

Work Family Conflict And Parental Self Efficacy Of Employed Parents On Covid Phase

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Abstract: The present study was conducted on “Work-Family Conflict and Parental Self-efficacy of employed parents on COVID phase”. The study aimed to find out the relation between Parental self-efficacy and Work-Family conflict amidst COVID-19. The sample of present study comprised of 52 people within the age group between 25-65 years from different parts of India. The tools used for the study were Work-Family Conflict Scale and Cooper Parental Self-Efficacy Scale-Child Health Behavior and method of data collection was through online questionnaires. The present study indicates that there exists a significant negative relationship between Work to Family Conflict and Parental self-efficacy and between Family to Work Conflict and Parental self-efficacy amidst Covid-19. It was also found that Family to Work conflict can bring a greater change in Parental Self-efficacy compared to Work to Family Conflict.

Keywords: Parental Self-efficacy, Work-Family Conflict, Covid-19

Introduction

On 11 February 2020, International Committee on Taxonomy of Viruses (ICTV) declared the name of the new virus which started as a new corona virus outbreak first identified in China as “Severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2)”. As it soon spread all over the world, it was declared as a pandemic by WHO. The disease caused by this novel coronavirus is called COVID-19. With no vaccine invented, handwashing, using face masks, social distancing, implementation of travel restrictions and Lockdowns became the new normal.

As Corona virus pandemic continued to spread globally to contain the spread of virus, the companies all over the world adopted the safest option- Work from Home. The way many companies work changed overnight. Massive numbers of workforces have gone remote. Travel restrictions have done away with the ability to accomplish certain tasks. Team collaboration, morale support and the ability of executive teams to pivot, and quickly, have seemingly never been more critical and important. Fortunately, today, the technical aspects of remote work are much easier with communication and sharing of documents and vital information with colleagues, customers and partners all now made easy by various applications. There is nevertheless, a gap between being technologically ready and being culturally and emotionally ready for digital workplace. Teleworking offers more freedom and flexibility however, it is also associated with the need for greater personal responsibility.

People across India is also affected by the pandemic in different ways. For parents Working from Home, blending work with life at home poses a host of challenges. A lack of boundary between the domestic space and the Workplace can have an impact on both work and family dynamics. School closures during lockdown and online classes being the need of the hour has exacerbated the situation. Also in India, often women workers are also forced to take up more housework at home than men. This could have a significantly regressive impact on gender norms in a rigidly patriarchal society like India and lesser women will then perform well or even continue to work.

Work-family conflict is defined as “a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respects. That is, participation in the work (family) role made more difficult by virtue participation in the (family) role” (Greenhaus & Beutell, 1985).

The cause of work family conflict is mainly explained by two theories: Scarcity theory and conflict theory. Scarcity theory states that the devotion of greater resources to one role results in devotion of lesser resources to the other roles because the personal resource that is- time, energy, and attention are finite. Conflict theory proposed that as work and family have different norms and responsibilities it results in incompatibility between the two domains. (Baltes, Clark, & Chakrabarti, 2010). Adisa, Osabutey, & Gbadamosi (2016) explained some causes of work-family conflicts, as work pressure, obligatory familial duties, poor infrastructural facilities, lack of proper and practical work-family policies while some consequences of work-family conflict were broken marriages or families, unhappy employees, and poor performance at work.

Parental self-efficacy is the belief in one's ability to parent effectively, and the confidence that one can successfully handle the problems that their child may experience which has been associated with adaptive family environments and improved outcomes for children (Wittkowski A et al, 2017, Coleman et al, 2000).

Parents who have an enhanced capacity to recognize successful parenting techniques believe they have the power to affect the behaviors and experiences of children, thereby fostering meaningful interactions between parents and children. Parental self-efficacy has been found to related to positive parenting practices even for parents who grew up in unfavourable circumstances and environments . Parental beliefs that nurture behaviors will increase positive outcomes for their children (Schofield TJ et al, 2014).

Many factors influence parental self-efficacy including parent characteristics, child characteristics, and external factors. The behavior of parents and the level of satisfaction they experience from engaging with and caring for children has a direct impact on parental self-efficacy.

