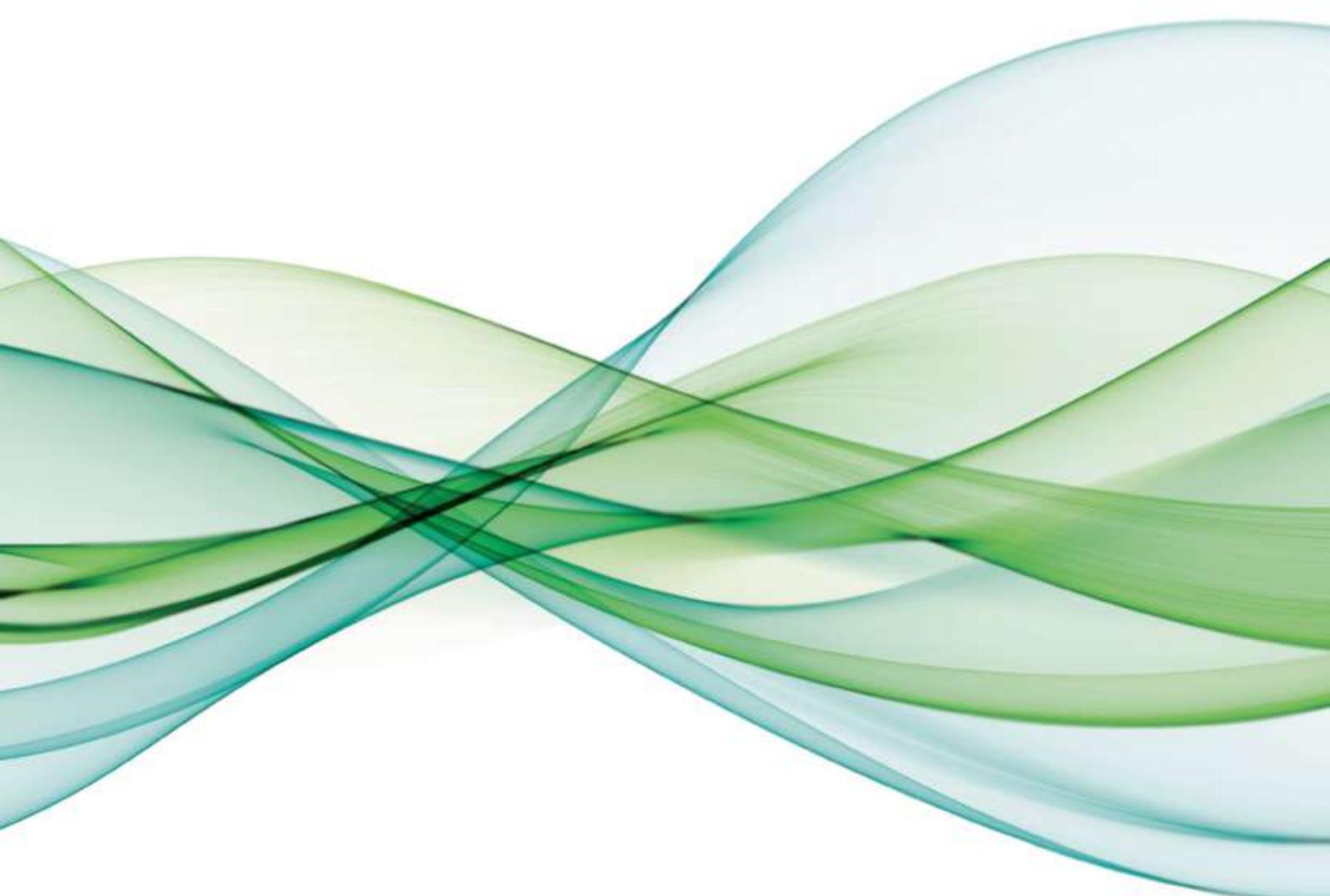


Volume 34 • Number 3

September 2013

*Journal of*  
**Family and Economic Issues**



 Springer

10834 • ISSN 1058-0476  
34(3) 253-368 (2013)

Available  
online  
[www.springerlink.com](http://www.springerlink.com)



# The Psychometric Properties of the Indonesian Version of Work-Family Enrichment Scale and Work-Family Conflict Scale

Artiawati Artiawati<sup>1</sup> · Darmawan Muttaqin<sup>1</sup> · Ni Putu Adelia Kesumaningsari<sup>1</sup>

Received: 18 May 2025 / Accepted: 14 January 2026

© The Author(s), under exclusive licence to Springer Science+Business Media, LLC, part of Springer Nature 2026

## Abstract

This study examined the psychometric properties of the Indonesian Work-Family Enrichment Scale (WFES) and the Work-Family Conflict Scale (WFCS) and explored gender measurement invariance. A total of 747 male and female employees from various sectors participated in this study. All respondents were married and had at least one child under 20. Data were analysed using confirmatory factor analysis, composite reliability, and multi-group measurement invariance in Amos version 24. The results show that WFES has the best factor structure with six dimensions, while WFCS has the best factor structure with four dimensions. Both demonstrate adequate internal consistency and meet the requirements for gender measurement invariance, indicating sufficient psychometric properties. The current findings support the conceptualisation of work-family enrichment and work-family conflict as multidimensional constructs and confirm that the Indonesian versions are valid instruments to capture these dimensions. Both scales are best applied using dimensional analysis. Invariance testing does not show gender bias, allowing meaningful comparisons between male and female employees in Indonesia. Further investigation of the psychometric properties of these scales across Indonesia's diverse sub-cultural contexts is needed, given the multicultural nature.

**Keywords** Employees in Indonesia · Gender invariance · Psychometric properties · Work-family conflict scale · Work-family enrichment scale

## Introduction

Balancing work and family life has become increasingly challenging for adults, both men and women, in today's fast-paced and demanding world. It often leads to emotional exhaustion, such as work or family stress and anxiety (Allen et al., 2000), which can alter job performance and increase absenteeism, thus reducing productivity and economic output (Ratnaningsih & Idris, 2024). The blurred boundaries between work and personal life, driven by the demands of a 24-h economy, make it even more challenging to maintain balance (Hamilton et al., 2021). Economic hardship

further intensifies these challenges, creating a self-perpetuating cycle that hampers overall economic productivity as families struggle to manage both professional and domestic responsibilities (Ross et al., 2021). Therefore, organisations are focusing on understanding and managing workplace well-being determinants and encouraging employees to detach from work to restore balance (Hamilton Skurak et al., 2021).

Balancing work and family demands can have positive and negative effects on well-being. Conflict in managing these roles often leads to significant physical and mental health consequences, including increased alcohol consumption, higher rates of depressive symptoms, poorer physical health, and elevated hypertension levels, with similar effects for both men and women (Frone, 2003). However, like two sides of a coin, positive experiences in one domain can enhance performance and well-being in the other. A meta-analytic review reveals that positive synergies between work and family are associated with improved physical and mental health (McNall et al., 2010), enhanced sleep quality, and reduced chronic health issues and psychological

✉ Artiawati Artiawati  
artiawati@staff.ubaya.ac.id

Darmawan Muttaqin  
darmawan.muttaqin@staff.ubaya.ac.id

Ni Putu Adelia Kesumaningsari  
kesumaningsari@staff.ubaya.ac.id

<sup>1</sup> University of Surabaya, Surabaya, Indonesia

distress (Crain & Hammer, 2013). Furthermore, experiencing enrichment in both the work and family domains can strengthen work commitment and improve job retention (Wayne et al., 2006). This means that achieving a better balance and integration between work and family is crucial to improving employees' physical and overall mental health, as well as their work performance.

In the context of work and family life, Staines (1980) explained the mechanisms that can occur in spillover relationships between work and family. Many studies in the realm of work and family use both negative spillover (work-family conflict, WFC) and positive spillover (work-family enrichment, WFE). Both are important to examine in order to gain a comprehensive understanding of work-family balance (Hennessy, 2007; Wayne et al., 2017).

Both WFC and WFE describe the reciprocal influence between work and family roles and are fundamentally bidirectional, encompassing both work-to-family and family-to-work processes (Carlson et al., 2006a, 2006b; Frone, 2003; Frone et al., 1992; Greenhaus & Beutell, 1985).

Each direction is further delineated by specific dimensions, which represent the mechanisms through which these influences occur. For WFC, these dimensions include time-based, strain-based, and behaviour-based conflict (Carlson et al., 2000a, 2000b; Greenhaus & Beutell, 1985). In contrast, WFE comprises developmental, affective, and capital-related pathways that explain how resources acquired in one role enhance performance in the other (Carlson et al., 2006a, 2006b). Therefore, direction specifies the flow of influence between domains, while dimensions clarify the elements that constitute and operationalise each construct within the work-family interface.

To better assess work-family conflict and work-family enrichment, several tools have been developed, including the Work-Family Conflict Scale (WFCS) and the Work-Family Enrichment Scale (WFES). However, most of these measures were developed and validated in Western populations, although work-family dynamics are influenced by cultural background and are also experienced by workers in Eastern populations. The cultural context plays a crucial role in shaping how people perceive and experience their work-life balance. The antecedents that constitute conflict and enrichment between work and family life can vary across cultures. Indonesia, with its unique cultural values and societal norms, presents an interesting case for studying issues related to the work-family interface. Indonesian society places a strong emphasis on family ties, community, and collectivism, which can influence how individuals perceive conflict between work and family, as well as the perceived benefits of experiencing work and family life (Artiawati, 2017).

To the researchers' knowledge, research examining work-family enrichment and work-family conflict in the context of Indonesia has been found in numerous regional (Fitriani et al., 2020; Putri & Etikariena, 2020) and international publications (Asbari et al., 2020; Dewi et al., 2023; Novitasari et al., 2020; Wolor et al., 2023). However, the validity of the measurements is questioned. Therefore, it is essential to obtain comprehensive information on the psychometric properties of the WFES and WFCS to build confidence in their validity and reliability. This assumes that cultural differences can lead to differences in how a construct is perceived. Likewise, regarding gender differences, which often manifest in varying views and experiences between men and women, it is necessary to investigate whether the items on the measurement scale are interpreted equivalently across genders.

Understanding work-family dynamics and how to measure them is essential to support worker productivity, as conflicts between work and family roles can significantly impact personal well-being and job effectiveness (Artiawati, 2017). Furthermore, achieving work-family balance not only benefits individuals but also enhances organisational performance (Molino et al., 2013) and contributes positively to the broader economy (Xu et al., 2018). Accurate measurement enables researchers and practitioners to identify the work-family interface, assess their impact, and develop targeted interventions to mitigate adverse effects and improve overall worker performance. Therefore, in the Indonesian context, ensuring a culturally relevant and valid measurement is crucial to ensure its effectiveness in capturing the unique work-family dynamics shaped by Indonesian cultural values.

## Work-Family Enrichment

The construct of work-family enrichment (WFE), as developed by Greenhaus and Powell (2006), has provided valuable insights into the positive aspects of the interconnectedness between work and family life, and vice versa. Enrichment refers to processes in one domain that can have a positive impact on another. WFE has been defined as the extent to which experiences in one role improve the quality of life in the other role. For a long time, Sieber (1974) raised the issue of benefits from multiple role carrying, proposing the role accumulation theory. In his theory, Sieber (1974) identifies four types of rewards that can be obtained by performing multiple roles, including role privileges, general status security, personality enrichment, and ego gratification, as well as various resources that enhance status and role performance.

According to the concept of WFE, five types of resources shape role performance: skills and perspectives,

psychological and physical resources, social capital, flexibility, and material resources. These resources can be used to improve the performance of other roles. For example, when a worker has persuasive communication skills in the office, they can deal effectively with clients. Similarly, when at home, they can resolve conflicts with their partner and communicate effectively. Conversely, if a worker is calm in dealing with their troubled children at home, then they will remain calm and focused in the face of various pressures at work. Engagement in work roles can improve performance in the family and vice versa.

Work-family enrichment is a multidimensional construct characterised by bidirectionality, meaning that work can enrich the family (work-to-family enrichment, W-FE) domain, and that the family can enrich work life (family-to-work enrichment, F-WE) (Carlson et al., 2006a, 2006b). Although these domains can enrich each other, the mechanisms by which they exert influence are not parallel. Each direction depends on distinct qualitative processes and resource exchanges, resulting in differences between the dimensions of W-FE and F-WE. The lack of parallelism arises because the functions and activities of these two systems are not entirely similar, which may lead to qualitatively different types of resource gains (Frone, 2003).

Work-family enrichment encompasses both instrumental and affective pathways, which explain how resources are transferred between the work and family domains. The instrumental pathway involves the transfer of skills, behaviours, or resources from one domain to another. Skills, perspectives, psychological and physical resources, social capital, flexibility, and material resources developed in one role can directly enhance performance in another. In contrast, the affective pathway refers to the transmission of positive moods and emotions derived from role experiences, which subsequently facilitate functioning in another role (Greenhaus & Powell, 2006). Enrichment manifests in specific forms of resource gains, which are expressed across three dimensions of work-family enrichment (Carlson et al., 2006a, 2006b).

The first dimension is work-to-family enrichment capital (W-FE C), which describes how a worker's involvement can increase individuals' psychosocial resources, such as security, confidence, and self-fulfilment, thereby enabling them to be better family members. The second dimension is called work-to-family enrichment affect dimension (W-FE A), which describes a person's work involvement that creates a positive emotional attitude or state, thereby helping the person become a better family member. The third dimension is called work-to-family enrichment development (W-FE D), which refers to the intellectual resources and personal growth that a person gains from work, such as knowledge, skills, and perspectives, that can help them

become a better family member. From the family-to-work enrichment domain, two dimensions are similar to those found in work-to-family enrichment, namely family-to-work enrichment development dimension (F-WE D) and family-to-work enrichment affect dimension (F-WE A). Family-to-work enrichment development dimension refers to a worker's involvement in the family, which improves knowledge, skills, and perspectives that support the person in becoming a better worker. Furthermore, family-to-work affects refers to the phenomenon in which a worker's involvement in their family creates a positive attitude or emotional state that can enhance a person's performance as an employee. The third unique dimension is called family-to-work enrichment efficiency (F-WE E), which describes workers' participation in the family and provides a sense of focus or urgency that helps individuals become better workers (Carlson et al., 2006a, 2006b).

The work-family enrichment construct is typically measured using the Work-Family Enrichment Scale (WFES) developed by Carlson et al., (2006a, 2006b). This instrument has been validated in multiple countries, including India (Rastogi, 2017), France (Bourdeau, 2015), Portugal (Vieira et al., 2014), and Slovenia (Tement et al., 2010). Examination of the WFES's psychometric properties across diverse cultural contexts demonstrates strong cross-national robustness, although differences in scope and analytical emphasis are evident. For example, Rastogi (2017) focused solely on the work-to-family direction in an Indian worker sample, supporting a three-factor structure (development, affect, capital) consistent with the original WFE subdimensions, but did not address the family-to-work direction. In contrast, studies by Bourdeau (2015), Vieira (2013), and Tement et al. (2010) replicated the original six-factor model, with three dimensions each for work-to-family enrichment (WFE) and family-to-work enrichment (FWE). These studies found that the WFES demonstrated a six-factor structure as the best factor structure compared to more parsimonious alternatives, such as one-, two-, or three-factor models. Each dimension also exhibited an internal consistency coefficient greater than 0.8 (Bourdeau, 2015; Tement et al., 2010; Vieira et al., 2014). However, only Vieira (2013) provided direct evidence of gender invariance, while the other studies reported strong psychometric properties without formally testing invariance across sex. The extensive international validation and superior factor structure of the WFES indicate that it is a robust measurement tool, grounded in the WFE model (Greenhaus & Powell, 2006), and is recommended as the most comprehensive positive construct for capturing the mechanisms of the positive work-family interface (Carlson et al., 2006a, 2006b). Additionally, a short version of the WFES is now available (Ghislieri et

al., 2011; Kacmar et al., 2014), underscoring the utility of a concise measurement approach.

