



Exploring The Relationship Of Work Family Conflict And Work Attitude With Intention To Leave (A Survey On Public Hospitals Female Nursing Staff In Lahore, Punjab, Pakistan)

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Abstract

Present research work intends to investigate the interrelationship of conflict between work and family life & work-related attitudes with intention to leave. Recently, the overall working environment of the organization is diversifying due to changes in organizational hiring methods and the increase in female workers. This has led to changes in the demographic structure of the organization and has created a number of problems. Conflict in the workplace and family is one of them. Work-family conflict negatively impact individuals, families and employers. Work-family conflict also shape an employee's intention to leave. This has made researchers and employers interested in understanding the causes of work-family conflict and the consequences of quitting their jobs. Therefore, it is necessary to build a comprehensive and convincing model to explain how these effects occur. The idea of this study was to test a rigorous model for exploring the link between work-family conflict and attitude toward leaving work by conducting a questionnaire on 312 respondents, and 179 questionnaires were available for analysis. As result, it was confirmed that work-family conflict and work-related attitude significantly associated with intention to leave and results also indicated that in presence of work family conflict have more influence on intention to leave rather than work attitude.

Keywords: Work Family Conflict (WFC) , intention to leave(ITL) and work-related attitude (WRA)

Introduction

A health system is a basic requirement of all societies. Hospitals are the backbone of any healthcare system being the link between healthcare system and patients. Healthcare system provides health facilities to patients through health care workforce and nursing staff is the largest part of health service providing work force. The role of nursing staff is very important

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and critical in providing health facilities to patients. Performances of nursing staff is very critical in determining the standards of health care facilities to people (Al-Aameri, 2000). As their job is very critical nursing staff also came across different problems while performing their duty. Commonly faced problems by nursing staff are Work family conflict dissatisfaction from job lower commitment level towards job. These problems eventually lead towards building leaving intentions among nursing staff. Recently, many researchers have been studying work-family conflict issue and investigate its role and how to balance. Therefore, the reason for the work-family conflict is tilted (ALAM et al., 2009). Models of FROONY, BARNES & FARNELL familiarized in 1994 explain the impact of work family conflict. These models are described below, depending on the characteristics of the perspective and the attributes of a clear picture of the idea and focused areas. Pakistan is one of the countries facing the main turnover of nurses.

In addition to the World Health Report issued in 2004, the co-report to the initiative published in 2006 is to prove that Pakistan faces the greater lack of nursing staff together with 57 countries around the world. The main reason for this is that most of female nursing staff choose to work in gulf countries for the best wages and best basic residential resources. Nurses leave their work to join his work from Pakistan to gulf, Singapore, Malaysia, USA and England. In addition, researchers discussed in the previous research and have found relationships between leaving intention and conflict between work and family with low commitment & dissatisfaction form job (Fireth et al, 2004).

We all have feelings for everything we meet, people we meet, and events we observe. These feeling or views or termed as our attitudes towards certain things. Similarly, employees also have feelings, views on everything attached to their job i.e working environment, salaries, working hours etc; theses feeling or views of workers towards their job are known as their attitude towards their job (Greenberg, 2005). In previous studies around the world, researchers studied employees' attitudes toward their work in the context of conflict between family life and work life of workers. Around the globe researchers have laid their focus on job satisfaction and commitment towards job as primary attitudes of workers (Mayer et al., 2002).

It's a myth in management world that an employee who is happy, satisfied from job is more committed and yields best result towards job and his intention to leave or quit the organization or lower (Sharafi & sharokoh, 2012). Presently Pakistan is going through scarcity of woman personnel in fitness quarter because of low involvement of woman in healthcare career mainly the nursing staff because of the Punjab Medical Teaching

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Institution act (MTI, act 2020). Female nursing staff or healthcare service providers are having a fear of lesser job security, absenteeism of promotion process, no family supportive policies. Female nursing workforce constantly comes throughout disturbing conditions because of patients rush, emergency conditions and concurrently strain from home. which in the end effect their performances alternatively there are variables like strain and decrease activity pleasure & lowering dedication to activity or career which not directly have an effect on the nurses` overall performance and constructed aim to leave. There is dire want of time that consciousness can be shifted to cope with these kinds of issues which may be known as scope of this research.

