A SYSTEMATIC LITERATURE REVIEW AND BIBLIOMETRIC ANALYSS OF WORK FAMILY CONFLICT

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Abstract

The purposee of thiss systematicc literature revieww is to summarizeesome of theepublished research on the subject of family work. Conflict professionnFamilyyis an individual role that arises from the pressure of family roles and work role conflictss. This study aims to describe the impact of conflicttbetween jobssanddfamilies using the PRISMA method determined through bibliometriccanalysis. A total of 33 journals and 147 authors participated in screening journal results using the PRISMA method. The outcome variables related to work-family conflict are multi-role conflict, gender and mental health. Overall, the authors expect research resultssthisscan be useddas an ingredienttfutureewritten lessons and reflections.

Keywords: *Bibliometric, Dual Role Conflict, Family Pressure, PRISMA, Work Family Conflict*

INTRODUCTION

Work family conflict is a from role conflict with a person that arises because of role pressure from work family conflicts with role pressure from the family. Work-family conflict refers to circumstances that lead to role conflict when the demands of work and home roles collide in different ways. Conflicts often arise when a person is trying to meet the demands of work assignments and that effort is compromised by the person's ability to meet family demands (Greenhaus & Beutell, 1985). Over time, society's stigma gradually began to change to a more advanced way of thinking. With equality rights in social relations among men and girls, many women begin to show their talents and some work outside the home (Abidin, 2017; Asbari et al., 2020; Nasir, 2017; Priandi & Roisah, 2019). There are two types of conflict related to the dilemma of the role of women between home and work. The dilemma of the role of women between family and work involves two types of conflict. First, time-based conflicts and stress conflicts or emotional states (Allen et al., 2019).

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Work-Family Conflict is a combination of problems related to work and family influences (Greenhaus & Powell, 2006; Kelly et al., 2014; Schultheiss, 2006). Conflict between family and work has a strong impact on well-being and psychological distress (Kinnunen & Li, 2010). Because of the current composition of jobs and changing job demands, reconciling work and family life is often difficult (Clark et al., 2017; Hwang & Ramadoss, 2017; Kinnunen & Li, 2010). Several studies on the problem of work-family conflict are based on a lack of resources and does not use bound sources (Frone et al., 1993; Nohe et al., 2015; Zhao et al., 2019).

This study aims to describe that the effect of work conflict in the family directly affects the relationship between resources, work and job satisfaction only in women by using bibliometrics as a data analysis technique.

LITERATURE REVIEW

Work Family Conflict is a matter of work and home related to gender. Gender is a social construction that distinguishes between limitations and opportunities through gender categories that operate at different levels Protective factors (such as resources) between men and girls (Risman & Davis, 2013). Gender can mediate differences in the intensity of responses to stress or and resources between man and girls, because of men and girl have different social roles, meanings and interests (Bilodeau et al., 2020). In this case, gender differences are closely related to reasons for working. The roles of men and women also experience labor disputes at home, but women experience more pressure because ideas about gender roles are still deeply rooted in traditional society. Work roles tend to be shorter than women's roles, especially women can spend 27 hours on homework and men can spend 13 hours on it.

According to Thoits (1991), social roles such has work and family are hierarchically ordered in individual identity. He argued that stressors that threaten a person's important identity are more damaging to mental health than stressors that have nothing to do with identity. For example, women's mental health may be more affected than men's when family problems arise such as concerns about children (Bilodeau et al., 2020). A study conducted in Italy found that the workload of the family is intermediary between workload & stress (Molino et al., 2020). This can significantly increase household burden, financial difficulties, or family conflicts in women who are determinants of mental health (Jiang et al., 2020). There are three reasons why research on women who are stressed at work needs to be studied. First, they

face situations that make managing their work prominent (Zhao et al., 2019).Second, working women experience more stress than unemployed women (McIntosh et al., 2006).Third, family support is more needed when working so that the work feels light andcan reduce stress on the mind (Agbaje, 2014).

