



## **WORK FAMILY CONFLICT ON STUDENTS WHO WORK**

**Ona Pebriani<sup>1</sup> Cica Yulia<sup>2</sup>**

*Technical and Vocational Education Study Program, School of Postgraduate Universitas  
Pendidikan Indonesia, Indonesia*

*<sup>2</sup>Department of Electrical Engineering Education Indonesian University of Education,  
Indonesia*

[onapebriani@upi.edu](mailto:onapebriani@upi.edu)

[cicayulia@upi.edu](mailto:cicayulia@upi.edu)

### **ABSTRACT**

Studying while working is an activity that both require separate time, plus students who already have families, they must also be able to adjust their time to study, work and for their families. These three cases will certainly cause conflict, the conflict is commonly referred to as work family conflict. Work family conflict is a form of inter-role conflict in which role pressures from work and family areas conflict with each other. The purpose of this study was to determine the impact of work-family conflict and its effect on task completion for working students. This research was conducted using a literature study, the literature search was carried out in September 2022, in the initial search the researcher found 100 articles for the 2009-2022 period and 13 articles were selected for this study. Conflicts experienced by students who study while working can be overcome if students have good skills in dealing with work-study conflicts.

**Keywords :** Work Family Conflict, Work Student, Work Study Conflict



## **INTRODUCTION**

Working while studying is an activity that is not easy to carry out simultaneously, it can even cause problems for people who live it, especially if the activity occurs in people who are already married. This of course can trigger problems that are usually called work family conflicts. The current literature provides some evidence that conflict between work, family, and school can lead to deleterious outcomes (Olson, 2014) . Work family conflict (WFC) can be defined as "a form of inter-role conflict in which the general demands, time devoted to, and tension created by work and education interfere with the performance of family-related responsibilities", while work-family conflict is considered as "a form of interrole conflict in which common demands, very little time devoted to family , and tension created by the family interfere with the performance of work-related responsibilities (Netemeyer et al., 1996) . There are three main types of work-family conflict: time-based, tension-based, and behavior-based. Time-based conflict can occur when time devoted to one role makes it difficult to participate in other roles (Greenhaus & Beutell, 1985) .

Based on the problems above, it can be seen that studying while working can provide problems for those who live it (Orpina & Prahara, 2019) . However, there is confusing empirical evidence to suggest that working from home can be an effective way to reduce work-family conflict . According to what workers bring, just as conflict situations arise from different places or sources, responses to resolve things can also arise from the different people involved. It is said that all vaguely have (in some way) the conditions for propositions leading to understanding ( Silva et al., 2019) . The purpose of this study was to determine the impact of work-family conflict and its effect on task completion on working students, with an analysis of the literature from the literature related to work-family conflict on working students, the term to answer the question of how the impact of work-family conflict and its effects on the completion of student assignments working?

## **LITERATURE REVIEW**

### **Defining Search Keywords**

literature search was conducted in September 2022 using the keywords (“ Work Family Conflict \*” OR “ Family Conflict \*” OR “ Work Conflict in the student \*”) . From the search with these keywords the researcher found 100 articles in the initial search for the period 2009-2022 and 13 articles were selected for this study.



Initial search results

In this study, the search year was not determined, it aims to identify and study the latest developments in studies regarding work family conflict in students. One hundred articles on work family conflict were found as many as fourteen articles discussing work family conflict among students. The thirteen articles can be seen in table 1.

