

Impact of work family conflict on female teachers in Lahore



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CERTIFICATE OF APPROVAL

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DECLARATION

It is certified that this M. Phil thesis titled “Impact of family conflict on female teachers in Lahore” comprises of original research. To the best of my knowledge and belief. This thesis does not contain any materials published or written previously by another person, except where due references are made to the source in the text of the thesis. It is further certified that help received in preparing this thesis, and all resources used have been acknowledged at the appropriate places.

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CERTIFICATE

This is to certify that the research work described in this MPhilthesis is the original work of the author that was carried out under my direct supervision. I have personally gone through all the data, results/contents reported in the manuscript and certify its correctness and authenticity.

I also certify that the thesis was prepared under my supervision according to the prescribed format, therefore I endorse its evaluation for the award of M. Phil Degree through the prescribed procedure of the University.

Supervisor,

Dr. Muhammad Zaheer Asghar

DEDICATION

To my beloved **Father (Late) Mother,** who are my first teachers
and all those teachers who taught me a word,

Especially,

Prof. Dr. Abdul Hameed

Dr. Seema Arif

All Faculty members

and

With Respect

Dr. Muhammad Zaheer Asghar

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ABSTRACT

Organizational psychologists and researchers have attempted to study work-family conflict. It is the need of the hour to identify work-family conflicts among female teachers in educational organizations. The objectives of the study were: to assess the level of work-family conflict among female teachers in Lahore; find out the level of family-work conflict of female teachers in Lahore; identify the impact of female teachers' work-family conflict on students' learning process; find out the correlation between family-work conflict, work-family conflict and students' learning process.

Quantitative research methodology was used to achieve the objectives. The questionnaire consists of 46 items with 5-point Likert type scale. The independent sample t-test, ANOVA, correlation and SEM were applied for data analysis. It was concluded that there was impact of family-work conflict on work-family conflict. Moreover, there is impact of family-work conflict on students' learning process of female teachers in Lahore.

It was also concluded that female teachers of Lahore are facing different types of conflicts, e.g. work-family conflict, family-work conflict. These conflicts affect female teachers' performance. Due to the teachers' deficient performance, there is a bad impact on students' learning process. This study recommends that family friendly policies should be implemented in the schools. School administration should provide psychological counseling services to teachers. The administration should formulate stress and anger management training programs for the teachers to maintain balance work family relationship.

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CHAPTER 1

INTRODUCTION

Work family conflict arises when there are mismatched stresses among family and work issues as it creates hurdles between life and work (Greenhaus & Beutell 1985). Netemeyer & Brashear-Alejandro (2004), describe that various claims of work and family are distinct and these circumstances may lead to work family conflict. Both work and family duties are very important to various people. When these two duties are taken at the same time they create conflicts (Bole, 1997). Carlson & Kacmar (2000), define that work family conflict is a psychological assessment which means a great contribution in one particular area rather than the other one. (Streich, Casper and Salvaggio, 2008), affirmed that work family conflict is associated with two primary headings e.g. work linked with family, and family having association with work.