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The Relationship Between Family-Work Conflict and Work-Family Conflict Among Special Education Teachers

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ABSTRACT

Special education teachers are a big part of how students with disabilities learn. Because of conflicts between work and family and family and work, special education teachers are less happy with their jobs than other teachers. This study looks at the work-family, work-family, and job satisfaction of special education teachers in Kottayam. Sixty special education students from Sulawesi were used in this study. This research is about describing things. The standard questionnaire collects data. Teachers were unhappy with their jobs, and there was a strong link between WFC and FWC ($p=.000$). ($p=.000$) FWC influences job satisfaction. The project's main goal is to make it easier for special educators to do their jobs. Their low incomes and lack of education keep them from getting help from the government, which hurts their mental health and potential. Teachers, especially those who teach kids with special needs, help kids grow. People who work in schools help kids who have trouble learning. Special school teachers have to deal with more stress and pressure than other teachers. So, it is crucial to find out if these things are causing problems in their personal, professional, and family lives. So, teachers must teach and help students with disabilities in regular classes. Special education teachers must work harder than other teachers to help students with special needs. Special education teachers help disabled kids succeed by being their second parents, advisors, and counsellors. These teachers must figure out how to balance their personal lives with their jobs. Most people have trouble keeping their personal and work lives in balance. They find it hard to meet both their personal and professional obligations. Human relations are the ways that people get along with each other. The human relations model was made by Elton Mayo, Mary Parker Follet, and Robert Owen. It is based on the idea that workers are motivated not only by money, but also by praise, recognition, a sense of belonging, victory or achievement, and pride and honor in their work. Focusing on people and relationships boosts morale and gets more work done. When employees feel welcome in the office, they work harder and are happier with their jobs. The same as these teachers. Policymakers and governments often do not care about them. This affects the quality and satisfaction of the job. Education, Teachers, Job Satisfaction, Interactions Between Work and Family, Work Conflicts, and Work

INTRODUCTION

Personal life and professional life are two important aspects that influence each other. In the current scenario, it is widespread that the factors of professional life influence Family Life and Family Life affects Work, thus creating problems and problems that affect Job Satisfaction. People's performance in their personal and work life can sometimes lead to conflicts. Because due to inconsistencies in Family and Work Life are moderate(Pava-Ripoll, 2015; Piko & Mihalka, 2018; Shishliannikova, 2020)

Fatigue, Underperformance, Feeling Less Qualified and Not Good at Work, Dissatisfaction with Work and Walk-Out. Research conducted by authors such as Piske et al. (Laub, 2003; Olatunji et al., 2020; Piko & Mihalka, 2018; Whips et al., 2016) WFC arises when individuals feel the incompatible demands between Work and Family performance create imbalances and create work-family interfaces. Therefore, management and others must know and accept the implications associated with WFC. In some instances, the WFC was even found to have a positive relationship with High work-related Saturation, Low Work Stress, Health, and organizational commitment or job management and performance.(Olatunji et al., 2020; Piko & Mihalka, 2018)

FWC occurs due to the pressures and burdens of conflicting personal and work domains, resulting in full participation in both work and family roles - Job satisfaction is defined as one's happiness and enjoyment in completing tasks at work. It helps in knowing if someone enjoys or dislikes his work, and it is the direct result of the assessment that causes one to achieve the value of his work and meet his basic needs. - Vroom's definition of job satisfaction focuses on the functioning of workers within the workplace. As a result, he defined job satisfaction as the emotional orientation on the part of individuals

towards the work roles they occupy now(Feldman & Schechter, 2017; Piske et al., 2016)(Sitinjak, 2015, 2016)(Abdillah et al., 2022; Charli Sitinjak, 2022; JRank Articles, 2014; Rosita Yuniati, 2022; "The Ponzi Scheme Puzzle: A History and Analysis of Con Artists and Victims," 2013).

METHODS

A quantitative descriptive research design was used in this study. Using systematic random sampling, data were obtained from 30 special education teachers in Sulawesi. The scales of Work-to-Family Conflict and Family-to-Work Conflict established by Netemeyer et al. (1996) are used to investigate work-family conflicts and family-work conflicts. In addition, the Job Satisfaction Scale created by Paul E Spector (1994) was used to assess the job satisfaction of special education teachers. After verifying normality, parametric tests are used to analyze and interpret the data; descriptive statistics, correlations, and T-tests are used to analyze and interpret the data.

RESULTS AND DISCUSSION

The study's main objective was to understand better the relationship between work-family conflicts, family-work conflicts, and job satisfaction among exceptional education instructors. The socio-demographic profile of respondents revealed that 44 of the 60 respondents were women, and the remaining 16 were men, with 38.3% (23) of the total sample aged between 30 and 40 years. The respondents' educational qualifications revealed that 32 had completed B.Ed and 17 had completed TTC. However, the survey found that regardless of their qualifications, they all received the same income. There is no increase in compensation for teachers who obtain higher education certificates.

