share knowledge with students and colleagues [3]. Mowday, Steers & Porter, suggested that organizational commitment is strength relatively from identification and involvement individual in a organization [4]. Organizational commitment according to Mowday, Steers & Porter [4] can be seen from three aspects, namely a strong belief in and acceptance of goals and values - score organization, willingness to put effort into the organization, and desire strong enough to maintain membership in the organization. Qodariah showed that the higher the age, the higher organizational commitment [5].

According to Steers & Porter, factors which influence commitment organization Among other is characteristics Personal values include age, education, years of service, individual values, family, attitudes towards work, talent and Skills; characteristics work cover challenge in profession, stress, work, role clarity; organizational characteristics include the level of participation in taking decision; and quality of work [4]. From one of the factors that influence commitment organization that is characteristics personal which inside it consist from situation in family and situation in profession. Woman which having children is more likely to have low work commitment, due to role conflict which owned (Reddy et.al., 2010). Employee which could balancing domain work-life show level commitment organization which tall [6].

Having to divide time between work and homework is not easy, even homework is often neglected due to unfinished work [7]. For mothers who work to complete the demands of work and the demands of homework is a challenge because they have to divide their time, especially for mothers who work to accompany their children to complete learning from home. When working mothers cannot balance the demands of work and family, it can lead to conflict, namely between work conflict and family conflict or what is often called work family conflict. Work family conflict that occurs in women will affect the level of absenteeism, turnover, performance, organizational commitment to the company, and reduce individual health both psychologically and physically [8].

Work family conflict is a form of dual role conflict (inter role) in which the pressure or role imbalance between roles at work and roles in the family does not match in several respects [8]. Work family conflict consists of two dimensions, namely the work interfere family (WIF) dimension where there is a conflict between the two roles when demands and pressures at work interfere with the fulfillment of roles in the family and the family interfere work (FIW) dimension where there is conflict between the two roles when demands and pressures occurring in the family interfere with the fulfillment of roles at work [9]. Work family conflict consists of three forms of conflict that occur between work and family, namely time-based conflict or conflict related to time, strain-based conflict or conflict related to tension, and behavior-based conflict or conflict related to behavior. According to Soomro, Breitenecker & Shah, 2018 (in Diana et al, 2020), work family conflict is a form of conflict between roles in the form of negative impacts from the realm of work to family, it actually determines the level of stress for employees when employees spend more time working. , which results in only having little time for family. Conflicts that occur can cause problems that affect life at work or family. As a working mother, you are required to carry out the roles and responsibilities in the family and at work well. Because women's work in the family is more routine, such as responsibility for children, while men's work is more flexible [10]. Thus, working women experience more conflict than men, because women have different roles in the family [10].

Women who experience more work family conflict are women who work in the formal sector, because they must be bound by agency rules, such as working hours and work targets that must be completed [8]. One of them is as a lecturer. As lecturers, they are responsible for providing education and imparting knowledge. The task must of course be delivered optimally with various methods and standards of achievement that must be met.

Realizing that there are work standards that must be met as well as work demands to remain optimal, female lecturers will try to meet these standards with full commitment. On the other hand, they realize the important role in the family where religiously they should not be aware of their nature as women, as mothers who are responsible for maintenance and household affairs, and on the other hand are responsible for their choices to help the family economy or to actualize themselves.

Obligations to fulfill roles often arise at the same time. In this situation, it is vulnerable to conflict, this conflict is lived because of the responsibility to fulfill both of these roles and the commitment that is held in the midst of awareness of the nature as women and roles as workers that must be fulfilled. This research is important because the role of

women as mothers cannot be replaced by nature, and the fulfillment of responsibilities in work roles as a consequence of choice. This is the background of this research.

The general objective of this research is to obtain empirical data on how the influence of work family conflict with organizational commitment on female lecturers at Islamic universities in Bandung. and organization.

Practically, this research data can help explain the understanding of conflict as well as formulate prevention of the emergence of the conflict. The results can be used by lecturers in understanding the conflict conditions they live in, so they can continue to fulfill their obligations as mothers, as well as by the HR department as an effort to increase lecturer commitment.

Currently, human resources in the organization are not only made up of men, but have increasingly varied with women, whether married or not. Married women who also work have two responsibilities, namely responsibilities as a mother and wife who take care of the family, and responsibilities as an employee in an organization or company. Their condition is one thing that must be considered by the organization or company where they work because sometimes they are faced with work-family conflict situations. When a married woman who works faces a work family conflict condition, it can impact one of them on the commitment to where they work. Mapping of work family conflict conditions and organizational commitment to married women can provide an overview of the condition of a married woman in carrying out her role as a worker. The results of this mapping can be the basis for organizations / companies in providing programs to increase the productivity of working married women, so that they can support the success of the organization / company.

Inter-role conflict is a conflict when an individual's role in a situation is contradictory and creates pressure on the individual. Based on the definition of inter-role conflict, work-family conflict can be defined as inter-role conflict when pressures in roles in the field of work and family contribute to each other in causing role imbalance [8]. Understanding Work family conflict is A form of interrole conflict in which the role pressures-sures from the work and family domains are mutually incompatible in some respect. That is, participation in the work (family) role is made more difficult by virtue of participation in the family (work) role [8]. According to Antonius, conflict is an action of one party that results in blocking, inhibiting, or disturbing other parties where this can occur between community groups or in interpersonal relationships. This is in line with the opinion of Morton Deutsch, a pioneer of conflict resolution education which states that in conflict, social interaction between individuals or groups is more influenced by differences than similarities.

Work-family conflict has been defined as a shared mismatch between the demands of work roles and the demands of family roles. L.

T. Thomas and D. C. Ganster & E. Galinsky, J. T. Bond, and D. E. Friedman. Greenhaus and Beutell, dual role conflict is a conflict that arises due to pressures that come from work and family. Work family conflict has two forms, namely work - family conflict and family - work conflict. Greenhaus and Beutell [8] define work-family conflict as a role conflict that occurs in employees, where on the one hand he has to do work in the office and on the other hand he must pay attention to the family as a whole.

Santrock explains that dual roles describe marriage between husband and wife and both have jobs where they can make a career. In the struggle for work and family balance, various conflicts and problems have arisen that must be faced and solutions are sought if you want to continue to carry out these two role.

Greenhaus and Beutell define work-family conflict as a form of role conflict in which the demands of work and family roles are mutually incompatible in several respects [8]. Meanwhile, Natemeyer et al, Yavas define work-family conflict as a form of conflict in which the general demands, time and tensions that come from work interfere with the employee's responsibilities towards the family. According to Boles, the indicators of work-family conflict are: a) Work pressure b) The number of task demands c) Lack of family togetherness. Greenhaus and Beutell [8] citing research by Herman and Gyllstrom found that married individuals experienced more work-family conflict than unmarried individuals. In the same context, individuals who play a parental role will experience higher work-family conflict than individuals who do not play a parental role.

