

*The Study of Work-Family Balance of Working Adults.*

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**Abstract**

The purposes of this research were 1) to study the work-family balance of working adults in Chachoengsao Province, Thailand 2) to study the correlation between personal factors and the work-family balance and 3) to predict the work-family balance of working adults. The sample of the representative includes 200 working adults who are employed as health personnel in public and private companies in Chachoengsao. They were divided in two groups, 100 public health personnel and 100 people from private companies. The instrument used was the work-family balance questionnaire which developed by the researcher based on the concept idea of Marks & MacDermid (1996). The statistics used for this research were non-parametric statistic, basic statistic, mean and standard deviation.

*The results were summarized as follows:*

1. The working adults in Chachoengsao had satisfaction balance in highest level followed by the involvement balance and the time balance, respectively.
2. The personal factors (sex, age, status, education, and careers) affected to the work-family balance of the working adults with statistically significant at the .05 level.
3. The personal factors in the aspects of career, status, and educational degree affected to the work-family balance of the working adults with statistically significant at the .05 level.

**Keywords:** work-family balance, working adults

## Introduction

### Overview

Family and work are important for all people. From past until now, why people are successful and happy in their life is the capability in managing the balance between family and work effectively. With current social situations, family has been changed from extended family to single family. The changing of economic was aim to industrial society and focuses on personal deftness so that people tend to give precedence to quantity and quality of products. Meanwhile, they have to make their family happy, warm and smooth together with working life. Many working adults may give precedence to family too much and concentrate on working less because they think they should work as a duty at any given time while another group of them mainly gives precedence to work and family as second. They believe that if they don't have a job or their work doesn't progress, they will not be able to make enough money to support their family. Only a few people can keep the balance between family and work properly. In the past, keeping the work-family balance is not hard. But now with many factors such as a desire to be successful in occupation, a need of quantity of products more by some organizations, it is more difficult to manage the work-family balance. Spending time mostly in work and no time for family can sometimes cause troubles between work and family, consequently managing the conflict of family and work and balancing them are very significant.

National Statistical Office Thailand (2554) had surveyed working condition in Thailand and found that most working adults are work as employers. On the yearly average, there are 16.92 million employers or 44% (3.68 million people working for government and 13.24 million people working for private companies). Thai workers mostly spend time for work averagely 44.7 hours a week. The rate of wage is a main factor affecting working for many hours in developing countries because of the low wage of neighboring markets in those countries. Thus, many workers often have to work overtime in order to get enough income. (Phanupak Pongartichat, 2550)

The role of family and work such as maintaining of children while working and troubles in family causing stress and conflicts between family and work. From these situations, those who get married and have children should have the capability for balancing family and work. Nowadays, happiness in Thai families was decreasing as the growing up of divorce problem. According to statistic data from the registry, Department Of Provincial Administration, it was reported that in 2006 there were 347,913 people who registered a marriage certificate and 91,155 people who registered a divorce certificate, and in 2010 there were 285,944 marriage certificate registering people and 108,482 for registering divorce certificate (National Information Center, Department Of Provincial Administration 2555). It showed that the rate of divorce is increasing. Because a society has changed following globalization and the rise of more competitions. Family members must struggle, making money for their lives. Parents must work harder for their children's outgoings. Communication in family also decreased. Even though they can talk on the phone, it is not enough because better things are face to face communication, love, concerned, understanding each other, encouraging, listening to any problems and solving the problems together.

The work-family balance according to Marks and MacDermind's concept (1996) was said that the capability of balancing family and work properly consists of 3 elements; 1) Time balance, giving precedence to amount of time equally between family and work 2) Involvement balance, giving precedence to involvement in many activities equally between family and work and 3) Satisfaction balance, giving precedence to satisfaction equally between family and work.

Thus, a balancing of work and family is important. In fact, family is a factor of success in work. It can be impulsion leading to success in occupation, support to fight any obstacles when facing problems, provide love and care, and be a background of success. On the other hand, if we do not keep balancing between work and family, the family may hold back the success in occupation. The success in occupation with troubles in family never brings happiness perfectly.

Allocating time equally between family and work does not mean that we must give time to only family and work as much as spending time with family but allocate time effectively, creatively, and flexibly. The success in occupation is not always caused by devotion with no break, yet it depends on balancing work and family divisibly in order that family does not hold back but push forward us to achieve our goal in occupation as our intention.