## Work-Family Conflict

The conflict between work and family is often experienced by individuals with multiple responsibilities, both at work and in the family sphere. Work-family conflict (WFC) is defined as a situation in which the demands of one role (work or family) interfere with or inhibit the fulfilment of the other role (Greenhaus & Beutell, 1985). Previous research, including studies by Carlson et al., (2000a, 2000b), Duxbury and Higgins (1991), Frone et al. (1992), and Gutek et al. (1991), has established the dual nature of this conflict, distinguishing between work interference with family (WIF) and family interference with work (FIW). The transition from a one-way to a two-way perspective underscores the complex relationship between work and family roles. WIF is also called “Work-to-Family Conflict” (W-FC), and FIW is “Family-to-Work Conflict” (F-WC), which gained prevalence following the influential work of Frone et al. (1992). W-FC arises when demands and responsibilities associated with work interfere with family or personal life. In contrast, F-WC occurs when family-related responsibilities or demands impede work-related responsibilities or performance. The conflict can arise due to time constraints, strain, or behaviour, and Greenhaus and Beutell (1985) identified three dimensions of work-family conflict: time-based, strain-based, and behaviour-based conflict. Additionally, Frone et al. (1992) emphasised the importance of assessing conflict bidirectionally and incorporating multidimensional factors into the evaluation of work-family conflict, as all dimensions appear in both directions.

Much of the research on work-family relationships is based on conflict theory, which is rooted in role theory. Role theory assumes that individuals have limited resources and that different aspects of life compete for them. These limited resources can prevent individuals from completing tasks as expected, leading to conflicts between aspects of life (Edwards & Rothbard, 2000; Greenhaus & Beutell, 1985). Inter-role conflict occurs when a person plays multiple roles simultaneously, each with conflicting expectations and responsibilities (Ivancevich et al., 2011). Sieber (1974) states that role conflict arises from an expectation gap: fulfilling the expectations of one role often conflicts with fulfilling those of another, leading to role strain.

To accurately measure work-family conflict, a valid and reliable instrument is needed. So far, the experience of work-family conflict has been measured using the multidimensional Work-Family Conflict Scale (WFCS) developed by Carlson et al., (2000a, 2000b), which consists of 18 items to respond on a Likert scale. This measurement scale is the

most comprehensive for assessing family conflict because it encompasses three dimensions of family conflict and includes two directions of work-family conflict, yielding the W-FC and F-WC conflict scales. Each of these scales includes measures of time-based, strain-based, and behaviour-based conflict. These scales demonstrated good internal consistency, good test-retest reliability, and systematic relationships with measures of role stressors, work-family balance, and well-being outcomes.

The scale developed by Carlson et al., (2000a, 2000b) is an appropriate measure for assessing work-family conflict, as it distinguishes between conflict dimensions and directions, which is considered more specific (Milkie et al., 2010). The WFCS has also been developed into a shorter version comprising 6 items to respond on a Likert scale (Matthews et al., 2010). Previously, the 10-item Family Work Conflict scale developed by Netemeyer et al. (1996) was also widely used. Although it measures two dimensions of conflict, this measurement tool cannot be used to measure the dimensions of conflict. Similarly, Stephens and Sommer (1996) scale can be used to measure each conflict dimension, but it is unidirectional.

Over time, family work conflict research has begun to consider cultural contexts, necessitating the development of appropriate measures to assess family work conflict within specific cultural contexts. Previous research on psychometric characteristics and suggested applications of W-FC and F-WC conflicts has been based on samples from the United States (Komlenac et al., 2021). The WFCS has been validated in employees in Argentina (Pujol-Cols, 2021), Italy (Loscalzo et al., 2019a), Ghana (Annor & Amponsah-Tawiah, 2017), Portugal (Vieira et al., 2014), and South Korea (Lim et al., 2011). These measurements show that the six-factor model is the best factor structure for the WFCS, compared with the one-, two-, and three-factor models (Annor & Amponsah-Tawiah, 2017; Lim et al., 2011; Loscalzo et al., 2019a; Pujol-Cols, 2021). Furthermore, it was reported that the WFCS demonstrates gender invariance (Lim et al., 2011; Pujol-Cols, 2021) and that it has internal consistency coefficients greater than 0.8 for each of its dimensions (Lim et al., 2011; Loscalzo et al., 2019b; Pujol-Cols, 2021).

## WFES and WFCS in Indonesia

In Indonesia, some research has been conducted on work-family enrichment and work-family conflict, but further testing of these two variables with other variables is needed. Research on work-family enrichment, for example, uses antecedents such as supervisor support, self-esteem, optimism (Tjahjono et al., 2021), and as consequences are job satisfaction (Dewi et al., 2023; Tjahjono et al., 2021),

psychological well-being, and work-family conflict (Farradinna et al., 2019). The use of Carlson's WFES (Carlson et al., 2006a, 2006b) can also be found in several studies in Indonesia, but with various measurement models. Research by Farradinna et al. (2019), Tjahjono et al. (2021), and Jannah et al. (2022) employed a two-factor model, focusing on work-to-family and family-to-work enrichment. Meanwhile, Dewi et al. (2023) used a one-factor model that treated work-family enrichment as a single score. However, to date, no research has reported the validation of the WFES in the Indonesian version.

Many work-family conflict studies in Indonesia employ adapted versions of the WFCS scale developed by Carlson et al., (2000a, 2000b). Despite employing the WFCS, the data processing is conducted without considering the dimensions as suggested in the research. Komari et al. (2023), Punu and Wijono (2022), Putri and Etikariena (2020), and Anggraeni and Wahyuni (2019), for example, in their analyses that use the total WFC score. Fitriani et al. (2020) researched WFC among nurses, analysing each dimension and direction of WFC, but did not examine the combination of each dimension and direction of conflict. At the same time, some studies have chosen to construct their own items based on Greenhaus and Beutell's (1985) theoretical framework to capture more specific socio-cultural nuances of family-role demands (e.g., Kesumaningsari & Simarmata, 2014).

Compared with the WFES, the validation report for the Indonesian version of WFCS is more readily available. Most validated studies of the Work-Family Conflict (WFC) scale in Indonesia have used the Carlson et al., (2000a, 2000b) version, but results and issues vary across studies. For example, a confirmatory factor analysis involving 293 private school teachers, evaluating the dimensions of the WFC (time-based conflict, strain-based conflict, and behaviour-based conflict), still requires modification of the measurement model to achieve a satisfactory fit. The findings indicate that the scale is usable, but revisions are needed to address multidimensionality, reinforcing the importance of considering multiple dimensions in scale validation in alignment with the WFC model. Moreover, the validation sample consisted solely of teachers and was relatively small, limiting the scale's generalizability to other occupational groups (Fassa, 2018). In contrast, the researchers attempted to validate the WFCS scale by testing its validity and reliability, as measured by Cronbach's Alpha, suggesting that it only addresses a single factor of WFC. (Hartika et al., 2019; Fabian, 2017). Moreover, this study's validity in a relatively small sample and across only one occupation further limits the scale's applicability.

Another available scale is the WAFCS, a self-report Measure of Work-Family Conflict for Use with Parents (Haslam et al., 2015), which is available in an Indonesian version

identified by Hartika et al. (2019) as relatively unbiased in the Indonesian context, alongside the Carlson version. However, unlike the Carlson-based scales discussed above, this scale was constructed using an expert-informant approach with consumer feedback, is not based on the WFC model, and consists of two WFC factors: W-FC and F-WC. In addition, the lack of this scale's psychometric properties for the Indonesian translation makes it problematic for use with an Indonesian sample.

Across these studies, this suggests that the WFC measurement used in the previous study is insufficient to accurately assess WFC in Indonesia, as it did not account for WFC's multidimensionality. As stated by Frone et al. (1992), work-family conflict should be measured along two conflict directions and multiple dimensions.

Research examining the psychometric properties of Indonesian versions of the WFES and WFCS, which employ bidirectional and multidimensional methods, and testing for gender invariance has not been reported. Thus, this study aims to report evidence of the validity and reliability of the Indonesian versions of the WFES and WFCS. The objective of this study is to address the following research questions.

1. Does the Indonesian adaptation of the Work-Family Enrichment Scale (WFES) demonstrate a sufficient structure factor, internal consistency, and measurement invariance?
2. Does the Indonesian adaptation of the Work-Family Conflict Scale (WFCS) demonstrate sufficient structure factor, internal consistency, and measurement invariance?

## Methods

### Participants

Participants were recruited through a convenience sampling method. Enumerators approached potential participants directly at their workplaces or through staff in the Human Resource Department. Prior to data collection, permission was obtained from the respective organisations to disseminate information about the study, and all respondents were informed about the study's purpose, assured of confidentiality, and participated voluntarily. Data were collected using a paper-and-pencil method. Enumerators explained the inclusion criteria to potential participants, including being currently employed, married, and having at least one child under 20. Only those who met these criteria were invited to participate.

A total of 747 workers participated in this study. The sample consisted of 420 women (56.2%) and 327 men

(43.8%), with ages ranging from 20 to 57 years ( $M=36.45$ ,  $SD=8.786$ ). Participants represented diverse educational backgrounds. Among women, 49.8% had completed high school, 31.4% held a bachelor's degree, 11.9% had a diploma, 4.0% had junior high school education, and 2.6% held a master's degree. Among men, 45.6% had completed high school, 42.8% held a bachelor's degree, 6.1% had a diploma, and 4.6% held a master's degree. Only a small proportion of participants had elementary education (0.1% overall). This distribution indicates that both genders are comparably represented across key educational categories, which supports the plausibility of interpreting gender invariance.

Regarding job level, 89.0% of participants were staff and 11.0% were managers. Both male and female participants were represented across these job levels. Participants worked in various industry sectors, including manufacturing (61.7%), services (14.2%), medical (6.0%), security (2.5%), government (3.6%), and others (11.9%). Working hours were at least 20 h per week ( $M=43.23$ ,  $SD=7.748$ ). All participants were married and had at least one child under the age of 20 ( $M=1.78$ ,  $SD=0.802$ ). A total of 60.1% of the participants had a working spouse, 20.7% had a non-working spouse, and 19.1% did not provide an answer.

The geographical distribution of participants was as follows. Java accounted for 72.02%, Maluku for 13.25%, Makassar for 12.58%, and Bali for 2.14%. While the sample reflects diversity across industries and regions, it may not fully represent the broader Indonesian workforce. All eligible individuals had an equal opportunity to participate, and enumerators ensured that inclusion criteria were met. No specific tendency was observed for participants to be particularly interested in work-family issues.

## Measures

The measurement instruments used in this study were the Work-Family Enrichment Scale (WFES) and the Work-Family Conflict Scale (WFCS), initially developed in English, which is distributed under an open license allowing reproduction and use for non-commercial research and educational purposes (Carlson et al., 2000b, 2006b). The Indonesian versions were translated by the first author, who has over 20 years of experience in work-family research and has participated in international collaborative projects involving these scales. This prior involvement ensured authorised access and supported the legitimacy of the adaptation for the current study.

The translation process employed a forward translation method, followed by a review by the research team to ensure conceptual clarity and cultural relevance. The decision to retranslate the scales was made to improve the

readability and clarity of item statements, particularly for participants from diverse cultural backgrounds in Indonesia. Although back translation was not conducted, the process adhered to expert-based review procedures aligned with international standards such as the ITC Guidelines (2017) and TARES (Iliescu et al., 2024), which emphasise flexibility, transparency, and the importance of expert judgment in test adaptation.

## Work-Family Enrichment

The Work-Family Enrichment Scale (WFES) (Carlson et al., 2006a, 2006b) consists of 18 items used to measure work-to-family enrichment and family-to-work enrichment. The WFES consists of six dimensions which include work-to-family enrichment development (W-FE D), work-to-family enrichment affect (W-FE A), work-to-family enrichment capital (W-FE C); family-to-work enrichment development (F-FE D), family-to-work enrichment affect (F-FE A) and family-to-work enrichment efficiency (F-FE E). The WFES response uses six response options ranging from 1 (strongly disagree) to 6 (strongly agree).

## Work-Family Conflict

The Work-Family Conflict Scale (WFCS) (Carlson et al., 2000a, 2000b), comprising 18 items, was employed to assess work-family conflict, specifically in terms of time-based conflict and strain-based conflict. However, in this research, behaviour-based conflict was not utilised due to limitations in measuring it, as highlighted by Carlson et al., (2000a, 2000b), which underscored conceptual ambiguity in behaviour-based work-family conflict and ongoing debates about its measurement validity, particularly the challenge of distinguishing its dimensions. Milkie et al., (2010) noted that the behaviour-based subscales were excluded because the conceptualisation and psychometric soundness of the behaviour-based conflict dimension have been challenged. Therefore, in some studies, such as Project 3535, *The Work-Family Interface in Global Context*, the behaviour-based measurement is excluded in the measurement of work-family conflict (Korabik et al., 2017). Therefore, our WFCS consists of four dimensions which include time-based work-to-family conflict (W-FC Time), strain-based work-to-family conflict (W-FC Strain), time-based family-to-work conflict (F-WC Time) and strain-based family-to-work conflict (F-WC Strain). The WFCS response utilises six response options ranging from 1 (strongly agree) to 6 (strongly agree).

### Data Analysis

Examining the factor structure of the Indonesian version of WFES and WFCS through confirmatory factor analysis using the IBM SPSS AMOS 24 program with maximum likelihood estimation (Corp., 2013). To examine the factorial structure of the Indonesian versions of the WFES and the WFCS, several competing measurement models were tested using confirmatory factor analysis. For the WFES, three models were evaluated (see Fig. 1). The one-factor model assumes that all items measure a single general construct of work-family enrichment. The two-factor model separates the items into two directional domains, namely work-to-family enrichment and family-to-work enrichment, which are treated as distinct but related constructs. The six-factor model provides a more detailed structure by dividing each directional domain into three subdimensions. Work-to-family enrichment includes development, affect, and capital, while family-to-work enrichment includes development, affect, and efficiency.

