



ELSEVIER

Contents lists available at ScienceDirect

The Social Science Journal

journal homepage: www.elsevier.com/locate/soscij



Evaluation of the psychometric properties of two scales of work–family conflict among Ghanaian employees

Francis Annor^{a,*}, Kwesi Amponsah-Tawiah^b

^a Department of Psychology, University of Ghana, Ghana

^b University of Ghana Business School, Ghana

ARTICLE INFO

Article history:

Received 29 March 2016

Received in revised form 4 April 2017

Accepted 8 April 2017

Available online xxx

Keywords:

Work-to-family conflict

Family-to-work conflict

Work–family conflict scale

Ghana

ABSTRACT

This study examines the psychometric properties of Carlson, Kacmar, and Williams' (2000) multidimensional scale of work–family conflict and Matthews, Kath, and Barnes-Farrell's (2010) abbreviated version of the instrument in Ghana. Five hundred and forty-one (541) employees selected from different organizations responded to structured questionnaires administered in English. Results from confirmatory factor analysis supported the six-dimensional factor structure of Carlson et al.'s (2000) measure. The instrument was found to have good internal consistency, adequate convergent validity and discriminant validity, as well as invariance of factor structure across gender. The results also supported the two-dimensional factor structure of Matthews et al.'s (2010) abbreviated version of the work–family conflict scale. The dimensions of work–family conflict on the abbreviated measure correlated strongly with respective dimensions of the original multidimensional version. Latent mean comparisons suggested that men reported more work–family conflict than women on both measures. The study demonstrates the applicability of both the six-dimensional work–family conflict scale and the abbreviated work–family conflict measure for research in Ghana.

© 2017 Western Social Science Association. Published by Elsevier Inc. All rights reserved.

1. Introduction

Research over the past four decades has shown that difficulties in managing the work–family interface constitute a major source of stress with deleterious consequences for the well-being of employees and their contributions to their families and organizations (Allen, Herst, Bruck, & Sutton, 2000; Ford, Heinen, & Langkamer, 2007; Shockley & Singla, 2011). Despite the global nature of the phenomenon of work–family conflict (see Annor, 2016a), the extant literature has been dominated by studies conducted mainly in Western, and to some extent Asian countries. The sub-

Saharan African context is almost missing from scholarly discourse on the work–family interface. In a recent systematic review of the literature on the work–family interface, Shaffer, Joplin, and Hsu (2011) excluded African countries from their analysis “because of the paucity of studies that have been conducted there” (p. 252). Despite calls for researchers to examine how employees socially construct and experience work and family roles in African countries (e.g., Aryee, 2005), relatively few studies have attempted to explore the extent to which existing knowledge on work–family conflict generalizes to the African context.

However, research on work–family conflict in sub-Saharan African countries has been hampered by lack of validated measures that adequately capture the complexity of work–family conflict. A review of the few studies

* Corresponding author.

E-mail addresses: fannor@ug.edu.gh (F. Annor), kamponsah-tawiah@ug.edu.gh (K. Amponsah-Tawiah).

on work–family conflict in sub-Saharan Africa shows a lack of consistency in measurement of the construct across studies, with researchers randomly choosing measures from existing pool of instruments. For example, Adekola's (2010) study among female executives in Nigeria used an eight-item work–family conflict scale developed by Frone, Russell, and Cooper (1992). Both Annor (2016b) and Okurame (2011) in their studies in Ghana and Nigeria, respectively, used a ten-item instrument developed by Netemeyer, Boles, and McMurrian (1996). Yet, Gamor, Amissah, & Boakye's (2014) study among hotel employees in Ghana used a modified version of Netemeyer et al.'s (1996) scale. As noted by Shaffer et al. (2011, p. 228), “without consistent measurement of work–family conflict, it is difficult to compare studies and interpret results across studies in a meaningful way.”