RESEARCH METHOD

Data Analysis

VOSviewer is a free software for creating maps that visualize bibliometric network data. The name is a similarity visualization developed by the Center for Science and Technology Studies (CWTS) at the University of Leiden by Nees Jan Van Eck and Luodo Waltman (Wong, 2018). Using VOSviewer can make it easier for researchers to analyze various literature networks consisting of publications, journals, authors, organizations and countries (Murray et al., 2019).
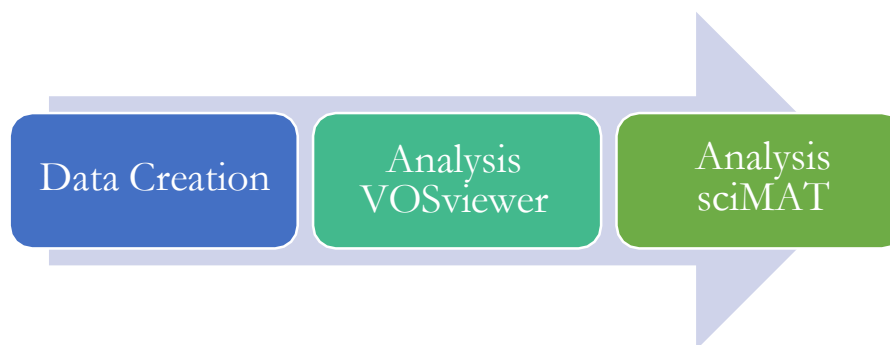
Figure 1. Stage of bibliometric study method (Shafiri et al, 2021)

Database Compilation

To achieve this goal, the extensive literature on the term work family conflict should be searched for the keywords work-family conflict, multiple role conflict, or family pressure. The keywords above were searched in the form of English review articles and research articles. A search for these articles and documents was conducted on October 17, 2022 using databases fromthe journals Taylor and Francis, Emerald Insight, Science Direct, and Wiley. The articles retrievedfrom the database only reviewed the last 5 years, namely the 2017-2022 period and 33 articles were stored in the RIS format for analysis at a later stage (Sharifi et al., 2021).

Analysis Use VOSviewer

To achieve the objectives discussed, various tools or applications have been used for scientific mapping and bibliographic analysis over the last two decades. Apart from making it easier for users, VOSviewer can be used for various charts such as journals, authors,

organizations,countries and bibliometric networks (Murray et al., 2019).

The development of this network is related to writing that refers to other authors by citing references or joint quotations. That way this article tool can answer research objectives that provide for analyzing the main research topic and relate it to other researchtopics.

RESULTS AND DISCUSSION

In this section, we analyze the literature sources obtained for analysis purposes with the keywords "work family conflict" or "dual role conflict" or "family pressure" (Hoch et al., 2018).Taylor & Francis Scopus-Indexed Journals is a database of English-language journals used as article references from 2017 to 2022 (Balstad & Berg, 2020). The aspect categorized in the analysis is the econometric literature analysis of the metadata description of co-authorship vs co-occurrence and co-authorship vs co-occurrence using VOSviewer software. Articles are limitedto one researcher and one co-author and co-occurrence, so researchers can use the VOSviewer software to classify co-authors and co-occurrences. The following is an explanation of the analysis.
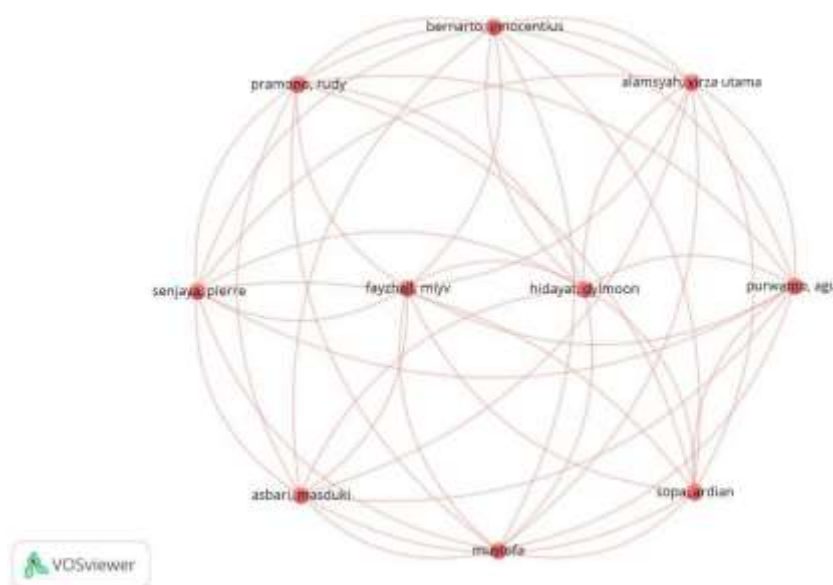
Co Authorship