Based on the above definitions, it can be concluded that work family conflict is a form of role conflict. In general, it can be defined as the emergence of a stimulus from two role pressures. The presence of one role will cause difficulties in meeting the demands of the other role. So that individuals find it difficult to divide their time and it is difficult to carry out one of their roles because of the presence of other roles. Work family conflict is explained in the aspects that influence, which then becomes the triggering factor for the occurrence of work family conflict [8].

#### 1. Conflict because time (*time-based conflicts*)

Time spent on activities in one role cannot be devoted to another. There are two forms of time-based conflict. (1) time pressure associated with membership in one role, making it impossible for a person to meet expectations in another role, (2) pressure too make it comfortable in carrying out one role, even though physically the individual is fulfilling the demands of another role. Work as a source of conflict

(Work Related Sources of Conflict) is the use of excessive time at work, high overtime hours and irregular shifts. Family as a source of conflict (Family-Related Sources of Conflict), namely the demands of the role of the family to spend a lot of time in family activities. Women who spend a certain amount of time working outside the home will have a tendency to experience pressure from the role they play. For example, when women spend more time working, they will interfere with other times in managing their roles as mothers or wives.

## 2. Conflict because tension ( *Strain-Based conflict* )

Strain based conflict refers to the emergence of tension or emotional states such as anxiety, fatigue. Depression, lethargy and a tendency to be irritable. The existence of tension in one role makes it difficult for individuals to meet the demands of other roles.

Work as a source of conflict (Work Related Sources of Conflict) Ambiguity and conflict in roles at work can cause work family conflict. Things that clear up stress in work such as coping with a new job, lack of attachment between people and work, disappointment because of unfulfilled expectations. Stress triggers from work factors can cause work family conflict. In essence, high participation in certain roles can also cause symptoms of tension.

Family as a source of conflict (Family-Related Sources of Conflict), conflict in the family is associated with high work family conflict. Support from partners can provide protection for each other from the possibility of experiencing work family conflict. So, tension, conflict and the absence of support from the family will contribute to the occurrence of work family conflict. However, the characteristics of certain family roles that require a high time commitment will directly and indirectly cause tension.

## 3. Conflict because Behavior (Behavior-Based conflict)

Differences in the form of behavior that are attached to certain roles lead to contradictions in the individual. Inconsistency of individual behavior At work and when at home, causing differences in the rules of individual behavior, individuals usually find it difficult to swap between the roles they are currently serving with other roles.

In its development, related to research that examines organizational commitment, there are several approaches to understanding this. According to Porter, Steers, Mowday, & Boulian [4], to understand organizational commitment, initially focused on the concept of commitment itself, where commitment is based on an attitude approach

that refers to the psychological bond formed by employees related to problems and their loyalty to the organization. Porter define organizational commitment as the relative strength of individual identification and involvement in the organization.

Kanter emphasizes that a behavioral approach to describe organizational commitment is related to ongoing participation and is related to costs when leaving the organization, employee investment (time, friendship, etc.) the organization. Then, organizational commitment can also be viewed in various dimensions. The multidimensional approach explains the desire of employees to be emotionally attached, identify themselves with goals, and the desire to be actively involved in the organization and leads to the calculation of the costs of profit and loss received by employees in connection with their desire to maintain membership in the organization. According to Meyer & Allen, there are three dimensions that underlie employees to stay in their organizations, namely affective commitment, normative commitment, and continuance commitment.

Based on the explanation above, it can be concluded that organizational commitment is the desire of employees to stay in the organization because they feel an attachment to their organization (affective commitment), the need for work and the disadvantages they consider when they leave the organization. (Continuance commitment), and employees' beliefs about their obligations to remain in the organization (normative commitment)

Affective commitment refers to the relationship of identity, shared values and individual involvement in the organization. Employees who have a strong affective commitment stay with the organization because they want to.

Continuance commitment relates to the investment of employees and perceptions of the costs of loss if they leave the organization. Those who have a strong continuance commitment choose to stay because they need the organization.

Normative commitment is characterized by norms and rules that apply within the organization, loyalty, and employee obligations to the organization. Strong normative commitment exists because they feel compelled to do so and feel an obligation to persist.

According to Meyer and Allen, the relationship between personal characteristics and organizational commitment is focused on two types of variables: demographic (gender, age, and tenure) and dispositional variables (personality, and values). According to Steers that the higher the level of education of a person, the higher the expectations of the organization, so that it is possible for the organization to not be able to meet its needs [4]. However, according to Meyer & Allen, marital status and education level are not consistently associated with affective commitment, The relationship between the two occurs because it is moderated by other organizational or personal factors.



Then, gender differences in commitment are more precisely associated with differences in job characteristics. Based on the meta-analysis conducted by Mathieu and Zajac significantly age is associated with commitment, although weak. However, according to Meyer & Allen, it is difficult to assert that increasing age affects a person's affective commitment. This may be because older employees have more positive experiences. Although it can be concluded that the relationship between demographics and affective commitment is not strong and inconsistent. However, the possibility that individual differences can affect employee commitment effectively still deserves further research.

The characteristics of the job affect organizational commitment to a certain degree. In research Steers [4] shows that the characteristics are significantly related to organizational commitment. Furthermore, Meyer & Allen, explained in their research that organizational commitment is also influenced by one of the characteristics of the job. According to Hackman & Oldham, job characteristics have five models, namely skill variation, task identity, task significance, employee autonomy, and also feedback from the work itself. Varieties.

Steers shows that commitment is influenced by the type and quality of employee experience in the organization. Work experience is considered an important socializing force and has a significant impact on the extent to which psychological ties to the organization can be formed [4].

According to Meyer, Morin and Vandenberghe, that organizational support and supervisors who are perceived positively by employees can show a strong affective commitment to employees.

Several factor can affect continuation commitment. Continuance commitment has been proven in several studies related to the ability to transfer their skills \ and their education to other organizations. In addition, perceptions related to other investments such as pension guarantees, status, and job security that will be lost if they leave the organization are positively related to continuance commitment. Several researchers have used time-based variables (age and tenure) as a measure of continuance commitment. The perceived costs associated with leaving the organization increase with age and tenure, but may also increase for some employees. Thus, on this basis age and tenure/position are best considered as proxies or substitute variables, not as direct predictors of continuance commitment.

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basis age and tenure/position are best considered as proxies or substitute variables, not as direct predictors of continuance commitment.

Of the three forms of organizational commitment, normative commitment is the least known empirically related to its development. In the paper of Meyer and Allen, some evidence is found related to cultural values that may influence normative commitment. Cultures that emphasize collective values experience higher levels of normative commitment than cultures characterized by individualist values. In addition, according to Ashforth and Saks, that early organizational socialization related to employees is an integral part of the organization, not as a separate part and has a relationship with the development of normative commitment. Finally, social support from supervisors that is perceived as good by employees is significantly positively correlated with strong normative commitment to employees.

