

**THE RELATIONSHIP BETWEEN NEUROTICISM, ROLE  
CONFLICT, JOB-HOME DEMAND AND WORK FAMILY  
CONFLICT (WFC): A CASE STUDY IN UZMA ENGINEERING  
SDN BHD**

**MEOR RASHYDAN BIN ABDULLAH**

**MASTER OF HUMAN RESOURCE MANAGEMENT  
UNIVERSITI UTARA MALAYSIA**

**MAY 2014**

**THE RELATIONSHIP BETWEEN NEUROTICISM, ROLE CONFLICT, JOB-HOME  
DEMAND AND WORK FAMILY CONFLICT (WFC): A CASE STUDY IN UZMA  
ENGINEERING SDN BHD**

A Thesis Submitted to  
Othman Yeop Abdullah Graduate School of Business,  
Universiti Utara Malaysia,  
in Fulfilment of the Requirements for the Degree of Master of Human Resource Management

By  
**MEOR RASHYDAN BIN ABDULLAH**  
**812000**

## **DECLARATION**

I declare that the substance of this project paper has never been submitted for any degree or post graduate program and qualifications.

I certify that all the supports and assistance received in preparing this project paper and all the sources abstracted have been acknowledged in this stated project paper.

**MEOR RASHYDAN BIN ABDULLAH**

**812000**

College of Business

Universiti Utara Malaysia

06010 Sintok

Kedah Darul Aman

Malaysia

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## **ABSTRACT**

The purpose of this study is to examine the relationship between Neuroticism, Role Conflict, Job-Home Demand with Work Family Conflict. Besides that, this study also aims to identify the correlation between Neuroticism, Role Conflict, Job-Home Demand and their impact on the Work Family Conflict. In this study, Neuroticism, Role Conflict, Job-Home Demand will be as independent variables and Work Family Conflict as a dependent variable. The Neuroticism Questionnaire (Eysenck et al., 1985) is chosen to measure the Neuroticism while Role Conflict Questionnaire from Carlson et al., (2000) is used to measure Role Conflict among employees in an organization. For Job-Home Demand, the questionnaire by Van Veldhoven et al. (2002) and Peeters et al. (2005) is used and Work Family Conflict questionnaire is from Netemeyer et al. (1996). This study was focused to staffs of Uzma Engineering Sdn Bhd as the respondents. Samples of 92 were selected randomly using simple random sampling techniques. The survey response was analysed by using the Statistical Package for Social Sciences (SPSS) Version 17.0. Pearson Correlation coefficient was carried out to examine the relationship between Neuroticism, Role Conflict and Job-Home Demand towards Work Family Conflict and lastly Linear regression analysis is conducted to determine the influences of the independent variables towards Work Family Conflict as dependent variable. It was found that there is a significant relationship between Emotional Stress, Emotional Strain, Work to Family Role Conflict, Family to Work Role Conflict, Job Behavior Demand, Job Attitude Demand, Home Attitude Demand, Home Emotion Demand and Home Behavior Demand Work Family Conflict. Thus, based on the Linear Regression analysis result, it shows that Home Emotion Demand and Home Behavior Demand

predicts Work Family Conflict more than Emotional Stress, Emotional Strain, Work to Family Role Conflict, Family to Work Role Conflict, Job Behavior Demand, Job Attitude Demand and Home Attitude Demand. Therefore, it is recommended that an organization should develop a better work-family policy and create a better workplace environment which is to promote a balance work and family culture. Further research in similar variables in the other sectors such as manufacturing and service sectors can be performed as the majority of the research are only focusing in one particular sectors only. This research provides valuable information for policy makers in organisation, particularly in Oil and Gas industry in understanding and formulating ways to increase work family enrichment and decrease work family conflict in an Eastern cultural context.

## ACKNOWLEDGEMENTS



I begin in the name of Allah, the most Gracious and the most Merciful.

Praise to Allah S.W.T for giving me with great health, strength and emotional stability during having the hardships in completing this dissertation. My sincere gratitude and appreciation to my supervisor Dr Mohd Faizal bin Mohd Isa for his time, effort, and guidance in helping me to complete this project paper.

