

ANKARA GENÇLİK HİZMETLERİ VE SPOR İL MÜDÜRLÜĞÜ ÇALIŞANLARININ İŞ- AİLE ÇATIŞMASI, AİLE-İŞ ÇATIŞMASI VE YAŞAM DOYUMLARININ FARKLI DEĞİŞKENLERE GÖRE İNCELENMESİ

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ÖZ

Bu çalışmada iş-aile çatışması, aile-iş çatışması ve yaşam doyumun farklı sosyo-demografik değişkenlere göre farklılaşıp farklılaşmadığını saptayarak, birbirleriyle ilişkilerinin belirlenmesi amacıyla Ankara Gençlik Hizmetleri ve Spor İl Müdürlüğü'nde çalışan 329 kişiye "İş-Aile Çatışması, Aile-İş Çatışması" ve "Yaşam Doyum" ölçekleri uygulanmıştır. Araştırmanın sonucunda elde edilen bulgulara göre; cinsiyetin, yaşın, yöneticilik görevinin olup olmasının, çocuk sayısının ve meslekte geçirilen sürenin aile-iş çatışması, iş-aile çatışması ve yaşam doyum üzerindeki etkili olmadığı, evli olan bireylerin bekâr olan bireylere göre ve eşi çalışan bireylerin eşi çalışmayan bireylere göre iş-aile çatışmasını daha fazla yaşadıkları sonucuna varılmıştır. Ayrıca eğitim durumu ve gelir düzeyinin yaşam doyum üzerinde etkili olduğu saptanmıştır. Bununla birlikte, aile-iş çatışması ile iş-aile çatışması arasında pozitif yönlü bir ilişki olduğu ve aile-iş çatışması yüksek olan bireylerin iş-aile çatışmasının da yüksek olacağı bulunmuştur. Yaşam doyum ile aile-iş ve iş-aile çatışması arasındaki ilişkinin istatistiksel olarak anlamsız olduğu belirlenmiştir.

Anahtar Kelimeler: İş-aile çatışması; aile-iş çatışması; yaşam doyum

ANALYSIS OF WORK- FAMILY CONFLICT, FAMILY-WORK CONFLICT AND LIFE SATISFACTION AMONG WORKERS OF ANKARA YOUTH SERVICES AND PROVINCIAL DIRECTORATE OF SPORTS ACCORDING TO DIFFERENT VARIABLES

ABSTRACT

In this study Work-Family Conflict, Family-Work Conflict and Life Satisfaction were carried out to indicate 329 staff's relationship between each other, who work in Ankara Youth Services and Sports Province Management, by determining whether work-family conflict, family-work conflict and life satisfaction differentiate or not according to socio-demographic variables. According to obtained results, it was concluded that gender, age, having management position, number of children and duration of experience in job were not significant on family-work conflict, work-family conflict and life satisfaction. On the other hand married staff compared to single ones and staff whose spouse works, experienced the work- family conflict more. Moreover, it was deduced that education level and income level were significant on life satisfaction. Furthermore, a positive way medium level relationship between family- work conflict and work- family conflict was found out supporting the obtained data that staff who has high level of family- work conflict will have relationship between life satisfaction and between family- work conflict / work- family conflict was statistically meaningless.

Key Words: Work- family conflict; family- work conflict; life satisfaction

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INTRODUCTION

Work life and family life is intertwined for the purposes of performing economic function of family as the basic social unit of the society. Work life covers more than half of daily life of individuals; therefore, it has either positive or negative effects on the family life. People undertake different roles in order to exist in the society and perform some sets of their roles in work and family lives.

Considering that work and family are important two settings of people and people have different and more than one role in work and family lives, it is very important for individuals to create balance between work and family lives in terms of both the organization where they work and their families (Frone et.al., 1992; Greenhaus and Powell, 2003; Selvarajan et.al., 2013). For this reason, failure to create balance between work and family, experiencing conflict and their results are among the concepts which are frequently dealt with. Interactions and relations realized between the work and family lives of individuals, their reflections on work and family are analysed from different aspects of views and with different theories and variables by several researchers in different areas such as psychology, sociology and administration (Allen et.al., 2000).