## 2. METHODOLOGY

This research was conducted in order to see the relationship between work family conflict and organizational commitment to female lecturers at the Bandung Islamic College. This research was conducted using quantitative research methods. The research was carried out systematically and sequentially to obtain data regarding the relationship between work family conflict and organizational commitment to female lecturers at the Bandung Islamic College

The data collection technique in this study used measuring tools in the form of a work family conflict questionnaire and organizational commitment. Variable in this research is *work family conflict* and commitment organization.

In study this, data obtained from a number of source and conducted a number of activity. The activity is :

1. Literature study, namely by conducting searches on secondary data and psychology literature in the form of textbooks, scientific works, journals and results study.
2. Determination of research subjects through *purposive random sampling technique* on lecturer's woman throughout college tall which It is in Bandung
3. Tool design measuring questionnaire which could give for lecturer woman
4. Collection data through questionnaire on research sample.

The population in this study were female lecturers at the Islamic college of Dia Bandung. The sampling technique used is purposive sampling, where sampling which

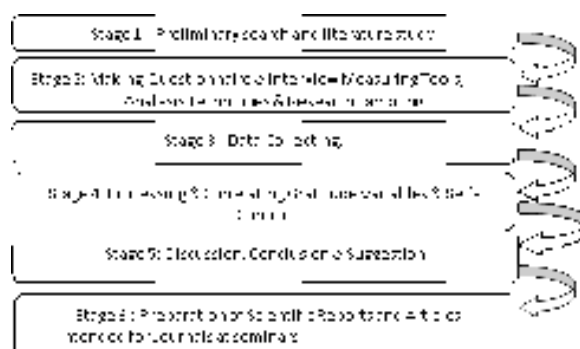
used by researcher with considerations certain in taking the sample. As for the criteria which considered is:

- 1) Female Lecturer.
- 2) Has work minimum 1 year
- 3) Permanent lecturer status on universities.
- 4) Married and have child age 0 month -12 year

The sampling technique used is purposive random sampling. The number of research subjects will be adjusted to the minimum number of samples and research funding.

This research initially targeted female lecturers at Islamic universities in Bandung, but was constrained by the permission of the intended universities, and the willingness of existing lecturers, so the researchers tried to expand the research area to non-Islamic universities, but the obstacles faced were still the same. Until finally only 12 people are willing. In this study, after the data is collected, the data will be processed in the following stages:

1. Collect and check each data obtained based on the completeness of the questionnaire and interview sheets
2. Scoring the results of each measuring instrument that has been filled in by female lecturers.
3. In this study, correlation analysis and regression analysis were used. The correlation coefficient test is intended to determine the close relationship between the two variables studied. While the regression analysis is intended to determine the form of the relationship between variable Y and the value of the variable X.



### 3. RESULT

Based on the results of demographic data processing and the overall filling of the questionnaire, a total of 12 data were obtained. The next stage is to test the validity and

No.	Uraian/Barang	Jumlah/kuantitas yang diperoleh
1.	Formulir Angket	1
2.	Survei dan Dokumentasi	1
3.	Wawancara Mendalam	1
4.	Kelembagaan/Instansi	2
5.	Buku Referensi	1
6.	Salinan/arsip	1
	<b>Total</b>	<b>7</b>

Figure 1: Table of the number of Questionnaire obtained.

reliability of each questionnaire followed by statistical tests using Multiple Regression analysis.

The organizational commitment measurement tool used is Organizational Commitment which was developed by Allen & Maeyer (1997) and has been adapted into Indonesian by Sulistiawan (2021) with a score of 1 (very inappropriate), 2 (not appropriate), 3 (appropriate), and 4 (very dissatisfied). Organizational Commitment measuring instrument has 24 items consisting of 8 items of affective commitment dimension, 8 items of continuance commitment dimension, and 8 items of normative commitment dimension. The validity test on Organizational Commitment uses Partial Least Squares (PLS) which shows that the loading factor value has met the criteria > 0.5, where the results are affective commitment 0.911, continuance commitment 0.886, and normative commitment 0.795.

The reliability test that has been carried out produces a Cronbach alpha value of 0.863 which proves that the organizational commitment scale has met the reliability requirements

#### Demographic Data

VARIABLE	CATEGORY	No of RESPONDENTS	TOTAL RESPONDENTS
Age	21-30	4	7
	31-40	2	
	41-50	1	
Gender	Male	4	7
	Female	3	
Marital Status	Married	4	7
	Single	2	
	Widow	1	
Education	High School	4	7
	University	3	
Occupation	Working	4	7
	Not Working	3	

Figure 2: Demographic Data.

Based on table 4.2 above, on the age variable, as many as 58.33% of respondents are generally in the age range of 31-40 years. In the variable of tenure, as many as 50%

of respondents have worked more than 10 years. For the variable number of children, as many as 58.33% of respondents have 2 children . Then 11 respondents have partners (husbands) who also work.

Variable Statistical Test

The test statistic used is using multiple regression analysis, which will measure aspects of the work family conflict variable on each dimension of Organizational Commitment, namely the normative dimension, the continuance dimension, and the affective dimension. Then measure which aspects of the work family conflict variables affect each dimension of organizational commitment.

TIME -BASED CONFLICT ON NORMATIVE COMMITMENT

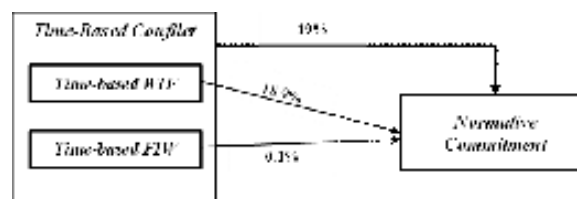


Figure 3: time-based conflict on normative commitment.

The study showed the highest case was 2017. Decreases cases happened in 2018 and increase in 2019-2021. There are 147 cases in the last five years (Figure ??)

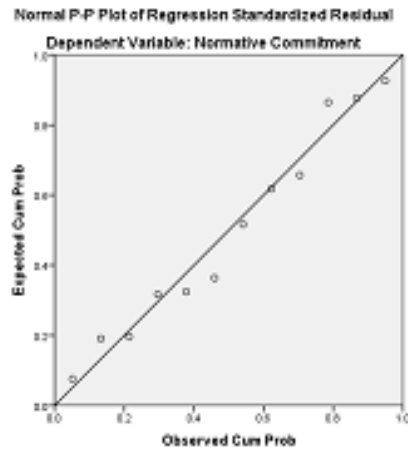
CLASSIC ASSUMPTION TEST

Normality test

Normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed. There are two ways to test the normality of the data distribution, namely the *Kolmogrov-Smirnov test* and/or the *Normal PP Plot of Regression image* .

1. If the significance value is > 0.05, then the residual value is normally distributed .
2. If the significance value is < 0.05, then the residual value is not normally distributed

Total of 177 cases in the regression model		Normality Test Results
Model	Time-based Conflict	0.28
Unstandardized Coefficients	Time-based WIF	0.00028
	Time-based F2W	0.00015
Standardized Coefficients	Time-based WIF	0.00028
	Time-based F2W	0.00015
Adjusted R Square		0.0001
Significance		0.05



If the points spread along a diagonal line, it means that the regression model used has met the normality assumption test, namely the data is normally distributed.