I am deeply and with all of my heart want to say thank you to all my beloved family especially to my father (Abdullah B Hj Razali) and my mother (Saripah Kholidah Bt Syed Hamzah) who continuously pray for my success and consistently giving me full support and encouragement, keep reminding me not to give up hope in facing everyday challenges and obstacles.

I would also like to take this opportunity to acknowledge with gratitude the cooperation received from the staff of Uzma Engineering Sdn Bhd who have spare some of their to answer my questionnaire, my colleagues for their support especially my superiors who understand my obligations as a student and never put a sour face whenever I have to put aside my work in order to complete this thesis. I also would like to acknowledge an effort made by an examiner appointed by my supervisor in checking my works in this project paper.

Also thank you to all of you who I have not mentioned here but have contributed directly or indirectly to the completion of this project paper. Your good deeds will never be forgotten.

*Meor Rashydan Bin Abdullah*



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# **CHAPTER 1**

## **INTRODUCTION**

### **1.0 INTRODUCTION**

This chapter gives a brief introduction regarding the study. This chapter also discusses the research problem, research question, research objective, scope of the study, significant of the study and brief operation of the keywords.

### **1.1 BACKGROUND OF THE STUDY**

Research on work and family domains started as early as the 1930s (Frone, 2003). By the 1960s with the entry of women into the paid labour market, the ‘myth of these separate domains’ gradually began to be challenged (Clark, 2000; Lewis, 2003). By the 1970s, work and family started to be viewed as interdependent domains and were considered as societal or women’s issues (Clark, 2000). It follows by the late 1980s, human resource professionals started to introduce family related policies in the workplace, and the topic began to be seen as a business issue (Frame and Hartog, 2003). Then, by the 1990s, the terms ‘work and family’ were replaced with ‘work and life’, indicating that research had moved beyond the status of a women’s and/or a family issue (Lewis, 2003).

Traditionally, the work and family domains have been gendered, such that male employee have conquered the work role and women have dominated the family role (Fletcher and Bailyn, 2005; Lott, 1988). Besides, work and family are the key domains of life to many people (Whitely and England, 1977), and, not surprisingly, work-family conflict research has become a major area in organizational research (Parasuraman and Greenhaus, 2002). In

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## **APPENDIX A: QUESTIONNAIRE**



**UNIVERSITY UTARA MALAYSIA  
KUALA LUMPUR CAMPUS**

# **The relationship between Neuroticism, Role Conflict, Job-Home Demands and Work-Family Conflict**

**Dear Participant,**

The purpose of this questionnaire is to study the relationship between Neuroticism, Role Conflict, Job and Home Demands towards Work-Family Conflict. This questionnaire is partial requirement in completion a project paper for Master of Human Resource Management

Your response will be kept as **STRICTLY CONFIDENTIAL** and for the purpose of academic research only. Thank you very much for your time and cooperation. We greatly appreciate your help in assisting us with this research.

Meor Rashydan Bin Abdullah  
Master of Human Resource Management  
Universiti Utara Malaysia  
Campus Kuala Lumpur

## QUESTIONNAIRE

Each of the statement below is aim to access the extent of the personality variables, roles conflict and job-home demand and your work-family conflict. Please circle the numbers by how much you agree with each of the statements below.

Example of how to use the rating scales:

<div style="display: flex; justify-content: space-between; align-items: center;"> <span>Strongly Disagree ←</span> <span>→ Strongly Agree</span> </div>						
1	<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">2</span>	3	4	5	6	7

SECTION A: NEUROTICISM (Eysenck et al., 1985)	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree
N1 – My mood often go up and down	1	2	3	4	5	6	7
N2 – I feel ‘just miserable’ for no reason	1	2	3	4	5	6	7
N3 – I am irritable person	1	2	3	4	5	6	7
N4 - My feelings easily hurt	1	2	3	4	5	6	7
N5 - I often feel ‘fed up’	1	2	3	4	5	6	7
N6 - I would call myself a nervous person	1	2	3	4	5	6	7
N7 - I am a worrier	1	2	3	4	5	6	7
N8 - I would call myself tense or ‘highly strung’	1	2	3	4	5	6	7
N9 - I am worry too long after an embarrassing experience	1	2	3	4	5	6	7
N10 - I am suffer from ‘nerves’	1	2	3	4	5	6	7
N11 - I am often feel lonely	1	2	3	4	5	6	7
N12 - I am troubled about feelings of guilt	1	2	3	4	5	6	7

