The Impact of Core Self-Evaluation on Work-Family Conflict among professional Workers in Chennai.

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ABSTRACT

"Self-analysis requires reconsideration of who we think we are. Self-awareness requires us to reassess where we came from and where we are going."

— Kilroy J. Oldster

It is inevitable that work-family conflict is present almost in all professionals The Present study aims at addressing the impact of core self-evaluation on work-family conflict among professional workers. Drawing from a sample of 107 professional workers. . The existence of core-self evaluation will have a impact on work-family conflict. The study also specifically determined the different dimensions of core self-evaluation. t-test were used to analyse the relationship between type of family with core-self evaluation on work-family conflict and marital status with core-self evaluation on work-family conflict. Conflict is associated with personality dimensions of an individual. Professional workers with high core self-evaluations are better able to balance work-family demands such that reactions to demand may moderate the Core self-evaluations with Work-family conflict.

Keywords: Professional workers; Core Self-Evaluation; Work-family Conflict and family-work Conflict

Introduction

Core self-evaluations (CSE) is a broad comprehensive measure of personality trait which helps in understanding employee attitudes and behaviours. CSE aims at explaining the individual's global perception regarding the significant work-related attitudes and behaviours. Researchers conducted several studies on CSE and its relationship to job and life satisfaction and performance. **Judge et al.,**

(2005) defined Core self-evaluations as, ''the fundamental judgement that people make about their excellence, competence, and capabilities'' Core self-evaluations is a composite of four personality dimensions such as self-esteem, neuroticism, locus of control, and general self-efficacy.

CSE is considered to be a higher order factor with four traits such as self-esteem, neuroticism, locus of control, and general self-efficacy. Core self-evaluations plays a vital role which influences individuals' perceptions, attitudes, beliefs, decisions and actions in both work and family domains. Individual with positive core self-evaluations are subject to observe facets of work and family domains positively. Individuals with high core self-evaluations face their life more positively and aims at enhancing positive role fulfilment and avoid negative situations.

Core self-evaluations result in positive outcomes such as life satisfaction and negative outcomes like strain. However strain, is an significant element of work-family conflict. When individuals face multiple role demands it increases strain and result in tension, anxiety and fatigue. Individuals who score high in core self-evaluations are better able to handle high role demand in work and family domains. Hence individuals experience less conflict in both work and family domains when they have high core self-evaluations.

Individuals with high core self-evaluations can minimize the effects of work-family conflict by adopting suitable coping skills. Individuals with high levels of core self-evaluations are optimistic and believe that high demand at work as a challenge and serves as motivational factor that positively influences the behaviour which enables individuals in completing their duties at work and family.

Literature review

Ulla Kinnunen et al (2003) examined the role of the Big Five personality dimensions as moderating variables between work interference with family (WIF) and family interference with work (FIW) and their relationship to well-being in work and family domain. The data for the study were obtained from 296 full time employed fathers who took part in a National family research project (1995) in Netherlands. It showed that emotional stability moderated the relationship between WIF with job exhaustion and depression. Agreeableness moderated the relationship between FIW and marital satisfaction. While emotionally stable and agreeable fathers were protected from negative effects of WIF

and FIW on job exhaustion, depression and marital satisfaction. Finally, it concluded that both WIF, FIW, emotional stability and agreeableness had main effects on well-being.

Julie Holliday Wayne et al (2004) explored the relationship between the Big-five personality traits, conflict and facilitation between work and family roles among 2130 individuals using a national random sample. The study results concluded that conflict was negatively related to work-family outcomes while facilitation supported work-family outcomes.

Osman M. Karatepe and Lulu Baddar (2006) identified the effects of work-family conflict and family-work conflict among 189 frontline employees in international five-star chain hotels in Jordan. The work-family conflict had a positive effect on job stress. The findings further revealed that higher family-work conflict leads to lower family satisfaction. High level of family satisfaction results in increased life satisfaction. Job stress was not related to life satisfaction. The researcher found that WFC, FWC, Job stress and life satisfaction were significant predictors of turnover intentions. Impact of FWC on turnover intention was high than that of WFC. It was proposed that supervisors of hotel managers and frontline employees should be trained on matters pertaining to conflicts in the work-family interface and job stress.

Anne Pisarski et al (2008) studied the organizational factors affecting the impact of shift-work on work-life conflict and subjective health among 530 nurses. Structural equation modelling indicated there exist a direct relation between team identity and physical symptoms and between supervisor support and control over the work environment and psychological well-being. Negative effects of shift-work on work-life conflict can be eradicated through organizational interventions relating to social support, team identity, climate and control which enhanced psychological well-being and health among shift-workers.

Objectives of study

◆ To analyze the dimensions of personality influencing core-self evaluations.