RATIONALE OF THE STUDY

This study intends to examine Coronavirus disease 2019 (COVID-19) is changing the life of the people. The economic impact of the virus has resulted in new categories of "essential" workers, a large-scale shift to work from home and skyrocketing unemployment that is expected to keep rising. Along with the fear and anxiety about the pandemic , public health actions such as social distancing and economic disruption can increase stress , anxiety and make people feel isolated and lonely. Keeping children engaged and healthy at home is a daunting prospect for many parents. For those living in low-income and crowded households, these challenges are exacerbated and have serious consequences. Evidence indicates that during the periods of school closure associated with health emergencies, abuse and vulnerability in children is rising. During school closure, rates of confirmed child violence are also rising. Increased stress, media attention, and fear are faced by both parents and children, all of which test the capacity for resilience and long-term thinking. During the crisis, parental stress, bullying and abuse against children increased. COVID-19 is not the first or last virus to reach mankind. To care for and safeguard the future of today's children, efficient strategies must be used to restore families. (Cluver et al, 2020). Therefore, present study which focus on the influence of Work- Family Conflict on Parental Self-efficacy amidst Covid-19 is relevant and has significance.

WORK-FAMILY CONFLICT

The concept of work-family conflict is recognized as complex and multi-dimensional by various researchers. Greenhaus and Beutell (1985) defined work/family conflict as "a form of friction in which role pressures from the work and family domains are mutually incompatible in some respects". Richard G. Netemeyer, James S. Boles & Robert McMurrian (1996) emphasized that work-family and family-work conflict need to be accurately assessed and described work-family conflict as "a form of interrole conflict in which the general demands of, time devoted to, and strain created by the job interfere with performing family-related responsibilities" Similarly, family-work conflict is described as "a form of interrole conflict in which general demands of, time devoted to, and strain created by the family interfere with performing work-related responsibilities" (Netemeyer et al., 1996, p. 401). " Work-family conflict is conceptualized as a construct with dual direction (work-to-family and family-to-work), multiple forms (time-based, strain-based, and behavior-based) and specific to multiple life roles (e.g., spouse, parental, elder care, home care, and leisure)" (Aminah Ahmad, 2008).

PARENTAL SELF-EFFICACY

Parental self-efficacy beliefs refer to the "parent's expectations about the degree to which he or she is able to perform competently and effectively as a parent " (Teti & Gelfand, 1991). Parenting self-efficacy (PSE) can be defined as the caregiver's or parent's confidence about their ability to successfully raise children (Jones and Prinz , 2005). Parental self-efficacy can also be construed as "one's perceived ability to exercise positive influence on the behavior and development of one's children " (Coleman Priscilla & Karraker Katherine. (1998). It is strongly correlated with positive parent and child psychological functioning, child adjustment, parenting competence and parenting satisfaction (Jones and Prinz, 2005). Teti & Gelfand (1991) concluded that parental self-efficacy acts as a mediator to social support. Research has also found that parental self-efficacy can be protected from life stressors by a strong social support system (Cutrona, 1984; Raikes & Thompson, 2005).

REVIEW OF LITERATURE

COVID -19

Mohit Varshney ,Jithin Thomas Parel,Neeraj Raizada & Shiv Kumar Sarin(2020) conducted an online survey to evaluate the psychological impact of COVID and found that one-third of respondents had a major psychological effect during the initial stages of COVID-19 in India and suggested the need for a more comprehensive and longitudinal assessment of the population's psychological needs, which may help the government devise holistic interventions for the individuals affected. Stephen X. Zhang,

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Yifei Wang, Andreas Rauch & Feng Wei (2020) found that during the lockdown, physically active individuals can be more vulnerable to wellbeing issues and worse mental and physical health conditions and distress were reported by those who stopped working. Longer time of quarantine, fears of infection, frustration, boredom, insufficient supplies, inadequate knowledge, financial loss and stigma were found to be the stressors (Samantha K Brooks et al, 2020). A descriptive Study of Indian General Public's Psychological responses during COVID-19 Pandemic Lockdown Period in India by Padhmanabhan Vijayaraghavan and Divya Singhal (2020) revealed that respondents were more anxious about the health of their loved ones than theirs. It was also reported that during the pandemic respondents displayed high engagement with the social media and connected with their loved ones using technology as a coping mechanism