Figure 2. Co-authorship (related)

Based on Figure 2, it is explained that the authors have a relationship with each other andnetwork with each other. The author's network in Figure 2 only has one color, which is red. Whichmeans that the color is the only and strongest network.
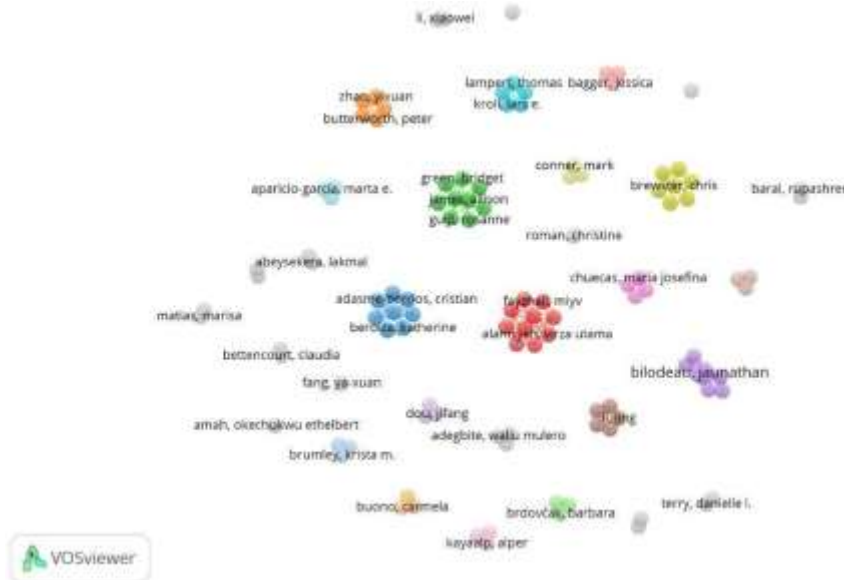

Figure 3. Co-authorship (unbound)

Based on Figure 3, it explains that the authors have no connection with each other and arenot networked. In this picture the author has chosen which topics are related but not tied to workfamily conflict. In this article there are 147 authors who conducted research on work family conflict variables with a total of 33 journals.
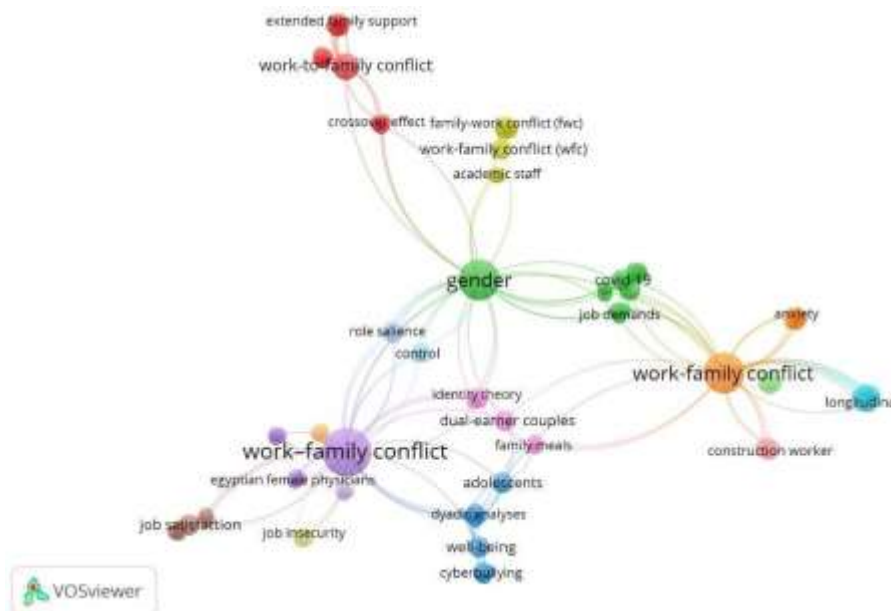

Figure 4. Co-occurrence (keyword)