Working adults in each occupation are different; nevertheless, the occupations that have the problem in allocating time and cannot balancing work and family divisibly are mainly found in shift works. The word "shift work" means working at any time except the regular morning. Any time can be called "shift". Checking this definition, we can divide shift work into 3 parts. First are those who work in the afternoon shift; they might work from 4-5 p.m. to midnight. The second are those who work in the night shift and finish at 8.00 a.m. The third are rotating shift workers. The shift working can be found in many occupations like whether industrial sector, service sector, medical profession, nurse or police. Most of them are shift working. As a result of these kinds of work, it affects time allocation of work and family. Lehmkuhl (1999) said that working long hours will effect on workers' health. The problems from weather fatigue or stress or depression will decrease the capability of working. Moreover, the problem of the conflict between family and work causes workers do not have enough time to take care of their family, so they will be absent from work more. From the results of the study in US showed that the workers who have a conflict trouble between work and family cause high absenteeism and resignation.

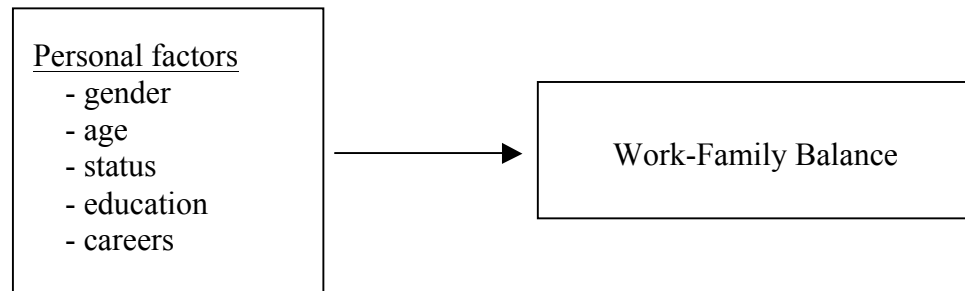
Hereinabove, the researcher would like to study the working adults about the work-family balance according to the concept idea of Mark and MacDermind (1996) in order to be basic information for orientation and advising those who confront the conflict problem between work and family in advance.

## Objectives of the study

This study based on a survey research. It has the following objectives :

1. To study the work-family balance of the working adults in Chachoengsao.
2. To study the correlation between personal factors and the work-family balance among the working adults in Chachoengsao.
3. To predict the work-family balance of working adults in Chachoengsao.

## Conceptual Framework



## Importance of the study

1. Indicating the level of the work-family balance of the working adults in Chachoengsao.
2. The information from this study can be used to improving personnel in order to manage work and family to be happy and effective in advance.

## Hypothesis

1. The personal factors: gender; age; status; education and careers are all affected the work-family balance of the working adults in Chachoengsao.
2. The personal factors effect to predict the work-family balance of the working adults in Chachoengsao.

## Scope of the Study

1. The populations of this study were working adults who work as public health personnel in the private companies in Chachoengsao.
2. The sample of the representative includes 200 working adults who are employed as health personnel in public and private companies in Chachoengsao. They were divided in two groups, 100 public health personnel and 100 people from private companies.
3. Variables for the study
  - 3.1 Criterion variables are 3 elements of the work-family balance: time balance, involvement balance and satisfaction balance.
  - 3.2 Predictor variables are gender, age, status, education, and careers.

## Literature review

Work-family balance concept idea of Marks and MacDermind (1996)

The meaning of work-family balance was that individuals can manage their roles and duties in their life between work and family equally as conditions require. This consists of three elements.

1. Time balance, giving precedence to the amount of time spent, equally between family and work.
2. Involvement balance, giving precedence of being involved the activities with family and at work.
3. Satisfaction balance, giving precedence to satisfaction equally between family and work.

## Instruments

Work-family balance questionnaire developed by the author according to the concept idea of Marks and MacDermind (1996) was used for this study. The questionnaire consisting of 3 elements; 1)Time balance 2)Involvement balance and 3)Satisfaction balance. It was the 5 level rating scale questionnaire with 36 items with Cronbach's alpha coefficient at equal to 0.78

## Methodology

1. This study based on Qualitative research design.
2. The representative sample including 200 working adults who are employed as health personnel in public and private companies in Chachoengsao.
3. They were divided in two groups, 100 public health personnel and 100 people from private companies.

