Social Work
& Education

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UDC 316.36

DOI: 10.25128/2520-6230. 20.4.1.

THE RELATIONSHIP BETWEEN WIF ON JOB STRESS AND FIW ON JOB STRESS THROUGH META-ANALYSIS STUDIES

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Abstract. The effect of WIF (work interference with family) on the Job Stress and FIW (family interference with work) to the Job stress has produced many findings in empirical research by the previous experts. In this study will re-analyze the effect of WIF on the Job Stress and FIW on the Job Stress with meta-analysis study.

This research aimed to know the relationship between WIF on the Job stress and FIW on the job stress through a meta-analysis study based on the 18 proof of empirical study which collected in accordance with the determined criteria. The final goal in this meta-analysis study will be analyze or compare the level of the relationship between WIF on job stress and FIW on job stress.

The result of meta-analysis study shows that generally the correlation between WIF to the job stress and also FIW to the job stress found the positive significant. The results of combining the whole study (CI=95%) shows that the relationship FIW on the Job stress including in belongs to the strong category (r=0.54) and for the relationship FIW on the job stress including in belongs to the medium category (r=0.4). Moreover, from the result of analysis of the value of egger's regression known that there was no publication bias in this meta-analysis study. In the end, the findings in this meta-analysis study concluded that the effect of WIF on job stress has a higher correlation value than the effect of FIW on job stress.

Key words: Work and Family; Work-Family Conflict Family-Work Conflict.

Introduction

Work and family are the central domain and stand out in someone's life (Andrews & Withey, 1976; Campbell et al., 1976; Wei et al., 2016). While the problem of work and family become 2 main things in adult life, especially for men and women who works, and those problem has long been the subject of research (Frone et al., 1992). The conflict of work and family is defined as a form of dual role conflict where the role stresses of the work and family domain contradict each other in several ways (Greenhaus & Beutell, 1985). *Interrole conflict* occurs while the expectation from the different domain and contradicting, while those thing become the important topic with the discussion conflict of work and family in the context of organizational behavior and human resources (Robbins & Judge, 2017).

Many employees face the challenge of combining job roles and family, it makes many researcher has been analyze the relationship between the conflict of work-family and *work-specific strain* (Nohe et al., 2015). Frone, (2003); Netemeyer et al., (1996) stated that *Interrole conflict* divided into 2 directions which is the work role can disturb the family roles (WIF/work to family conflict) and the family roles can disturb the work roles (FIW/family to work conflict). The different environment condition or imbalance in roles between families and work (*interrole conflict)* are one of the triggers for work stress (Greenhaus & Beutell, 1985). C. F. Chen & Kao, (2011); Netemeyer et al., (2005b); X. (Roy) Zhao & Ghiselli, (2016) stated that WIF (work to family conflict/WFC) and FIW (family to work conflict/FWC) as the antecedents of job stress.

According to House & Rizzo, (1972) work stress are the tension and pressure that grows from job requirements, including the possible result in terms of physical feelings or symptoms. Specifically, Moorhead & Griffin, (2014) defined the work stress as the adaptive response on the some stimulus that places psychological demands and/or physical demands on the individual. From an organizational point of view, work stress will cause to the decreased the job involvement, the work satisfaction is lower, reduces the organization commitment, the decrease of safety behavior, the improvements of *turnover*, the improvements of absence, and using the higher sick day use (Finney et al., 2013). Many researcher shows that the conflict of work-family (*interrole conflict)* one of the most significant sources of stress for most employees (Stephen P. Robbins & Judge, 2013).