Heteroscedasticity Test

This heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another, then a good regression model is that the residual variance is homogeneous or there is no heteroscedasticity. There are two ways to test for heteroscedasticity, namely looking at the scatterplot and or the glejser test.

If the points spread randomly and are not patterned or wavy, it means that the regression model used has met the heteroscedasticity test requirements.

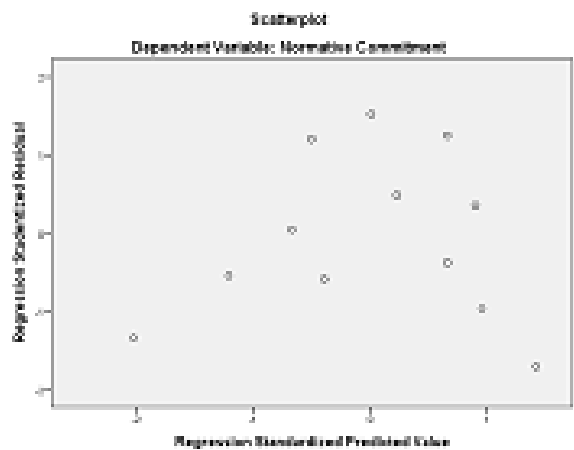


Table 4. Heteroscedasticity Test

Model	Statistic			Sig.
	<	=	>	
1 <sup>st</sup> Model	0.120	0.000	0.000	0.000
2 <sup>nd</sup> Model	0.120	0.000	0.000	0.000
3 <sup>rd</sup> Model	0.120	0.000	0.000	0.000

If the significance value of TB WIF & TB FIW > 0.05, it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity.

Multicollinearity Test

If the *tolerance value is* > 0.10 and VIF < 10, it means that the regression model is said to be good because there is no correlation between the independent variables , so the regression model in this study has met the requirements of the multicollinearity test.

Model	Collinearity Statistics	Tolerance	VIF
1	(Constant)	.997	1.003
1	Normative Commitment	.997	1.003
1	Time-based Work Interference Family	.997	1.003
1	Time-based Family Interference Work	.997	1.003

MULTIPLE REGRESSION TEST

t test (Partial)

The criteria in this partial test is if Sig. < 0.05, then there is an effect.

Model	Collinearity Statistics	Tolerance	VIF	Partial	Sig.
1	(Constant)	.997	1.003	.474	.637
1	Normative Commitment	.997	1.003	.181	.857
1	Time-based Work Interference Family	.997	1.003	.876	.383
1	Time-based Family Interference Work	.997	1.003	.010	.991

1. In the aspect of *time-based work interference family* (TB WIF) is known to have a Sig value. 0.181 means > 0.05, it can be concluded that there is no effect of TB WIF on *normative commitment*, which is 18.9%.
2. In the aspect of *time-based family interference work* (TB FIW) is known to have a Sig value. 0.876 means > 0.05, it can be concluded that there is no effect of TB FIW on *normative commitment*, which is 0.1%.

F Test (Simultaneous)

The criteria in this simultaneous test are if Sig. < 0.05, then there is an effect.

Model	Sum of Squares	df	Mean Square	F	Sig.
1	1.000	3	.333	1.000	.383
2	1.000	3	.333	1.000	.383

Model	Unstandardized Coefficients	Standardized Coefficients	B	Sig.
1	Normative Commitment	.190	19.0%	.190
1	Time-based Work Interference Family	-.010	-1.0%	.010
1	Time-based Family Interference Work	-.001	-0.1%	.001

treatment

So, the results show that there is no effect *time-based conflict* on *normative commitment* , which is 19% . This indicates that the magnitude of the *normative commitment*

of female lecturers is not influenced by the *time-based conflict* aspect of *work family conflict*.

\*big influence seen from *R Square* x 100%

STRAIN-BASED CONFLICT ON NORMATIVE COMMITMENT

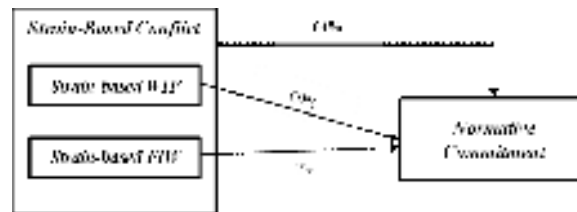


Figure 4: strain-based conflict on normative commitment.

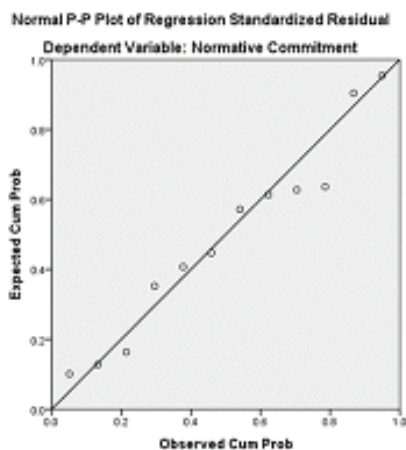
CLASSIC ASSUMPTION TEST

Normality test

Normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed. There are two ways to test the normality of the data distribution, namely the *Kolmogrov-Smirnov test* and/or the *Normal PP Plot of Regression image*.

1. If the significance value is > 0.05, then the residual value is normally distributed .
2. If the significance value is < 0.05, then the residual value is not normally distributed

Model Summary		Model
R		.428
Adjusted R Square		.375
Standard Error of the Estimate		1.000
ANOVA		
Sum of Squares	Df	Mean Square
Regression	1	1.600
Residual	14	.114
Total	15	





If the points spread along a diagonal line, it means that the regression model used has met the normality assumption test, namely the data is normally distributed.

Heteroscedasticity Test

This heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another, then a good regression model is that the residual variance is homogeneous or there is no heteroscedasticity. There are two ways to test for heteroscedasticity, namely looking at the scatterplot and or the glejser test.

If the points spread randomly and are not patterned or wavy, it means that the regression model used has met the heteroscedasticity test requirements.

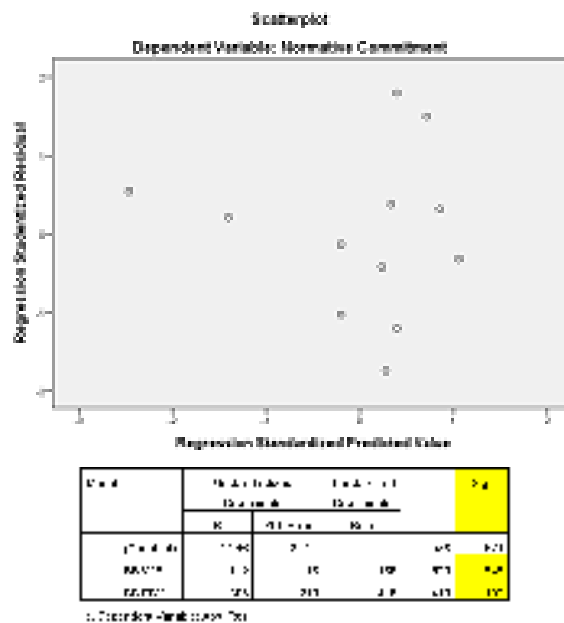


Table 4.12 Coefficients

If the significance value of SB WIF & SIB FIW > 0.05, it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity.