For the WFCS, four models were tested (see Fig. 2). The one-factor model treats work-family conflict as a unified construct. In contrast, the two-factor model based on dimension distinguishes between time-based conflict and strain-based conflict. Time-based conflict occurs when time demands in one role interfere with responsibilities in another, while strain-based conflict arises when psychological stress in one domain affects functioning in the other. Alternatively, the two-factor model based on direction focuses on the source of interference, separating conflict into work that interferes with family and family that interferes with work. Finally, the four-factor model integrates both perspectives by measuring time-based and strain-based conflict in both directions. This results in four distinct dimensions: time-based work-to-family conflict, strain-based work-to-family

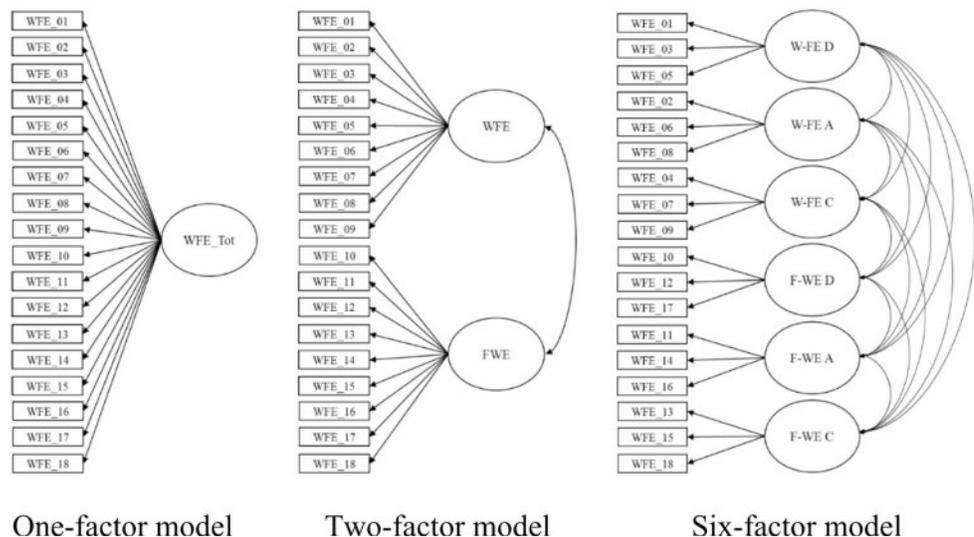
conflict, time-based family-to-work conflict, and strain-based family-to-work conflict.

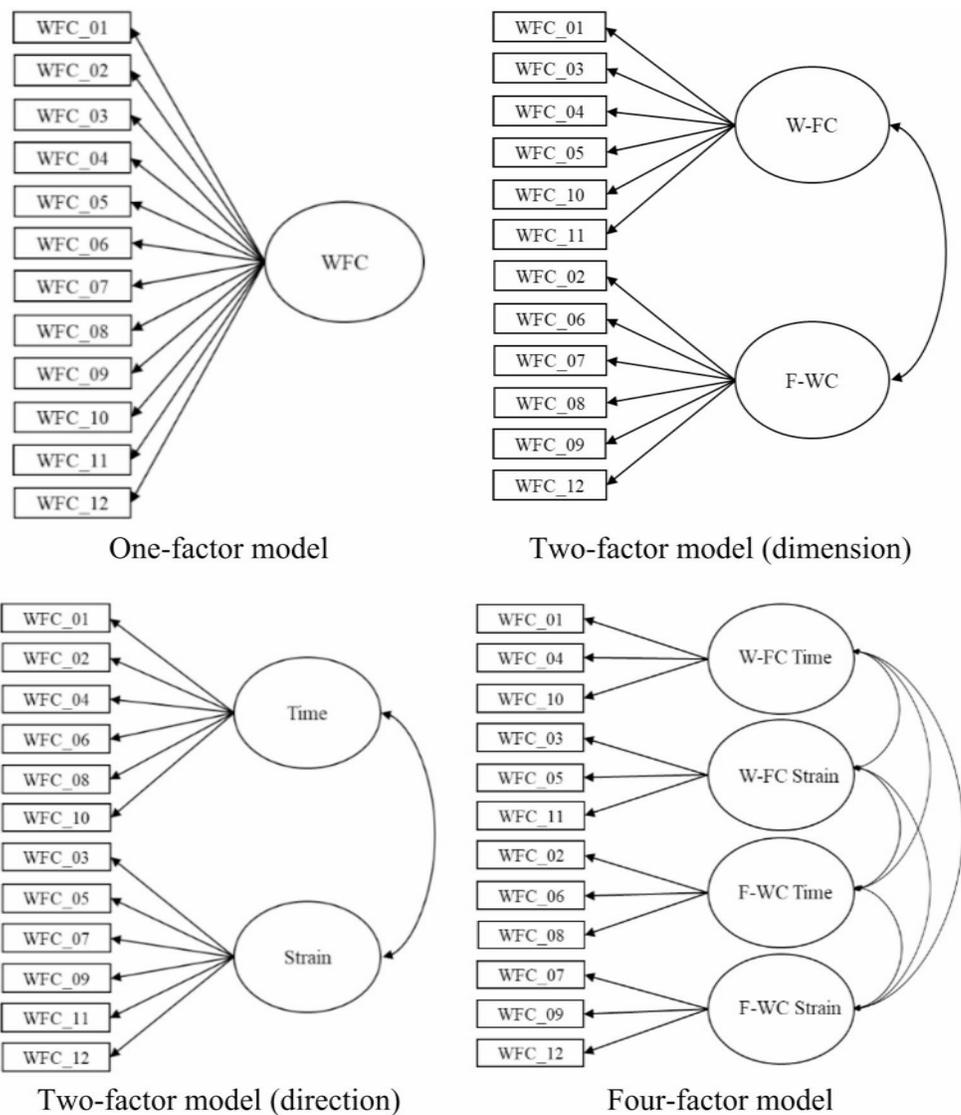
Model fit indices such as Goodness of Fit Index (GFI), Tucker-Lewis Index (TLI), Comparative Fit Index (CFI), and Root Mean Square Error of Approximation (RMSEA) were used to evaluate the measurement models of the Indonesian versions of WFES and WFCS. The GFI, TLI, and CFI, and indices greater than 0.900 and RMSEA less than 0.080 were used as criterion limits for the accuracy of the measurement model (Kline, 2023; Schreiber et al., 2006; van de Schoot et al., 2012). In addition, the internal consistency of the measurement model was calculated using the omega reliability coefficient with a minimum reliability coefficient of 0.70 to declare the measurement model as having satisfactory internal consistency (Hayes & Coutts, 2020). Finally, measurement invariance testing was conducted across gender groups using multi-group confirmatory factor analysis. The analysis followed four sequential steps, including configural invariance, which tests whether the same factor structure holds across groups; metric invariance, which examines the equality of factor loadings; scalar invariance, which assesses the equality of item intercepts; and covariance invariance, which evaluates the equality of factor covariances. These steps were evaluated using changes in CFI and RMSEA, with thresholds of  $\Delta CFI < 0.010$  and  $\Delta RMSEA < 0.015$  indicating invariance (Chen, 2007).

### Results

To evaluate the factorial validity of the Indonesian versions of the WFES and WFCS, a series of CFA were conducted, and the model fit indices are presented in Table 1. For the WFES, the one-factor model showed poor fit, while both the two-factor and six-factor models demonstrated acceptable

Fig. 1 Conceptual measurement model of WFES



**Fig. 2** Conceptual measurement model of WFCs**Table 1** Model fit index of the Indonesian versions of WFES and WFCs

	Model fit index					GFI	TLI	CFI	RMSEA	SRMR
	$\chi^2$	df	$\chi^2/df$							
<i>WFES</i>										
One-factor	844.685	135	6.257	0.870	0.937	0.945	0.084	0.030		
Two-factor	566.257	134	4.226	0.920	0.961	0.966	0.066	0.023		
Six-factor	464.517	120	3.871	0.935	0.966	0.973	0.062	0.021		
<i>WFCs</i>										
One-factor	433.045	54	8.019	0.908	0.945	0.955	0.097	0.029		
Two-factor (dimension)	373.438	53	7.046	0.912	0.953	0.962	0.090	0.027		
Two-factor (direction)	381.143	53	7.191	0.917	0.952	0.961	0.091	0.028		
Four-factor	163.116	48	5.413	0.943	0.952	0.975	0.077	0.029		

fit, with the six-factor model providing the most favourable results across multiple indices. For the WFCs, four competing models were tested, including the one-factor model, the two-factor model based on dimensions, the two-factor model based on directions, and the four-factor model. All

models met minimum fit criteria, with the four-factor model yielding the best overall fit.

Tables 2 and 3 present the descriptive statistics, factor loadings, and omega reliability coefficients for the Indonesian versions of the Work-Family Enrichment Scale (WFES)

**Table 2** Descriptive statistics, factor loading and omega reliability coefficients of the Indonesian versions of WFES

Item	M	SD	Skewness	Kurtosis	One-factor		Two-factor		Six-factor		F-WEA	F-WEA	F-WEA	F-WEA	F-WEA
					W-FE	F-EW	W-FE D	W-FE A	W-FE C	F-WED					
WFE_01	4.560	1.001	-0.581	-0.054	0.801	0.813	0.835								
WFE_02	4.530	0.959	-0.522	0.261	0.802	0.822		0.821							
WFE_03	4.650	0.927	-0.691	0.583	0.791	0.810	0.837								
WFE_04	4.480	1.000	-0.482	-0.093	0.769	0.796			0.795						
WFE_05	4.610	0.967	-0.547	0.051	0.830	0.840	0.859								
WFE_06	4.520	0.966	-0.503	-0.035	0.826	0.844		0.855							
WFE_07	4.540	0.989	-0.552	0.004	0.835	0.844			0.854						
WFE_08	4.460	0.972	-0.507	-0.095	0.817	0.825		0.842							
WFE_09	4.510	0.987	-0.584	-0.067	0.827	0.837			0.851						
WFE_10	4.570	0.998	-0.710	0.302	0.854		0.859						0.872		
WFE_11	4.650	0.940	-0.614	0.174	0.821		0.835							0.840	
WFE_12	4.570	0.913	-0.482	-0.023	0.822		0.833						0.842		
WFE_13	4.570	0.941	-0.562	0.165	0.801		0.810								0.830
WFE_14	4.670	0.909	-0.570	0.202	0.843		0.856							0.863	
WFE_15	4.620	0.899	-0.559	0.177	0.804		0.824								0.839
WFE_16	4.570	0.944	-0.531	0.130	0.823		0.839							0.849	
WFE_17	4.590	0.916	-0.644	0.424	0.825		0.837						0.844		
WFE_18	4.560	0.928	-0.509	0.141	0.799		0.811								0.822
$\omega$					0.973	0.951	0.983	0.889	0.877	0.872	0.881	0.887	0.887	0.887	0.869

WFE, work-family enrichment; W-FE, work-to-family enrichment; F-EW, family-to-work enrichment; W-FE D, work-to-family enrichment development; W-FE A, work-to-family enrichment affect; W-FE C, work-to-family enrichment capital; F-WED, family-to-work enrichment development; F-WED, family-to-work enrichment affect; F-WED, family-to-work enrichment efficiency

and Work-Family Conflict Scale (WFCS). The skewness values for all items ranged from  $-0.71$  to  $0.78$ , and kurtosis values ranged from  $-0.76$  to  $0.58$ , indicating that the data followed a normal distribution, as recommended by Kline (2023), with skewness below 3 and kurtosis below 10. For the WFES, all items across the one-factor, two-factor, and six-factor models demonstrated standardised factor loadings above 0.4. The omega reliability coefficients were 0.973 for the one-factor model, 0.951 and 0.983 for the two-factor model (work-to-family enrichment and family-to-work enrichment, respectively), and ranged from 0.869 to 0.889 across the six-factor model. Similarly, for the WFCS, all items showed factor loadings exceeding 0.4 across the one-factor, two-factor (dimension-based and direction-based), and four-factor models. The omega reliability coefficients were 0.964 for the one-factor model, 0.930 and 0.938 for the two-factor models, and ranged from 0.858 to 0.888 across the four subdimensions in the four-factor model. Correlation coefficients among the dimensions of the Indonesian versions of the WFE and WFCS are presented in Tables 4 and 5. For the WFES, total scores of work-family enrichments showed strong correlations with both work-to-family and family-to-work enrichment dimensions. Subdimensions within each domain also demonstrated consistently high intercorrelations. Similarly, for the WFCS, total scores of work-family conflicts were highly correlated with both work interfering with family and family interfering with work. The subdimensions, including time-based and strain-based conflict in both directions, also exhibited strong associations, indicating internal coherence among the constructs measured.

W-FC, work-to-family conflict; F-WC, family-to-work conflict; W-FC time, time-based work-to-family conflict; W-FC strain, strain-based work-to-family conflict; F-WC time, time-based family-to-work conflict; F-WC strain, strain-based family-to-work conflict

Measurement invariance testing was conducted on the six-factor model of the (WFES) and the four-factor model of the WFCS across gender groups. These models were selected based on prior confirmatory factor analysis results, which indicated that the six-factor model for WFES and the four-factor model for WFCS demonstrated the best overall fit among the tested alternatives. Table 6 presents the results of measurement invariance testing for the Indonesian versions of the WFES and WFCS across gender groups. The analysis includes configuration, metric, scalar, and covariance invariance. Based on the changes in CFI and RMSEA, both scales meet the criteria for measurement invariance. Specifically, the differences in CFI values are less than 0.010, and the differences in RMSEA are less than 0.015, indicating that the six-factor model of the WFES and the four-factor

model of the WFCS are invariant across male and female groups and suitable for gender-based comparisons.

## Discussion

This study aims to evaluate the psychometric properties of the Indonesian versions of the WFES and WFCS by examining their factor structures, reliabilities, and measurement invariance. Based on the analysis, the best model for the WFES is the six-factor model, while the best model for the WFCS is the four-factor model. This finding is supported by the fact that both models have satisfactory accuracy index and omega reliabilities. This finding indicates that both the Indonesian versions of WFES and WFCS are more appropriate for measuring the dimension scores of WFE and WFC. Moreover, the six-factor model of the WFES and the four-factor model of the WFCS demonstrate measurement invariance between genders, ensuring that there is no potential bias in measuring WFE and WFC in the Indonesian sample between female and male employees.

The factor structure identified in the Indonesian versions of the WFES and WFCS provides strong evidence that these instruments are robust and internationally comparable. This is demonstrated by the fact that the six-factor model supported in this study is consistent with findings from other countries, including Korea, Spain, Slovenia, France, and Portugal, which indicated that this model is the best for both of WFCS (Lim et al., 2011; Pujol-Cols, 2021; Tement et al., 2010a; Vieira et al., 2014) and WEFCS (Bourdeau, 2015; Tement et al., 2010b; Vieira et al., 2014). Crucially, this study goes beyond prior Indonesian validations, which have often been limited to reporting reliability metrics without adequately testing the measurement model (Hartika et al., 2019; Fabian, 2017) or have failed to achieve satisfactory model fit due to not addressing the multidimensional nature of work-family conflict (Fassa, 2018), contrary to the suggestion to measure in a multidimensional form described by Frone et al. (1992). For the WFES, the present study introduces a valid scale for use with Indonesian populations. Further, our findings address critical gaps in previous Indonesian studies and introduce a rigorously validated tool for future research and practical application (Dewi et al., 2023; Farradinna et al., 2019; Jannah et al., 2022; Tjahjono et al., 2021).