When literature interview is surveyed, the conflict experienced in work and family life is seen to be a type of intra-roles conflict. Fore et.al has stated that work – life conflict is concentrated in dual way around work-borne and family-borne conflict (Frone et.al., 1992: 66). Work – family is defined by Netemeyer et.al (1996) as confusion of work activities with familial responsibilities. On the other hand, in the definition made by Greenhaus and Beutell (1985: 76), it is about making it difficult for an individual to take part in one role because of other role. According to Parasuraman and Simmers (2001), it is defines as the role imbalance experienced by individuals due to co-occurrence of work roles and family roles.

According to these definitions, it is seen that work-family conflict occurs when roles arising out of business life prevent the performance of familial roles (Greenhaus et.al., 2003; Wayne et.al., 2004).

Parasuraman and Greenhaus (1997) have stated that work and family conflict can be experienced on three bases. First one is related to time-based conflict and it is about the suppression of time related to one role decreasing the time to be separated for other role. It is a type of conflict when the individual fails to find sufficient time for realizing one responsibility of one role because it requires more time for the individual to perform other role. Second one is emotion-based conflict. This occurs when tiredness, uneasiness and stress experienced while performing one role of one field prevents him / her from performing the other roles. If an individual feels physically and psychologically fatigue in business life and has difficulty in performing familial responsibilities, s/he may become subject to emotion-based conflict. Third one is behaviour-based conflict. This is the case when the individual experiences incomppliance in terms of behaviours required for two different roles. This conflict is characterized by incomppliance between the competition-based behaviours required for business life and the sensitiveness and acts of self-sacrifice and failure of individual to create balance while shifting from one role to another role (Parasuraman and Greenhaus, 1997).

Work – family conflict results from personal reasons (personality, age, gender and etc.), family-related reasons and characteristics of the spouse, the number of children and etc.) and work-related reasons (working hours, being workaholic and etc.) and it affects negatively not only the family but also organization of the individual (Çakmak, 2004; Doruk, 2008; Ertemli, 2011). Work – family conflict results in conclusions such as stress, decrease in life satisfaction, bodily disturbances, lack of motivation, work stress and decrease in loyalty to

organization, thus giving way to decreased life quality (Lazarus, 1991; Güçlü, 2001; Ertemli, 2011).

Family – work is, in the general sense, defined as the conflict due to prevention of works by familial responsibilities or conflict from family to work (Nielson et. al., 2001; Greenhaus and Powell, 2003; O’Driscoll and Brough, 2004). One of the main reasons why family – work conflict occurs is closely related to familial characteristics. Factors such as marital status of individuals, the number and age of the children, the responsibility of taking responsibility of taking care of old and disabled people and familial structure may cause family – work conflict. Family – work conflict affects familial characteristics, work-related behaviours resulting from family structure and status, their roles, motivation, work-related responsibilities, loyalty to work and maintaining the works. Besides, family – work conflict may result in health problems, depression, stress and decrease in efficiency (Butler and Skattebo, 2004). Despite this, upon literature review, it is seen that less concentration is paid to family - work conflict when compared to work – family conflict. As one of these reasons, it arises from the fact that family – work conflict is generally studied by fields of sociology, psychology and family counselling. (Doruk, 2008; Çarıkçı, 2001).

Although work – family and family – work conflicts are generally related to one another, they have different structure one another (Ford et.al., 2007; Casper et.al., 2011). The researchers conducting research in this field express that family life is more permeable and for this reason, work – family conflict occurs more frequently than family – work conflict and negative reflections from work to family are more than the negative reflections from family to work (Netemeyer et al., 1996; Kinnunen and Mauno, 1998; Yüksel, 2005). Upon the survey of the studies analysing work – family and family – work conflicts, it is seen that work and family life may influence general and familial life

satisfaction (Kopelman et.al. 1983; Adams et.al., 1996; Tabuk, 2009). Life satisfaction covers the entire of the life and refers to the condition of being well in several aspects such as happiness, morale satisfaction and motivation (Özer and Karabulut, 2003). Life satisfaction is also efficient on the life quality because it is closely related to environmental factors and personal characteristics (Huebner, 1991; Dew and Huebner, 1994; McCullough et.al., 2000). In order to have life satisfaction increased positively, it is necessary to create balance between work and family lives. It is because healthy balance between work and family lives of the workers increases efficiency level in terms of organization and decreases physical and psychological disturbances by increasing morale (Keser, 2005).