Multicollinearity Test

If the tolerance value is > 0.10 and VIF < 10, it means that the regression model is said to be good because there is no correlation between the independent variables, so the regression model in this study has met the requirements of the multicollinearity test.

Model	Tolerance		VIF		Sig.
	Tolerance	VIF	Tolerance	VIF	
1	.999	1.000	.999	1.000	.000
2	.999	1.000	.999	1.000	.000

MULTIPLE REGRESSION TEST

t test (Partial)

The criteria in this partial test is if Sig. < 0.05, then there is an effect.

Model	Predictors in the Model		Sig.	Partial	Sig.	Sig.
	Model	Model				
1	Strain based work interference family	Normative commitment	0.004	-0.60	0.004	60%
2	Strain based family interference work	Normative commitment	0.423	0.04	0.423	4%

1. In the aspect of *strain-based work interference family* (SB WIF) is known to have a Sig value. 0.004 means <0.05, it can be concluded that there is a negative effect of SB WIF on *normative commitment* , which is 60%.
2. On the aspect of *strain-based family interference work* (SB FIW) is known to have a Sig value. 0.423 means > 0.05, it can be concluded that there is no effect of FIW SB on *normative commitment* , which is 4%.

\* note: the magnitude of the effect is known based on the formula Beta x Zero Order x 100%

Based on the partial test for the aspect of *strain based conflict* , the one that has an influence on *normative commitment* is *the strain-based work interference family* (SB WIF) . The resulting effect is the negative effect of SB WIF on *normative commitment* , which is 60% , meaning that the higher *the strain-based work interference family* (SB WIF) felt by female lecturers, the lower the *normative commitment* .

F Test (Simultaneous)

The criteria in this simultaneous test are if Sig. < 0.05, then there is an effect.

Model	Sum of Squares	Df	Mean Square	F	Sig.
1	1.100	1	1.100	12.21	.001
2	1.100	2	0.550	6.10	.003
3	1.100	3	0.367	4.09	.010

Adjusted R Square: .594

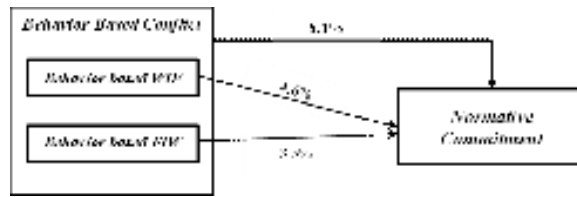
Model	R	R Square	Adjusted R Square	Change in R Square	F Change	Sig.
1	.760	.578	.594	.578	12.21	.001
2	.870	.758	.758	.180	6.10	.003
3	.900	.810	.810	.052	4.09	.010

Adjusted R Square: .810

So, the results show that there is an effect of *strain based conflict* on *normative commitment* , which is 64% . This indicates that the amount of *normative commitment* of female lecturers is influenced by *work family conflict* aspects of *strain based conflict*.

\*big influence seen from *R Square* x 100%

BEHAVIOR-BASED CONFLICT ON NORMATIVE COMMITMENT



CLASSIC ASSUMPTION TEST

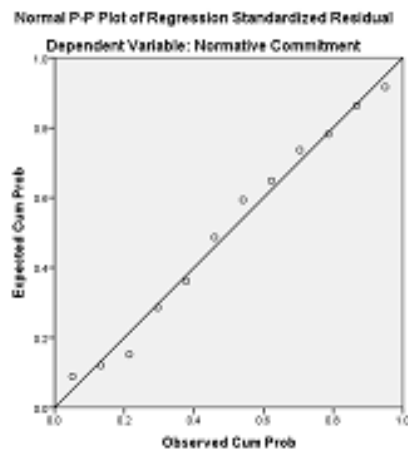
Normality test

Normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed. There are two ways to test the normality of the data distribution, namely the *Kolmogrov-Smirnov test* and/or the *Normal PP Plot of Regression image*.

1. If the significance value is > 0.05, then the residual value is normally distributed .
2. If the significance value is < 0.05, then the residual value is not normally distributed

Statistic	df	Asymp. Sig.
Kolmogorov-Smirnov Z	100	.209
Lilliefors Significance	100	.209

a. Test Statistic is Normal.  
b. Calculated from data.



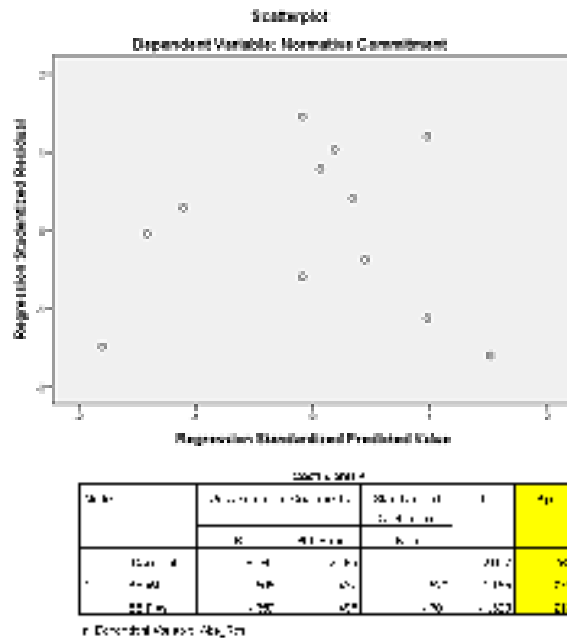
If the points spread along a diagonal line, it means that the regression model used has met the normality assumption test, namely the data is normally distributed.

Heteroscedasticity Test

This heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another, then a good regression model is that the

residual variance is homogeneous or there is no heteroscedasticity. There are two ways to test for heteroscedasticity, namely looking at the scatterplot and or the glejser test.

If the points spread randomly and are not patterned or wavy, it means that the regression model used has met the heteroscedasticity test requirements.



If the significance value of BB WIF & BB FIW > 0.05, it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity.

Multicollinearity Test

If the *tolerance value is* > 0.10 and VIF < 10, it means that the regression model is said to be good because there is no correlation between the independent variables, so the regression model in this study has met the requirements of the multicollinearity test.

Sig.	Normative Commitment		Normative Commitment		Sig.
	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment	
	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment
	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment
	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment	Normative Commitment

MULTIPLE REGRESSION TEST

t test (Partial)

The criteria in this partial test are if Sig. < 0.05, then there is an effect.

ANOVA						
Model	Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
1	1.111	1	1.111	1.111	.302	.422
Total	11.111	10				
Corrected Total	10.000	9				

1. In the aspect of *behavior-based work interference family* (BB WIF) is known to have a Sig value. 0.422 means  $> 0.05$ , it can be concluded that there is no effect of BB WIF on *normative commitment* , which is 4.6%.