Based on Figure 4, it shows the results of the keyword network visualization on the

subjectof work family conflict. This study produced several keywords as shown in the picture above with various topics, including gender, job satisfaction, job demands and dual earner. The resultsobtained allow it to be researched and developed into many groups related to work-family conflict. This shows that future researchers can link work-family conflict with other variables.
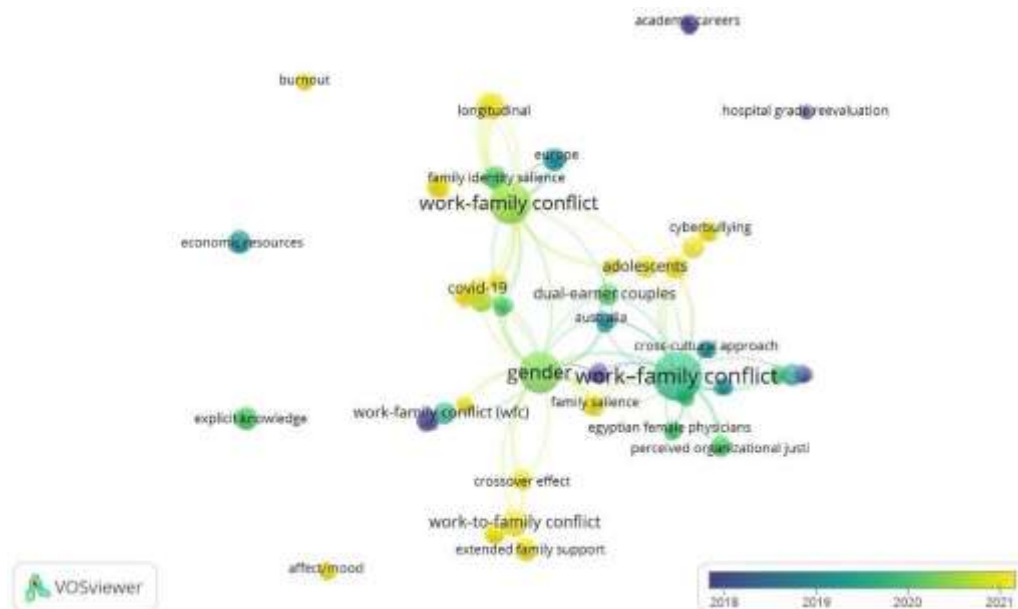

Figure 5. Co-occurrence (overlay)

Based on Figure 5, the results of keyword coverage have increased from year to year. The results show that the bluer clusters the longer the research is conducted. Besides that, the group said that the yellower the keyword meant the newer the research. The topic of discussion of work family conflict is a topic that discusses the role of the family, especially women in dealingwith work and household problems (Dou et al., 2022). Recently, work-family conflict is said to have decreased, and postgraduate researchers are expected to be more able to adapt and developmore relevant keywords and meet future needs (Choo et al., 2016).

This research shows that many writers from China analyze work family conflict. However,from the whole, only the 10 biggest or the most related variables are taken. While there are many Citations in the article, there are some articles that have few links. Therefore, future researchers will not only learn to quote good quotes, but also be able to expand relationships with other writers. This can contribute to the topic of work family conflict (Kelly et al., 2014).

Citation

Table 1. Article based on citation detail

No	Year of Publication	Writer	Title	Journals	Cites	Publishers
1	2020	Asbari et al.,	The effect of work-family conflict on job satisfaction and performance: A study off Indonesian women employees	International Journals of Advanced Science and Technology	116	Research Gate
2	2018	Hardyy et al., 2018	Academics parenting: work– family conflict and strategies acros childdage, disciplines and career level	Studies in Higher Education	47	Routledge
3	2018	Gronlund & Oun,	In search of family-friendly careers? Professional strategy, work conditions and gender difference in work–family conflict	Community Work and Family	45	Routledge
4	2020	Nauman et al .,	Job insecurity and work-family conflict: A moderated mediation model of perceived organizational justice, emotional exhaustion and work with drawal	International Journal of Conflict Management	45	Emerald Publishing
5	2017	Fang	Burnout and work-family conflict among nurses during the preparations for revaluation of a grade A Tertiary hospital	Chinese Nursing Research	45	Elsevier Ltd