**Table 1.** Fourteen articles on work family conflict for students

Author	Title	Year of Publication
Doreen Yemisi Olorunfemi	Family-work conflict, information use, and social competence: A case study of married postgraduate students in the faculty of education, university of ibadan, nigeria	2009
Orpina, Septriyana Prahara & Sowanya Ardi	Self-efficacy and Academic Burnout in Working Students	2013
Kristine J Olson	Development and initial validation of a measure of work, family, and school conflict	2014
Dwi Nur Rachmah	Self-Regulation in Learning in Students who Have Multiple Roles	2015
Siti Aisyah Mu'min	Self Regulation in Studying Students Who Work (Study on Students of the Faculty of Tarbiyah and Teacher Training IAIN Kendari)	2016
Elma Mardelina & Ali Muhson	Student Work and Its Impact on Learning Activities and Academic Achievement	2017
Jessica M McCutcheon, Melanie A Morrison	It's "like walking on broken glass": Pan-Canadian reflections on work-family conflict from psychology women faculty and graduate students	2018
Abd Razak, Ahmad Zainal Abidin, Yeop Yunus, Nek Kamal Samsudin, Norsamsinar, Ab dul Wahid, Hariyat Wahid & Zaiton Wahid	Social support moderating effect between work-family conflict and health and stress of working students in UPSI	2019
Septriyana Orpina & Sowanya Ardi Prahara	Self-efficacy and Academic Burnout in Working Students	2019
Stephen L Wright, Jason A Kacmarski, Dylan M Firsick, Michael A Jenkins-	Family Influences on College Students' Anticipated Work-Family Conflict, Social Self-Efficacy, and Self-Esteem	2020



**PROCEEDING**  
**THE 2<sup>nd</sup> INTERNATIONAL CONFERENCE**  
**SOCIOLOGY, UNIVERSITY OF MATARAM**



Guarnieri, Abigail J Kimm		
Khalid Husayn Urfi	Impact of Work Family Conflict on Job and Life Satisfaction for Female Executive MBA Students	2021
Jaunathan Bilodeau, Amelie Quesnel-Valee, Nancy Beauregard, Marie-Christine Brault	Gender, work-family conflict and depressive symptoms during the COVID-19 pandemic among Quebec graduate students	2021
Claudia Araceli Hernandes Gonzales, Benjamin John Blackford	Engagement as antecedent of academic achievement and the moderating impact of work-family-school inter-role conflict for online graduate students	2022

Refinement of the search result

We excluded some articles that did not meet the screening criteria, the following Table 2 shows the inclusion and exclusion criteria for this study.

**Table 2** Research inclusion and exclusion criteria

Inclusion Criteria
This research work is related to work family conflict in students This publication covers issues regarding work family conflict among students Research articles published between 2009-2022 Research articles written in English Research articles will be published after submission to the peer review process Full versions of publications are available through subscriptions to institutions or associations of which we are members. This study follows a research structure that is in accordance with the actual research method.
Exclusion Criteria
This research work is not related to work family conflict in students This publication does not cover problems regarding work family conflict among students Research article not published between 2009-2022 Research articles are not written in English The research article has been published after being submitted to the peer review process Full versions of publications are not available through subscriptions to institutions or associations of which we are members. This research does not follow a research structure that is in accordance with the actual research method.

Data Information Source

The information in this study was obtained from articles that can be trusted for their validity. For more details, the source of information is obtained from the following data:



**PROCEEDING**  
**THE 2<sup>nd</sup> INTERNATIONAL CONFERENCE**  
**SOCIOLOGY, UNIVERSITY OF MATARAM**



1. Source of information : SCOPUS
2. Publishers : Springer, IEEE, Taylor and Francis
3. Number of articles reviewed : 100 articles
4. Number of articles used : 13 articles

**Study Selection Process**

The study selection process is a long process in research systematics, which is separated into several stages with different activities carried out. The data representation uses the PRISMA flow which describes the process of selecting articles such as:

1. Identification
2. Filtering
3. Appropriateness
4. Including

In assessing the quality of this research, the researcher compares and conducts several studies through a lot of literature based on papers published in reputable journals and many digital literacy frameworks. Each different definition is described in terms of its quality through a classification ranking that is selected, considered, and eliminated. The selected articles have good clarity in definitions, research questions, methods, limitations, conclusions, and suggestions for further research. Then, quite a lot of articles have moderate content quality which causes some bias in one aspect such as definitions, research questions, methods, results, etc. On the other hand, the eliminated studies did not meet criteria such as coming from unreputed journals or conferences and having unclear aspects.

**METHOD**

In conducting a literature review, the author uses research methods with a systematic literature review or systematic literature review. This systematic literature review study uses Scopus in searching for articles to be reviewed. Scopus was chosen because it is one of the largest scientific databases for scholars who want to search and search for some data such as scientific journals, conference proceedings, book chapters, etc. (Mongeon & Paul-Hus, 2016) Selected articles are identified and searched using the title, keywords, and abstract of the paper. A systematic review to conduct a literature review was conducted through the Web of Science (WOS) and SCOPUS. Selected terms are searched in the title, keywords and abstract of the journal.