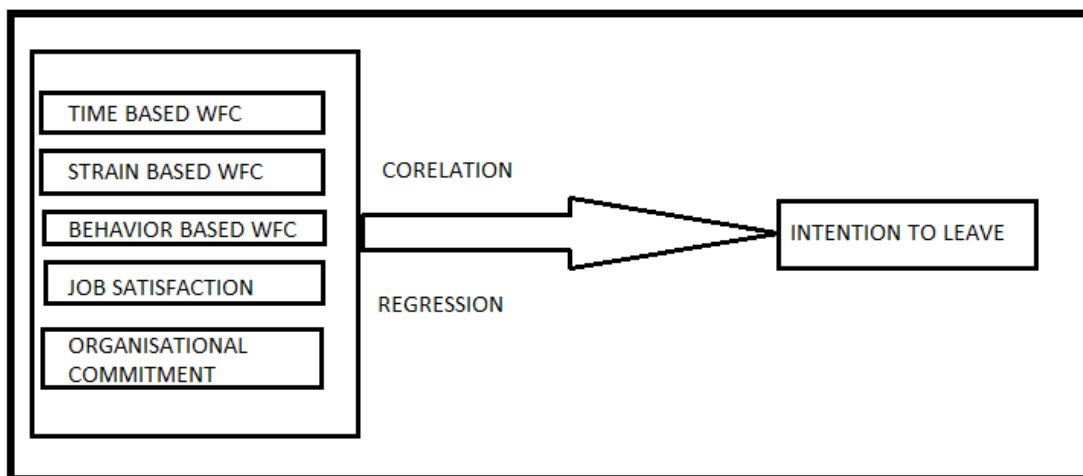
Research Questions

Nature of relationship between WFC , WRA, ITL among nursing staff of public hospitals in Lahore?

Objectives

1. To Explore the relationship between WFC, WRA & ITL.
2. To Measure the impact of WFC, WRA on ITL.

Theoretical Framework



Hypotheses

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H1: WFC & WRA are significantly associated with ITL.

H2: WFC & WRA have an impact on ITL.

Research Methodology

Researchers have categorized research philosophy as worked upon and discussed as its main trends (Žukauskas, et al. 2018). The understanding of social world in objective way is base of positive research philosophy. While use of specific tools, specific procedures and processes to collect data without any biasness and then yielding result is known as research design. The techniques for data collection are termed as qualitative, quantitative and mixed methods approaches (Creswell, 2003; Vogt et al., 2012).

For collection of data following instruments were used; Minnesota satisfaction questionnaire (MSQ) for WFC and JS , Meyer and Allen’s (1997) for measuring commitment level and Stanton, Balzer, Smith, Parra, & Ironson” (2001) for leaving intentions. Data on 6 research variables was collected using above-mentioned instruments.

Results

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
TBC	179	1.67	5.00	3.3338	.92885	.047	.179	-1.154	.353
SBC	179	1.00	5.00	3.2305	.95785	-.014	.179	-.586	.353
BBC	179	1.00	5.00	3.4823	1.13928	-.240	.179	-.796	.353
JS	179	1.40	5.00	3.4713	.84564	-.230	.179	-.662	.353
OC	179	1.56	5.00	3.2373	.68499	-.151	.179	-.699	.353
ITL	179	1.60	5.00	3.1240	.75794	.349	.179	-.346	.353
Valid N (listwise)	179								

The table mentioned above shows the mean differences of research variables. It shows that result that higher level of job satisfaction among respondents.

H1 Work family conflict and work-related attitude significantly associated with intention to leave.

Correlations

		ITL	TBC	SBC	BBC	JS	OC
ITL	Pearson Correlation	1	.429**	.428**	.463**	-.218**	-.159*
	Sig. (2-tailed)		.000	.000	.000	.003	.029
	N	179	179	179	179	179	179
TBC	Pearson Correlation	.429**	1	.325**	.111	-.190**	-.277**
	Sig. (2-tailed)	.000		.000	.130	.009	.000
	N	179	179	179	179	179	179
SBC	Pearson Correlation	.428**	.325**	1	.434**	-.331**	-.274**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	179	179	179	179	179	179
BBC	Pearson Correlation	.463**	.111	.434**	1	-.219**	-.130
	Sig. (2-tailed)	.000	.130	.000		.003	.075
	N	179	179	179	179	179	179
JS	Pearson Correlation	-.218**	-.190**	-.331**	-.219**	1	.820**
	Sig. (2-tailed)	.003	.009	.000	.003		.000
	N	179	179	179	179	179	179
OC	Pearson Correlation	-.159*	-.277**	-.274**	-.130	.820**	1
	Sig. (2-tailed)	.029	.000	.000	.075	.000	
	N	179	179	179	179	179	179

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Analysis

The Correlation table revealed that all work family components are positively associated with intention to leave and negatively connected with work related attitude components. Behaviour based conflict is more strongly associated then rest of the work family conflict components. On other hand job satisfaction greater negatively connected then organizational commitment. It means behavior based stronger inducer of intention to leave

then rest of work family components and job satisfaction is strong buffer for reducing the intention to leave among nursing staff in presence of work family conflict.