This further emphasises that the WFES and WFCS possess multidimensional properties, in line with the conceptual theory (Carlson et al., 2006a, 2006b; Greenhaus & Powell, 2006). However, it should be noted that this study only involves four dimensions of WFC, excluding the behaviour-based W-FC and behaviour-based F-WC dimensions, which are in accordance with the original version

**Table 3** Descriptive statistics factor loading and omega reliability coefficients of the Indonesian versions of WFCS

Item	M	SD	Skew	Kurt	One-factor	Two-factor (dimension)		Two-factors (direction)		Four Factor							
						W-FC	F-WC	Strain Based	Time Based	Strain Based	W-FC Time	F-WC Time	W-FC Strain	F-WC Time	F-WC Strain		
																W-FC	F-WC
WFC_01	2.820	1.284	0.426	-0.759	0.835	0.839	0.847	0.847	0.824								
WFC_02	2.920	1.217	0.422	-0.603	0.819	0.811	0.831	0.831					0.819				
WFC_03	3.070	1.189	0.227	-0.720	0.745	0.758			0.750				0.754				
WFC_04	2.830	1.122	0.369	-0.594	0.831	0.839	0.835	0.835	0.793				0.855				
WFC_05	2.900	1.214	0.353	-0.663	0.814	0.822			0.819								
WFC_06	2.740	1.181	0.536	-0.607	0.846		0.852	0.852						0.827			
WFC_07	2.770	1.247	0.447	-0.643	0.845		0.857	0.857	0.857								0.861
WFC_08	2.650	1.173	0.784	-0.091	0.847		0.850	0.850						0.829			
WFC_09	2.650	1.228	0.626	-0.360	0.857		0.870	0.870	0.865								0.871
WFC_10	2.760	1.207	0.554	-0.517	0.878		0.881	0.881				0.863					
WFC_11	2.810	1.182	0.336	-0.698	0.822	0.833			0.832				0.842				
WFC_12	2.810	1.198	0.372	-0.650	0.826		0.831	0.831	0.840								0.823
$\omega$					0.964	0.930	0.940	0.940	0.929	0.867	0.867	0.867	0.858	0.865	0.865	0.865	0.888

(Carlson et al., 2000a, 2000b). In addition to emphasising the multidimensional constructs of work-family enrichment and work-family conflict, this study's findings yield more appropriate score outcomes: six-dimensional scores for WFES and four-dimensional scores for WFCS. This aligns with previous research that has operationalised the work-family enrichment construct into six dimensions (Carlson et al., 2006a, 2006b) and the work-family conflict construct into four dimensions (Korabik et al., 2017).

This study also found that the Indonesian versions of the WFES and WFCS fulfil gender invariance. This finding aligns with previous research, which also found no potential bias due to gender differences in the WFES (Tement et al., 2010; Vieira et al., 2014) and the WFCS (Lim et al., 2011; Pujol-Cols, 2021). This finding suggests that there is no difference in the understanding of the same items from the WFES and WFCS between women and men (Blankson & McArdle, 2015; Millsap & Olivera-Aguilar, 2012). Thus, the findings of this study are more convincing: if there are differences in work-family enrichment and work-family scores between women and men, they are not due to inter-group bias but rather reflect differences in the constructs between groups.

This study provides information on the psychometric properties of the Indonesian versions of the WFES and WFCS. Moreover, research on work-family enrichment and work-family conflict in Indonesia has intensified in recent years; however, there is a lack of information available on the internal structure, specifically regarding factor structure, omega reliability, and measurement invariance. The findings of this study suggest that the Indonesian versions of the WFES and WFCS are best treated as multidimensional measurement tools in line with their theoretical constructs. Therefore, this study recommends using six-dimensional scores from work-family enrichment and four-dimensional scores from work-family conflict. In addition, this study, through measurement invariance testing, implies that the Indonesian version of the WFES and WFCS does not have the potential for bias between gender groups, so that future research can use the Indonesian version of the WFES and WFCS to differentiate the constructs of work-family enrichment and work-family conflict between female and male employees in the Indonesian sample.

To conclude, the WFES and WFCS adhere to psychometric standards and are applicable for use within the Indonesian context, suitable for both male and female samples. It is recommended to employ both scales in a multidimensional manner aligned with their theoretical constructs.

**Table 4** Correlation coefficients of the Indonesian version of the WFES

	WFE	W-FE	F-WE	W-FE D	W-FE A	W-FE C	F-WE D	F-WE A
W-FE	0.974*							
F-WE	0.972*	0.893*						
W-FE D	0.915*	0.939*	0.839*					
W-FE A	0.924*	0.949*	0.848*	0.833*				
W-FE C	0.924*	0.949*	0.846*	0.831*	0.860*			
F-WE D	0.930*	0.861*	0.950*	0.812*	0.810*	0.821*		
F-WE A	0.926*	0.849*	0.954*	0.797*	0.814*	0.798*	0.863*	
F-WE E	0.912*	0.833*	0.945*	0.782*	0.790*	0.790*	0.839*	0.855*

WFE, work-family enrichment; W-FE, work-to-family enrichment; F-EW, family-to-work enrichment; W-FE D, work-to-family enrichment development; W-FE A, work-to-family enrichment affect; W-FE C, work-to-family enrichment capital; F-WE D, family-to-work enrichment development; F-WE A, family-to-work enrichment affect; F-WE E, family-to-work enrichment efficiency

\* $p < 0.001$

**Table 5** Correlation coefficients of the Indonesian version of the WFCS

	WFC	W-FC	F-WC	Time	Strain	W-FC Time	W-FC Strain	F-WC Time
W-FC	0.975*							
F-WC	0.976*	0.905*						
Time	0.975*	0.949*	0.954*					
Strain	0.975*	0.953*	0.950*	0.902*				
W-FC Time	0.949*	0.959*	0.893*	0.970*	0.879*			
W-FC Strain	0.920*	0.957*	0.839*	0.847*	0.947*	0.835*		
F-WC Time	0.943*	0.882*	0.958*	0.969*	0.869*	0.881*	0.807*	
F-WC Strain	0.932*	0.856*	0.962*	0.865*	0.953*	0.836*	0.804*	0.843*

W-FC, work-to-family conflict; F-WC, family-to-work conflict; W-FC time, time-based work-to-family conflict; W-FC strain, strain-based work-to-family conflict; F-WC time, time-based family-to-work conflict; F-WC strain, strain-based family-to-work conflict

\* $p < 0.001$ .

**Table 6** Gender invariance examination of the Indonesian versions of WFES and WFCS

	Model fit index			Model comparison		
	$\chi^2$	df	CFI	RMSEA	CFI	RMSEA
Six-factor of WFES	634.001	240	0.969	0.047		
1. Configuration Invariance						
2. Metric invariance (compared with 1)	668.489	258	0.968	0.046	-0.001	-0.001
3. Scalar invariance (compared with 2)	694.537	276	0.967	0.045	-0.001	-0.001
4. Covariance invariance (compared with 2) WFCS	738.594	291	0.965	0.045	-0.003	-0.001
Four-factor of WFCS	315.707	96	0.973	0.055		
1. Configuration Invariance						
2. Metric invariance (compared with 1)	334.317	108	0.973	0.053	0.000	-0.002
3. Scalar invariance (compared with 2)	359.063	120	0.971	0.052	-0.002	-0.001
4. Covariance invariance (compared with 2)	365.862	126	0.971	0.051	-0.002	-0.002

## Limitations

This study has several limitations that should be considered when interpreting the findings and applying the adapted scales. One limitation relates to the broad interpretation of "family" within the Indonesian context, which may encompass nuclear families, extended families, or individuals considered part of a family. In a collectivist culture, such variation can influence how respondents perceive and respond to items measuring work-family enrichment and conflict. In Indonesia, the concept of family often extends beyond parents and children to include grandparents and

other relatives who cohabit or maintain close relationships, unlike the narrower definitions' standard in many Western countries.

Including an open-ended question about family composition in the initial screening section enables researchers to capture the diversity and structure of Indonesian families. This contextual information enhances the interpretation of WFCS and WFES results. For instance, elevated work-family conflict may arise from both occupational demands and the responsibilities associated with caring for multiple family members, while residing in a large or multigenerational household may provide additional support, thereby

facilitating work-family enrichment. To reduce potential misinterpretation, future applications of the scale should include screening questions to clarify how respondents define "family." Additionally, the scale contains long and complex item statements that may be difficult for some respondents to comprehend, potentially limiting the representativeness of the sample and the accuracy of responses.

Another limitation concerns the adaptation methodology. The scale construction did not involve formal procedures for evaluating content validity, which refers to the degree to which items adequately represent the intended construct and are appropriate for the testing purpose (Sireci & Faulkner-Bond, 2014). Furthermore, the study did not assess response process validity, which examines whether respondents interpret and respond to items as intended (Padilla & Benítez, 2014). These forms of validity are essential for ensuring that the adapted scales function equivalently across diverse cultural and linguistic groups. Future research should incorporate expert panel reviews, cognitive interviews, and pilot testing to gather both types of validity evidence.

## Appendix

### The Indonesian Work-Family Enrichment Scale (IND-WFES)

Factor	Code	Indonesian	English
W-FED	WFE_01	Keterlibatan saya dalam pekerjaan membantu saya memahami perbedaan sudut pandang dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me understand different viewpoints and become a better family member
	WFE_03	Keterlibatan saya dalam pekerjaan saya membantu saya memperoleh pengetahuan baru dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me gain knowledge and become a better family member
	WFE_05	Keterlibatan saya dalam pekerjaan saya membantu saya memperoleh keterampilan baru dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me acquire skills and become a better family member

Factor	Code	Indonesian	English
W-FE A	WFE_02	Keterlibatan saya dalam pekerjaan saya membuat saya memiliki suasana hati yang baik dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work puts me in a good mood and helps me become a better family member
	WFE_06	Keterlibatan saya dalam pekerjaan saya membantu saya memperoleh keterampilan baru dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work makes me feel happy and helps me become a better family member
	WFE_08	Keterlibatan saya dalam pekerjaan saya membuat saya merasa ceria dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work makes me cheerful and helps me become a better family member
W-FE C	WFE_04	Keterlibatan saya dalam pekerjaan saya membantu saya merasa bangga terhadap diri sendiri dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me feel personally fulfilled and helps me become a better family member
	WFE_07	Keterlibatan saya dalam pekerjaan saya memberikan saya gambaran tentang kesuksesan dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work provides me with a sense of accomplishment and helps me become a better family member
	WFE_09	Keterlibatan saya dalam pekerjaan saya membuat saya memperoleh perasaan untuk berprestasi dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work provides me with a sense of success and helps me become a better family member
Factor	Code	Indonesian	English

Factor	Code	Indonesian	English
F-WE D	WFE_10	Keterlibatan saya dalam keluarga saya membantu saya mendapatkan pengetahuan dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family helps me gain knowledge and helps me become a better worker
	WFE_12	Keterlibatan saya dalam keluarga saya membantu saya memiliki keterampilan baru dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family helps me acquire skills and helps me become a better worker
	WFE_17	Keterlibatan saya dalam keluarga saya membantu saya memperluas pengetahuan terhadap hal-hal yang baru dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family helps me expand my knowledge of new things and helps me become a better worker
F-WE A	WFE_11	Keterlibatan saya dalam keluarga saya membuat saya memiliki suasana hati yang baik dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family puts me in a good mood and helps me become a better worker
	WFE_14	Keterlibatan saya dalam keluarga saya membuat saya merasa bahagia dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family makes me feel happy and helps me become a better worker
	WFE_16	Keterlibatan saya dalam keluarga saya membuat saya ceria dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family makes me cheerful and helps me become a better worker

Factor	Code	Indonesian	English
F-WE E	WFE_13	Keterlibatan saya dalam keluarga saya membantu saya dapat mengatur waktu dalam bekerja dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family requires me to avoid wasting time at work and helps me become a better worker
	WFE_15	Keterlibatan saya dalam keluarga saya mengajarkan saya untuk menggunakan waktu bekerja dengan efisien dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family encourages me to use my work time in a focused manner and helps me become a better worker
	WFE_18	Keterlibatan saya dalam keluarga saya membantu saya lebih fokus pada pekerjaan dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family causes me to be more focused at work and helps me become a better worker

WFE, work-to-family enrichment; FEW, family-to-work enrichment; W-FE D, work-to-family enrichment development; W-FE A, work-to-family enrichment affect; W-FE C, work-to-family enrichment capital; F-WE D, family-to-work enrichment development; F-WE A, family-to-work enrichment affect; F-WE E, family-to-work enrichment efficiency

### The Indonesian Work-Family Conflict Scale (IND-WFCS)

Factor	Code	Indonesian	English
W-FC-Time	WFC_01	Pekerjaan saya menjauhkan saya dari aktivitas keluarga	My work keeps me from my family activities more than I would like
	WFC_04	Saya tidak dapat ikut serta kegiatan keluarga karena banyak waktu yang harus saya keluarkan untuk tanggung jawab pekerjaan	I have to miss family activities due to the amount of time I must spend on work responsibilities

Factor	Code	Indonesian	English
	WFC_10	Waktu yang saya curahkan untuk pekerjaan menjauhkan saya untuk ikut bersama-sama di dalam tanggung jawab dan kegiatan rumah tangga	The time I must devote to my job keeps me from participating equally in household responsibilities and activities
W-FC-Strain	WFC_03	Saat pulang kerja seringkali terlalu lelah untuk ikut serta dalam kegiatan rumah tangga	When I get home from work, I am often too frazzled to participate in family activities/ responsibilities
	WFC_05	Karena semua masalah di tempat kerja, kadang-kadang ketika saya pulang saya terlalu tertekan untuk mengerjakan sesuatu yang saya sukai	I am often so emotionally drained when I get home from work that it prevents me from contributing to my family
	WFC_11	Saya sering merasa lelah secara emosional ketika saya sampai di rumah sepulang dari kerja dan hal ini menghalangi saya untuk memberikan kontribusi kepada keluarga saya	Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy
F-WC-Time	WFC_02	Waktu yang saya sediakan untuk tanggung jawab keluarga sering tersita oleh pekerjaan saya	The time I spend on family responsibilities often interferes with my work responsibilities
	WFC_06	Waktu yang saya gunakan dengan keluarga saya sering menyebabkan saya tidak dapat meluangkan waktu untuk kegiatan kerja	The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career

Factor	Code	Indonesian	English
	WFC_08	Saya harus kehilangan kegiatan kerja karena sebagian besar waktu saya harus saya gunakan untuk tanggung jawab keluarga	I have to miss work activities due to the amount of time I must spend on family responsibilities
F-WC-Strain	WFC_07	Karena tertekan di rumah, saya sering memikirkan urusan keluarga di tempat kerja	Due to stress at home, I am often preoccupied with family matters at work
	WFC_09	Karena saya sering tertekan dengan tanggung jawab keluarga, saya sulit memiliki waktu untuk berkonsentrasi pada pekerjaan saya	Because I am often stressed from family responsibilities, I have a hard time concentrating on my work
	WFC_12	Ketegangan dan kecemasan dari kehidupan di luar kerja sering terbawa pada pekerjaan saya	Tension and anxiety from my family life often weaken my ability to do my job

W-FC, work-to-family conflict; F-WC, family-to-work conflict; W-FC time, time-based work-to-family conflict; W-FC strain, strain-based work-to-family conflict; F-WC time, time-based family-to-work conflict; F-WC strain, strain-based family-to-work conflict

**Author contributions** Conceptualization: A Methodology: A, B Data curation: B, C Formal analysis: A, B Writing—Original Draft : A, B Writing—Review & Editing: A, C Visualization: B Supervision: A Project Administration: B, C

**Funding** The authors did not receive support from any organization for the submitted work. All authors certify that they have no affiliations with or involvement in any organization or entity with any financial interest or non-financial interest in the subject matter or materials discussed in this manuscript.