SECTION B: <u>Work-to-Family Role Conflict</u> (Carlson, Kacmar, and Williams, 2000)	Strongly Disagree	Disagree	Slightly Disagree	Neutral	Slightly Agree	Agree	Strongly Agree
RC1 – I have to miss <b>family activities</b> due to the amount of time I must spend on work responsibilities	1	2	3	4	5	6	7
RC2 – I am often so emotionally drained when I get home from work that it prevents me from contributing to my family	1	2	3	4	5	6	7
RC3 – The behaviors I perform that make me effective at work do not help me to be a better parent or spouse.	1	2	3	4	5	6	7

<b>SECTION C: <u>Family-to-Work Role Conflict</u></b> <b>(Carlson, Kacmar, and Williams, 2000)</b>	<b><i>Strongly Disagree</i></b>	<b><i>Disagree</i></b>	<b><i>Slightly Disagree</i></b>	<b><i>Neutral</i></b>	<b><i>Slightly Agree</i></b>	<b><i>Agree</i></b>	<b><i>Strongly Agree</i></b>
<b>RC1</b> – I have to miss <b>work activities</b> due to the amount of time I must spend on family responsibilities	1	2	3	4	5	6	7
<b>RC2</b> – Because I am often stressed from family responsibilities, I have hard time concentrating on my work	1	2	3	4	5	6	7
<b>RC3</b> – Behavior that is effective and necessary for me at home would be counterproductive at work.	1	2	3	4	5	6	7

<b>SECTION D: <u>Job Demand</u></b> <b>(Van Veldhoven, de Jonge, Broersen, Kompier, &amp; Meijman, 2002)</b>	<b><i>Strongly Disagree</i></b>	<b><i>Disagree</i></b>	<b><i>Slightly Disagree</i></b>	<b><i>Neutral</i></b>	<b><i>Slightly Agree</i></b>	<b><i>Agree</i></b>	<b><i>Strongly Agree</i></b>
<b>JD1</b> - I have to work very fast	1	2	3	4	5	6	7
<b>JD2</b> - I have too much work to do	1	2	3	4	5	6	7
<b>JD3</b> - I have problems with the work pressure	1	2	3	4	5	6	7
<b>JD4</b> - I have to work under time pressure	1	2	3	4	5	6	7
<b>JD5</b> - My work demand a lot of concentration	1	2	3	4	5	6	7
<b>JD6</b> - I have to work with a lot of precision	1	2	3	4	5	6	7
<b>JD7</b> - I have to be attentive to many things at the same time	1	2	3	4	5	6	7
<b>JD8</b> - My work require continual thought	1	2	3	4	5	6	7
<b>JD9</b> - My work demand a lot from me emotionally	1	2	3	4	5	6	7
<b>JD10</b> - I have to confront with things that affect me personally in my work	1	2	3	4	5	6	7
<b>JD11</b> - I feel personally attacked or threatened in my work	1	2	3	4	5	6	7
<b>JD12</b> - In my work, I have to be able to convince or persuade people	1	2	3	4	5	6	7

<b>SECTION D: Home Demand (Peeters, Montgomery Bakker &amp; Schaufeli, 2005)</b>	<b><i>Strongly Disagree</i></b>	<b><i>Disagree</i></b>	<b><i>Slightly Disagree</i></b>	<b><i>Neutral</i></b>	<b><i>Slightly Agree</i></b>	<b><i>Agree</i></b>	<b><i>Strongly Agree</i></b>
<b>HD1</b> - I find myself busy at home	1	2	3	4	5	6	7
<b>HD2</b> - I have to do many things in a hurry when I at home	1	2	3	4	5	6	7
<b>HD3</b> - I have to carry out a lot of tasks at home	1	2	3	4	5	6	7
<b>HD4</b> - Emotional issues often arise at home	1	2	3	4	5	6	7
<b>HD5</b> - My housework often confront me with things that touch me personally	1	2	3	4	5	6	7
<b>HD6</b> - I often get frustrated about things concerning my home-life	1	2	3	4	5	6	7
<b>HD7</b> - I find that I have to plan and organize a lot of things with regard to my home life	1	2	3	4	5	6	7
<b>HD8</b> - I have to remember a lot of things with regard to my home life	1	2	3	4	5	6	7
<b>HD9</b> - I have to do many things simultaneously at home	1	2	3	4	5	6	7
<b>HD10</b> - I have to coordinate everything carefully at home	1	2	3	4	5	6	7