◆ To examine the influence of core-self evaluations on work-family conflict.

Limitations of study

◆ The present study focussed on core self-evaluations on work-family conflict.

◆ The sample for the study is drawn from professional workers in Chennai city.

Data collection

Sample Size

The study sample was made up of 107 professional workers

Instrument Measures

Generalized self-efficacy was measured using 8 item scale developed by Chen, Casper & Cortina's, (2001). Self-esteem was measured using 10 item scale developed by Rosenberg's (1965). Locus of Control was assessed using the 8 item scale developed by Levenson's, (1974). Neuroticism was measured using 12 item (NEO-FFI Personality Inventory) developed by Costa & McCrae, (1992). Core-Self evaluation was measured using Judge et al (2005) 12 item scale. Work-to-family conflict & Family-to-work conflict items were culled from established multi-dimensional Work/Family Conflict Scale developed by Carlson, et al., (2000) 18 items;

Statistical analysis

HYPOTHESIS I

Null Hypothesis: There is no significant difference between joint and nuclear family with respect to dimensions of core self-evaluations and work-life conflict of professional workers.

t TEST FOR SIGNIFICANT DIFFERENCE BETWEEN JOINT AND NUCLEAR FAMILY WITH RESPECT TO DIMENSIONS OF CORE SELF-EVALUATIONS AND WORK-LIFE CONFLICT

| Factors of life satisfaction | Type of Family | | | | t value | P value |
| | Joint | | Nuclear | | | |
	Mean	SD	Mean	SD		
Self Efficacy	32.23	4.20	32.97	4.07	2.046	0.041*
Self Esteem	36.05	4.50	36.51	4.73	1.137	0.256
Locus of Control	30.34	5.31	30.92	4.93	1.301	0.194
Neuroticism	41.86	6.21	39.42	8.14	3.722	<0.001**
Core Self Evaluation	43.10	3.78	44.68	4.91	3.996	<0.001**
Work Life Conflict	31.94	6.07	30.97	8.15	1.484	0.138
Family Work Conflict	28.76	7.82	26.87	9.29	2.451	0.015*

Note : 1.   ** Denotes significant at 1% level
        2.   *Denotes significant at 5% level

Since P value is less than 0.01, null hypothesis is rejected at 1% level with regard to the factors such as Neuroticism, Core Self Evaluation. Hence there is significant difference between joint and nuclear family of professional workers. Based on mean score, the joint family have better in neuroticism because in joint family they respond positively to stressors, depression, phobia and other anxiety disorders, while the nuclear family have better in core self-evaluation because in nuclear family they evaluate their own abilities and control which predict positive work and family outcome.

Since P value is less than 0.05, the null hypothesis is rejected at 5% level with regard to the factors such as Self Efficacy, Family Work Conflict. Hence there is significant difference between joint and nuclear family of professional workers. Based on the mean score, the joint family have better in family-work conflict because in joint family the togetherness supported working women which reduced their family-work conflict, while the nuclear family have better in self-efficacy because the nuclear family professional workers have more self belief in their ability to complete task successfully.

Since P value is greater than 0.05, the null hypothesis is accepted with regard to the factors such as self-Esteem, Locus of control and work-life conflict. Hence there is no significant difference between joint and nuclear family of professional workers.
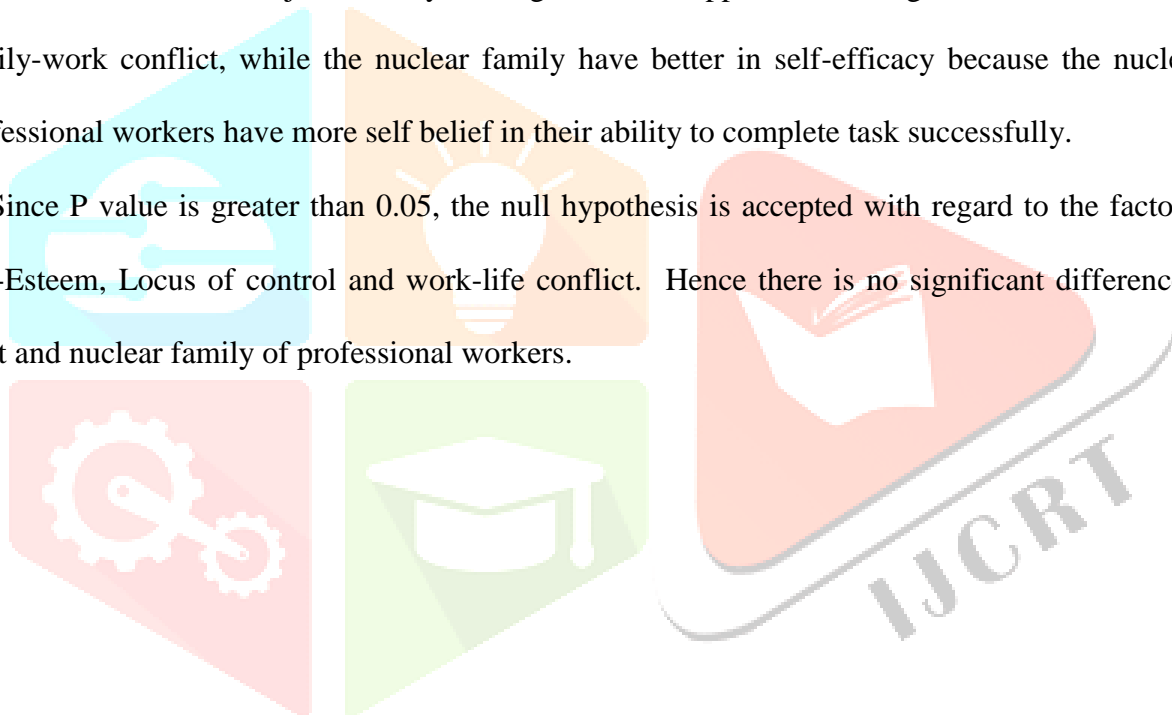
HYPOTHESIS II