**Data availability** No datasets were generated or analysed during the current study.

## Declarations

**Competing interests** The authors declare no competing interests.

## References

- Allen, T. D., Herst, D. E. L., Bruck, C. S., & Sutton, M. (2000). Effects of individual and organizational factors on job satisfaction and intent to stay in the hotel and restaurant industry This article was downloaded by : [Eastern Michigan University ] Journal of Human Resources in Hospitality & Tourism Effects of In. *Journal*

- of *Occupational Health Psychology*, 5(September 2010), 278–308. <https://doi.org/10.1037//1076-899B.5.2.278>
- Anggraeni, M., & Wahyuni, Z. I. (2019). Pengaruh job demands, Dukungan Sosial Suami, dan Faktor Demografi terhadap work-family Conflict Karyawati Bank yang telah Menikah. *Humanitas (Jurnal Psikologi)*, 3(3), 227–244. <https://doi.org/10.28932/humanitas.v3i3.2270>
- Annor, F., & Amponsah-Tawiah, K. (2017). Evaluation of the psychometric properties of two scales of work–family conflict among Ghanaian employees. *The Social Science Journal*, 54(3), 336–345. <https://doi.org/10.1016/j.soscij.2017.04.006>
- Artiawati. (2017). The Work-Family Interface In Indonesia. In: *The Work-Family Interface in Global Context*. Routledge, pp. 215–235. ISBN 9781138841581.
- Asbari, M., Bernarto, I., Pramono, R., Purwanto, A., Hidayat, D., Sopa, A., Alamsyah, V. U., Senjaya, P., Fayzhal, M., & Mustofa. (2020). The effect of work-family conflict on job satisfaction and performance: A study of Indonesian female employees. *International Journal of Advanced Science and Technology*, 29(3), 6724–6748.
- Blankson, A. N., & McArdle, J. J. (2015). Measurement invariance of cognitive abilities across ethnicity, gender, and time among older Americans. *The Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, 70(3), 386–397. <https://doi.org/10.1093/geronb/gbt106>
- Bourdeau, S. (2015). Adaptation française et validation d'une échelle d'enrichissement. *47(2)*, 184–190
- Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). Multidimensional measure of work-family conflict [Database record]. Retrieved from PsycTESTS. <https://doi.org/10.1037/t12005-000>
- Carlson, D. S., Kacmar, K. M., Wayne, J. H., & Grzywacz, J. G. (2006). Work-Family Enrichment Scale [Database record]. Retrieved from PsycTESTS. <https://doi.org/10.1037/t09194-000>
- Carlson, D. S., Kacmar, K. M., Wayne, J. H., & Grzywacz, J. G. (2006a). Measuring the positive side of the work–family interface: Development and validation of a work–family enrichment scale. *Journal of Vocational Behavior*, 68(1), 131–164. <https://doi.org/10.1016/j.jvb.2005.02.002>
- Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000a). Construction and initial validation of a multidimensional measure of work–family conflict. *Journal of Vocational Behavior*, 56(2), 249–276. <https://doi.org/10.1006/jvbe.1999.1713>
- Chen, F. F. (2007). Sensitivity of goodness of fit indexes to lack of measurement invariance. *Structural Equation Modeling: A Multidisciplinary Journal*, 14(3), 464–504. <https://doi.org/10.1080/10705510701301834>
- Corp., I. B. M. (2013). *IBM SPSS Statistics for Windows, Version 22.0*.
- Crain, T. L., & Hammer, L. B. (2013). Work-family enrichment: A systematic review of antecedents, outcomes, and mechanisms. In *Advances in Positive Organizational Psychology* (Vol. 1, Issue 2013). Emerald Group Publishing Limited. [https://doi.org/10.1108/S2046-410X\(2013\)0000001016](https://doi.org/10.1108/S2046-410X(2013)0000001016)
- Dewi, I. G. A. M., Rajiani, I., Riana, I. G., Puspitawati, N. M. D., Muafi, M., & Rihayana, I. G. (2023). Women's risk-taking behaviour during COVID-19 pandemic: Will work–family enrichment and work satisfaction prevent turnover intention? *Administrative Sciences*. <https://doi.org/10.3390/admsci13030067>
- Duxbury, L. E., & Higgins, C. A. (1991). Gender differences in work-family conflict. *Journal of Applied Psychology*, 76(1), 60–74. <https://doi.org/10.1037/0021-9010.76.1.60>
- Edwards, J. R., & Rothbard, N. P. (2000). Mechanisms linking work and family: Clarifying the relationship between work and family constructs. *The Academy of Management Review*, 25(1), 178–199. <https://doi.org/10.2307/259269>
- Fabian. (2017). Uji validitas dan reliabilitas kuesioner Work Family Conflict Scale dalam Bahasa Indonesia = Validity and reliability test of Work Family Conflict Scale questionnaire in Indonesian language [Tesis magister, Universitas Indonesia, Fakultas Kedokteran]. Universitas Indonesia Library.
- Farradina, S., Halim, F. W., & Sulaiman, W. S. W. (2019). The effects of positive spillover and work-family conflict on female academics' psychological well-being. *Psikohumaniora: Jurnal Penelitian Psikologi; Vol 4, No 2 (2019)DO*. <https://doi.org/10.21580/Pjpp.V4i2.3522>. <https://journal.walisongo.ac.id/index.php/Psikohumaniora/article/view/3522>
- Fassa, A. A.. (2018). Uji Validitas Konstruk Work-Family Conflict. *Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia (JP3I)*, 4(4).
- Fitriani, D., Sumaryani Soemarmo, D., Hardjono, I., Sulistomo, A., & Kekalih, A. (2020). Work-family conflict and mental emotional disorder in female nurses at National Referral Hospital in Jakarta. *Journal of the Indonesian Medical Association*, 70(10), 200–206.
- Frone, M. R. (2003). Work-family balance. In *Handbook of occupational health psychology*. (pp. 143–162). American Psychological Association. <https://doi.org/10.1037/10474-007>
- Frone, M. R., Russell, M., & Cooper, M. L. (1992). Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. *Journal of Applied Psychology*, 77(1), 65–78. <https://doi.org/10.1037/0021-9010.77.1.65>
- Ghislieri, C., Martini, M., Gatti, P., & Colombo, L. (2011). The “bright side” of the work-family interface: A brief work-family enrichment scale in a sample of health professionals. *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 18(4), 211–230.
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources and conflict between work and family roles. *The Academy of Management Review*, 10(1), 76–88. <https://doi.org/10.2307/258214>
- Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *The Academy of Management Review*, 31(1), 72–92. <https://doi.org/10.2307/20159186>
- Gutek, B. A., Searle, S., & Klepa, L. (1991). Rational versus gender role explanations for work-family conflict. *Journal of Applied Psychology*, 76(4), 560–568. <https://doi.org/10.1037/0021-9010.76.4.560>
- Hamilton Skurak, H., Malinen, S., Näswall, K., & Kuntz, J. C. (2021). Employee well-being: The role of psychological detachment on the relationship between engagement and work–life conflict. *Economic and Industrial Democracy*, 42(1), 116–141. <https://doi.org/10.1177/0143831X17750473>
- Hartika, L. D., Putu, N., Agustiani, N., Triani, K. R., Putu, A., Candra, K., Cindy, T., & Viodelfrillia, R. (2019). *Pengujian Validitas dan Analisa Skala Work Family Conflict*. 3(1), 1–14
- Haslam, D., Filus, A., Morawska, A., Sanders, M. R., & Fletcher, R. (2015). The Work-Family Conflict Scale (WAFCS): development and initial validation of a self-report measure of work-family conflict for use with parents. *Child psychiatry and human development*, 46(3), 346–357. <https://doi.org/10.1007/s10578-014-0476-0>
- Hayes, A. F., & Coutts, J. J. (2020). Use omega rather than cronbach's alpha for estimating reliability. But.... *Communication Methods and Measures*, 14(1), 1–24. <https://doi.org/10.1080/19312458.2020.1718629>
- Hennessy, K. D. (2007). *Work-family Balance: An Exploration of Conflict and Enrichment for Women in a Traditional Occupation*. University of Maryland. <https://books.google.co.id/books?id=w6QFvgAACAAJ>
- Iliescu, D., Bartram, D., Zeinoun, P., Ziegler, M., Elosua, P., Sireci, S., Geisinger, K. F., Odendaal, A., Oliveri, M. E., Twing, J., & Camara, W. (2024). The TestAdaptation Reporting Standards (TARES): Reporting test adaptations. *International Journal of Testing*, 24(1), 80–102. <https://doi.org/10.1080/15305058.2023.2294266>

- International Test Commission. (2017). The ITC Guidelines for Translating and Adapting Tests (Second Edition). International Test Commission. Retrieved from [https://www.intestcom.org/files/guideline\\_test\\_adaptation\\_2ed.pdf](https://www.intestcom.org/files/guideline_test_adaptation_2ed.pdf)
- Ivancevich, J. M., Gibson, J. L., & Konopaske, R. (2011). *Organisations: Behavior, Structure, Processes*. McGraw-Hill Education. <https://books.google.co.id/books?id=0ExYcgAACAAJ>
- Jannah, S. M., Prajasari, A. C., & Setyorini, N. (2022). Work-family enrichment: Does it help manage emotional exhaustion during the COVID-19 pandemic? *The South East Asian Journal of Management*, 16(1), 72–96. <https://doi.org/10.21002/seam.v16i1.1084>
- Kacmar, K. M., Crawford, W. S., Carlson, D. S., Ferguson, M., & Whitten, D. (2014). A short and valid measure of work-family enrichment. *Journal of Occupational Health Psychology*, 19(1), 32–45. <https://doi.org/10.1037/a0035123>
- Kesumaningsari, N. P. A., & Simarmata, N. (2014). Konflik kerja-keluarga dan work engagement pada karyawan di Bali. *Jurnal Psikologi Udayana*, 105–118.
- Kline, R. B. (2023). *Principles and practice of structural equation modeling*. Guilford publications.
- Komari, N., Sulistiowati, S., & Mursalin, A. (2023). Relation work-family conflict, family-work conflict and work-life balance at the Government Bank, Indonesia. *WSEAS Transactions on Environment and Development*, 19, 597–606. <https://doi.org/10.37394/232015.2023.19.58>
- Komlenac, N., Stockinger, L., Vogler, T., & Hochleitner, M. (2021). Psychometric analysis of a German-language version of the work-family conflict and family-work conflict scale. *Frontiers in Psychology*, 12(December), 1–7. <https://doi.org/10.3389/fpsyg.2021.782618>
- Korabik, K., Aycan, Z., & Ayman, R. (Eds.). (2017). The work-family interface in global context. In *The work-family interface in global context*. (pp. xviii, 483–xviii, 483). Routledge/Taylor & Francis Group.
- Lim, D. H., Morris, M. L., & McMillan, H. S. (2011). Construct validation of the translated version of the Work-Family Conflict Scale for use in Korea. In *Human Resource Development Quarterly* (Vol. 22, Issue 4, pp. 519–543). Wiley. <https://doi.org/10.1002/hrdq.20089>
- Loscalzo, Y., Raffagnino, R., Gonnelli, C., & Giannini, M. (2019a). Work-family conflict scale: Psychometric properties of the Italian version. *SAGE Open*. <https://doi.org/10.1177/2158244019861495>
- Loscalzo, Y., Raffagnino, R., Gonnelli, C., & Giannini, M. (2019b). Work-family conflict scale: Psychometric properties of the Italian version. *SAGE Open*, 9(3), Article 2158244019861495. <https://doi.org/10.1177/2158244019861495>
- Matthews, R. A., Kath, L. M., & Barnes-Farrell, J. L. (2010). A short, valid, predictive measure of work-family conflict: Item selection and scale validation. *Journal of Occupational Health Psychology*, 15(1), 75–90. <https://doi.org/10.1037/a0017443>
- McNall, L. A., Nicklin, J. M., & Masuda, A. D. (2010). A meta-analytic review of the consequences associated with work-family enrichment. *Journal of Business and Psychology*, 25(3), 381–396. <https://doi.org/10.1007/s10869-009-9141-1>
- Milkie, M. A., Denny, K. E., Kendig, S., & Schieman, S. (2010). Measurement of the Work-Family Interface. *Sloan Network Encyclopedia Entry Conservation*, 11.
- Millsap, R. E., & Olivera-Aguilar, M. (2012). Investigating measurement invariance using confirmatory factor analysis. In *Handbook of structural equation modeling*. (pp. 380–392). The Guilford Press.
- Molino, M., Ghislieri, C., & Cortese, C. G. (2013). When work enriches family-life: The mediational role of professional development opportunities. *Journal of Workplace Learning*, 25(2), 98–113. <https://doi.org/10.1108/13665621311299780>
- Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work-family conflict and family-work conflict scales. *Journal of Applied Psychology*, 81(4), 400.
- Novitasari, D., Sasono, I., & Asbari, M. (2020). Work-family conflict and worker's performance during Covid-19 pandemic: What is the role of readiness to change mentality? *International Journal of Science and Management Studies (IJSMS)*. <https://doi.org/10.51386/25815946/ijms-v3i4p112>
- Padilla, J.-L.J.L., & Benítez, I. (2014). Validity evidence based on response processes. *Psicothema*. <https://doi.org/10.7334/psicothema2013.259>
- Pujol-Cols, L. (2021). Development and validation of the Spanish Work-Family Conflict Scale (SP-WFCS): Evidence from two independent samples in Argentina. *Current Psychology*, 40(9), 4189–4204. <https://doi.org/10.1007/s12144-019-00544-y>
- Punu, A., & Wijono, S. (2022). Work-family conflict with work stress married female lecturer at Satya Wacana Christian University. *Journal of Social Research*, 1(12), 771–787. <https://doi.org/10.55324/josr.v1i12.400>
- Putri, H. E., & Etikariena, A. (2020). The role of the work-family conflict in the relationship between work-family culture and employee well-being. *Jurnal Psikologi*, 19(3), 257–268. <https://doi.org/10.14710/jp.19.3.257-268>
- Rataningsih, I. Z., & Idris, M. A. (2024). Spillover-crossover effect of work-family interface: A systematic review. *Family Journal*. <https://doi.org/10.1177/10664807241226709>
- Rastogi, M., Rangnekar, S., & Rastogi, R. (2017). Work-Family Enrichment in India: Validation of Work-Family Enrichment Scale. *Global Business Review*, 18(6), 1568–1579. <https://doi.org/10.1177/0972150917713050>
- Ross, D. B., Gale, J., Wickrama, K., Goetz, J., Vowels, M. J., & Tang, Y. (2021). Couple perceptions as mediators between family economic strain and marital quality: Evidence from longitudinal dyadic data. *Journal of Financial Counseling and Planning*, 32(1), 158–172. <https://doi.org/10.1891/JFCP-18-00065>
- Schreiber, J. B., Stage, F. K., King, J., Nora, A., & Barlow, E. A. (2006). Reporting structural equation modeling and confirmatory factor analysis results: A review. *The Journal of Educational Research*, 99(6), 323–337. <https://doi.org/10.3200/JOER.99.6.323-338>
- Siebert, S. D. (1974). Toward a theory of role accumulation. *American Sociological Review*. <https://doi.org/10.2307/2094422>
- Sireci, S., & Faulkner-Bond, M. (2014). Validity evidence based on test content. *Psicothema*, 26(1), 100–107. <https://doi.org/10.7334/psicothema2013.256>
- Staines, G. L. (1980). Spillover versus compensation: A review of the literature on the relationship between work and nonwork. *Human Relations*, 33(2), 111–129. <https://doi.org/10.1177/001872678003300203>
- Stephens, G. K., & Sommer, S. M. (1996). The measurement of work to family conflict. *Educational and Psychological Measurement*, 56(3), 475–486. <https://doi.org/10.1177/0013164496056003009>
- Tement, S., Korunka, C., & Pfifer, A. (2010). Toward the assessment of the work-family interface: Validation of the Slovenian versions of work-family conflict and work-family enrichment scales Merjenje usklajevanja dela in družinskega življenja: Validacija slovenskih verzij vprašalnikov konfl. *Horizons of Psychology*, 74(3), 53–74.
- Tjahjono, H., Eq, Z., & Hartono, A. (2021). Management Science Letters work-family enrichment as a mediator effect of supervisor support, self-esteem, and optimism on job satisfaction. *Management Science Letters*, 10, 2269–2280. <https://doi.org/10.5267/j.msl.2020.3.009>
- van de Schoot, R., Lugtig, P., & Hox, J. (2012). A checklist for testing measurement invariance. *European Journal of Developmental Psychology*, 9(4), 486–492. <https://doi.org/10.1080/17405629.2012.686740>