Frone et al., (1992); Maslach & Jackson, (1981) concluded that WIF (work to family conflict/WFC) is more closely related to work stress than with FIW (family to work conflict/FWC). This is in line with empirical research that implemented by Chelariu & Stump, (2011); Karatepe & Baddar, (2006); Netemeyer et al., (2005a) which found that WIF (work to family conflict/WFC) have the positive significant effect to the work stress, with the higher correlation value rather with the correlation value FIW to the job stress. Moreover, in the different direction, empirical research implemented by C.-F. Chen & Kao, (2011); Netemeyer et al., (2004); Ramos, (2012); X. (Roy) Zhao &

Ghiselli, (2016) shows that FIW (family to work conflict/FWC) have the positive significant effect to the job stress, with the higher correlation value rather with the correlation value of WIF to the Job stress. Thus, it means that *Interrole conflict* (WIF & FIW) has the same positive effect to the job stress, but the correlation value is varied. The previous Meta-analysis study which implemented by Nohe et al., (2015) has analyze the effect of WIF (work to family conflict/WFC) and FIW (family to work conflict/FWC) to the *work-specific strain*, although the Meta-analysis study is different with the previous study, because it will more analyze the job stress which are one of the phenomenon often occurs in the organization. In other word, the results of the Meta-analysis study will gives the more comprehensive description related to the WIF and FIW to the job stress.

There are some differences the correlation value level between WIF to the job stress and also FIW on the job stress to re-analyze. Moreover, in this research will re-analyze the consistence of the effect of WIF and FIW on the job stress and analyze how big the level of the relationship between WIF and FIW on job stress. From the Meta-analysis study, this research aimed to analyze whether WIF & FIW is consistently related to work stress and to what extent is the level of WIF & FIW's relationship to work stress.

Methodology

Meta-analysis study is a technique which referred to re-analyze the results of the previous study has manage statistically based on the primary data disclosure, with the Meta analysis will solve various research findings that may conflict with each other or difficult to accumulate in order to get more integrative and systematic (Schmidt & Hunter, 2016). In this study, Meta-analysis study method that used is Meta-analysis correlation. Meta-analysis correlation aimed to get the real distribution from the correlation between an independent variable with dependent variable (Schmidt & Hunter, 2016).

The Meta-analysis study based on the criteria as follows: (1) article are the empirical study; (2) report the correlation coefficient (r) between every (WIF&FIW) and job stress; (3) report the total sample (n) so the incomplete data is not used in this study of this meta-analysis. Data collection in this study of meta-analysis is used as primary study by searching scientific articles through Google Scholar. The scope of the literature search was quite broad with using the keywords: work–family conflict, work interfering with family (WIF), work to family conflict (WFC), family interfering with work (FIW), family to work conflict (FWC), and job/work stress. Moreover, based on the criteria above eventually it is chosen 18 studies that used for review in this meta-analysis. Summarized studies in accordance with the author name, publication year,

correlation coefficient value (r) of WIF and FIW on the job stress, all of summarized in Table 1.

The process is started with enter the correlation coefficient value (r) which obtained the total respondent which involving in every research with using software Microsoft excel and Jamovi version 1.2.27. Statistics of *inconsistency* (I^2) used to description of percentage heterogeneity across studies, if the higher percentage (I^2) so the higher study of heterogeneity. *Inconsistency* (I^2) must be greater than 50% to conclude the heterogeneity (Cleophas & Zwinderman, 2017). This also aimed to determine *fixed effect model* or *random effect model* which can be used in the meta-analysis study. *Effect size correlation* in the meta-analysis reviewed by looking at the value *pooled correlation* Hedges-Olkin means that the correlation value of *effect size* reported in the meta-analysis study based on *pooled correlation* Hedges-Olkin, if r < 0.3 (low), if $0,3 \leq$ r < 0,49 (medium), and high if r ≥ 0.5 (Hedges, 1992). Moreover, possible publication bias on the meta-analysis study can be seen from *egger's regression test* value, if p value (*egger's regression*) > 0.05 so there is no publication bias while if the p value (*egger's regression*) < 0.05 means there are publication bias. There are the table 1 is the first summary which are the collection from 18 empirical research that will implements in this meta-analysis study.