6	2019	Ferreira et al.,	Working sick and out of sorts : a cross-Cultural approach on presenteism climate, organizational justice and work–family conflit	International Journals of Human Resources Management	43	Routledge
7	2021	Lopez-Nunez et al .,	Individual differences, personality, social, family and work variables on mentally health during COVID-19 outbreak in Spain	Personality and Individually Differences	36	Science Direct
8	2021	Terry & Woo	Burnout, job satisfaction, and work-family conflict among rural medical providers	Psychology Health and medicine	32	Burnout medical providers; rural medicine
9	2019	Borgmann et al.,	Work –family conflict, self-reported general health and work-family reconciliation policies in Europe: Results from the European Working Condition s Survey 2015	SSM Population Health	29	Science Direct
10	2020	Bilodeau et al.,	Work, family, work–family conflict and psychological distress: A revisited look at the genderd vulnerabilities pathways	Stress and Health	29	Wiley

Table 1 above, it can be seen that the 10 most cited articles and ranked first are with a total of 116 citations (Asbari et al., 2020). This study aims to assess impact of the article.

Inconsistency in measuring employee performance and satisfaction. This study also found thatindividual characteristics are very important in work-family conflict and describe who is more susceptible against conflict work-family.

In addition, the second most cited finding is a 2018 study by Hardy et al. (2018) which hasa total of 47 references, and aims to reduce workers' experience of conflict in order to increase jobsatisfaction and reduce intention to leave. Supported by Leaders. The problem of work family conflict is caused by depression, anxiety, reduced physical activity, impaired family functioning, marital conflict, and a worse quality of life.

Then in the third finding the most citations were 45 which were carried out by (Grönlund & Öun, 2018). This research focuses on work and gender. This shows that women must be family oriented. At work, women supervise less work than men, but women's demands are higher. In this study, the researchers combined strategies, working conditions, and gender differences in family matters.

Preferred Reporting Items Systematic Review and Meta Analysis (PRISMA)

The research presented in this article uses the preferred reporting item method and meta analyzes, or what is commonly called the PRISMA method (Ben-Assuli, 2021). This methodis a well-defined review with systematic tools prepared in order to identify, select, collect and analyze related findings (Moher et al., 2009). The prism method is a method that determines the process of systematically searching for relevant publications to determine a PRISMA-compliant database. This database can be searched using the combination terms created by Saib et al. (2022). This study uses four databases for inclusion criteria, namely Taylor and Francis, Emerald Insight, Science Direct and Wiley with the publication period 2017-2022 and the total database is 386,675, the journals listed in the database there are several articles that cannot be accessed. In the final stage of the research method, 33 articles were reviewed based on a cumulative sample of 386,675.
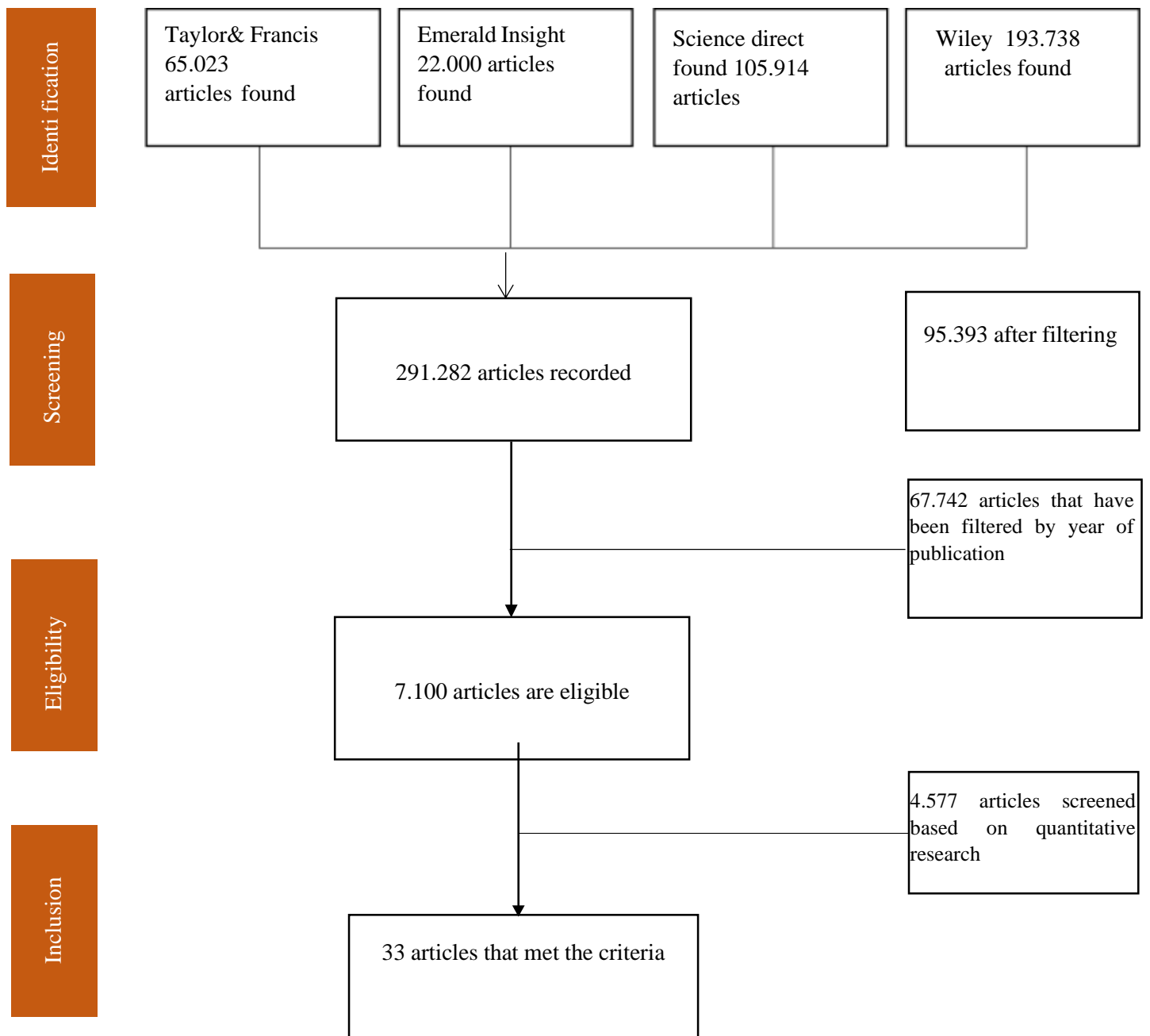
Source: (Ferreira et al., 2019)