2. In the aspect of *behavior-based family interference work* (BB FIW) is known to have a Sig value. 0.437 means  $> 0.05$ , it can be concluded that there is no effect of BB FIW on *normative commitment* , which is 3.5%.

Based on the calculation results above, the aspects in *behavior based conflict* do not affect *normative commitment*.

\* note: the magnitude of the effect is known based on the formula Beta x Zero Order x 100%

F Test (Simultaneous)

The criteria in this simultaneous test are if Sig.  $< 0.05$ , then there is an effect.

ANOVA					
Model	Sum of Squares	df	Mean Square	F	Sig.
1	1.111	2	.555	2.4	.121
Total	11.111	10			
Corrected Total	10.000	9			

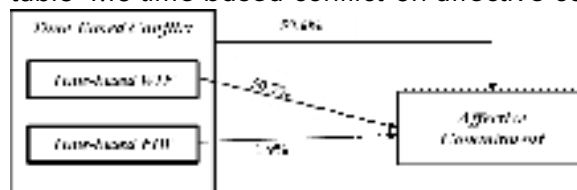
Model Summary				
Model	R	R Square	Adjusted R Square	Change in R Square
1	.333	.111	.089	.111

So, the results show that there is no effect *behavior-based conflict* on *normative commitment* , which is 8.1%

\*Big influence seen from *R Square* x 100%

TIME-BASED CONFLICT ON AFFECTIVE COMMITMENT

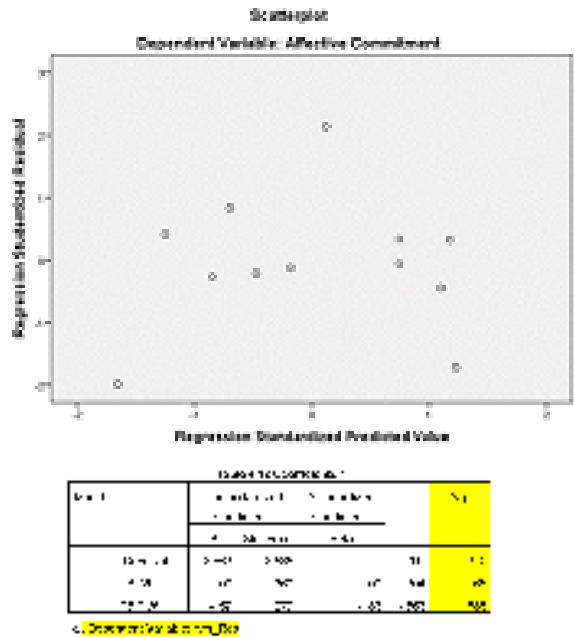
table 4.16 *time-based conflict on affective commitment*



CLASSIC ASSUMPTION TEST

Normality test





If the significance value of TB WIF & TB FIW > 0.05, it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity.

Multicollinearity Test

If the *tolerance value is* > 0.10 and VIF < 10, it means that the regression model is said to be good because there is no correlation between the independent variables, so the regression model in this study has met the requirements of the multicollinearity test.

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Tolerance	
					1	2
1						
	1.000	.000	111.111	.000	1.000	
	1.000	.000	111.111	.000		1.000

MULTIPLE REGRESSION TEST

t test (Partial)

The criteria in this partial test are if Sig. < 0.05, then there is an effect.

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Partial	Partial Squared
	1.000	.000	111.111	.000	.000	
	1.000	.000	111.111	.000	.000	



1. In the aspect of *time-based work interference family* (TB WIF) is known to have a Sig value. 0.013 means  $< 0.05$ , it can be concluded that there is a negative effect of TB WIF on *affective commitment* , which is 50.7%.
2. In the aspect of *time-based family interference work* (TB FIW) is known to have a Sig value. 0.646 means  $> 0.05$ , it can be concluded that there is no effect of TB FIW on *affective commitment*, which is 1.9%.

Based on the calculation results above, the *time-based work interference family* (TB WIF) affect *affective commitment* that is, the higher the *time-based work interference family* (TB WIF) perceived by female lecturers, the lower the *affective commitment* and vice versa.

\* note: the magnitude of the effect is known based on the formula Beta x Zero Order x 100%

F Test (Simultaneous)

The criteria in this simultaneous test are if Sig.  $< 0.05$ , then there is an effect.

Model	Sum of Squares	df	Mean Square	F	Sig.
1	1.144	2	.572	14.431	.000
Total	151.000				

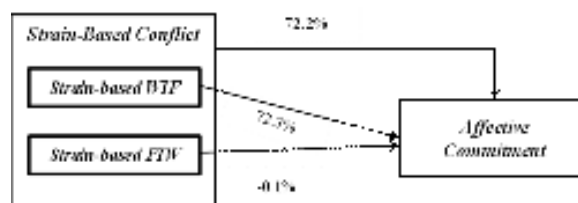
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.726	.526	.416	1.287

a. Predictors: (Constant), TB WIF, TB FIW  
 b. Dependent Variable: Affective Commitment

So, the results show that there is an influence *time-based conflict* on *affective commitment* , which is 52.6% . This indicates that the magnitude of the *affective commitment* of female lecturers is influenced by the *work family conflict* aspect of the *time based conflict*. \*big influence seen from *R Square* x 100%

STRAIN-BASED CONFLICT ON AFFECTIVE COMMITMENT

table 4.21 *strain-based conflict* on *affective commitment*



CLASSIC ASSUMPTION TEST

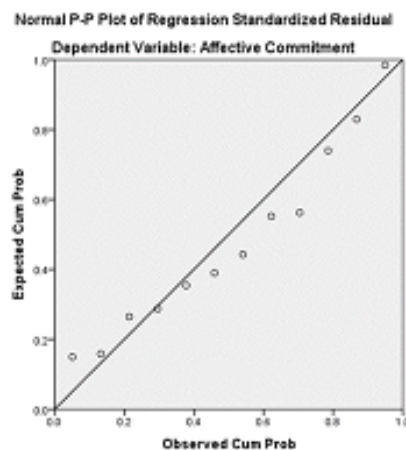
Normality test

Normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed.

There are two ways to test the normality of the data distribution, namely the *Kolmogorov-Smirnov test* and/or the *Normal PP Plot of Regression image*.

1. If the significance value is  $> 0.05$ , then the residual value is normally distributed.
2. If the significance value is  $< 0.05$ , then the residual value is not normally distributed.