#### DEPENDENT VARIABLES

<b>SECTION E: <u>Work-family Conflict</u> (Netemeyer, Boles and Mc Murrian, 1996)</b>	<b><i>Strongly Disagree</i></b>	<b><i>Disagree</i></b>	<b><i>Slightly Disagree</i></b>	<b><i>Neutral</i></b>	<b><i>Slightly Agree</i></b>	<b><i>Agree</i></b>	<b><i>Strongly Agree</i></b>
<b>WFC1</b> – The demand of my work interfere with my home and family life	1	2	3	4	5	6	7
<b>WFC2</b> – The amount of time my job takes up makes it difficult to fulfil my family responsibilities	1	2	3	4	5	6	7
<b>WFC3</b> – Things I want to do at home do not get done because of the demands my job puts on me.	1	2	3	4	5	6	7
<b>WFC4</b> – My job produce strain that makes it difficult to fulfil family duties	1	2	3	4	5	6	7
<b>WFC5</b> – Due to work-related duties, I have to make changes to my plans for family activities	1	2	3	4	5	6	7

## SECTION F: DEMOGRAPHIC CHARACTERISTICS

Below are few questions about your personal background. Please answer the following questions by filling (✓) or fill in the appropriate where indicated.

1.1 Gender : Male ☐ Female ☐

---

1.2 Age : \_\_\_\_\_

---

1.3 Marital Status: Single ☐ Married ☐ Widowed ☐ Divorced/Separated ☐

---

1.4 Current Position

<input type="checkbox"/> Managing Director	<input type="checkbox"/> General Manager
<input type="checkbox"/> Senior Manager	<input type="checkbox"/> Manager
<input type="checkbox"/> Assistant Manager	<input type="checkbox"/> Senior Executive
<input type="checkbox"/> Executive	<input type="checkbox"/> Non – Executive

1.5 Organizational tenure

<input type="checkbox"/> Less than 1 year
<input type="checkbox"/> 1 – 2 years
<input type="checkbox"/> 3 – 5 years
<input type="checkbox"/> 6 – 9 years

Others (Please specify): \_\_\_\_\_

---

1.6 Number of children

<input type="checkbox"/> None
<input type="checkbox"/> 1 – 2
<input type="checkbox"/> 3 – 5
<input type="checkbox"/> 6 – 8
<input type="checkbox"/> 9 or more

1.7

Children's age

<input type="checkbox"/> Less than 1 year
<input type="checkbox"/> 1 - 4 years
<input type="checkbox"/> 5 - 9 years
<input type="checkbox"/> 10 - 14 years
<input type="checkbox"/> 15 years and above
<input type="checkbox"/> Not Applicable

---

1.8 Which department are you from?

<input type="checkbox"/>	Services – Finance, Accounting, Administration, Human Resource, IT, Legal etc
<input type="checkbox"/>	Technical – Engineering, Maintenance, Electrician etc
<input type="checkbox"/>	Sales – Marketing, Corp. Communication, PR, Customer Service, Procurement & Purchasing
<input type="checkbox"/>	Operations – Production, Quality Control, Planning, Audit etc
<input type="checkbox"/>	Others (Please Specify): _____

## APPENDIX B: SPSS OUTPUT

### 1.0 The Reliability Analysis

#### 1.1 The Reliability Analysis for Pilot Test

##### 1.1.1 Neuroticism

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.672	.666	12

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Neuroticism	41.4000	35.726	.069	.697	.689
Neuroticism	41.3500	33.924	.242	.825	.662
Neuroticism	41.2500	32.303	.428	.735	.636
Neuroticism	41.2000	32.274	.422	.589	.636
Neuroticism	40.9500	31.418	.422	.778	.633
Neuroticism	40.7500	31.461	.403	.928	.636
Neuroticism	40.4000	26.884	.578	.907	.593
Neuroticism	40.0500	29.734	.578	.821	.606
Neuroticism	40.4500	29.313	.565	.875	.606
Neuroticism	39.9500	33.208	.343	.590	.648
Neuroticism	40.5000	38.684	-.151	.775	.724
Neuroticism	40.7000	38.011	-.096	.739	.709