Table 1

The Empirical Analysis for Meta Analysis Study

NO. STUDY	AUTHOR	r (WIF-JS)	r (FIW-JS)	N (SAMPLE)	DEMOGRAPHICS SAMPLE	
					FEMALE	MALE
1	Anderson et al., (2002)	0.63	0.4	2248	1112	1136
2	Chelariu & Stump (2011)	0.7	0.43	185	139	46
3	Chen & Kao (2011)	0.16	0.35	252	218	34
4	Karakas & Sahin (2017)	0.549	0.467	346	151	195
5	Karakas & Tezcan (2019)	0.634	0.543	538	200	338
6	Karatepe & Lulu (2005)	0.52	0.33	189	43	146
7	Kremer (2015)	0.32	0.27	100	55	45
8	Mansour & Tremblay (2016)	0.544	0.408	258	148	110
9	Netemeyer et al., (2004)	0.45	0.52	275	143	132
10	Netemeyer et al., (2004)	0.38	0.25	125	77	48
11	Netemeyer et al., (2004)	0.46	0.37	284	219	65
12	Netemeyer et al., (2005)	0.64	0.41	320	170	150
13	Netemeyer et al., (2005)	0.6	0.46	132	88	44
14	Ramos (2012)	0.39	0.43	188	109	79
15	Smoktunowicz et al., (2017)	0.41	0.26	246	187	59
16	Vegche (2008)	0.46	0.23	299	45	254
17	Vegche (2008)	0.44	0.28	194	93	101
18	Zhao & Ghiselli (2016)	0.27	0.28	304	138	166
Σ				6483	3335	3148

Note: r (WIF-JS): correlation coefficient WIF on Job stress, r (WIF-JS): correlation coefficient FIW on Job stress

Source: Own Study

Results

Based on the characteristic study which have summarized in the table 1, in the meta-analysis study of correlation value (r) is unable used to implements the further analysis. In this study (r) must transformed it previously to z (effect size) which also called with transformation of Fisher (z) (Borenstein et al., 2009; Card, 2012; Lipsey & Wilson, 2001). The reason because the distribution sample of r around population are skewed. While the distribution sample z around population is symmetry (Card, 2012). Based on the conversion results r to z value (effect size), so it get the variance value (Fisher variance $=V_z$). In the table 2 are the size effect value (ES/z) and Fisher variance (V_z).

Table 2

Transformation of Fisher (z) & Fisher Variance (V_z)

NO. STUDY	SAMPLE (N)	WIF-JS			FIW-JS		
		R	**Effect Size (ES/z)**	**Fisher Variance (V_z)**	**R**	**Effect Size (ES/z)**	**Fisher Variance (V_z)**
1	2248	0.63	0.7414	0.0004	0.4	0.4236	0.0004
2	185	0.7	0.8673	0.0055	0.43	0.4599	0.0055
3	252	0.16	0.1614	0.0040	0.35	0.3654	0.0040
4	346	0.549	0.6169	0.0029	0.467	0.5062	0.0029
5	538	0.634	0.7481	0.0019	0.543	0.6084	0.0019
6	189	0.52	0.5763	0.0054	0.33	0.3428	0.0054
7	100	0.32	0.3316	0.0103	0.27	0.2769	0.0103
8	258	0.544	0.6098	0.0039	0.408	0.4332	0.0039
9	275	0.45	0.4847	0.0037	0.52	0.5763	0.0037
10	125	0.38	0.4001	0.0082	0.25	0.2554	0.0082
11	284	0.46	0.4973	0.0036	0.37	0.3884	0.0036
12	320	0.64	0.7582	0.0032	0.41	0.4356	0.0032
13	132	0.6	0.6931	0.0078	0.46	0.4973	0.0078
14	188	0.39	0.4118	0.0054	0.43	0.4599	0.0054
15	246	0.41	0.4356	0.0041	0.26	0.2661	0.0041
16	299	0.46	0.4973	0.0034	0.23	0.2342	0.0034
17	194	0.44	0.4722	0.0052	0.28	0.2877	0.0052
18	304	0.27	0.2769	0.0033	0.28	0.2877	0.0033