T-Test Kolmogorov-Smirnov		Asymp. Sig. (2-tailed)
N		27
Normal Q-Q	Kolmogorov-Smirnov	.227
Lilliefors		.291
Anderson-Darling		.211
Skewness		-.22
Kurtosis		-.46
Statistic		.127

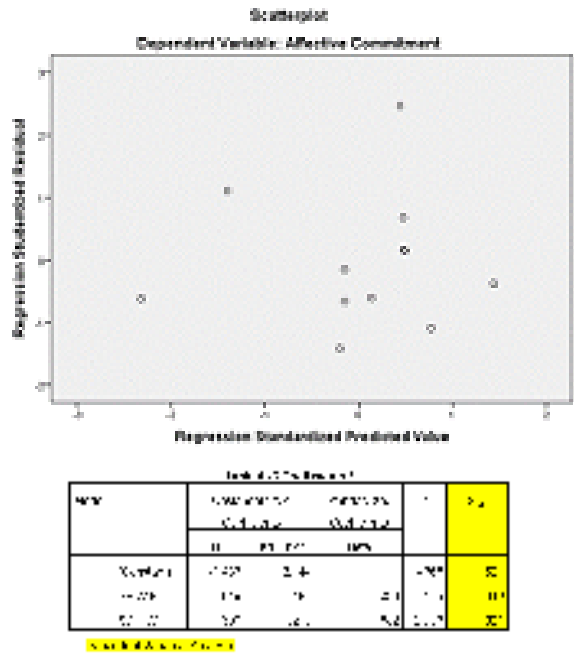


If the points spread along a diagonal line, it means that the regression model used has met the normality assumption test, namely the data is normally distributed.

#### Heteroscedasticity Test

This heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another, then a good regression model is that the residual variance is homogeneous or there is no heteroscedasticity. There are two ways to test for heteroscedasticity, namely looking at the scatterplot and or the glejser test.

If the points spread randomly and are not patterned or wavy, it means that the regression model used has met the heteroscedasticity test requirements.



If the SB WIF Significance value is  $> 0.05$ , it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity. In contrast to SB FIW which has a significance  $< 0.05$ , so that heteroscedasticity occurs.

Multicollinearity Test

If the *tolerance value* is  $> 0.10$  and  $VIF < 10$ , it means that the regression model is said to be good because there is no correlation between the independent variables, so the regression model in this study has met the requirements of the multicollinearity test.

Model	Tolerance		VIF		Sig.	p >  r
	Constant	FIW	Constant	FIW		
1	.999	.999	1.000	1.000	.000	.000
2	.999	.999	1.000	1.000	.000	.000

MULTIPLE REGRESSION TEST

t test (Partial)

The criteria in this partial test are if  $Sig. < 0.05$ , then there is an effect.

Model	Tolerance		VIF		Sig.	p >  r
	Constant	FIW	Constant	FIW		
1	.999	.999	1.000	1.000	.000	.000
2	.999	.999	1.000	1.000	.000	.000

1. In the aspect of *strain-based work interference family* (SB WIF) is known to have a Sig value. 0.001 means  $< 0.05$ , it can be concluded that there is a negative effect of SB WIF on *affective commitment* , which is 72.3%.
2. On the aspect of *strain-based family interference work* (SB FIW) is known to have a Sig value. 0.914 means  $> 0.05$ , it can be concluded that there is no effect of FIW SB on *affective commitment* , which is -0.1%.

Based on the results of the above calculation, one aspect of *strain based conflict* , namely *strain-based work interference family* (SB WIF) affects *affective commitment* , namely the higher *the strain-based work interference family* (SB WIF) felt by female university lecturers in Bandung. the lower the *affective commitment*.

F Test (Simultaneous)

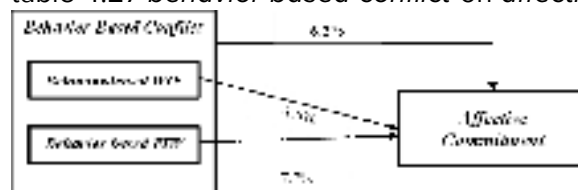
The criteria in this simultaneous test are if Sig.  $< 0.05$ , then there is an effect.

So, the results show that there is an influence *time-based conflict* on *affective commitment* , which is 72.2% . This indicates that the magnitude of the female lecturer's *affective commitment* is influenced by the *work family conflict* aspect of the *strain based conflict*.

\*big influence seen from *R Square* x 100%

BEHAVIOR-BASED CONFLICT ON AFFECTIVE COMMITMENT

table 4.27 *behavior-based conflict on affective commitment*



CLASSIC ASSUMPTION TEST

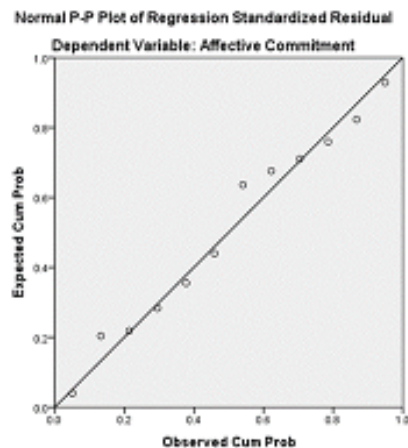
Normality test

Normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed.

There are two ways to test the normality of the data distribution, namely the *Kolmogrov-Smirnov test* and/or the *Normal PP Plot of Regression image* .

1. If the significance value is  $> 0.05$  , then the residual value is normally distributed .
2. If the significance value is  $< 0.05$ , then the residual value is not normally distributed

	Asymptotic Significance	Exact Sig.
Kolmogorov-Smirnov Z	.120	.120
Lilliefors Test Statistic	.085	.085
Lilliefors Test Sig.	.120	.120
Shapiro-Wilk W	.987	.987
Shapiro-Wilk Test Sig.	.987	.987
Anderson-Darling A	.120	.120
Anderson-Darling Test Sig.	.120	.120

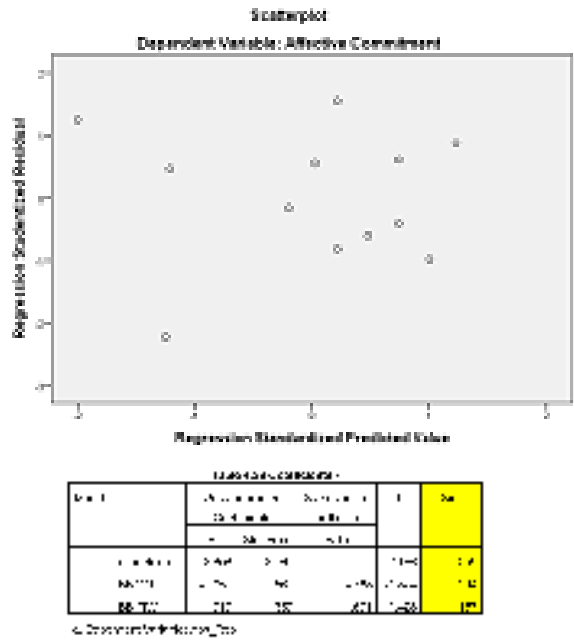


If the points spread along a diagonal line, it means that the regression model used has met the normality assumption test, namely the data is normally distributed.

#### Heteroscedasticity Test

This heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another, then a good regression model is that the residual variance is homogeneous or there is no heteroscedasticity. There are two ways to test for heteroscedasticity, namely looking at the scatterplot and or the glejser test.

If the points spread randomly and are not patterned or wavy, it means that the regression model used has met the heteroscedasticity test requirements.