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
44.4500	37.839	6.15138	12

### 1.1.2 Role Conflict

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.782	.789	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Work-to-family Role Conflict	19.9500	23.313	.369	.430	.786
Work-to-family Role Conflict	19.8500	20.661	.512	.754	.755
Work-to-family Role Conflict	19.7000	21.168	.655	.735	.722
Family-to-work Role Conflict	19.6500	20.976	.695	.663	.714
Family-to-work Role Conflict	19.7500	20.408	.574	.708	.737
Family-to-work Role Conflict	19.6000	22.147	.430	.693	.774

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
23.7000	29.589	5.43962	6

### 1.1.3 Job-Home Demand

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.770	.766	22



**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job Demand	87.9000	123.884	.436	.	.753
Job Demand	87.9000	123.463	.482	.	.751
Job Demand	87.6000	127.516	.320	.	.762
Job Demand	87.5500	130.997	.178	.	.773
Job Demand	87.9000	131.779	.231	.	.767
Job Demand	87.8000	128.484	.372	.	.759
Job Demand	87.6000	127.200	.422	.	.756
Job Demand	87.8500	127.818	.340	.	.760
Job Demand	87.8500	128.029	.346	.	.760
Job Demand	87.8500	121.924	.529	.	.747
Job Demand	88.3000	131.168	.212	.	.769
Job Demand	88.1000	121.674	.592	.	.744
Home Demand	87.8500	126.555	.399	.	.757
Home Demand	87.7500	132.513	.193	.	.769
Home Demand	87.5000	134.684	.112	.	.775
Home Demand	87.6000	136.463	.115	.	.772
Home Demand	88.0000	138.632	.004	.	.778
Home Demand	87.9000	127.989	.303	.	.763
Home Demand	87.9000	124.726	.395	.	.756
Home Demand	87.4000	125.937	.396	.	.756
Home Demand	87.3500	127.503	.428	.	.756
Home Demand	87.5000	134.895	.158	.	.770

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
91.9500	139.839	11.82537	22

### 1.1.4 Work Family Conflict

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.635	.633	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Work-family Conflict	17.2500	9.145	.232	.221	.645
Work-family Conflict	16.9500	6.997	.548	.578	.503
Work-family Conflict	17.2500	6.408	.457	.580	.548
Work-family Conflict	16.9000	7.253	.487	.348	.534
Work-family Conflict	17.0500	8.155	.251	.231	.651

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
21.3500	10.871	3.29713	5

## 2.0 The Reliability Analysis for Actual Study

### 2.1 The Reliability Analysis for Neuroticism

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.922	.923	12

### 2.2 The Reliability Analysis for Role Conflict

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.824	.824	6

### 2.3 The Reliability Analysis for Job-Home Demand

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.845	.889	22

## 2.4 The Reliability Analysis for Work Family Conflict

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.907	.908	5

## 3.0 Factor Analysis

### 3.1 Factor Analysis for Neuroticism

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.862
Bartlett's Test of Sphericity	Approx. Chi-Square
	713.206
	df
	66
	Sig.
	.000

**Rotated Component Matrix<sup>a</sup>**

	Component	
	1	2
Neuroticism		<b>0.67</b>
Neuroticism		<b>0.82</b>
Neuroticism		<b>0.77</b>
Neuroticism		<b>0.73</b>
Neuroticism		<b>0.69</b>
Neuroticism	<b>0.79</b>	
Neuroticism	<b>0.73</b>	
Neuroticism	<b>0.63</b>	
Neuroticism	<b>0.84</b>	
Neuroticism	<b>0.81</b>	
Neuroticism	<b>0.68</b>	
Neuroticism	<b>0.66</b>	

### 3.2 Factor Analysis for Role Conflict

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.768
Bartlett's Test of Sphericity	Approx. Chi-Square	208.337
	df	15
	Sig.	.000

**Rotated Component Matrix<sup>a</sup>**

	Component	
	1	2
Work-to-family Role Conflict	.864	.204
Work-to-family Role Conflict	.887	.186
Work-to-family Role Conflict	.748	.315
Family-to-work Role Conflict	.185	.821
Family-to-work Role Conflict	.191	.859
Family-to-work Role Conflict	.271	.654

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 3 iterations.