- Vieira, J. M., Lopez, F. G., & Matos, P. M. (2014). Further validation of work–family conflict and work–family enrichment scales among Portuguese working parents. *Journal of Career Assessment*, 22(2), 329–344. <https://doi.org/10.1177/1069072713493987>
- Wayne, J. H., Butts, M. M., Casper, W. J., & Allen, T. D. (2017). In search of balance: A conceptual and empirical integration of multiple meanings of work–family balance. *Personnel Psychology*, 70(1), 167–210. <https://doi.org/10.1111/peps.12132>
- Wayne, J. H., Randel, A. E., & Stevens, J. (2006). The role of identity and work–family support in work–family enrichment and its work-related consequences. *Journal of Vocational Behavior*, 69(3), 445–461. <https://doi.org/10.1016/j.jvb.2006.07.002>
- Wolor, C., Datu Eranza, D. R., Rababah, M. A., & Nurkhin, A. (2023). Relationship of work–family conflict, work–life imbalance, and work–related stress with employee performance of married women in Indonesia: A cross-sectional study. *Iranian Journal of Psychiatry and Clinical Psychology*, 29(3), 350–369. <https://doi.org/10.32598/ijpcp.29.3.4713.1>
- Xu, S., Wang, Y., Mu, R., Jin, J., & Gao, F. (2018). The effects of work–family interface on domain-specific satisfaction and well-being across nations: The moderating effects of individualistic culture and economic development. *PsyCh Journal*, 7(4), 248–267. <https://doi.org/10.1002/pchj.226>

**Publisher's Note** Springer Nature remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.

Springer Nature or its licensor (e.g. a society or other partner) holds exclusive rights to this article under a publishing agreement with the author(s) or other rightsholder(s); author self-archiving of the accepted manuscript version of this article is solely governed by the terms of such publishing agreement and applicable law.

# The Psychometric Properties of the Indonesian Version of Work-Family Enrichment Scale and Work-Family Conflict Scale

Original Paper Published: 23 February 2026

(2026) [Cite this article](#)

[Save article](#)

[View saved research](#)



## [Journal of Family and Economic Issues](#)

[Aims and scope](#)

[Submit manuscript](#)

[Artiawati Artiawati](#) , [Darmawan Muttaqin](#) & [Ni Putu Adelia Kesumaningsari](#)

 33 Accesses [Explore all metrics](#) →

## Abstract

This study examined the psychometric properties of the Indonesian Work-Family Enrichment Scale (WFES) and the Work-Family Conflict Scale (WFCS) and explored gender measurement invariance. A total of 747 male and female employees from various sectors participated in this study. All respondents were married and had at least one child under 20.

Data were analysed using confirmatory factor analysis, composite reliability, and multi-group measurement invariance in Amos version 24. The results show that WFES has the best factor structure with six dimensions, while WFCS has the best factor structure with four dimensions. Both demonstrate adequate internal consistency and meet the requirements for gender measurement invariance, indicating sufficient psychometric properties. The current findings support the conceptualisation of work-family enrichment and work-family conflict as multidimensional constructs and confirm that the Indonesian versions are valid instruments to capture these dimensions. Both scales are best applied using dimensional analysis. Invariance testing does not show gender bias, allowing meaningful comparisons between male and female employees in Indonesia. Further investigation of the psychometric properties of these scales across Indonesia's diverse sub-cultural contexts is needed, given the multicultural nature.

 This is a preview of subscription content, [log in via an institution](#)  to check access.

### Access this article

[Log in via an institution](#)

### Subscribe and save

 Springer+

from €37.37 /Month

Starting from 10 chapters or articles per month

Access and download chapters and articles from more than 300k books and 2,500 journals

Cancel anytime

[View plans](#) 

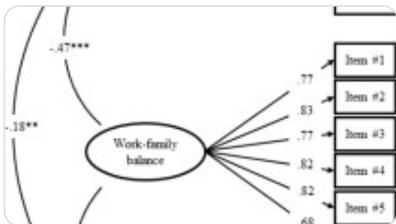
**Buy Now****Buy article PDF 39,95 €**

Price includes VAT (Indonesia)

Instant access to the full article PDF.

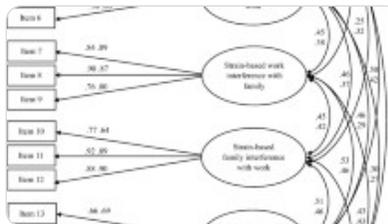
[Institutional subscriptions](#) →

## Similar content being viewed by others



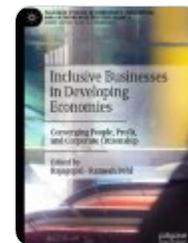
**A psychometric examination of the work-family balance scale. A multisample...**

Article | 01 July 2020



**Development and validation of the Spanish Work-Family Conflict Scale (SP-WFCS):...**

Article | 16 November 2019



**A Study on the Impact of Demographic Factors on Work-Family Conflict**

Chapter | © 2022

## Explore related subjects

Discover the latest articles, books and news in related subjects, suggested using machine learning.

[Work-Family Interface Dynamics and Employee Well-Being](#)

## Data availability

No datasets were generated or analysed during the current study.

## References

---

Allen, T. D., Herst, D. E. L., Bruck, C. S., & Sutton, M. (2000). Effects of individual and organizational factors on job satisfaction and intent to stay in the hotel and restaurant industry This article was downloaded by : [Eastern Michigan University ] *Journal of Human Resources in Hospitality & Tourism* Effects of In. *Journal of Occupational Health Psychology*, 5(September 2010), 278–308. <https://doi.org/10.1037//1076-899B.5.2.278>

Anggraeni, M., & Wahyuni, Z. I. (2019). Pengaruh job demands, Dukungan Sosial Suami, dan Faktor Demografi terhadap work-family Conflict Karyawati Bank yang telah Menikah. *Humanitas (Jurnal Psikologi)*, 3(3), 227–244. <https://doi.org/10.28932/humanitas.v3i3.2270>

[Article](#) [Google Scholar](#)

Annor, F., & Amponsah-Tawiah, K. (2017). Evaluation of the psychometric properties of two scales of work–family conflict among Ghanaian employees. *The Social Science Journal*, 54(3), 336–345. <https://doi.org/10.1016/j.soscij.2017.04.006>

[Article](#) [Google Scholar](#)

Artiawati. (2017). The Work-Family Interface In Indonesia. In: *The Work-Family Interface in Global Context*. Routledge, pp. 215–235. ISBN 9781138841581.

Asbari, M., Bernarto, I., Pramono, R., Purwanto, A., Hidayat, D., Sopa, A., Alamsyah, V. U., Senjaya, P., Fayzhall, M., & Mustofa. (2020). The effect of work-family conflict on job satisfaction and performance: A study of Indonesian female employees. *International Journal of Advanced Science and Technology*, 29(3), 6724–6748.

[Google Scholar](#)

Blankson, A. N., & McArdle, J. J. (2015). Measurement invariance of cognitive abilities

across ethnicity, gender, and time among older Americans. *The Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, 70(3), 386–397. <https://doi.org/10.1093/geronb/gbt106>

[Article](#) [Google Scholar](#)

Bourdeau, S. (2015). Adaptation française et validation d ' une échelle d ' enrichissement. 47(2), 184–190

Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). Multidimensional measure of work–family conflict [Database record]. Retrieved from PsycTESTS. <https://doi.org/10.1037/t12005-000>

Carlson, D. S., Kacmar, K. M., Wayne, J. H., & Grzywacz, J. G. (2006). Work–Family Enrichment Scale [Database record]. Retrieved from PsycTESTS. <https://doi.org/10.1037/t09194-000>

Carlson, D. S., Kacmar, K. M., Wayne, J. H., & Grzywacz, J. G. (2006a). Measuring the positive side of the work–family interface: Development and validation of a work–family enrichment scale. *Journal of Vocational Behavior*, 68(1), 131–164. <https://doi.org/10.1016/j.jvb.2005.02.002>

[Article](#) [Google Scholar](#)

Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000a). Construction and initial validation of a multidimensional measure of work–family conflict. *Journal of Vocational Behavior*, 56(2), 249–276. <https://doi.org/10.1006/jvbe.1999.1713>

[Article](#) [Google Scholar](#)

Chen, F. F. (2007). Sensitivity of goodness of fit indexes to lack of measurement invariance.

*Structural Equation Modeling: A Multidisciplinary Journal*, 14(3), 464–504. <https://doi.org/10.1080/10705510701301834>

[Article](#) [Google Scholar](#)

Corp., I. B. M. (2013). *IBM SPSS Statistics for Windows, Version 22.0*.

Crain, T. L., & Hammer, L. B. (2013). Work–family enrichment: A systematic review of antecedents, outcomes, and mechanisms. In *Advances in Positive Organizational Psychology* (Vol. 1, Issue 2013). Emerald Group Publishing Limited. [https://doi.org/10.1108/S2046-410X\(2013\)0000001016](https://doi.org/10.1108/S2046-410X(2013)0000001016)

Dewi, I. G. A. M., Rajiani, I., Riana, I. G., Puspitawati, N. M. D., Muafi, M., & Rihayana, I. G. (2023). Women’s risk-taking behaviour during COVID-19 pandemic: Will work–family enrichment and work satisfaction prevent turnover intention? *Administrative Sciences*. <https://doi.org/10.3390/admsci13030067>

[Article](#) [Google Scholar](#)

Duxbury, L. E., & Higgins, C. A. (1991). Gender differences in work–family conflict. *Journal of Applied Psychology*, 76(1), 60–74. <https://doi.org/10.1037/0021-9010.76.1.60>

[Article](#) [Google Scholar](#)

Edwards, J. R., & Rothbard, N. P. (2000). Mechanisms linking work and family: Clarifying the relationship between work and family constructs. *The Academy of Management Review*, 25(1), 178–199. <https://doi.org/10.2307/259269>

[Article](#) [Google Scholar](#)

Fabian. (2017). Uji validitas dan reliabilitas kuesioner Work Family Conflict Scale

dalam Bahasa Indonesia = Validity and reliability test of Work Family Conflict Scale questionnaire in Indonesian language [Tesis magister, Universitas Indonesia, Fakultas Kedokteran]. Universitas Indonesia Library.

Farradinna, S., Halim, F. W., & Sulaiman, W. S. W. (2019). The effects of positive spillover and work-family conflict on female academics' psychological well-being. *Psikohumaniora: Jurnal Penelitian Psikologi*; Vol 4, No 2 (2019) DO. <https://doi.org/10.21580/Pjpp.V4i2.3522>.  
<https://journal.walisongo.ac.id/index.php/Psikohumaniora/article/view/3522>

Fassa, A. A.. (2018). Uji Validitas Konstruk Work-Family Conflict. *Jurnal Pengukuran Psikologi Dan Pendidikan Indonesia (JP3I)*, 4(4).

Fitriani, D., Sumaryani Soemarmo, D., Hardjono, I., Sulistomo, A., & Kekalih, A. (2020). Work-family conflict and mental emotional disorder in female nurses at National Referral Hospital in Jakarta. *Journal of the Indonesian Medical Association*, 70(10), 200–206.

[Article](#) [Google Scholar](#)

Frone, M. R. (2003). Work-family balance. In *Handbook of occupational health psychology*. (pp. 143–162). American Psychological Association. <https://doi.org/10.1037/10474-007>

Frone, M. R., Russell, M., & Cooper, M. L. (1992). Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. *Journal of Applied Psychology*, 77(1), 65–78. <https://doi.org/10.1037/0021-9010.77.1.65>

[Article](#) [Google Scholar](#)

Ghislieri, C., Martini, M., Gatti, P., & Colombo, L. (2011). The “bright side” of the work-family interface: A brief work-family enrichment scale in a sample of health professionals. *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 18(4), 211–230.

[Google Scholar](#)

Greenhaus, J. H., & Beutell, N. J. (1985). Sources and conflict between work and family roles. *The Academy of Management Review*, 10(1), 76–88. <https://doi.org/10.2307/258214>

[Article](#) [Google Scholar](#)

Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *The Academy of Management Review*, 31(1), 72–92. <https://doi.org/10.2307/20159186>

[Article](#) [Google Scholar](#)

Gutek, B. A., Searle, S., & Klepa, L. (1991). Rational versus gender role explanations for work-family conflict. *Journal of Applied Psychology*, 76(4), 560–568. <https://doi.org/10.1037/0021-9010.76.4.560>

[Article](#) [Google Scholar](#)

Hamilton Skurak, H., Malinen, S., Näswall, K., & Kuntz, J. C. (2021). Employee well-being: The role of psychological detachment on the relationship between engagement and work-life conflict. *Economic and Industrial Democracy*, 42(1), 116–141. <https://doi.org/10.1177/0143831X17750473>

[Article](#) [Google Scholar](#)

Hartika, L. D., Putu, N., Agustiari, N., Triani, K. R., Putu, A., Candra, K., Cindy, T., & Viodelfrillia, R. (2019). *Pengujian Validitas dan Analisa Skala Work Family Conflict*. 3(1), 1–14

Haslam, D., Filus, A., Morawska, A., Sanders, M. R., & Fletcher, R. (2015). The Work-Family Conflict Scale (WAFCS): development and initial validation of a self-report measure of

work-family conflict for use with parents. *Child psychiatry and human development*, 46(3), 346–357. <https://doi.org/10.1007/s10578-014-0476-0>

[Article](#) [Google Scholar](#)

Hayes, A. F., & Coutts, J. J. (2020). Use omega rather than cronbach's alpha for estimating reliability. But.... *Communication Methods and Measures*, 14(1), 1–24. <https://doi.org/10.1080/19312458.2020.1718629>

[Article](#) [Google Scholar](#)

Hennessy, K. D. (2007). *Work-family Balance: An Exploration of Conflict and Enrichment for Women in a Traditional Occupation*. University of Maryland. <https://books.google.co.id/books?id=w6QFvgAACAAJ>

Iliescu, D., Bartram, D., Zeinoun, P., Ziegler, M., Elosua, P., Sireci, S., Geisinger, K. F., Odendaal, A., Oliveri, M. E., Twing, J., & Camara, W. (2024). The TestAdaptation Reporting Standards (TARES): Reporting test adaptations. *International Journal of Testing*, 24(1), 80–102. <https://doi.org/10.1080/15305058.2023.2294266>

[Article](#) [Google Scholar](#)

International Test Commission. (2017). *The ITC Guidelines for Translating and Adapting Tests (Second Edition)*. International Test Commission. Retrieved from [https://www.intestcom.org/files/guideline\\_test\\_adaptation\\_2ed.pdf](https://www.intestcom.org/files/guideline_test_adaptation_2ed.pdf)

Ivancevich, J. M., Gibson, J. L., & Konopaske, R. (2011). *Organisations: Behavior, Structure, Processes*. McGraw-Hill Education. <https://books.google.co.id/books?id=0ExYcgAACAAJ>

Jannah, S. M., Prajasari, A. C., & Setyorini, N. (2022). Work-family enrichment: Does it help manage emotional exhaustion during the COVID-19 pandemic? *The South East Asian Journal*

of *Management*, 16(1), 72–96. <https://doi.org/10.21002/seam.v16i1.1084>

[Article](#) [Google Scholar](#)

Kacmar, K. M., Crawford, W. S., Carlson, D. S., Ferguson, M., & Whitten, D. (2014). A short and valid measure of work–family enrichment. *Journal of Occupational Health Psychology*, 19(1), 32–45. <https://doi.org/10.1037/a0035123>

[Article](#) [Google Scholar](#)

Kesumaningsari, N. P. A., & Simarmata, N. (2014). Konflik kerja–keluarga dan work engagement pada karyawan di Bali. *Jurnal Psikologi Udayana*, 105–118.