If the significance value of BB WIF & BB FIW > 0.05, it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity.

**Multicollinearity Test**

If the *tolerance value is* > 0.10 and VIF < 10, it means that the regression model is said to be good because there is no correlation between the independent variables, so the regression model in this study has met the requirements of the multicollinearity test.

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics
	B	Std. Error	Beta	Partial		
1	1.000	.000	.000	.000	.000	
BB WIF	0.467	.104	.467	.104	.000	1.000
BB FIW	0.377	.105	.377	.105	.000	1.000

**MULTIPLE REGRESSION TEST**

**t test (Partial)**

The criteria in this partial test is if Sig. < 0.05, then there is an effect.

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics
	B	Std. Error	Beta	Partial		
1	1.000	.000	.000	.000	.000	
BB WIF	0.467	.104	.467	.104	.000	1.000
BB FIW	0.377	.105	.377	.105	.000	1.000

1. In the aspect of *behavior-based work interference family* (BB WIF) is known to have a Sig value. 0.726 means  $> 0.05$ , it can be concluded that there is no effect of BB WIF on *affective commitment* , which is -1.5%.
2. In the aspect of *behavior-based family interference work* (BB FIW) is known to have a Sig value. 0.486 means  $> 0.05$ , it can be concluded that there is no effect of BB FIW on *affective commitment* , which is 7.7%.

Based on the calculation above, the aspects of *behavior based conflict* do not affect the *affective commitment* of female lecturers at the Bandung university.

\* note: the magnitude of the effect is known based on the formula Beta x Zero Order x 100%

F Test (Simultaneous)

The criteria in this simultaneous test are if Sig.  $< 0.05$ , then there is an effect.

Sum of Squares	df	Mean Square	F	Sig.
1.144	1	1.144	2.71	.106
3.856	14	.276		
4.000	15	.267		

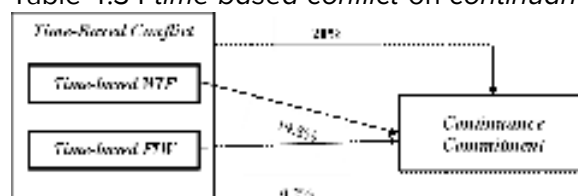
Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.
1	(Constant)			
1	Time-based Conflict	.062	1.144	.267

So, the results show that there is no effect *behavior-based conflict* on *affective commitment* , which is 6.2% . This indicates that *behavior-based conflict* perceived by female lecturers at Bandung universities did not affect the *normative affective* of female lecturers.

\*big influence seen from *R Square* x 100%

TIME-BASED CONFLICT ON CONTINUANCE COMMITMENT

Table 4.34 *time-based conflict on continuance commitment*



CLASSIC ASSUMPTION TEST

Normality test

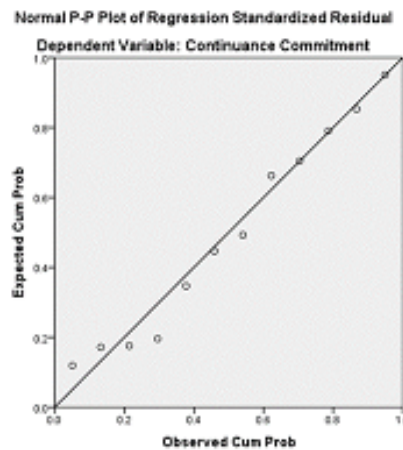
Normality test aims to determine whether the residual value is normally distributed or not. A good regression model is to have a residual value that is normally distributed.



There are two ways to test the normality of the data distribution, namely the *Kolmogrov-Smirnov test* and/or the *Normal PP Plot of Regression image*.

1. If the significance value is  $> 0.05$ , then the residual value is normally distributed.
2. If the significance value is  $< 0.05$ , then the residual value is not normally distributed.

TEST RESULTS		Statistical Value
Model	Chi-Square	1.10
df	1	1
Asymp. Sig.		.292
Exact Sig.	2x2 Cell	.100
	Continuity Correction	.100
	Linear-by-Linear Association	.100
	N of Valid Cases	100

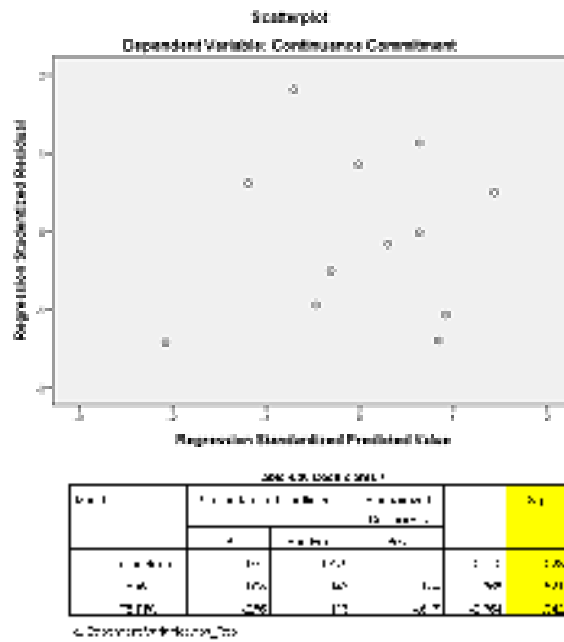


If the points spread along a diagonal line, it means that the regression model used has met the normality assumption test, namely the data is normally distributed.

#### Heteroscedasticity Test

This heteroscedasticity test is to see whether there is an inequality of variance from the residuals of one observation to another, then a good regression model is that the residual variance is homogeneous or there is no heteroscedasticity. There are two ways to test for heteroscedasticity, namely looking at the scatterplot and or the glejser test.

If the points spread randomly and are not patterned or wavy, it means that the regression model used has met the heteroscedasticity test requirements.



If the TB WIF Significance value is  $> 0.05$ , it means that the regression model in this study can be said to have met the requirements because there is no heteroscedasticity. In contrast to TB FIW which has a significance  $< 0.05$ , so that heteroscedasticity occurs.

#### Multicollinearity Test

If the *tolerance value* is  $> 0.10$  and  $VIF < 10$ , it means that the regression model is said to be good because there is no correlation between the independent variables, so the regression model in this study has met the requirements of the multicollinearity test.

## 4. CONCLUSION

Based on the results of the research obtained, it can be concluded that there is a relationship between work family conflict and organizational commitment to female university lecturers in Bandung, because there is a negative influence of time based conflict on affective commitment to female university lecturers in Bandung and there is a negative influence of Strain based conflict on affective commitment and normative commitment on female university lecturers in Bandung.

Therefore, the researcher provides practical advice for female lecturers at Islamic universities in the city of Bandung to be able to divide their time and priorities in their work so that lecturers will continue to maintain their desire to continue to be involved in organizations but do not neglect homework. In addition, lecturers are also advised to hone skills in managing stress that comes, be it from work or family so as to minimize

conflicts that will arise. As for technical research, it is recommended that future research can expand the population area or increase the number of samples in order to be much more representative.

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