Source: Own Study

To answer the meta-analysis study, at least 3 process of analysis for every relationship (WIF-Job Stress & FIW-Job Stress) will implement are: (1) determine the weighted average effect; (2) determine the confidence interval, and (3) tests the significance. The third process in meta-analysis is also called with summary effects. To implements the next analysis (*summary effect*), in this study, Jamovi software will be used, because in addition to facilitating the analysis process, this research will create a forest plot and analysis of biased publications. Based on z value (*effect size*) and variance value (*Fisher variance*=V_z) which is inputted into the Jamovi program from

the relationship WIF with job stress and the relationship FIW with job stress get the results as below:

Table 3

Heterogeneity Statistics

Correlation	Tau	Tau²	I²	H²	df	Q	p	Egger's regression
WIF-Job Stress	0.175	0.0305 (SE= 0.0119)	90.73%	10.783	17	195.39	< .001	0.148
FIW-Job Stress	0.095	0.0091 (SE= 0.0045)	74.74%	3.958	17	61.333	< .001	0.187

Source: Own Study

Table 4

Meta-Analysis Results

Correlation	Estimate	se	Z	p	CI Lower Bound	CI Upper Bound
WIF-Job Stress	0.536	0.044	12.167	< .001	0.449	0.622
FIW-Job Stress	0.401	0.027	14.763	< .001	0.348	0.454

Note. Tau² Estimator: Restricted Maximum-Likelihood, *Random-Effects Model (k = 18)*

Source: Own Study

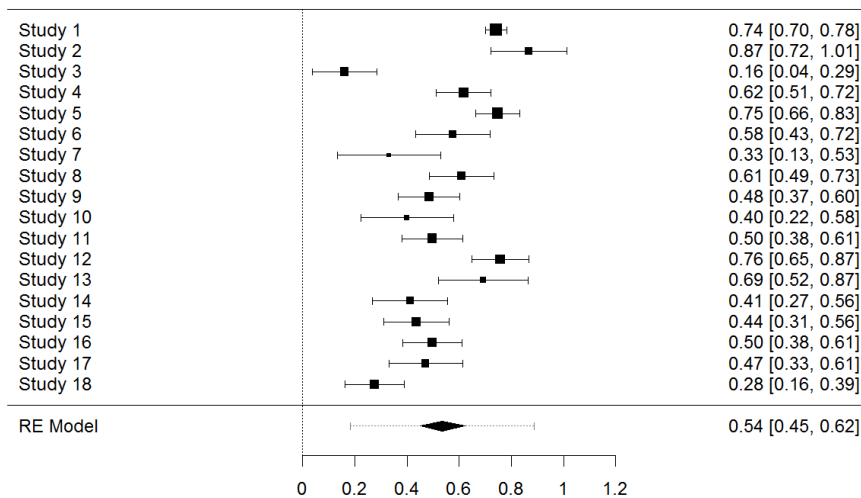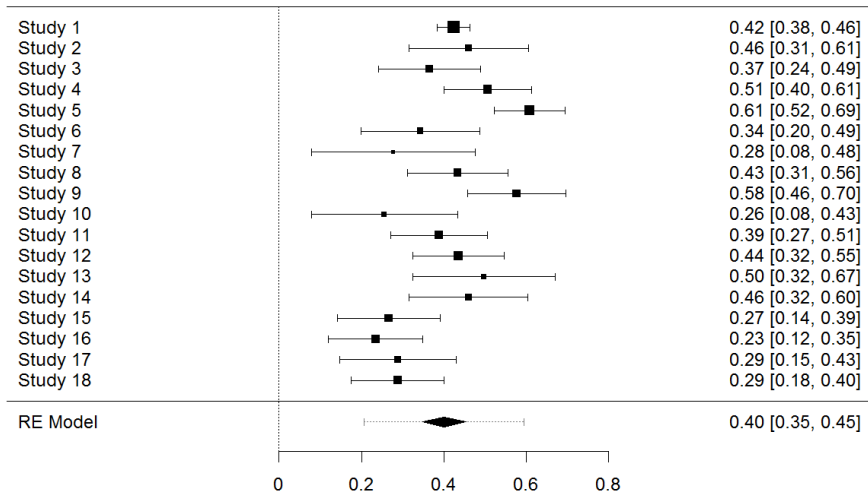## Correlation Meta Analysis Plot