The aim of this study carried out in this context is to analyse work – family, family - work and life satisfaction of workers employed in Ankara Youth Services and Provincial Directorate of Sports according to several socio-demographical characteristics as well as determining the relation among work – family conflict, family – work conflict and life satisfaction.

MATERIAL AND METHOD

Study Group

Study group of this research consists of 329 individuals who are willing to take part in the study and employed in Ankara Youth Services and Provincial Directorate of Sports.

Means of Data Collection

Means of data collection consists of four parts. First part consists of questions prepared for the purposes of determining demographical characteristics of the workers employed in Ankara Youth Services and Provincial Directorate of Sports. Second and third parts of the study are prepared for the purposes of determining work – family and family – work conflicts of the participants and questions contain two sub-dimensions,

namely, work - family conflict scale (Work-Family Conflict: WFC), family – work scale (Family-Work Conflict: FWC) developed by Netenmeyer, Boles and McMurrian (1996). Scales consist of 5 items with 5 rates in Likert form (1- I strongly disagree, 5 – I strongly agree). As a result of the confidence analysis carried out by Netenmeyer et.al.(1996), Cronbach alfa confidence coefficients of work – family conflict and family – work conflict are determined to be 0.88 and 0.89. The scale is translated into Turkish by Efeoğlu (2006). The fourth section consists of questions aiming at determining life satisfaction of the workers. In the study, Scale of Life Satisfaction (The Satisfaction with Life Scale (SWLS) developed by Diener et.al. in 1985 is used for the purposes of measuring life satisfaction of the workers. The scale consists of 5 items with 5 rates in Likert form (1- I strongly disagree, 5 – I strongly

agree). Diener et.al. finds the confidence of the scale in the original study as 0.87 and measurement-dependent confidence is 0.82.

Analysis of Data

Data obtained are assessed via SPSS 22 program. For the purposes of determining the confidence of scale, alpha coefficient is calculated. For assessing socio-demographic data, frequency and percentage analysis is implemented. Gender, marital status, managerial duty and status of having an employee spouse variables are assessed via independent t test. Variables related to age, training level, income level, period of working and the number of children are assessed via descriptive and one way variance analysis. In addition, correlation analysis is made for the purposes of analysing the relation among the variables.

FINDINGS

Table 1. Demographic Details

Gender	n	%	Having Employee Spouse	n	%
Male	250	76.0	Working	145	44.8
Female	79	24.0	Non-working	179	55.2
Age	n	%	Number of children	n	%
20-25	36	10.9	None	36	11.0
26-30	46	14.0	1	104	31.7
31-35	91	27.7	2	142	43.3
36-40	38	11.6	3	33	10.1
41+	118	35.9	4 and above	13	4.0
Educational Level	n	%	Level of Wellbeing Felt	n	%
Elementary School below	21	6.4	Lower Level	161	48.9
High School	120	36.5	Medium Level	157	47.7
Associate Degree	26	7.9	Upper Level	11	3.3
Undergraduate Level	142	43.2	Period of Working	n	%
Post-Graduate	20	6.1	0-5 years	120	36.5
Marital Status	n	%	6-10 years	52	15.8
Single	99	0.3	11-15 years	48	14.6
Married	229	0.7	16-20 years	26	7.9
Educational Level of Spouse	n	%	21-25 years	49	14.9
Secondary School	67	20.3	26 years and above	34	10.3
High School	128	38.9	Working in the Current Institution	n	%
Associate Degree	31	9.4	0-5 years	177	53.8
Undergraduate Level	86	26.1	6-10 years	47	14.3
Post-Graduate	16	4.9	11-15 years	39	11.9
Managerial Duty	n	%	16-20 years	22	6.7
None	97	29.5	21-25 years	18	5.5
Available	232	70.5	26 years and above	26	7.9

In this study, scales of 'Family – Work Conflict, Work – Family Conflict' and 'Life Satisfaction' are applied to 329 people working in Ankara Youth Services and Provincial Directorate of Sports. Demographical details of the individuals included in the study are

provided in Table 1. Of the individuals analysed within the scope of the research, 76% of them are male, whereas 24% of them are female and 43.2% of them have undergraduate level of education and 70% of them are married.