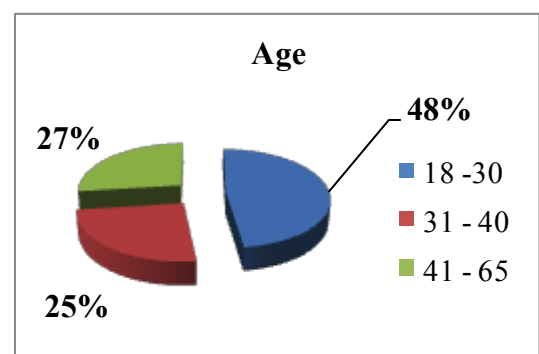
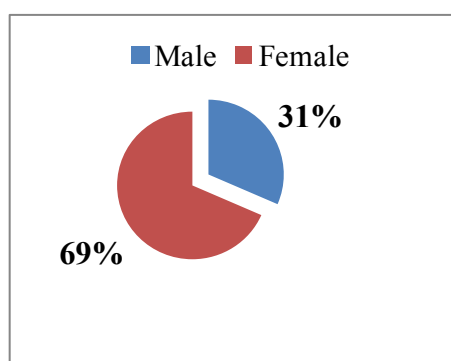
## Data Analysis

### *Statistics for this study*

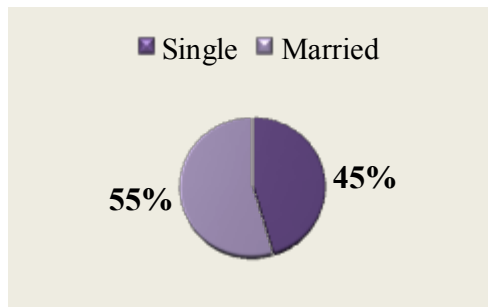
1. Analyzing Descriptive statistics: frequency, percentage, mean, and general standard deviation of the representative samples.
2. Analyzing Pearson correlation co-efficiency between the personal factors and the work-family balance.
3. Analyzing regression coefficient in the personal factors affecting the work-family balance by multiple regression analysis.

## Results.

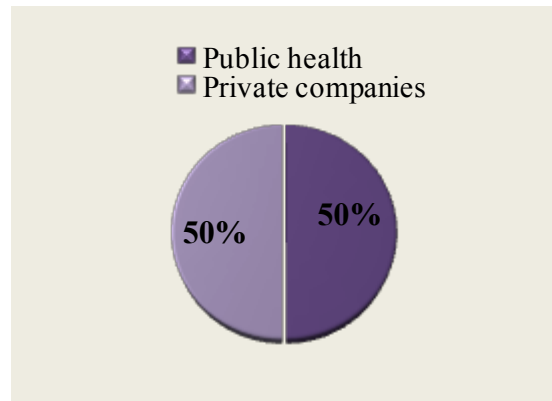
The average of sample classified by gender, age, marital status and career were as follow:



**Figure 1: Genders**

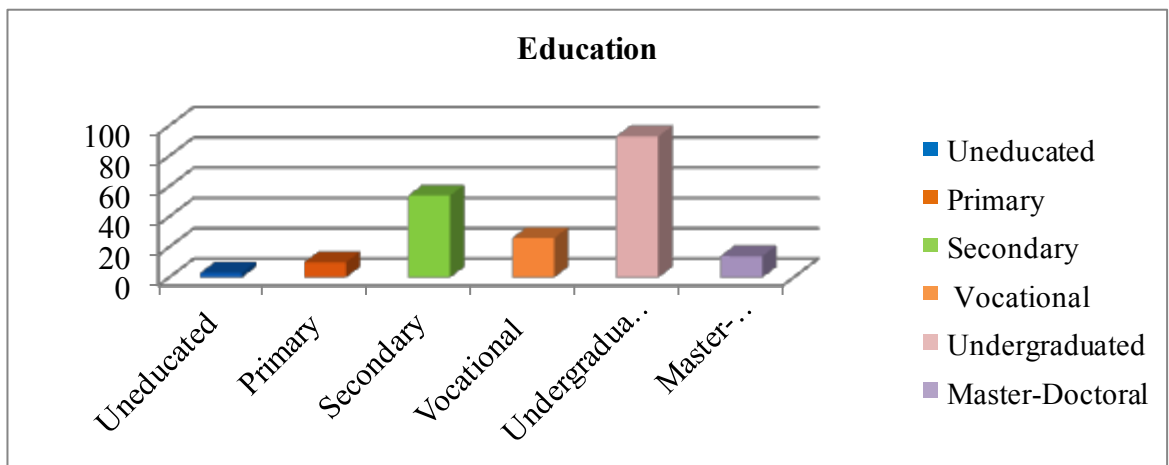


**Figure 2: Range of Age**



**Figure 3 : Marital Status**

**Figure 4 : Careers**



**Figure 5 : Education**

**The result of analyzing discriminative aspects of the work-family balance**

**Table 1:** Mean and Standard Deviation of the work-family balance of the working adults in Chachoengsao

Elements of the work-family balance	$\bar{X}$	SD	Level
Time balance	2.96	1.11	Moderate
Involvement balance	3.02	1.05	Moderate
Satisfaction balance	3.21	0.97	Moderate
<b>Total</b>	3.06	1.04	Moderate

This table shows that the work-family balance of working adults were moderate in all aspects.

**Table 2** Multiple regressions Analysis of the factors affecting the work-family balance of the working adults in Chachoengsao by using Stepwise analysis

Sources of variance	df	SS	MS	F	Sig.
Regression	4	10664.40	2666.100	19.376*	.000
Residual	195	26831.12	137.595		
Total	199	37495.52			

\*significant at the .001 level

The result of analysis in Table 2 shows that the work-family balance has linear correlation with the personal factors at significant at the .001 level and the forecasting model can be created.

**Table 3** Correlation analysis of the personal factors affecting the work-family balance

Factors	b	SEb	$\beta$	R	R <sup>2</sup>	F
X <sub>16</sub>	-7.980	1.903	-.291	.446	.198	49.030
X <sub>16</sub> , X <sub>7</sub>	6.275	1.723	.229	.480	.230	8.051
X <sub>16</sub> , X <sub>7</sub> , X <sub>12</sub>	-10.127	2.803	-.249	.511	.262	8.384
X <sub>16</sub> , X <sub>7</sub> , X <sub>12</sub> , X <sub>11</sub>	-5.127	2.054	-.166	.533	.284	6.235

a = 133.96, R = .533, R<sup>2</sup> = .284 SE<sub>est</sub> = 11.73

The results in Table 3 shows that 4 personal factors including occupations of workers in companies and factories, marital status with children, vocational degree, and high school degree are influence to the work-family balance of the working adults in Chachoengsao at significant at the .05 level

The coefficient of the prediction can be written as Regression equation of the work-family balance of the working adults in Chachoengsao as follows:

Regression equation of work-family balance of working adults in Chachoengsao by using raw scores as follows:

$$\hat{y} = 133.96 - 7.980X_{16} + 6.275X_7 - 10.127X_{12} - 5.127X_{11}$$

Regression equation of the work-family balance of the working adults in Chachoengsao by using standard scores as follows:  $Z = -.291X_{16} + .299X_7 - .249X_{12} - .166X_{11}$

Z work-family balance = -.291\*workers in companies and factories +.299\*Z married people

with children

-.249\*Z vocational graduates - .166\*Z high school

graduates

## Discussion

The occupational factor can makes the work-family balance different according to concepts of Miner (1992). Poor work-family balance there caused of more often conflict. It agreement with the research of Greenhaus & Beutell (1985) who mentioned that unbalance between work and family is the cause of stress in both

males and females. According to Frone, Russell & Barnes (1996), it was indicated that many studies found that the conflict between work and family was related to high stress, low satisfaction in life and frequent physical sickness.

## **Suggestions**

### **General suggestion**

With this result, the factors affecting work-family balance are occupation, status, and education, so the researcher would like to suggest the result from this study in order to be a way to fulfill work-family balance, support youths to choose the jobs they wish to be happy in work, indoctrinate the youths to manage time effectively in order that when they grow up and get a job. They will be able to balance their life, and support the aspect of education or training both work and mind management in their organizations inasmuch as these factors cause the work-family balance level to increase.

### **Suggestion for Further Study**

1. Study the work-family balance in other occupations in order to be a way to develop a balance of working adults in different jobs.
2. Study other factors affecting the work-family balance beside the variables of this study to cover the dimension of spiritual, social, and behavior in order to increase efficiency in forecasting models.
3. Research for developing psychological programs in order to be a way to support the work-family balance, and to train for increasing potential of the work-family balance of the working adults.



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