Kline, R. B. (2023). *Principles and practice of structural equation modeling*. Guilford publications.

Komari, N., Sulistiowati, S., & Mursalin, A. (2023). Relation work–family conflict, family–work conflict and work–life balance at the Government Bank, Indonesia. *WSEAS Transactions on Environment and Development*, 19, 597–606. <https://doi.org/10.37394/232015.2023.19.58>

[Article](#) [Google Scholar](#)

Komlenac, N., Stockinger, L., Vogler, T., & Hochleitner, M. (2021). Psychometric analysis of a German–language version of the work–family conflict and family–work conflict scale. *Frontiers in Psychology*, 12(December), 1–7. <https://doi.org/10.3389/fpsyg.2021.782618>

[Article](#) [Google Scholar](#)

Korabik, K., Aycan, Z., & Ayman, R. (Eds.). (2017). The work–family interface in global context. In *The work–family interface in global context*. (pp. xviii, 483–xviii, 483). Routledge/

Taylor & Francis Group.

Lim, D. H., Morris, M. L., & McMillan, H. S. (2011). Construct validation of the translated version of the Work–Family Conflict Scale for use in Korea. In *Human Resource Development Quarterly* (Vol. 22, Issue 4, pp. 519–543). Wiley. <https://doi.org/10.1002/hrdq.20089>

Loscalzo, Y., Raffagnino, R., Gonnelli, C., & Giannini, M. (2019a). Work–family conflict scale: Psychometric properties of the Italian version. *SAGE Open*. <https://doi.org/10.1177/2158244019861495>

[Article](#) [Google Scholar](#)

Loscalzo, Y., Raffagnino, R., Gonnelli, C., & Giannini, M. (2019b). Work–family conflict scale: Psychometric properties of the Italian version. *SAGE Open*, 9(3), Article 2158244019861495. <https://doi.org/10.1177/2158244019861495>

[Article](#) [Google Scholar](#)

Matthews, R. A., Kath, L. M., & Barnes-Farrell, J. L. (2010). A short, valid, predictive measure of work–family conflict: Item selection and scale validation. *Journal of Occupational Health Psychology*, 15(1), 75–90. <https://doi.org/10.1037/a0017443>

[Article](#) [Google Scholar](#)

McNall, L. A., Nicklin, J. M., & Masuda, A. D. (2010). A meta-analytic review of the consequences associated with work–family enrichment. *Journal of Business and Psychology*, 25(3), 381–396. <https://doi.org/10.1007/s10869-009-9141-1>

[Article](#) [Google Scholar](#)

Milkie, M. A., Denny, K. E., Kendig, S., & Schieman, S. (2010). Measurement of the Work–

Family Interface. *Sloan Network Encyclopedia Entry Conservation*, 11.

Millsap, R. E., & Olivera-Aguilar, M. (2012). Investigating measurement invariance using confirmatory factor analysis. In *Handbook of structural equation modeling*. (pp. 380–392). The Guilford Press.

Molino, M., Ghislieri, C., & Cortese, C. G. (2013). When work enriches family-life: The mediational role of professional development opportunities. *Journal of Workplace Learning*, 25(2), 98–113. <https://doi.org/10.1108/13665621311299780>

[Article](#) [Google Scholar](#)

Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work–family conflict and family–work conflict scales. *Journal of Applied Psychology*, 81(4), 400.

[Article](#) [Google Scholar](#)

Novitasari, D., Sasono, I., & Asbari, M. (2020). Work-family conflict and worker's performance during Covid-19 pandemic: What is the role of readiness to change mentality? *International Journal of Science and Management Studies (IJSMS)*. <https://doi.org/10.51386/25815946/ijms-v3i4p112>

[Article](#) [Google Scholar](#)

Padilla, J.-L.J.L., & Benítez, I. (2014). Validity evidence based on response processes. *Psicothema*. <https://doi.org/10.7334/psicothema2013.259>

[Article](#) [Google Scholar](#)

Pujol-Cols, L. (2021). Development and validation of the Spanish Work-Family Conflict

Scale (SP-WFCS): Evidence from two independent samples in Argentina. *Current Psychology*, 40(9), 4189–4204. <https://doi.org/10.1007/s12144-019-00544-y>

[Article](#) [Google Scholar](#)

Punu, A., & Wijono, S. (2022). Work-family conflict with work stress married female lecturer at Satya Wacana Christian University. *Journal of Social Research*, 1(12), 771–787. <https://doi.org/10.55324/josr.v1i12.400>

[Article](#) [Google Scholar](#)

Putri, H. E., & Etikariena, A. (2020). The role of the work-family conflict in the relationship between work-family culture and employee well-being. *Jurnal Psikologi*, 19(3), 257–268. <https://doi.org/10.14710/jp.19.3.257-268>

[Article](#) [Google Scholar](#)

Ratnaningsih, I. Z., & Idris, M. A. (2024). Spillover-crossover effect of work-family interface: A systematic review. *Family Journal*. <https://doi.org/10.1177/10664807241226709>

[Article](#) [Google Scholar](#)

Rastogi, M., Rangnekar, S., & Rastogi, R. (2017). Work-Family Enrichment in India: Validation of Work-Family Enrichment Scale. *Global Business Review*, 18(6), 1568–1579. <https://doi.org/10.1177/0972150917713050>

[Article](#) [Google Scholar](#)

Ross, D. B., Gale, J., Wickrama, K., Goetz, J., Vowels, M. J., & Tang, Y. (2021). Couple perceptions as mediators between family economic strain and marital quality: Evidence from longitudinal dyadic data. *Journal of Financial Counseling and Planning*, 32(1), 158–172. <https://doi.org/10.1891/JFCP-18-00065>

[Article](#) [Google Scholar](#)

Schreiber, J. B., Stage, F. K., King, J., Nora, A., & Barlow, E. A. (2006). Reporting structural equation modeling and confirmatory factor analysis results: A review. *The Journal of Educational Research*, 99(6), 323–337. <https://doi.org/10.3200/JOER.99.6.323-338>

[Article](#) [Google Scholar](#)

Sieber, S. D. (1974). Toward a theory of role accumulation. *American Sociological Review*. <https://doi.org/10.2307/2094422>

[Article](#) [Google Scholar](#)

Sireci, S., & Faulkner-Bond, M. (2014). Validity evidence based on test content. *Psicothema*, 26(1), 100–107. <https://doi.org/10.7334/psicothema2013.256>

[Article](#) [Google Scholar](#)

Staines, G. L. (1980). Spillover versus compensation: A review of the literature on the relationship between work and nonwork. *Human Relations*, 33(2), 111–129. <https://doi.org/10.1177/001872678003300203>

[Article](#) [Google Scholar](#)

Stephens, G. K., & Sommer, S. M. (1996). The measurement of work to family conflict. *Educational and Psychological Measurement*, 56(3), 475–486. <https://doi.org/10.1177/0013164496056003009>

[Article](#) [Google Scholar](#)

Tement, S., Korunka, C., & Pfifer, A. (2010). Toward the assessment of the work–family interface: Validation of the Slovenian versions of work–family conflict and work–family

enrichment scales Merjenje usklajevanja dela in družinskega življenja : Validacija slovenskih verzij vprašalnikov konfl. *Horizons of Psychology*, 74(3), 53–74.

[Article](#) [Google Scholar](#)

Tjahjono, H., Eq, Z., & Hartono, A. (2021). Management Science Letters work-family enrichment as a mediator effect of supervisor support, self-esteem, and optimism on job satisfaction. *Management Science Letters*, 10, 2269–2280. <https://doi.org/10.5267/j.msl.2020.3.009>

[Article](#) [Google Scholar](#)

van de Schoot, R., Lugtig, P., & Hox, J. (2012). A checklist for testing measurement invariance. *European Journal of Developmental Psychology*, 9(4), 486–492. <https://doi.org/10.1080/17405629.2012.686740>

[Article](#) [Google Scholar](#)

Vieira, J. M., Lopez, F. G., & Matos, P. M. (2014). Further validation of work-family conflict and work-family enrichment scales among Portuguese working parents. *Journal of Career Assessment*, 22(2), 329–344. <https://doi.org/10.1177/1069072713493987>

[Article](#) [Google Scholar](#)

Wayne, J. H., Butts, M. M., Casper, W. J., & Allen, T. D. (2017). In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology*, 70(1), 167–210. <https://doi.org/10.1111/peps.12132>

[Article](#) [Google Scholar](#)

Wayne, J. H., Randel, A. E., & Stevens, J. (2006). The role of identity and work-family support in work-family enrichment and its work-related consequences. *Journal of*

*Vocational Behavior*, 69(3), 445–461. <https://doi.org/10.1016/j.jvb.2006.07.002>

[Article](#) [Google Scholar](#)

Wolor, C., Datu Eranza, D. R., Rababah, M. A., & Nurkhin, A. (2023). Relationship of work-family conflict, work-life imbalance, and work-related stress with employee performance of married women in Indonesia: A cross-sectional study. *Iranian Journal of Psychiatry and Clinical Psychology*, 29(3), 350–369. <https://doi.org/10.32598/ijpcp.29.3.4713.1>

[Article](#) [Google Scholar](#)

Xu, S., Wang, Y., Mu, R., Jin, J., & Gao, F. (2018). The effects of work–family interface on domain-specific satisfaction and well-being across nations: The moderating effects of individualistic culture and economic development. *PsyCh Journal*, 7(4), 248–267. <https://doi.org/10.1002/pchj.226>

[Article](#) [Google Scholar](#)

## Funding

---

The authors did not receive support from any organization for the submitted work. All authors certify that they have no affiliations with or involvement in any organization or entity with any financial interest or non-financial interest in the subject matter or materials discussed in this manuscript.

## Author information

---

### Authors and Affiliations

University of Surabaya, Surabaya, Indonesia

Artiawati Artiawati, Darmawan Muttaqin & Ni Putu Adelia Kesumaningsari

## Contributions

Conceptualization: A Methodology: A, B Data curation: B, C Formal analysis: A, B Writing—Original Draft : A, B Writing—Review & Editing: A, C Visualization: B Supervision: A Project Administration: B, C

## Corresponding author

Correspondence to [Artiawati Artiawati](#).

## Ethics declarations

---

## Competing interests

The authors declare no competing interests.

## Additional information

---

## Publisher's Note

Springer Nature remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.

## Appendices

---

### Appendix

#### The Indonesian Work–Family Enrichment Scale (IND–WFES)

Factor	Code	Indonesian	English

<b>Factor</b>	<b>Code</b>	<b>Indonesian</b>	<b>English</b>
W-FED	WFE__01	Keterlibatan saya dalam pekerjaan membantu saya memahami perbedaan sudut pandang dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me understand different viewpoints and become a better family member
	WFE__03	Keterlibatan saya dalam pekerjaan saya membantu saya memperoleh pengetahuan baru dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me gain knowledge and become a better family member
	WFE__05	Keterlibatan saya dalam pekerjaan saya membantu saya memperoleh keterampilan baru dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me acquire skills and become a better family member
W-FE A	WFE__02	Keterlibatan saya dalam pekerjaan saya membuat saya memiliki suasana hati yang baik dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work puts me in a good mood and helps me become a better family member
	WFE__06	Keterlibatan saya dalam pekerjaan saya membantu saya memperoleh keterampilan baru dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work makes me feel happy and helps me become a better family member
	WFE__08	Keterlibatan saya dalam pekerjaan saya membuat saya merasa ceria dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work makes me cheerful and helps me become a better family member

Factor	Code	Indonesian	English
W-FE C	WFE_04	Keterlibatan saya dalam pekerjaan saya membantu saya merasa bangga terhadap diri sendiri dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work helps me feel personally fulfilled and helps me become a better family member
	WFE_07	Keterlibatan saya dalam pekerjaan saya memberikan saya gambaran tentang kesuksesan dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work provides me with a sense of accomplishment and helps me become a better family member
	WFE_09	Keterlibatan saya dalam pekerjaan saya membuat saya memperoleh perasaan untuk berprestasi dan hal ini membantu saya menjadi anggota keluarga yang lebih baik	My involvement in my work provides me with a sense of success and helps me become a better family member
Factor	Code	Indonesian	English
F-WE D	WFE_10	Keterlibatan saya dalam keluarga saya membantu saya mendapatkan pengetahuan dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family helps me gain knowledge and helps me become a better worker
	WFE_12	Keterlibatan saya dalam keluarga saya membantu saya memiliki keterampilan baru dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family helps me acquire skills and helps me become a better worker
	WFE_17	Keterlibatan saya dalam keluarga saya membantu saya memperluas pengetahuan terhadap hal-hal yang baru dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family helps me expand my knowledge of new things and helps me become a better worker

<b>Factor</b>	<b>Code</b>	<b>Indonesian</b>	<b>English</b>
F-WE A	WFE__11	Keterlibatan saya dalam keluarga saya membuat saya memiliki suasana hati yang baik dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family puts me in a good mood and helps me become a better worker
	WFE__14	Keterlibatan saya dalam keluarga saya membuat saya merasa bahagia dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family makes me feel happy and helps me become a better worker
	WFE__16	Keterlibatan saya dalam keluarga saya membuat saya ceria dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family makes me cheerful and helps me become a better worker
F-WE E	WFE__13	Keterlibatan saya dalam keluarga saya membantu saya dapat mengatur waktu dalam bekerja dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family requires me to avoid wasting time at work and helps me become a better worker
	WFE__15	Keterlibatan saya dalam keluarga saya mengajarkan saya untuk menggunakan waktu bekerja dengan efisien dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family encourages me to use my work time in a focused manner and helps me become a better worker
	WFE__18	Keterlibatan saya dalam keluarga saya membantu saya lebih fokus pada pekerjaan dan hal ini membantu saya menjadi pekerja yang lebih baik	My involvement in my family causes me to be more focused at work and helps me become a better worker

WFE, work-to-family enrichment; FEW, family-to-work enrichment; W-FE D, work-to-family enrichment development; W-FE A, work-to-family enrichment affect; W-FE C, work-to-family enrichment capital; F-WE D, family-to-work enrichment development; F-WE A, family-to-work enrichment affect; F-WE E, family-to-work enrichment efficiency

