**The Role of Personality Trait on Anticipated Work-Family Conflict Among Women**

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**Abstract**

Women’s role is increasing on our society, which is not only responsible in their family as housewife but they also play an active role as a worker. Have balanced life between the two role can’t be separated from the expectation that there will be conflict emerged between roles, which called anticipated work-family conflict. This study aims to see the effect of personality trait on anticipated work-family conflict among women. This study is nonexperimental study that used Anticipated Work-Family Conflict Scale and Big Five Inventory (BFI) on women (N = 148) in their *emerging adulthood*, 18 – 25 years old (M = 20.10, SD = 1.551), current paper found that conscientiousness significantly predicted time based anticipated family interfere work, neuroticism predicted strain based anticipated work interfere family/family interfere work, and agreeableness predicted behavior based anticipated family interfere work.

Keywords : *personality, anticipated work family conflict*, *personality trait*, *women*

**Introduction**

Throughout life, one has to go through different developmental tasks at each stage, started from child to the final adulthood (Papalia, 2012). In adulthood, there is a transition between adolescence to adulthood, often called emerging adulthood (Papalia, 2012). Arnett (in King, 2011) explained that at this period, person experimented with role that will be taken in society at their adulthood. It further explained that the main characteristic of this period is the uncertainty and the many choices that exist for one's future (King, 2011). Arnett (2000) explained that at this time a person seek and make decisions on the role that will be lived later, include the role of work and marriage.

Currently in Indonesia, it can be seen that there are changes to enter the role of work and marriage, especially in women in urban areas. Women already have the same opportunities with men to play an active role in work. Bappenas (Bappenas.go.id) through the Indonesian Statistical Publication (2015) of the State Personnel Board found 2,166,672 women working as civil servants in 2014. This number has increased since 2007, which amounted to only 1,774,646 people. BPS (in ilo.org) based on Sakernas 2014 that employment opportunities for the female working age population increased from 45.34% in 2011 to 47.08% in 2014. Alongside, changes marriage role of women shown by The United Nations Population Fund (2014), that women living in urban areas today are delaying marriage and raising the ideal age for marriage that also affects the growing age of having offspring.

During this time, women are often expected to dwell in the household rather than work (Lips, 2003). However, changes in existing phenomena indicate that women can have more than just a role in their household, they can work as men. It is also supported by Utomo (2012) who found that women in Indonesia have shown the addition of roles, that is not only a role at home but also acts as a second breadwinner besides husband. Unfortunately, women are expected to have shorter working hours to fulfill their primary task of taking care of their families than men, like women have a higher commitment in family roles than in careers (Friedman & Weissbrod, 2005), where women tend to try to reduce the hours they work to take care of children (Bianchi, Sayer, Milkie & Robinson, 2012, Adachi, 2017).

The expectation of women to take care of the family provides a role conflict when it comes to balancing it with work (Crawford & Unger, 2004). Greenhaus and Beutell (1985, in Wayne, Musisca and Fleeson, 2004) explains that an additional role (work) in women other than the main role (family care) can lead to common conflicts also called work-family conflict (WFC).

The existence of work-family conflicts that can appear, makes women anticipate it before it happens. The expectation that these two roles can lead to conflict or can affect one another is called the anticipated work family conflict (Westring & Ryan, 2011). Anticipated work-family conflict, similar with work-family conflict, which were have bidirectionality and consisted of each orms of conflict, time based conflict, strain based conflict and behavior based conflict (Westring & Ryan, 2011)

Previous research found that women had higher anticipation of work-family conflicts than men (Cinamon, 2006). The anticipation of work-family conflict in women can be seen in women's efforts to reduce the occurrence of conflict, so women can reduce their desire to pursue careers (Cinamon & Rich, 2004), delaying marriage, limiting the number of children even intending not to have it (Weer, Greenhaus, Colakoglu & Foley, 2006). This shows that the anticipation of work-family conflict has an important role in the future planning of a person especially when it must be confronted by two important roles, namely family and work.