### 3.3 Factor Analysis for Job-Home Demand

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.778
Bartlett's Test of Sphericity	Approx. Chi-Square	1211.471
	df	231
	Sig.	.000

**Rotated Component Matrix<sup>a</sup>**

	Component				
	1	2	3	4	5
Job Demand	.738	.145	.056	.042	-.151
Job Demand	.761	.106	.013	.158	-.054
Job Demand	.390	.010	-.062	.666	.125
Job Demand	.759	.022	.038	.266	.020
Job Demand	.835	.137	.041	-.032	-.052
Job Demand	.704	.170	.157	-.188	.059
Job Demand	.796	.202	.073	.028	.073
Job Demand	.724	.260	.050	-.075	.237
Job Demand	.296	.019	.265	.140	.662
Job Demand	.518	.337	-.088	.007	.449
Job Demand	-.134	-.016	-.023	.078	.770
Job Demand	.629	-.055	.194	-.059	.190
Home Demand	.154	.177	.853	.131	.083
Home Demand	.092	.285	.822	.161	.109
Home Demand	.025	.170	.851	.092	-.036
Home Demand	-.066	.052	.285	.783	.024
Home Demand	-.026	.223	.184	.677	.187
Home Demand	-.082	.238	.031	.837	-.050
Home Demand	.154	.852	.168	.229	-.026
Home Demand	.158	.835	.174	.206	.042
Home Demand	.300	.614	.461	.114	.135
Home Demand	.318	.701	.369	.064	-.024

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

### 3.4 Factor Analysis for Work Family Conflict

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.860
Bartlett's Test of Sphericity	Approx. Chi-Square
	308.833
	df
	10
	Sig.
	.000

**Anti-image Matrices**

		Work-family Conflict	Work-family Conflict	Work-family Conflict	Work-family Conflict	Work-family Conflict
Anti-image Covariance	Work-family Conflict	.429	-.163	-.032	-.020	.023
	Work-family Conflict	-.163	.254	-.104	-.037	-.055
	Work-family Conflict	-.032	-.104	.257	-.123	-.087
	Work-family Conflict	-.020	-.037	-.123	.379	-.099
	Work-family Conflict	.023	-.055	-.087	-.099	.493
Anti-image Correlation	Work-family Conflict	.855 <sup>a</sup>	-.494	-.097	-.049	.049
	Work-family Conflict	-.494	.822 <sup>a</sup>	-.407	-.121	-.154
	Work-family Conflict	-.097	-.407	.844 <sup>a</sup>	-.393	-.245
	Work-family Conflict	-.049	-.121	-.393	.888 <sup>a</sup>	-.230
	Work-family Conflict	.049	-.154	-.245	-.230	.915 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
Work-family Conflict	.801
Work-family Conflict	.909
Work-family Conflict	.914
Work-family Conflict	.856
Work-family Conflict	.794

Extraction Method: Principal  
Component Analysis.

a. 1 components extracted.

#### 4.0 Normality Test

#### Test of Normality on Neuroticism, Role Conflict, Job-Home Demand and Work Family Conflict

**Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Emotional_stress	.060	92	.200*	.985	92	.383
Emotional_strain	.103	92	.018	.984	92	.308
Work_to_Family	.089	92	.068	.978	92	.120
family_to_work	.083	92	.134	.980	92	.171
job_behavior_demand	.068	92	.200*	.974	92	.064
job_attitude_demand	.085	92	.097	.978	92	.125
home_attitude_demand	.103	92	.017	.966	92	.016
home_emotion_demand	.112	92	.006	.978	92	.118
home_behavior_demand	.123	92	.002	.968	92	.024
WFC_after_factor	.092	92	.051	.977	92	.106

a. Lilliefors Significance Correction

\*. This is a lower bound of the true significance.