Table 1. Work-Family Conflicts Among Respondents

Family work conflicts	Frequency	%
Very low	14	23.3
Low	13	21.7
Average	22	36.7
Tall	11	18.3
Total	60	100.0

The survey results showed that most respondents felt that the demands of their profession interfered with their home and family life. As a result of work-related obligations, they had to change their family activity plans. According to research, respondents slightly agree that the amount of working time used makes it difficult to fulfil family

responsibilities. In addition, the study found that respondents felt their work caused stress and made it harder for them to meet household responsibilities. Work-family conflicts were found to decrease respondents' job satisfaction.

Table 2. Job Satisfaction of Respondents

Job Satisfaction Scale	Frequency	%
Very low	7	11.7
Low	23	38.3
Keep	14	23.3
Tall	16	26.7
Total	60	100.0

The survey showed that most respondents believed they were paid a reasonable amount for their work after analyzing job satisfaction among them. It is considered that most organizations do not pay their employees' adequate wages. Furthermore, organizational regulations and procedures make it challenging to do decent work, and most respondents believe their superiors are unfair to them. As a result, the study assumes that agency leaders and employers do not have a strong relationship. Due to the advantages of the supervisor, it is difficult for the

entrepreneur to carry out decent work. Respondents sometimes believe that their work is in vain. It is assumed that most respondents are dissatisfied with their work due to unequal salaries and the supremacy of supervisors. Moreover, this study argues that this factor causes respondents' job satisfaction. The assumption is that if employees receive fair wages, recognition of their work, and lack of excellence in the institution, the respondent will be satisfied with his work.

Table 3. Family Work Conflicts Between Respondents

Family work conflicts	Frequency	Per cent
Very low	15	25.0
Low	13	21.7
Keep	22	36.7
Tall	10	16.7
Total	60	100.0

From the study findings, most respondents agreed that their family's demands interfered with their work-related duties. And the majority of respondents were unable to complete tasks at work due to the demands of their time at home. This causes

a backlog of work and causes problems with their work. And family-related stress contributes to the inability to function properly at work. This causes problems both in work and personal life.

Table 4. Respondents were Unable to Complete Tasks at Work Due to the Demands of Their Time at Home

Variable	Value	Work until family conflicts occur	Family to Work Conflicts	Job satisfaction
Work until family conflicts occur	Pearson Correlation	1	0.98	830
	Sig. (2tailed)			0.09
			60	60
Family-to-Work Conflicts	Pearson Correlation		1	-0.471
	Sig. (2tailed)			
				150
Job Satisfaction	Pearson Correlation			1
	Sig. (2tailed)			

Pearson's correlation analysis discovered a substantial relationship between work-family and family-work conflict. It is expected that if work-family conflicts increase, family-work conflicts will also increase. Meanwhile, the study findings revealed a negative relationship between family-work conflict and respondents' job satisfaction. Respondents' job satisfaction is strongly linked to aspects of the family-work conflict. Similar research shows that conflicts between teachers' families and their jobs adversely affect job satisfaction. Pearson's correlation analysis revealed no significant association between work-family conflict and job

satisfaction, suggesting that family pressure, rather than work-life pressure, affects the job satisfaction of exceptional education instructors. Although work does not directly contribute to job satisfaction, as reported in the study, it contributes to family work conflicts and, therefore, is a passive contributor to job satisfaction. These students are not provided with adequate income or job guarantees, which can cause them to worry and stress, resulting in confrontations with their family members. Therefore, job satisfaction should be seen as an indicator of reduced quality and potential of work.

CONCLUSION

In terms of caring for and meeting the academic requirements of impaired students, the functions of a special education teacher in the classroom play an indispensable and irreplaceable role. They are distinguished from other educators because they can adapt to various responsibilities in the educational environment. However, it is often difficult to successfully manage and maintain a healthy balance between the demands of one's personal and professional life. The demands of work and family are often incompatible with each other, which can lead to work-family conflicts. This imbalance even creates conflicts at the interface of working life, and when it comes to family-to-work conflicts, it leads to conflicting burdens and tensions in the household and work domains, resulting in difficulty in participating in both work roles.

Moreover, the role of the family thus causing conflicts between the two. Job satisfaction is critical in determining whether an individual will experience joy or pleasure from completing a task. They will be able to meet their fundamental requirements and realize their professional goals as a result of this evaluation. According to the study's findings, there is an urgent need to implement programs that will help educators increase their level of motivation and, as a result, their level of job satisfaction.

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