## The Indonesian Work-Family Conflict Scale (IND-WFCS)

Factor	Code	Indonesian	English
W-FC-Time	WFC_01	Pekerjaan saya menjauhkan saya dari aktivitas keluarga	My work keeps me from my family activities more than I would like
	WFC_04	Saya tidak dapat ikut serta kegiatan keluarga karena banyak waktu yang harus saya keluarkan untuk tanggung jawab pekerjaan	I have to miss family activities due to the amount of time I must spend on work responsibilities
	WFC_10	Waktu yang saya curahkan untuk pekerjaan menjauhkan saya untuk ikut bersama-sama di dalam tanggung jawab dan kegiatan rumah tangga	The time I must devote to my job keeps me from participating equally in household responsibilities and activities
W-FC-Strain	WFC_03	Saat pulang kerja seringkali terlalu lelah untuk ikut serta dalam kegiatan rumah tangga	When I get home from work, I am often too frazzled to participate in family activities/responsibilities
	WFC_05	Karena semua masalah di tempat kerja, kadang-kadang ketika saya pulang saya terlalu tertekan untuk mengerjakan sesuatu yang saya sukai	I am often so emotionally drained when I get home from work that it prevents me from contributing to my family

Factor	Code	Indonesian	English
	WFC__11	Saya sering merasa lelah secara emosional ketika saya sampai di rumah sepulang dari kerja dan hal ini menghalangi saya untuk memberikan kontribusi kepada keluarga saya	Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy
F-WC-Time	WFC__02	Waktu yang saya sediakan untuk tanggung jawab keluarga sering tersita oleh pekerjaan saya	The time I spend on family responsibilities often interferes with my work responsibilities
	WFC__06	Waktu yang saya gunakan dengan keluarga saya sering menyebabkan saya tidak dapat meluangkan waktu untuk kegiatan kerja	The time I spend with my family often causes me not to spend time in activities at work that could be helpful to my career
	WFC__08	Saya harus kehilangan kegiatan kerja karena sebagian besar waktu saya harus saya gunakan untuk tanggung jawab keluarga	I have to miss work activities due to the amount of time I must spend on family responsibilities
F-WC-Strain	WFC__07	Karena tertekan di rumah, saya sering memikirkan urusan keluarga di tempat kerja	Due to stress at home, I am often preoccupied with family matters at work
	WFC__09	Karena saya sering tertekan dengan tanggung jawab keluarga, saya sulit memiliki waktu untuk berkonsentrasi pada pekerjaan saya	Because I am often stressed from family responsibilities, I have a hard time concentrating on my work
	WFC__12	Ketegangan dan kecemasan dari kehidupan di luar kerja sering terbawa pada pekerjaan saya	Tension and anxiety from my family life often weaken my ability to do my job

W-FC, work-to-family conflict; F-WC, family-to-work conflict; W-FC time, time-based work-to-family conflict; W-FC strain, strain-based work-to-family conflict; F-WC time,

time-based family-to-work conflict; F-WC strain, strain-based family-to-work conflict

## Rights and permissions

---

Springer Nature or its licensor (e.g. a society or other partner) holds exclusive rights to this article under a publishing agreement with the author(s) or other rightsholder(s); author self-archiving of the accepted manuscript version of this article is solely governed by the terms of such publishing agreement and applicable law.

[Reprints and permissions](#)

## About this article

---

### Cite this article

Artiawati, A., Muttaqin, D. & Kesumaningsari, N.P.A. The Psychometric Properties of the Indonesian Version of Work–Family Enrichment Scale and Work–Family Conflict Scale. *J Fam Econ Iss* (2026). <https://doi.org/10.1007/s10834-026-10077-9>

Received

18 May 2025

Accepted

14 January 2026

Published

23 February 2026

Version of record

23 February 2026

DOI

<https://doi.org/10.1007/s10834-026-10077-9>

## Keywords

[Employees in Indonesia](#)

[Gender invariance](#)

[Psychometric properties](#)

[Work-family conflict scale](#)

[Work-family enrichment scale](#)

Discover more

basic immunology



Scientific culture metrics



Education



# Journal of Family and Economic Issues

United States | Universities and research institutions | Media Ranking

Country

United States



Subject Area and Category

Economics, Econometrics and Finance

Economics and Econometrics

Psychology

Social Psychology

Publisher

Springer International Publishing AG

SJR 2024

0.921

H-Index

Q2 62

Publication type

Journals

ISSN

10580476, 15733475

Coverage

1992-2025

Information

Home Hc Close

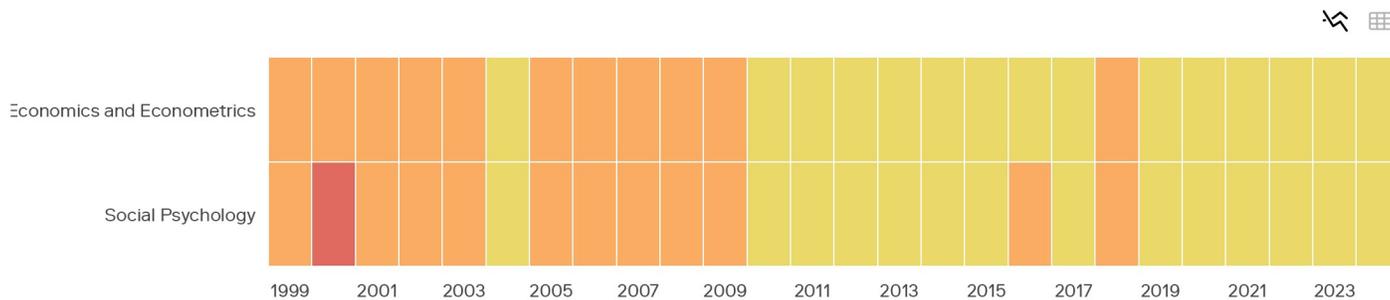
Ads by clickio



Scope

Journal of Family and Economic Issues is an interdisciplinary publication that explores the intricate relationship between the family and its economic environment. Peer-reviewed contributions address important issues in family management, household labor and productivity, relationships between economic and non-economic issues including health and healthcare, as well as interrelations between external settings and family life, including family policy, work, and community.

Quartiles



Discover more

University ranking reports



writing



Journal value assessment



Find similar journals

All quartiles

All countries

All subject categories

Clear filters

Download

Only Open Access Journals

1 - Journal of Marriage and Family

24%

similarity

2 - Journal of Family Issues

23%

similarity

3 - Review of Economics of the Household

20%

similarity



Ads by clickio

Close

Discover more

Soil



Mathematica



Research funding databases

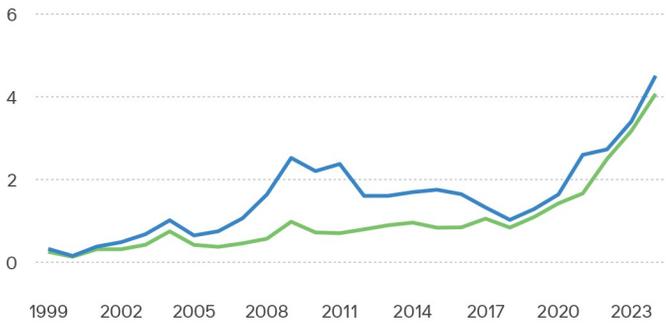


Total Documents



XPRESS ABOUT MY PLEASURE TO PUBLISH IN YOUR ACCEPTANCE.

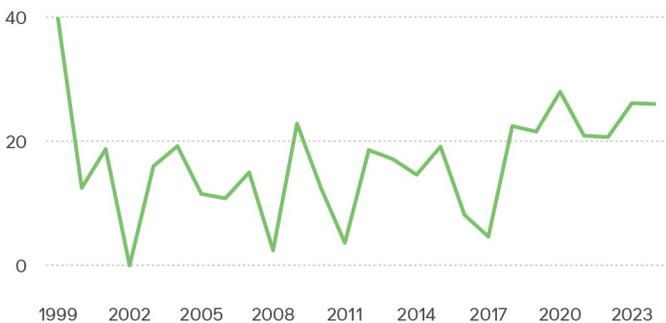
External Cites per Doc Cites per Doc



Scimago Journal & Country Rank is not a journal. SJR indicators of journals indexed in Elsevier/Scopus. If you with your request, we suggest you visit the journal's mission/author guidelines) or contact the journal's editorial staff , so they could inform you more deeply.

Best Regards, SCImago Team

% International Collaborator

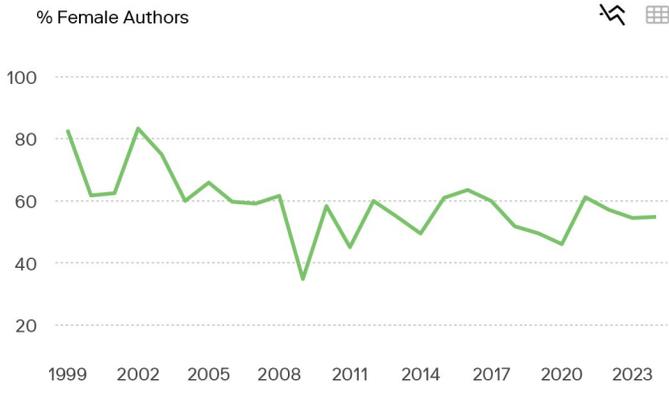


Cited documents Uncited documents

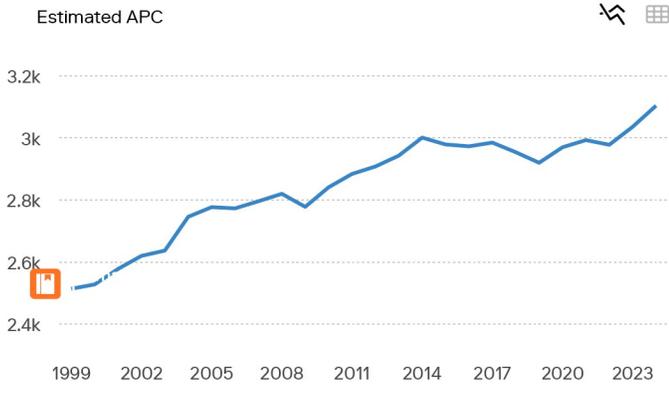


Ads by clickio

Close



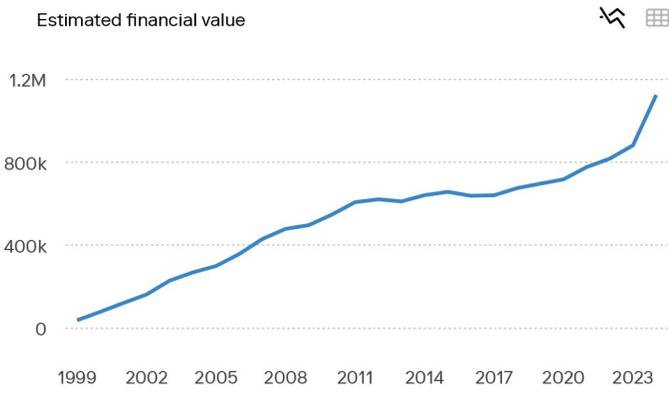
the possibility to dialogue through comments linked to each article. We are aware of the possibility to dialogue through comments linked to each article. We are aware of the possibility to dialogue through comments linked to each article. We are aware of the possibility to dialogue through comments linked to each article.



t us  
we are  
act us

SCImago's products

- SCImago Journal Country & Rank
- SCImago Institutions Ranking
- SCImago Media Ranking
- SCImago Iber
- SCImago Research Centers Ranking
- SCImago Graphica
- Ediciones Profesionales de la Información

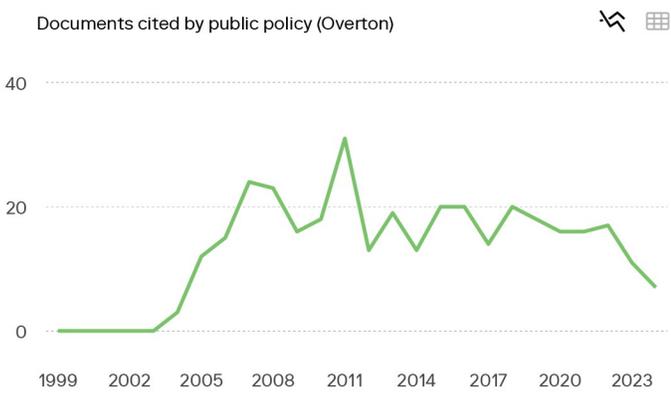
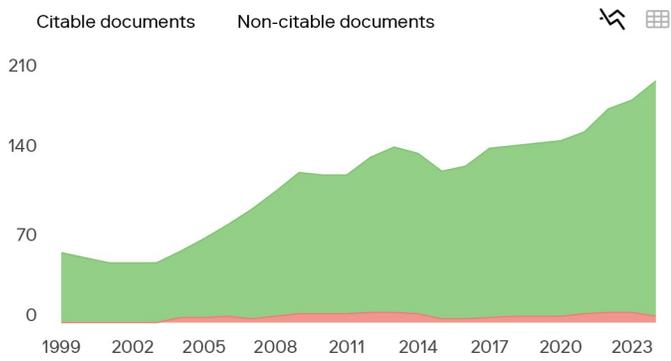


Legal Notice Privacy Policy

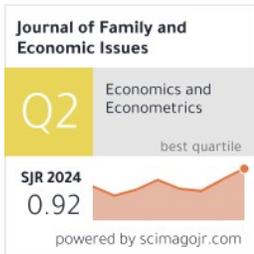


Ads by clickio

Citations per document



Ads by **clickio**



← Show this widget in your own website

Just copy the code below and paste within your html code:

```
<a href="https://www.scimag
```

### SCIImago Graphica

Explore, visually communicate and make sense of data with our **new data visualization tool**.



Close

Ads by **clickio**



# Source details

## Journal of Family and Economic Issues

Formerly known as: Lifestyles

Years currently covered by Scopus: from 1992 to 2026

Publisher: Springer Nature

ISSN: 1058-0476 E-ISSN: 1573-3475

Subject area: Psychology: Social Psychology Economics, Econometrics and Finance: Economics and Econometrics

Source type: Journal

[View all documents >](#)

[Set document alert](#)

[Save to source list](#)

CiteScore 2024

6.5



SJR 2024

0.921



SNIP 2024

1.687



[CiteScore](#) [CiteScore rank & trend](#) [Scopus content coverage](#)

CiteScore 2024

$$6.5 = \frac{1,604 \text{ Citations } 2021 - 2024}{247 \text{ Documents } 2021 - 2024}$$

Calculated on 05 May, 2025

CiteScoreTracker 2025

$$6.6 = \frac{1,700 \text{ Citations to date}}{259 \text{ Documents to date}}$$

Last updated on 05 March, 2026 • Updated monthly

### CiteScore rank 2024

Category	Rank	Percentile
Psychology		
Social Psychology	#50/313	84th
Economics, Econometrics and Finance		
Economics and Econometrics	#128/731	82nd

[View CiteScore methodology >](#) [CiteScore FAQ >](#) [Add CiteScore to your site](#)

## About Scopus

[What is Scopus](#)

[Content coverage](#)

[Scopus blog](#)

[Scopus API](#)

[Privacy matters](#)

## Language

[日本語版を表示する](#)

[查看简体中文版本](#)

[查看繁體中文版本](#)

[Просмотр версии на русском языке](#)

## Customer Service

[Help](#)

[Tutorials](#)

[Contact us](#)

---

## ELSEVIER

[Terms and conditions](#) ↗ [Privacy policy](#) ↗ [Cookies settings](#)

All content on this site: Copyright © 2026 Elsevier B.V. ↗, its licensors, and contributors. All rights are reserved, including those for text and data mining, AI training, and similar technologies. For all open access content, the relevant licensing terms apply.