## **RESULT AND DISCUSSION**

### **1. Impact of work family conflict against working students?**

Studying while working has an impact on a person both in positive and negative terms. The positive impacts of studying while working include students being able to assist their parents in paying for college, gaining work experience, and economic independence, while the negative impacts experienced by students are difficulty in dividing time and concentration while studying and working, fatigue, decreased academic achievement, experiencing delays. graduation, and the worst impact is being expelled or dropped out by the university and choosing to work. Various jobs and places of work that are chosen, of course there are obstacles experienced in the work, for example the working time is very tight, the type of work is not as expected, lower levels of job satisfaction and higher levels of fatigue (Pujol-Cols, 2021) . Work and family are two aspects of adult life. However, these two aspects are most often uncoordinated so that participation in work roles sometimes extends to family roles and family roles can affect work roles (Ding et al., 2018) . Basically going to college while working causes individuals to have an excessive role load, apart from being an academic, students also have a role as an employee (Triwijayanti & Astiti, 2019) .

Excessive role load can affect students both in academic and non-academic terms. According to (Yustrianthe, 2008) Role overload at one time or role overload will occur if someone has too much work to complete under time pressure and a very tight schedule, and not according to abilities. Having an excessive role at one time can cause conflict for individuals both from within (internally) and outside (externally) such as role conflict, physical exhaustion, stress, to depression. Conflicts that are owned by students cause work family conflicts which must be balanced with the status of students.

Work family conflict can also impact employee health outcomes and workplace productivity and are reported to be associated with psychological stress, life and job satisfaction, substance abuse, and physical health (Y. M. Kim & Cho, 2018) . Students who work also experience physical symptoms such as fatigue, anxiety, headaches, sudden heart attacks, and chronic illnesses . Individuals simultaneously feel challenge and barrier stress with consequent effects on their work



(Zhao et al., 2020) . To compensate for this problem the workplace may be able to help student employees by providing them with work assignments that reflect the type of things they are studying on campus, or offering flexible work schedules that allow employees to adapt their work and study schedules. (Olson, 2014) .

2. effect of work family conflict on the completion of students' work assignments?

Studying while working can cause changes in student activities and learning, if the student is not able to carry out the roles as a student and as a worker in a balanced way. The changes that can occur are:

- a. Being not focused on lecture activities
- b. Delaying the completion of college assignments
- c. Decreased college motivation
- d. Skipping college (Octavia & Nugraha, 2013) .

In fact, students who have chosen to work must be able to bear the risk with their decision to become a student, they must be able to manage their time for work and study. The data that has been summarized from several literature reviews there are several aspects of work family conflict that can affect the completion of student assignments, namely:

- a. Feeling tired after work, so you can't concentrate on making college assignments
- b. Being unfocused on making tasks
- c. motivation to learn and complete the tasks given by the lecturers has decreased .
- d. Taking care of all forms of activities in the household so that it can cause delays in making assignments and even forgetting the tasks given.

Feelings of tiredness, lack of concentration, unfocused, and low motivation to complete coursework can lead students to truant and even delay the completion of their coursework . Lack of ability to balance obligations work and family responsibilities can cause conflict between work and family work (B. Kim et al., 2010) . Therefore, the forms of work-study conflict experienced by students who study while working can be overcome if students have good skills in dealing with work-study conflicts (Octavia & Nugraha, 2013) .

## **CONCLUSION**

From various points of view, we can know that working while studying is a very good activity and is a useful and profitable thing, but in reality the work is not easy to carry out, it



**PROCEEDING**  
**THE 2<sup>nd</sup> INTERNATIONAL CONFERENCE**  
**SOCIOLOGY, UNIVERSITY OF MATARAM**



will even lead to work . family conflicts. From the description of the discussion above, it can be concluded that the impact of work family conflict on students who work and the effect of work family conflicts on the completion of student assignments can be resolved if students have good abilities in dealing with work-study conflicts and work family conflicts.