In several studies of the anticipated work-family conflict, it was found that this was related to maternal employment status (Weer et al, 2006), parental job sharing (Cinamon, 2006), role saliance (Cinamon, 2010), plan of life ( Weer et al. 2006, Friedman & Greenhaus, 2000), job attractiveness and perception of support (Ryan, Kriska, West, & Sacco, 2001), self efficacy (Cinamon, 2006; Cinamon, 2010; Westring & Ryan, 2011); and positive affectivity, as well as core self evaluations (Westring & Ryan, 2011). Westring and Ryan (2011) in his study found that in view of the anticipated work-family conflict, one would be more accurate in looking at the objective (hours of work) than the subjective (controls held in the work). It was necessary to understand what causes the discrepancy of subjectivity in seeing the demands to come. Based on this, to understand what causes individual subjective differences, this study will focus on two internal variables in a person, which is personality trait.

Personality traits take control of how one perceives the importance of working roles and family roles, acting in both roles, to perceiving the difficulties of both roles (Michel, Clark and Jaramillo, 2011). Friede and Ryan (2005) explain that personality can explain a person's experience, starting from seeing what can lead to conflict and how they choose how to solve it. Until today, there is little research linking anticipated work-family conflict with personality trait. This is unfortunate, given that in the work-family conflict studies, personality trait is a variable that exists within a person that can influence a person in the face of conflict (Allen et al., 2012).

Personality trait is a disposition of someone to respond on their surroundings on certain way (Allport, 1961 on Monte & Sollod, 2003). McCrae and Costa (2003) defined personality traits as a unique tendency of mindset, feeling and behavior that consistent on someone. McCrae and Costa (2003) developed personality trait as five dimension of personality, which are openness, conscientiousness, extraversion, agreeableness and neuroticism.

Present study focuses on personality trait because in the existing research on due to the importance of this variable on work-family conflict that also need to be seen on the time before the conflict, which is anticipated work-family conflict.

**Methods**

*Participant.*

The sample of this research consisted of 148 women on urban area of Indonesia (Jabodetabek). The participants were in their emerging adulthood phase, ranged from 18 – 25 years old (M = 20.10, SD = 1.551). Regarding the aim of study, the participants required to be unmarried, without children, currently studying in at university, unemployed or working with maximum working hours about 20 hours/week.

*Measure*

*Anticipated Work-Family Conflict Scale.* This scale based from Westring and Ryan (2011) adaptation of Work-Family Conflict Scale by Carlson, Kacmar and Williams (2002) and adapted into Indonesian. The scale consisted of 18 item which represented each dimensions of anticipated work-family conflict, that assessed anticipation of 6 dimensions of conflict (time based anticipated work interfere family, strain based anticipated work interfere family, behavior based anticipated work interfere family, time based anticipated family interfere work, strain based family interfere work, and behavior based anticipated family interfere work).

*The Big Five Inventory.* Personality trait was measured with The Big Five Inventory from Ramdhani (2012) adaptation. The 28-item scale measures big five personality trait, openness, conscientiousness, extraversion, agreeableness and neuroticism. Respondents are asked to indicate on a 5-point scale (1 = strongly disagree to 5 = strongly agree), how much they project themselves on each words given.

*Procedure*

Present study were conducted by online questionnaire that been shared into social media platform and online communication application from 23 April 2018 until 30 April 2018. Questionnaire include inform consent, measurement, and participant identity form. In the end of questionnaire, participant entitled to get a winning chance Rp 50.000 gopay voucher for 25 person.

**Results**

The multiple regression analysis showed that there are only few of independent variable that have significantly predict anticipated work family conflict, which were conscientiousness (= .165, p < .05) on time based anticipated family interfere work, agreeableness (= -.229, p < .001) on behavior based anticipated family interfere work, and neuroticism on strain based anticipated work interfere family (= .275, p < .001) also on strain based anticipated family interfere work (= .161, p < .001).