Table 2. Analysis Results of

Sub-Scales	Cronbach's Alfa
Work – Family	0.93
Family – Work	0.912
Life Satisfaction	0.871

Confidence analysis results pertaining to scales used in Table 2 are provided. Cronbach's Alfa values of scales are obtained between 0.871 – 0.930. When Cronbach's Alfa values are considered, it is seen that the confidence of the scales are high.

Table 3 (a). Analysis of Some Demographical Variables of Sub-Dimensions

Variable	Family – Work Conflict	Work – Family Conflict	Life Satisfaction	
	$\bar{x} \pm Sd$	$\bar{x} \pm Sd$	$\bar{x} \pm Sd$	
Gender	Male	5.08±3.25	7.44±5.92	9.48±5.25
	Female	5.01±4.23	7.42±5.23	8.47±4.61
	<i>P</i>	0.905	0.98	0.126
Age	20-25	3.88±4.50	5.47±5.13	10.05±3.44
	26-30	4.43±3.84	6.35±5.10	9.08±5.14
	31-35	5.12±3.90	7.97±5.60	9.19±4.72
	36-40	6.21±4.75	8.47±5.46	9.31±5.54
	41+	5.26±5.28	7.69±6.26	9.05±5.70
	<i>P</i>	0.217	0.087	0.89
Educational Level	Secondary School and below	4.52±6.28	4.00±5.49	12.71±5.69
	High School	5.30±4.73	7.26±5.87	7.79±5.45
	Associate Degree	5.76±4.26	8.65±5.81	8.11±4.35
	Undergraduate Level	4.85±4.48	7.85±5.59	10.04±4.11
	Post-Graduate	4.85±3.28	7.45±5.52	9.95±6.81
	<i>P</i>	0.819	0.049	0.001
Marital Status	Single	4.77±4.32	5.77±5.21	9.53±4.11
	Married	5.21±4.73	8.11±5.84	9.11±5.50
	<i>P</i>	0.422	0.001	0.494
Managerial Duty	Available	5.01±5.19	7.50±6.05	9.54±5.12
	None	5.09±4.36	7.40±5.64	9.11±5.12
	<i>P</i>	0.886	0.881	0.479

Table 3 (b). Analysis of Some Demographical Variables of Sub-Dimensions

Variable		Family – Work Conflict	Work – Family Conflict	Life Satisfaction
		$\bar{x} \pm Sd$	$\bar{x} \pm Sd$	$\bar{x} \pm Sd$
Having Employee Spouse	Working	5.02±4.25	8.75±5.24	8.84±4.98
	Non-working	5.12±4.92	6.25±5.87	9.54±5.25
	<i>P</i>	<i>0.844</i>	<i>0.001</i>	<i>0.223</i>
Number of Children	None	4.14±2.74	7.66±5.17	9.03±5.21
	1	5.74±4.58	8.51±5.72	9.39±4.72
	2	4.85±4.66	6.72±5.75	9.30±5.40
	3	5.51±5.77	7.84±6.29	8.63±5.85
	4 and above	3.54±4.87	5.00±5.27	9.69±2.49
	<i>P</i>	<i>0.224</i>	<i>0.078</i>	<i>0.947</i>
Income Level	Lower Level	5.33±4.72	7.26±5.90	7.66±5.15
	Medium Level	4.80±4.47	7.37±5.61	10.60±4.66
	Upper Level	5.00±5.20	10.63±5.24	12.73±3.32
	<i>P</i>	<i>0.596</i>	<i>0.169</i>	<i>0.001</i>
Working Period	0-5 years	4.54±4.18	6.92±5.29	8.98±4.58
	6-10 years	4.76±3.82	8.98±5.90	9.03±5.39
	11-15 years	5.54±4.55	6.54±5.88	10.21±4.93
	16-20 years	6.08±4.74	7.00±4.73	8.96±4.39
	21-25 years	5.47±5.90	7.73±6.80	9.86±5.66
	26 years and above	5.35±5.10	8.00±5.85	8.38±6.37
	<i>P</i>	<i>0.548</i>	<i>0.265</i>	<i>0.574</i>

While obtaining score values related to scales, each item is classified as I Strongly Disagree (0), I don't agree (1), I have no idea (2), I agree (3) and I strongly agree (4). Relations among some demographic values and each sub-dimension in Table 3 are analysed and the following results are obtained.

