



# THE DIFFERENCES OF WORK-FAMILY CONFLICT SELF-EFFICACY ACROSS GENDER, JOB LEVEL, AND CULTURE

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# Objective

- This research was aimed at examining the differences of Work-Family Conflict Self-Efficacy (WFCSE) across gender (female and male), job level (manager and staff), culture (Indonesia and China)

# Introduction

- Work-Family Conflict Self Efficacy (WFCSE) is one's belief of his/her ability to manage work-family and family-work conflict (Cinamon cited in Hennessy , 2007).
- According to Bandura, mastery experience is one of self-efficacy sources (Feist & Feist, 2008).
- Previous study by Cinnamon (cited in Hennessy, 2007) showed that WFCSE to be higher in men than women (respondents age 19-29).
- There has been some research on WFCSE in various countries with different culture, and the result showed that WFCSE also varies in each of them.

# Method

- Participants of this study were:
  - Male and female workers (499 Indonesian respondents and 228 Chinese)
  - Married and having at least 1 child in family under 21 years old



# Measurement

- 18 items Work-Family Enrichment (WFE) Scale (Carlson, Kacmar, Wayne, & Grzywacz 2006)
- 10 items Work Family Conflict Self-Efficacy (Cinamon, 2003)
- 5 items spouse support and 5 item supervisor support (Antani and Ayman, 2003; added one item by project 3535)
- Translated into Indonesian and Chinese language
- Reliability Source : Indonesia (.828)  
China (.933)

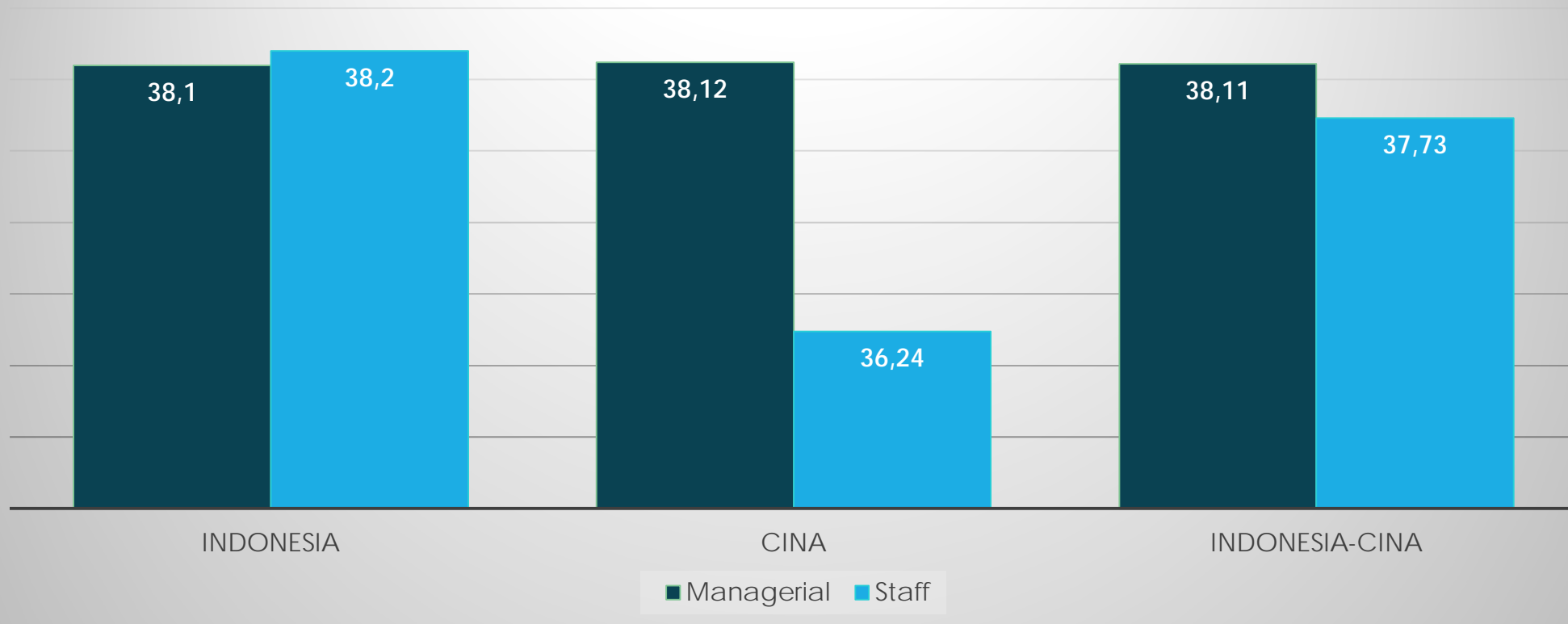
# Result

Source	F
Gender*Job level	2.008
Gender*Culture	629
Job level*Culture	3.891**
Gender*Job level*Culture	1.603

Using Anova on SPSS version 21, there is a significant interaction between job level and culture ( $F = 3.891$  ;  $p = 0.049$ ).

# Result

## Mean Comparison of Work Family Conflict Self Efficacy



# Conclusion

- There are differences of Work Family Conflict Self-Efficacy (WFCSE) across job level and culture.
- In Indonesia WFCSE of staff is a bit higher than that of managerial, while in China WFCSE of managerial is higher than that of staff
- It is important to consider interaction of job level and culture in understanding WFCSE.