## 5.0 Mean and Standard Deviation For Neuroticism, Role Conflict, Job-Home

### Demand and Work Family Conflict

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Emotional_stress	92	1.00	6.14	3.6165	1.21494	1.476
Emotional_strain	92	1.00	6.80	3.5696	1.14908	1.320
Work_to_Family	92	1.00	6.67	3.7790	1.33633	1.786
family_to_work	92	1.00	6.33	3.5145	1.21087	1.466
job_behavior_demand	92	1.00	7.00	4.9224	1.08661	1.181
job_attitude_demand	92	1.00	7.00	4.4158	1.28189	1.643
home_attitude_demand	92	1.00	7.00	4.2065	1.32400	1.753
home_emotion_demand	92	1.00	6.75	3.7799	1.17485	1.380
home_behavior_demand	92	1.00	6.33	4.4710	1.06464	1.133
WFC_after_factor	92	1.00	7.00	3.9761	1.25298	1.570
Valid N (listwise)	92					

## 6.0 The results of Pearson Correlation Analysis for the Relationship between Neuroticism, Role Conflict, Job-Home Demand and Work Family Conflict.

Correlations

		Emotional stress	Emotional strain	Work to Family	Family to work	Job behaviour demand	Job attitude demand	Home attitude demand	Home emotion demand	Home behaviour demand	Work Family Conflict
Emotional stress	Pearson Correlation Sig. (2-tailed)	1									
Emotional strain	Pearson Correlation Sig. (2-tailed)	.692** .000	1								
Work to Family	Pearson Correlation Sig. (2-tailed)	.354** .001	.428** .000	1							
Family to work Role Conflict	Pearson Correlation Sig. (2-tailed)	.446** .000	.310** .003	.508** .000	1						
Job behaviour demand	Pearson Correlation Sig. (2-tailed)	.032 .765	.059 .574	.259* .013	.123 .243	1					
Job attitude demand	Pearson Correlation Sig. (2-tailed)	.161 .125	.171 .104	.393** .000	.326** .002	.446** .000	1				
Home attitude demand	Pearson Correlation Sig. (2-tailed)	.130 .215	.199 .058	.325** .002	.165 .117	.227* .030	.551** .000	1			
Home emotion demand	Pearson Correlation Sig. (2-tailed)	.607** .000	.584** .000	.296** .004	.463** .000	.140 .184	.377** .000	.313** .002	1		
Home behaviour demand	Pearson Correlation Sig. (2-tailed)	.158 .133	.095 .367	.044 .678	.049 .645	.616** .000	.360** .000	.271** .009	.176 .093	1	
Work Family Conflict	Pearson Correlation Sig. (2-tailed)	.179 .088	.226* .031	.335** .001	.312** .002	.365** .000	.380** .000	.408** .000	.385** .000	.431** .000	1

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## 7.0 Regression Analysis

### Relationship between Neuroticism (By Factor) and Work Family Conflict

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.228 <sup>a</sup>	.052	.031	1.23365	.052	2.438	2	89	.093	1.812

a. Predictors: (Constant), Emotional\_strain, Emotional\_stress

b. Dependent Variable: WFC\_after\_factor

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.052	.447		6.828	.000
	Emotional_stress	.045	.147	.044	.305	.761
	Emotional_strain	.213	.156	.196	1.368	.175

a. Dependent Variable: WFC\_after\_factor

### Relationship between Role Conflict (By Factor) and Work Family Conflict

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.374 <sup>a</sup>	.140	.120	1.17515	.140	7.227	2	89	.001	1.748

a. Predictors: (Constant), family\_to\_work, Work\_to\_Family

b. Dependent Variable: WFC\_after\_factor

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.436	.425		5.736	.000
	Work_to_Family	.223	.107	.238	2.087	.040
	family_to_work	.198	.118	.191	1.677	.097

a. Dependent Variable: WFC\_after\_factor

### Relationship between Job-Home Demand (By Factor) and Work Family Conflict

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.587 <sup>a</sup>	.344	.306	1.04378	.344	9.027	5	86	.000	1.798

a. Predictors: (Constant), home\_behavior\_demand, home\_emotion\_demand, home\_attitude\_demand, job\_behavior\_demand, job\_attitude\_demand

b. Dependent Variable: WFC\_after\_factor

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.026	.622		.042	.967
	job_behavior_demand	.137	.135	.119	1.014	.313
	job_attitude_demand	.021	.115	.022	.184	.855
	home_attitude_demand	.213	.101	.226	2.119	.037
	home_emotion_demand	.263	.102	.246	2.582	.012
	home_behavior_demand	.289	.133	.245	2.175	.032

a. Dependent Variable: WFC\_after\_factor