Figure 6. PRISMA Method

Discussion

Conflict work in family or work conflict in the family is form specifically of the multi-role conflict that arises when work and family pressures collide (Greenhaus & Beutell, 1985). The conflict increases due to changes in the workplace and within the family, such as economic growth, increasing divorce rates and marital insecurity (Bianchi & Milkie, 2010). Currently more and more women are entering the labor market, especially in developing countries. They have to reconcile their family's need for work-life balance (Scherf & Poms, 2016). After examining 33 journals by 147 authors, the researchers found the dominant variable related to work-family conflict. The meaning of family can be divided into three corner view. There are three aspects corner view. First, the structural definition of the family, namely the existence of family members like people old, son and relatives other. This understanding shows that the house is the origin of the birthplace. Another functional definition of the family is provided with an emphasis on psychosocial tasks and functional fulfillment, such as support, and special roles. The three family events are defined as groups that symbolize closeness through actors in the form of emotional attachment, historical experience and future goals.

Conflict between work and family is significantly influenced by family support, pressure and family demands. Family demands are a related burden with time required to cater for the family. Conflict between work and family has two directions, namely work conflict that affects family and family that affects work this generally occurs when the individual is trying meet demands role at work and the demands to meet the family (Frone et al., 1993; Greenhaus & Beutell, 1985). Such conditions cause mental fatigue such as excessive workload.

CONCLUSION

Work family conflict has a close relationship with family and work. This leads to mental health and can affect children because of the many demands of the two jobs. This study examines and explains work-family conflict based on the 2017-2022 period analyzed using the PRISMA and bibliometric methods. This method includes 3 main points, namely co-authorship, co-occurrence and citation. Excerpts from this article are taken from the database of Taylor and Francis, EmeraldInsight, Science direct and Wiley with the period 2017-2022.

The articles are then extracted and based on keywords and categorized into 30 special journals. Excerpts from existing journals describe and find variables related to work family

conflict, multiple roles, gender, and mental health. Overall, as the authors expect, this research canbecome a reference for written study and consideration.

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