**Table 1**

Predictiveness of Personality Trait, Self Efficacy Work-Family Conflict and Anticipated Work-Family Conflict

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Prediktor** | **Time AWIF** | **Strain**  **AWIF** | **Behavior AWIF** | **Time AFIW** | **Strain AFIW** | **Behavior AFIW** |
| **Personality Trait** |  |  |  |  |  |  |
| Openness | 0.069 | -0.080 | -0.010 | 0.052 | 0.043 | -0.004 |
| Conscientiousness | 0.125 | 0.170 | 0.133 | 0.165\* | 0.119 | 0.047 |
| Extraversion | -0.011 | -0.019 | 0.120 | -0.093 | -0.110 | 0.070 |
| Agreeableness | -0.039 | -0.091 | -0.143 | -0.113 | -0.067 | -0.229\*\* |
| Neuroticism | 0.092 | 0.275\*\* | 0.008 | -0.017 | 0.161\*\* | 0.048 |
| R2 unique to traits | 0.037 | 0.106\*\* | 0.045 | 0.057\* | 0.083\*\* | 0.057 |

\* *p* < .05 , \*\* *p* < .01

**Discussion**

The results of present study indicate that conscientiousness has a positive role on time-based anticipated family interfere work. The results of this study differ from the previous research. Roche, Daskalova and Brown (2017) found that a person with high trait conscientiousness would have a high sense of self-efficacy as well, so that they would have a positive expectation in balancing the role that was undertaken. More on conscientiousness and work-family conflicts, it shows that a person with trait conscientiousness is an organized individual and able to plan well, so that they can overcome the conflict between roles that occur well (Priyadharsini & Wesley, 2014). This leads to high trait conscientiousness tend to have lower family-work conflict (Bruck & Allen, 2003) and lower family-work conflict (Wayne et al., 2004; Michel et al., 2011; Priyadharsini & Wesley, 2014).

Conscientiousness is also known as an organized individual (McCrae & Costa, 2003) and is considered capable of dealing with family-work conflict because the individual is able to manage the time for both roles to work properly (Wesley, 2014). However, in this study showed that a person with high conscientiousness had expected a high time conflict for both roles later on. This could possibly indicate that, before a conflict occurs, the individual conscientiousness had been anticipated beforehand and when it occurs they already prepare to handel it, which makes conscientious person have higher anticipated work-family conflict and lower work-family conflict. Therefore future research need to identify this by longitudinal research.

Neuroticism in this study has a positive effect on two forms of family work-conflict anticipation, both of which are in the form of stress based. Stress based anticipated work interfere family / family-interfere work is an expectation that stress in one role will impact on other roles (Westring & Ryan, 2011). This is consistent with McCrae and Costa (2003) explaining that individuals with high neuroticism are described by vulnerability, where they are susceptible to stress and are less likely to handle stress, which makes them prone to stress based anticipated work-family conflitc. This results also similar with research on family-work conflict, that indicates that neuroticism is one of the major predictor (Wayne et al., 2004; Michel et al., 2011; Priyadharsini & Wesley, 2014) and a predictor of the perception of stress on a person (Ebstrup et al, 2011) .

Agreeableness in this study showed a negative effect on behavior based anticipated family interfere work. McCrae and Costa (2003) explain that individuals with low agreeableness are critical, skeptical, self-degrading individuals, do not hesitate to be harsh, and try to push the limits. In general, low trait agreeableness will not follow the rules and have hard time to adjust.

Westring and Ryan (2011) explain that behavior-based anticipated family interfere work is an anticipation that the behavior needed in family will be not effective and not suitable to be done in the work environment. Individuals with low trait agreeableness may find it difficult to adjust the behavior from one role to another. This is because individuals with low agreeableness tend to retain their daily behavior at home and not attempt to behave along with the rules that exist when they are in the workplace environment. This is then seen to be a conflict because some behavior at home will be less effective at work. In studies of agreeableness and work-family conflicts, there is association between low trait agreeableness and high work-family conflicts (Wayne et al 2004; Michel et al., 2011; Priyadharsini & Wesley, 2014).

**Conclusion**

This study found personality trait, in particular conscientiousness, agreeableness and neuroticism can predict anticipated work-family conflict. The results of this study imply certain personality trait may have anticipated differend based work-family conflict. It indicates, school career counselor or organization human resource development needs to make training or class about how to deal with certain conflict based on personality traits. It expect to promotes and encourage women to have more than one role in society without doubt it would conflicted.

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