Figure 1. *Forest Plot Summary correlation WIF-job stress (95% confidence interval)*

Figure 2. *Forest Plot Summary correlation FIW-job stress (95% confidence interval)*

The result of meta-analysis from 18 study shows in the table 3, it known that between the research 1 with the other research is heterogenic with *inconsistency* (I^2) value of 90,73% (WIF-job stress) and 74.74% (FIW-job stress) so it used that the relation of *random effect model*. The result of the overall merging of these studies also shows the relationship WIF and job stress including in the strong category (*strong correlation*) with the coefficient value *pooled correlation* of 0.536 ($r \geq 0,5$), while for the relation of FIW and job stress including in the medium category (*medium correlation*) with the coefficient value *pooled correlation* of 0.4 ($0,3 \leq r < 0,49$). Moreover, while every p-value as much as 0.001 ($p < 0.05$) means that found correlation has positive significant effect between WIF with the job stress or FIW with job stress (95% significance level).

Based on the *forest plot summary correlation* WIF-job stress (Figure 1) known *effect size* correlation (r=0.54) with the level of *confidence interval* 95% (CI) from 0.45 to 0.62 and the highest *standardized effect* in the study 2 which is (Chelariu & Stump, 2011). While based on the *forest plot summary correlation* FIW-job stress (figure 2) known *effect size* correlation is (r=0.4) with the level of *confidence interval* 95% (CI) from 0.35 to 0.45, the highest *standardized effect* value in the study 5 is (Karakas & Tezcan, 2019). Moreover, based on the analysis result of *egger's regression* value known that 0.148 > 0.05 (WIF-job stress) & 0.187 > 0.05 (WIF-job stress) means that no publication bias was found in this meta-analysis study.

Discussion

Meta-analysis study is trying to improve the consistent of statistics reliability from the correlation between WIF on the job stress and FIW on the job stress. Moreover, it

decided that in the meta-analysis study is combined correlation value (*effect size pooled correlation)* from different empirical studies can better measure the combined correlation. Some research in these meta-analysis study shows that WIF (work to family conflict/WFC) have the strong correlation to job stress than with FIW (Anderson et al., 2002; C. F. Chen & Kao, 2011; Ramos, 2012; X. R. Zhao & Ghiselli, 2016). However, it also found some research in this meta-analysis study shows FIW (family to work conflict/FWC) have the bigger correlation to job stress than with FIW (C. F. Chen & Kao, 2011; Netemeyer et al., 2004; Ramos, 2012; X. R. Zhao & Ghiselli, 2016).

The various result reported in every research in this study shows that there are *inconsistency* to diagnose the relation WIF on the job stress and FIW on the job stress. Eventually, the analysis result of meta-analysis shows that the correlation affects of FIW (family to work conflict/WFC) on the job stress is smaller than the correlation value of the influence of WIF (work to family conflict/WFC) on the job stress. Moreover, overall both WIF and FIW have the significant positive effect on the job stress. It has been supported the meta-analysis study before implemented by (Nohe et al., 2015) which reveals that WIF and FIW has affect on the strain (work-specific), and WIF has the strong effect on the strain (work-specific) rather than FIW.