Aggregated COVID-19 suicide incidences in India were studied by Deena Dimple Dsouza, 2020 and it was analysed whether fear of COVID-19 infection was a prominent causative factor. The suicide causalities were found as following: fear of COVID-19 infection, followed by financial crisis, loneliness, social boycott and pressure to be quarantined, COVID-19 positive, COVID-19 work-related stress, unable to come back home due to lockdown, unavailability of alcohol etc. Given the severe psychological impacts associated with COVID-19, a need exists for comprehensive tele-mental health care services throughout the world. A multi-faceted approach to tackle mental health crisis (i.e., establishing a multidisciplinary mental health team, delivering psychiatric treatments and other mental health services, using online counselling platforms, rehabilitation program, ensuring care for vulnerable groups, etc.) is needed (Md Zahir Ahmed et al, 2020). There is a need for mental health strategies including psychoeducation to deal with the changes that occur as a result of COVID-19 (Leivy Patricia González, Reyna Martínez, Martha A Hetnandez Gonzalez & Jose Maria De la Roca-Chiapas, 2020). Awareness must be stepped up and people's mental health issues must be addressed (Deblina Roya et al, 2020).

WORK-FAMILY CONFLICT

Work-family conflict literature is an emerging field of study of interest to many researchers, organizations and clinicians. Sara Poggese, Michela Mari & Luisa Vita (2017) in their study found that both within-domain relationships and cross-domain relationships effects of work and family stressors on work interference with family (WIF) and family interference with work (FIW) play a key role in explaining the WFC experienced by women entrepreneurs. Nimitha Aboobaker, Manoj Edward and Pramatha K.P (2017) conducted a study in India to determine the strength of relationship between employees' work-family conflict and family-work conflict and the intention to leave the organization and found that Family-work conflict contributed more to turnover intention, than work-family conflict. Study by Allen Tammy D et al (2020) suggested that domain demands are a robust predictor of work-family conflict across countries and that affective correlates to work-family conflict meaningfully vary in strength as a function of cultural context. To improve organizational outcomes managers need to ensure intervention techniques to reduce work-family conflict and family-work conflict among employees (Nimitha Aboobaker & Manoj Edward, 2017). To overcome work-family conflict, the company must make a special effort, namely, coping strategy. The managers should build a pleasant and supportive organizational culture that could be integrated, into family-friendly organizational culture, and this would help restaurant employees to balance their work and family life, increase job satisfaction and prevent job stress that potentially will happen to the employees (Dessy Isfianadewi & Alika Noordyani, 2020).

PARENTAL SELF-EFFICACY

The self-efficacy construct refers to the belief in one's ability to perform successfully a particular behavior (Bandura, 1977). In the aspect of parenting, efficacy is referred to as the parents' overall confidence in their ability to act successfully in the parental role (Dumka, Stoerzinger, Jackson, & Roosa, 1996). Four contributors to perceived parental efficacy are positive enactive mastery experiences, vicarious experiences, verbal persuasion and an appropriate physiological and affective state. Perceived parental efficacy can be defined as 'beliefs or judgements a parent holds of their capabilities to organize and execute a set of tasks related to parenting a child' (Francine de Montigny, 2005). Youssef Tazouti & Annette Jarlegan (2016) examined the hypothesis that parental self-efficacy and parental involvement in children's education mediate the link between family socioeconomic status and children's academic achievement. The main hypothesis of a mediating effect of parental self-efficacy and parental involvement on children's academic achievement was supported by the result of mothers but not in case of fathers and several differences between mothers and fathers were noted. Parenting self-efficacy plays a major mediating role in the relationship between family support and parental nurturing (Sunny Mathew, Fuhua Zhai & Qin Gao, 2017). In a study by Jennifer O'Neil (2009) ethnicity moderated results, however, such that parental efficacy was significantly associated with depressive symptoms for European American mothers but not for the African American and Hispanic mothers. Parental stress and self-efficacy completely explained the association between ADHD parents and marital satisfaction by suggesting that personal characteristics and situation appraisal are tapped when facing strain and hardship (Shiri Ben-Naim, Noam Gill, Roni Laslo-Roth & Michal Einav, 2018). A study by Monika Ardel and Jacquelynne S. Eccles (2001) found that mothers' efficacy beliefs but not their promotive strategies are associated with the children's self-efficacy and academic success. Joy Benatov (2019) found that social support was negatively associated with parents' sense of efficacy and providing child support and retaliation positively contributed to parental self-

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efficacy to deal with the victimization events. Lee Shumow & Richard Lomax (2009) tested a social cognitive model in which family socioeconomic status (SES) and neighbourhood quality predicted parental efficacy, which then predicted the academic and social-emotional adjustment of adolescents through 3 parental behaviors (monitoring, parental involvement, and parent-adolescent communication). Overall, the study supported predictions made by social cognitive theory.