Null Hypothesis: There is no significant difference between single and married status with respect to dimensions of core self-evaluations and work-life conflict of professional workers.

TABLE 4.19

t TEST FOR SIGNIFICANT DIFFERENCE BETWEEN SINGLE AND MARRIED STATUS WITH RESPECT TO DIMENSIONS OF CORE SELF-EVALUATIONS

Factors of life satisfaction	Marital Status				t value	P value
	Single		Married			
	Mean	SD	Mean	SD		
Self Efficacy	33.83	3.76	32.45	4.17	2.915	0.004**
Self Esteem	38.34	4.66	35.93	4.54	4.587	<0.001**
Locus of Control	32.20	4.38	30.39	5.17	3.104	0.002**
Neuroticism	38.39	6.76	40.76	7.63	2.738	0.006**
Core Self Evaluation	44.59	4.15	43.96	4.64	1.185	0.236
Work Life Conflict	30.41	7.79	31.53	7.34	1.310	0.191
Family Work Conflict	27.00	9.26	27.72	8.70	0.714	0.476

Note : 1. ** Denotes significant at 1% level
2. * Denotes significant at 5% level

Since P value is less than 0.01, null hypothesis is rejected at 1% level with regard to the factors such as Self Efficacy, Self Esteem, Locus of Control, Neuroticism and. Hence there is significant difference between single and married status of professional workers. Based on mean score, the single status professional workers have better in self-efficacy, self-esteem, locus of control because professional workers who are single have strong belief in their ability and complete tasks successfully reach goals, hence they are highly satisfied with their job. While the married status professional workers have better in neuroticism because married professional workers experience unpleasant emotions and react more negatively to stress.

Since P value is greater than 0.05, the null hypothesis is accepted with regard to the factors such as core self-evaluations, work-life conflict and family-work conflict. Hence, there is no significant difference between single and married marital status of professional workers.

Findings

- ❖ On analysing the significant difference between independent variables such as joint and nuclear family with respect to dependent factors of life satisfaction, neuroticism has been identified as the highly influential variable in joint family, followed by core self-evaluations, job satisfaction and family satisfaction in nuclear family in the order of ranking. The core self-evaluations is also considered to be the most consistent variable with respect to joint and nuclear family. From the variables, family work-conflict ranked high in joint family type followed by self-efficacy and life satisfaction in nuclear family pattern. Self-efficacy is the most consistent variable in nuclear family pattern.

- ❖ On consolidating the overall results, the variables such as self-efficacy, self-esteem, locus of control and job satisfaction are noted to be better towards the demographic variable marital status (Single) followed by neuroticism among married women academicians. Neuroticism is noted as the most consistent variable among married women academicians. The results indicates that family satisfaction and life satisfaction are ranked high, family satisfaction noted as consistent variable.

Conclusion

The present study aims at analysing the relationship between core self-evaluations with work-family conflict. However, Core self-evaluations predicted there exist both Work-family conflict and Family-work conflict. The above lines supported the findings of Wayne et al. (2004) who has found that Neuroticism, a CSE trait that individuals' who desires to curtail or evade negative stage to increase their self-evaluations. Eventually, the findings may provide broader insight into the basic structure or process resulting conflict. Conflict is associated with personality dimensions of an individual. Professional workers with high core self-evaluations are better able to balance work-family demands such that reactions to demand may moderate the Core self-evaluations with Work-family conflict.

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