Interrole conflict (WFC/WIF and FWC/FIW) closely related in terms of gender perceptions (Gutek et al., 1991) stated that women tends to place identities and the higher value to the family role than men, and men are more concerned with work roles than women. Those are different with (Wang et al., 2020) which is in the result of the empirical research concluded that whether men or women have the strong WIF level, moreover men feel FIW more than women, and women have the WIF level more higher than men. Based on the (*demographics sample*) entirely form of the empirical studies obtained by including the number of women (N=3335) and men (N=3148) which is almost comparable, able to reduces the concern regarding generalization in the result of meta-analysis study. Based on the total samples of women and men which included in the meta-analysis study, can be assumes that men or women might has the same react on WIF and FIW.

The result of meta-analysis study, is in line with meta-analysis study implemented by (Nohe et al., 2015) which shows that WIF have the strong effect to the *work-specific strain* than FIW and because gender roles are becoming more egalitarian, men and women might has the same reacts on the WIF and FIW. Moreover, the conclusion which stated by (Frone et al., 1992; Maslach & Jackson, 1981) which stated that WIF (work to family conflict/WFC) is more closely related to job stress than FIW (family to work conflict/FWC) is in line with the result of meta-analysis study.

Conclusion

Based on the meta-analysis study which has been described previously, generally the relation of WIF and Job stress or FIW and Job stress has the significant positive

influence. This is proven with meta-analysis study, which is statistics method with combine the result of by combining the results of previous empirical research studies, where the result shows that correlation value of WIF and job stress including in the strong category while the correlation FIW value and job stress include in the median category. Based on the analysis of *egger's regression* value, it might the possibility of publication bias in the meta-analysis was not found. Eventually, the result of meta-analysis study can be concluded that the effect of WIF on the job stress have the higher correlation value than with the effect on the job stress.

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МЕТОД МЕТА-АНАЛІЗУ У ВИВЧЕННІ ВЗАЄМОЗВ'ЯЗКУ МІЖ «ВТРУЧАННЯМ У РОБОТУ СІМ'Ї» ТА «ВТРУЧАННЯ СІМ'Ї У РОБОТУ» НА ВИНИКНЕННЯ СТРЕСУ НА РОБОТІ

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Анотація. Вивчення впливу WIF (втручання в роботу сім'ї) на стрес на роботі та FIW (втручання сім'ї в роботу) на стрес на роботі дало багато результатів в емпіричних дослідженнях попередніх експертів. У цьому дослідженні буде проведено повторний аналіз впливу WIF на стрес на роботі та FIW на стрес на роботі за допомогою дослідження метааналізу. Основною метою означеного дослідження є виявити взаємозв'язок між WIF та появи стресу на роботі та FIW та появи стресу на роботі за допомогою мета-аналітичного дослідження на основі 18 випадків емпіричного дослідження, яке було зібрано відповідно до визначених критеріїв. Кінцевою метою цього дослідження мета-аналізу буде аналіз або порівняння рівня взаємозв'язку між WIF та появи стресу на роботі та FIW та появи стресу на роботі. Результат дослідження метааналізу показує, що загалом кореляція між WIF та стресом на роботі, а також FIW та стресом на роботі виявився позитивне значущим. Результати всього дослідження (ДІ = 95%) показують, що відносини FIW та появи на робочому місці стресу, належать до сильної категорії (r = 0,54), а для відносини FIW та появи робочому місці стрес, належить до середньої категорії (r = 0,4). Більше того, за результатами аналізу значення Еггер-регресії стало відомо, що у цьому дослідженні мета-аналізу не було упередженості. Врешті-решт, у результатах цього мета-аналітичного дослідження дійшли висновку, що вплив WIF на появу стресу на роботі має вище значення кореляції, ніж вплив FIW на появу стресу на роботі.

Ключові слова: робота та сім'я; конфлікт між роботою та сім'єю.