WORK-FAMILY CONFLICT AND PARENTAL SELF-EFFICACY

Owen Arthur Anderson (2006) conducted a study to investigate the relationships among work stress (mothers' work-family conflict and fathers' job dissatisfaction), parental self-efficacy, ineffective parenting behavior, and youth problem behaviors. Work stress (mothers' work-family conflict and fathers' job dissatisfaction) was found to be related to diminished parental self-efficacy and increased ineffective parenting behaviors, which in turn, were associated with higher levels of youth internalizing and externalizing problem behavior. A study by Rachel Gali Cinamon, Amatzia Weisel and Kineret Tzuk (2007) revealed complementary correlations between men's and women's conflicts - work family conflict of one spouse was positively correlated to family work conflict of the other spouse. It was found that both types of conflict were negatively correlated with parental self-efficacy and perceived quality of parent-child interaction. Andrés Jiménez Figueroa, María Angélica Concha Aburto, Y Rocío Zúñiga Acevedo (2012) studied the relationship between levels of work-family conflict, parental self-efficacy and perceived parenting styles which revealed that authoritarian parental style presents a greater association with self-efficacy. Significant and negative relationship was reported between self-efficacy and number of children. Carol J. Erdwins, Louis C. Buffardi, Wendy J. Casper & Alison S. O'Brien (2001) found that self-efficacy in work and family is a significant predictor of women's work/family conflict. A negative relationship between work/family conflict and self-efficacy in work and family was found, suggesting that a woman's level of work/family conflict decreases as self-efficacy in her work and family roles increases.

METHOD

OBJECTIVE

To find out the relation between Parental self-efficacy and Work-Family conflict amidst Covid-19.

HYPOTHESES:

1. Work to Family conflict can influence Parental self-efficacy amidst Covid-19.
2. Family to work conflict can influence Parental self-efficacy amidst Covid-19.

PARTICIPANTS

The present study comprised of 52 people within the age group between 25-65 years from different parts of India. Out of the 52 participants 22 are males and 30 are females. In the present study, purposive sampling method was used for selecting samples. The questionnaires were distributed to samples through Google form. The selected sample contains men and women from all communities. Inclusion Criteria for selecting the samples were that they must be working parent, people belonging to different age groups, people with different number of children and people with different years of work experience were taken for the study. Exclusion Criteria was that working parents outside India were excluded to prevent cultural differences.

MEASURES

Work-Family Conflict Scale (WAFCS)

The Work-Family Conflict Scale is a short 10-item measure assessing work-to-family (5 items) and family-to-work conflict (5 items). Respondents are asked to rate their level of agreement with each item on a 7-point scale from 1 (very strongly disagree) to 7 (very strongly agree). For each subscale, items are summed to provide the total work-to-family conflict score (range 5-35) and family-to-work conflict score (range 5-35) with higher scores indicating higher levels of conflict. The internal consistency for both subscales was very high (> .90) indicating good reliability of the measure. (Divna Haslam et al, 2014)

Cooper Parental Self-Efficacy Scale-Child Health Behavior (CPSS-CHB).

In the study, 22 items were used from the CPSS-CHB, a 28 item scale used to measure parental self-efficacy. Participants rated their level of agreement with statements on a 5-point Likert scale in which 1 = strongly disagree and 5 = strongly agree. All items were worded positively. Scores for the 28 items were summed to yield the final total score, which could range from 28 to 140. Higher scores indicated higher levels of self-efficacy to affect child health behavior. The internal consistency for the entire scale is .96 indicating good reliability of the measure. (Cooper J.S, 2012)

RESULT

In the present study, analysis was done using Statistical Package for Social Science version 20. Table 1 shows the stepwise regression analysis results, which indicates the predicting role of work to family conflict towards parental self-efficacy ($\beta = -0.32, p = 0.001$) and also the predicting role of family to work conflict towards parental self-efficacy ($\beta = -0.38, p = 0.001$). Both work to family conflict and family to work conflict are significantly and negatively correlated with Parental self-efficacy.