While the majority of existing instruments on work–family conflict have been validated in Western countries, their applicability in the sub-Saharan African context is yet to be established. The present study was aimed at examining the psychometric properties of a multidimensional scale of work–family conflict developed by Carlson, Kacmar, & Williams (2000) as well as the performance of an abbreviated version of the scale in Ghana. Thus, the present study not only contributes to paving the way for a consistent measurement of work–family conflict in sub-Saharan Africa but also enhances our understanding of the extent to which the conceptualization of work–family conflict in the work and family literature applies to sub-Saharan African contexts. Several researchers (e.g., Ollier-Malaterre, Valcour, Den-Dulk, & Kossek, 2013; Shaffer et al., 2011) have emphasized the need to understand the contextual influences that shape experiences in the work–family interface, and others (e.g., Annor, 2016a; Aryee, 2005) have called for the inclusion of sub-Saharan African countries in this line of inquiry. Thus, the present study further contributes to enhancing cross-cultural research on work–family conflict.

2. The Ghanaian context

The increased participation of women in paid employment and the concomitant changes in work and family structures have been recurring themes in the work and family literature. These socio-demographic changes are, however, not limited to Western and developed countries. In Ghana, evidence from the Ghana Statistical Service (GSS) points to a steady increase in women's participation in paid employment over the past four decades (GSS, 2005, 2008). In tandem with the changing nature of female employment are the changes occurring in the work and family roles of men. Although division of housework remains considerably gendered with women bearing much of the responsibilities, empirical evidence points to a gradual increase in men's involvement in domestic roles (GSS, 2008, 1995, 2000). Furthermore, the high cultural premium on procreation and the strong emphasis on extended family relationships contribute to an increasing need to provide care for young children and vulnerable relatives (Ardayfio-Schandorf, 2006). Additionally, family-friendly provisions from government and organizations for reconciling work

and family life are significantly limited, as work–family issues are largely relegated to the private realm (Aryee, 2005).

In addition, as noted in previous research (Annor, 2014; Aryee, 2005), lack of adequate infrastructure such as reliable transport, electricity, water supply, health-care systems, and other basic amenities that characterize low-income countries further increases demands on individuals' time and energy, especially among women. The economic realities of meeting basic needs of the family also present a significant challenge to employees' ability to combine work and family life in Ghana. The relatively high unemployment rate and weak labor market regulations in Ghana may make it difficult for employees to resist adverse working conditions such as long working hours and overtime work (see Annor, 2016a). These economic circumstances have significant implications for how employees manage work and family responsibilities (Annor, 2014).

Furthermore, Ghana is considered as predominantly collectivistic. According to Hofstede (2001, p. 225), “collectivism stands for a society in which people from birth onwards are integrated into strong, cohesive in-groups, which throughout people's lifetime continue to protect them in exchange for unquestioning loyalty”. As a collectivistic society, Ghanaians emphasize identification with the extended family and social relationships are characterized by a high sense of reciprocity (Debra, 2001). For example, employed members of the extended family in Ghana are morally obliged to provide financial and material support for the aged and ‘poor’ ones. Applied to work–family research, cultural collectivism has implications for how work and family interactions may be appraised. Luk and Shaffer (2005) noted that in most collectivistic societies the primary responsibility of the individual is to maintain the household. Consequently, work is regarded as contributing to family welfare, rather than competing with it (Yang, Chen, Choi, & Zou, 2000).

The above socio-economic and cultural realities suggest that the challenge of participating in work and family roles may be significantly different for employees in Ghana than in developed economies. Therefore, it cannot be assumed that instruments developed for measuring work–family conflict in Western countries would be readily applicable in Ghana in particular and sub-Saharan Africa in general.

3. Conceptualization and measurement of work–family conflict

Role stress theory has served as theoretical foundation for much of the research on work–family conflict. This perspective assumes that individuals have limited resources (time and energy) to expend on multiple role obligations (Goode, 1960); hence involvement in work and family roles inevitably leads to work–family conflict, as limited physiological and psychological resources are depleted. Work–family conflict is defined as “a form of interrole conflict in which role pressures from the work and family domains are mutually incompatible in some respect” (Greenhaus & Beutell, 1985, p. 77). In other words, participation in one domain (e.g., work) precludes participation

Download English Version:

<https://daneshyari.com/en/article/4761895>

Download Persian Version:

<https://daneshyari.com/article/4761895>

[Daneshyari.com](https://daneshyari.com)