The effect of gender, age, the condition having managerial duty or not, the number of children and the period of working for the profession isn't statistically significant on work – family conflict and life satisfaction ($p > 0.05$).

While the difference between score values of family – work conflict of the individuals according to educational levels on average is not significant, average differences are statistically meaningful in terms of work – family conflict and life satisfaction ($p < 0.05$).

Individuals having secondary level of

education and below have lower score values of work – family conflict when compared to the individuals with other levels of education ($p < 0.05$). Individuals having secondary level of education and below have higher score values of life satisfaction when compared to individuals with high school and associate education levels ($p < 0.05$).

While the difference between married and single individuals in terms of family – work conflict on average and score values of life satisfaction is not statistically significant, average difference is statistically significant in terms of work – family conflict ($p < 0.05$).

Work – family conflict score values of married individuals are higher when compared to single individuals ($p < 0.05$).

While the difference between the individuals having employee spouse and

individuals without employee spouse is not statistically significant in terms of family – work conflict and score values of life satisfaction, average difference is statistically significant in terms of work – family conflict ($p < 0.05$). Score values of work – family conflict is higher for individuals with employee spouse when compared to individuals with no employee spouses.

While the difference among score values average family – work conflict and work – family conflict is not statistically significant according to income levels, average differences are statistically significant in terms of life satisfaction ($p < 0.05$). The people having lower income level have lower score levels of life satisfaction when compares to individuals with middle and higher level of income.

Table 4. Correlation values among scales

Scales		Family – Work	Work – Family	Life Satisfaction
Family – work	Correlation	1.000	0.592	-0.002
	p value	-	0.001	0.966
Work – family	Correlation	0.592	1.000	0.048
	p value	0.000	-	0.389
Life Satisfaction	Correlation	-0.002	0.048	1.000
	p value	0.966	0.389	-

Relations among the scales are examined in Table 4. While the relations among 'Life Satisfaction Scale' and 'Family – Work and Work – Family Conflict Scales' are not statistically significant, the relation between family – work conflict and work – family conflict is statistically significant. There is a positive relative at medium

level between family – work conflict and work – family conflict. It can be deduced that the individuals with high family – work conflict may have high level of work – family conflict.

DISCUSSION AND CONCLUSION

This study analyses the effects of variables including gender, age, educational level, marital status, managerial duty, the condition of having employee spouse, number of children, income level and the period of working for the profession on work – family conflict, family – work conflicts and life satisfaction as well as the interaction among work – family conflict, family – work conflict and life satisfaction. According to the results of this study, it is seen that work – family conflict shows no difference among males and females on the contrary to results of many researches. This result is overlapped with the study carried out by Efeoğlu (2006) and Çarıkçı and Çemirkol (2009). It is seen that there is no consensus in the literature review about

the effects of gender on the work – family conflicts. There are some studies indicating that gender has no effect on work – family conflict or has lower effects (Byron, 2005), whereas it is seen in some studies that females are subject to more work – family conflict (Guttek et.al., 1991). On the basis of determining that gender difference doesn't have effects on family – work conflict in the study, similar results to those obtained from the study carried out by Tabuk (2009) are obtained. This situation is considered to arise out of the fact that life conditions are subject to change and males undertake more responsibilities in domestic life and care of children.

In this study, there is no statistically significant difference between work –

family and family – work conflict and age factor. In parallel to the results of the study, similar results re encountered in the works with different paradigm groups (Tabuk, 2009; Çağatay, 2012).

It is concluded that educational levels of the workers have no effects on family – work conflicts. This finding is parallel with the study carried out by Tabuk (2009). Despite this, education level influences work – family conflict. Individuals with secondary and lower level of education have less work – family conflict when compared to individuals with other levels of education. Different from this result, there are some studies indicating that educational level is not a significant factor upon work – family conflict when some studies in the literature are reviewed (Ay, 2010; Ertemli, 2011; Özmete and Eker, 2012).