H2 Work family conflict and work-related attitude have impact on intention to leave.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.621 ^a	.385	.368	.60232

a. Predictors: (Constant), OC, BBC, TBC, SBC, JS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	41.397	5	8.279	22.821	.000 ^b
	Residual	66.028	182	.363		
	Total	107.425	187			

a. Dependent Variable: ITLA

b. Predictors: (Constant), OCA, BBCA, TBCA, SBCA, JSA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.899	.362		2.481	.014
	TBC	.288	.052	.353	5.572	.000
	SBC	.124	.055	.156	2.241	.026
	BBC	.229	.043	.344	5.283	.000
	JS	-.124	.094	-.138	-1.312	.191
	OC	.154	.116	.139	1.331	.185

a. Dependent Variable: ITL

Table# 7, 8, and 9 the value of R indicates that there is a 62.1% association between the work family conflict components and work-related attitude and intention to leave. There are five predictors that explain the 38.5% ($R^2 = .385$) variation in intention to leave among nurses. Table#9 indicate that time base conflict 28.8% ($\beta=0.288$) effect negatively on intention to

leave and strain behavior conflict 12.4% ($\beta=0.124$) negatively affect the ITL. Behavior base conflict 22.9% ($\beta=0.229$) effect negatively on intention to leave. On other Hand work related attitude components like job satisfaction negatively effect -12.4% ($\beta=-0.124$) and organizational commitment negatively affect -154% ($\beta=-0.154$) the ITL. But significance value (p-value) indicated that only work family conflict components induce ITL among this sample. The value of F statistics above 10 and .05 in ANOVA table confirmed that model under study is quite strong. From these results it can be concluded that 2nd hypothesis is accepted that change is predicted on criterion variable by three predictors while other two are not significant. Hence, hypothesis is partially accepted.

Discussion and Conclusions

Judgements and results obtained about a particular problem obtained through a systematic process are termed as conclusion of the study. If a worldwide problem is required to be explained or defined in local setting it requires support of extensive literature review and empirical findings. Focus of present research effort was on checking the interrelationship of work family conflict, work related attitude and intention to leave by taking data from population involving female nurses. Present study was based on one hypothesis. The basic purpose behind this research effort was to determine the intensity and link between work family conflict and work-related attitude with intention to leave.

For this purpose, two hypotheses were developed. The interrelation between variables was checked by applying correlation test while regression test was applied to determine the cause & effect relation of variables. Findings of test applied clearly depict a strong correlation of WFC & ITL result like results obtained by the (Nort et al, 2005). However, work related attitude components were negatively associated with work family conflict and intention to leave result in line with the results obtained by the of (Fireth et al, 2004). When results were further explored it showed that nursing staff had clearly lower job satisfaction and higher intention to leave & work family conflict study similar with the study of (Yildirim & Aycan, 2008). From this it can be concluded that nurses who are facing work family conflict have lower job satisfaction and organizational commitment which may result in higher intention to leave the job. So, it is up to organizations to take necessary steps to reduce work family conflict among their staff. It will further increase the commitment and satisfaction level of staff which may eventually result in lower intentions to quit the job.

Future suggestions and Recommendations

Results of present study have very critical consequences for administration of hospitals. The administration may look to create such an environment which may result in lower chances of work family conflict among female nurses. For this purpose, policies like flexible working

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environment, flexible work schedule, flexibility in time and flexible vacations. Nurses job is very critical, and they must work under pressure. Their job is very important for general patients. SO, it is obligatory for administration of hospitals to create such an environment which provides higher job satisfaction and commitment level for nurses.

Furthermore, a detailed study may be undertaken to similar or different organizations and different population for generalization of results. During studies few limitations were also faced like shorter and limited sample and there is a possibility of biasness from respondents. Survey method was used for data collection in present study same can be replaced by other method like taking interviews from respondents and involving respondents in group for the purpose of data collection.

Ethnicity

To make sure that all formalities were done for ethical consideration of study prior permission was obtained from nurses. Further confidentiality of data and integrity of Nursing staff was made sure.

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