**ACKNOWLEDGEMENTS**

A big thank you from the spirit to the family who have never stopped giving to researchers until now. Dr.Yulia. M.Si who has guided researchers from the beginning until this article is ready for a seminar, hopefully this article can be a useful work for many people.





## REFERENCE

- Ding, X., Yang, Y., Su, D., Zhang, T., Li, L., & Li, H. (2018). Can job control ameliorate work-family conflict and enhance job satisfaction among Chinese registered nurses? A mediation model. *International Journal of Occupational and Environmental Medicine*, 9(2), 97–105. <https://doi.org/10.15171/ijoem.2018.1176>
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict Between Work and Family Roles. *Academy of Management Review*, 10(1), 76–88. <https://doi.org/10.5465/amr.1985.4277352>
- Kim, B., Shine, E. K., & Jung, K. T. (2010). Original Article : 민영건강보험하에서 의료수요의 가격탄력성에 관한 실증 분석 -법정본인부담금 보장금지 정책을 중심으로. *의료경영학연구*, 4(1), 1–7. [http://kiss.kstudy.com/journal/thesis\\_name.asp?tname=kiss2002&key=3183676](http://kiss.kstudy.com/journal/thesis_name.asp?tname=kiss2002&key=3183676)
- Kim, Y. M., & Cho, S. Il. (2018). Associations of family demands and work–life conflict with musculoskeletal disorders among korean workers. *International Journal of Environmental Research and Public Health*, 15(7). <https://doi.org/10.3390/ijerph15071419>
- Mongeon, P., & Paul-Hus, A. (2016). The journal coverage of Web of Science and Scopus: a comparative analysis. *Scientometrics*, 106(1), 213–228. <https://doi.org/10.1007/s11192-015-1765-5>
- 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), 400–410. <https://doi.org/10.1037/0021-9010.81.4.400>
- Octavia, E., & Nugraha, S. P. (2013). Hubungan Antara Adversity Quotient Dan Work-Study Conflict Pada Mahasiswa Yang Bekerja. *Jurnal Psikologi Integratif*, 1(1), 44–51.
- Olson, K. J. (2014). Development and initial validation of a measure of work, family, and school conflict. *Journal of Occupational Health Psychology*, 19(1), 46–59. <https://doi.org/10.1037/a0034927>
- Orpina, S., & Prahara, S. A. (2019). Self-efficacy dan Burnout Akademik pada Mahasiswa yang Bekerja. *Indonesian Journal Of Educational Counseling*, 3(2), 119–130. <https://doi.org/10.30653/001.201932.93>
- 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>
- Silva, I. S., Arantes, C. I. S., & Fortuna, C. M. (2019). Conflict as a possible catalyst for democratic relations in the work of the Family Health team. *Revista Da Escola de Enfermagem*, 53, 1–8. <https://doi.org/10.1590/S1980-220X2018003403455>
- Triwijayanti, I. D. A. K., & Astiti, D. P. (2019). Peran dukungan sosial keluarga dan efikasi diri terhadap tingkat work-life balance pada mahasiswa yang bekerja di Denpasar. *Jurnal Psikologi Udayana*, 6(02), 320. <https://doi.org/10.24843/jpu.2019.v06.i02.p11>
- Yustrianthe, R. H. (2008). Pengaruh Flexible Work Arrangement terhadap Role Conflict,



**PROCEEDING**  
**THE 2<sup>nd</sup> INTERNATIONAL CONFERENCE**  
**SOCIOLOGY, UNIVERSITY OF MATARAM**



Role Overload, Reduced Personal Accomplishment, Job Satisfaction dan Intention to Stay. *Jurnal Bisnis Dan Akuntansi*, 10(3), 127–138.  
[http://www.tsm.ac.id/JBA/JBA10.3Desember2008/2\\_Artikel\\_JBA10.3Desember2008.pdf](http://www.tsm.ac.id/JBA/JBA10.3Desember2008/2_Artikel_JBA10.3Desember2008.pdf)

Zhao, X. R., Namasivayam, K., Beutell, N. J., Liu, J., & Wang, F. (2020). *Chronic Regulatory Focus and Work-Family Conflict among Chinese Workers*.