Table 1 : Regression analysis show predicting role of work to family conflict and family to work conflict towards parental self-efficacy

Model	Predictors	Dependent Variable: Parental self-efficacy			R ²	T	F	Sig.
		Unstandardized Coefficients		Standardised Coefficients				
		B	S.E	β				
1	Work to family conflict	-0.24	0.07	-0.32	.10	4.3	5.8	.001
2	Work to family conflict	-0.18	0.08	-0.26	.06	2.5	3.5	0.003
	Family to work conflict	-0.232	0.96	-0.38	.14	3.9	5.5	0.001

DISCUSSION

The present study reveals that work-family conflict plays a vital role in bringing a change in parental self-efficacy of working parents amidst Covid-19 pandemic. Work to family conflict can occur as a result of work-related demands making it more difficult to perform tasks related to one's family. Tasks related to family may include parenting, an elderly parent's care, household responsibilities, as well as additional responsibilities that may arise from one's role within the family. Family to work conflict emerges when obligations relating to one's family roles clash with work-related requirements. Family related demands may comprise of childcare or the care of an aged parent, conflict with job requirements. (Hennessy, Kelly, 2005). Parental self-efficacy shows how parents can handle their parental duties efficiently and serves as an indicator of children's behavioural and emotional adjustments. Some important factors affecting maternal self-efficacy are parental stress, behavioral problems of children and self esteem of mother. Interventions with the aforementioned factors can help to strengthen Maternal self-efficacy and prevent maladjustments related to mothers and children. (Tahmassian, K., Anari, A., & Fathabadi, M., 2011).

A global pandemic increases stress levels for everyone, including caregivers. Amidst Covid-19 pandemic, many are forced to work from home. Along with this children are stuck at home as their classes are now mainly online which makes it quite difficult for the working parents to balance both work responsibilities and family responsibilities. Hence, during the pandemic Work-Family Conflict of parents is likely to increase and may influence the Parental self-efficacy of the working parents. According to Coleman et al (2003) "Multiple factors may influence PSE such as child temperament qualities, parent individual variables (such as gender, grade of instruction, experienced stress, etc.), or family factors (marital support, coparenting, etc.); therefore assuming a causal perspective of influence moving from observed associations may be a mistake. Diminished parental self-efficacy was found to be related to Work stress - mothers' work-family conflict and fathers' job dissatisfaction (Owen Arthur Anderson , 2006). Cinamon et al (2007) found that work to family conflict and family to work conflict are negatively correlated to Parental

self-efficacy and perceived quality of parent—child interaction. Self-efficacy in work and family is a significant predictor of women's work/family conflict (Carol et al , 2001).

The present study indicates that there exists a significant negative relationship between Work to Family Conflict and Parental self-efficacy ($\beta = -0.32$, $p = 0.001$). It also reveals that there exists a significant negative relationship between Family to Work Conflict and Parental self-efficacy ($\beta = -0.32$, $p = 0.001$). This implies that working parents with less Work- Family Conflict tend to have greater Parental Self-efficacy. It is found that Work to Family can influence 10 percentage of total variance of Parental Self-efficacy while Family to Work can influence 14 percentage of total variance of Parental Self-efficacy. Thus, Family to Work conflict can bring a greater change in parental Self-efficacy compared to Work to Family Conflict. Therefore, Hypothesis 1 that Work to Family conflict can influence Parental self-efficacy amidst Covid-19 is accepted. Also, Hypothesis 2 that Family to work conflict can influence Parental self-efficacy amidst Covid-19 is accepted. Families around the world are adjusting to the changes taking place as a result of COVID-19. Many parents would find it difficult to manage work, take care of children and maintain the household, particularly when separated from their normal support networks. Although isolation may be an opportunity to spend time together and improve relationship with children, several caregivers may encounter conflicting feelings and priorities, as well as practical challenges. Greater COVID-19 related disturbances and high anxiety and depressive symptoms are linked to higher perceived tension and child abuse potential. While families experience high COVID-19 stressors, successful intervention goals may be providing parental support and increasing perceived control (Samantha Brown et al, 2020).

CONCLUSION, IMPLICATIONS AND LIMITATIONS

The present study focused on the influence of Work- Family Conflict on Parental Self-efficacy amidst Covid-19. The major findings of the study imply that Work-Family Conflict plays a vital role in bringing a change in Parental self-efficacy of working parents amidst Covid-19 pandemic. Furthermore, current study implicates that Family to Work conflict can bring a greater change in parental self-efficacy compared to Work to Family Conflict. Fear, insecurity, and being kept back at home to slow the spread of COVID-19 will make it difficult for families to maintain a sense of calm. But helping kids feel safe, maintain healthy routines, control their actions, and build resilience, is crucial. Hence, the study findings about the relationship between Work- Family Conflict and Parental Self-efficacy are relevant in present scenario and provide guidance to working parents. However a much larger sample is needed in future work to examine the relationship and determine differences based on demographic variables such as gender, Number of children , Years of work experience.

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