According to the results of the study, marital status of the workers is not an effective factor in terms of work – family conflict. It is seen that married workers experience more work – family conflict when compared to single employees. This may result from the fact that single workers have lesser responsibilities in relation to life when compared to married workers, whereas married workers have responsibilities apart from work-related responsibilities. Çarıkçı and Çelikkol (2009) have stated in their study that marital status is effective on work – family conflict. It is concluded that marital status is not an effective factor in terms of family – work conflict. There are some studies which support this result (Doruk, 2008; Tabuk, 2009).

There is no statistically significant difference between work – family and family – work conflict and managerial duty and the same findings are obtained from the study carried out by Şekeroğlu (2013). In this study, it is concluded that work – family conflict is affected by the condition of having an employee spouse. It is seen that the individuals with employee spouses experience more work – family conflict when compared to individuals with no-

working spouses. This arises from the fact that the individual with an employee spouse has more home- and work-related responsibility. When the other works are examined, it is seen that families in which both the spouses work experience more work – family conflicts when compared to families with single spouse working (Kossek; Özeki 1998, 144). On the other hand, it is determined that the condition of having employee spouse is not an effective factor in terms of family – work conflict. The result from the work made by Doruk (2008) is correlated to this result of the study.

There is no statistically significant difference between the number of children and work – family and family – work conflicts. It is seen that the results arising out of the studies carried out by Efeoğlu (2006), Öztürk (2008) and Ertemli (2011) support this result. This result may be considered to be related to the fact that opportunities in relation to care of the children have increased and the services given for the children are more accessible and there is increase in the number of institutions. Yet, there are studies indicating that the individuals with higher number of children experience more work – family conflict (Pitney et.al., 2011; Şekeroğlu, 2013).

The difference between family – work conflict and work – family conflicts and income levels of the workers is not found to be statistically significant in the study. Although both the results display parallelism with one another, there are similar results in the literature (Tabuk, 2009; Çağatay, 2012). On the contrary to this result, there are studied finding out that income level is influential upon family – work conflict and work – family conflict (Byron, 2005).

It is found out that the period of working for the profession is not effective on the family – work and work – family conflicts. Upon literature survey, there are studies supporting this result (Tabuk, 2009; Ertemli, 2011).

In this study, there is no significant relation between gender and life satisfaction. When the other works carried out are examined, it is seen that these results are correct (Avşaroğlu and Deniz, 2005; Şahin, 2008; Baştuğ, 2009; Tabuk, 2009; Ardahan, 2012). On the contrary to these results, there are studies expressing that life satisfaction is influenced by gender factor (Keser, 2005; Ünal, 2011; Mutlu, 2012). It can be deduced that different findings may arise from occupational differences and working conditions.

It is determined that life satisfaction is not influenced by age factor. This result has similarity with the works carried out by Avşaroğlu and Deniz (2005), Baştumur (2006), Ünal (2011) and Ardahan (2012).

This study produces the result that educational levels of workers affect life satisfaction. There are studies in the literature with similar results in respect to different job and age groups (Doruk, 2008; Tabuk, 2009; Fernandez et. al., 2001; Ardahan, 2012).

In this study, it is concluded that the relation between life satisfaction and marital status is not statistically significant. In the studies carried out on the elite sportsmen (Tabuk 2009) and physical education teachers It is determined in the study that the number of children isn't effective on the life satisfaction and this result is supported by the results of the study carried out by Baştumur (2006) and Tabuk (2009).

According to the analysis results, it is concluded that life satisfaction of employees is not influenced by the period of working for the profession. The results of the study conducted by Tabuk (2009) on elite sportsmen are in parallel with this study. Hen literature is examined, there are also studies which indicate that working period is effective on the life satisfaction (Avşaroğlu and Deniz, 2005; Vurgun et al., 2006).

According to results of the studies, managerial duty doesn't affect the life satisfaction. Results of the studies carried

(Şahin 2008), it is concluded that life satisfaction is not influenced by marital status.

In this study, there is no statistically significant difference between life satisfaction and having employee spouse. The result of the study made by Baştumur (2006) indicating that having an employee spouse doesn't affect life satisfaction is in parallel to this study. On the contrary to these results, it is seen in some of the studies carried out in the literature that having an employee spouse affects life satisfaction and people with employee spouse experience more life satisfaction (Doruk, 2008).

According to the result of the study carried out, life satisfaction is influenced by the income level of the workers. The individuals with lower level of income have lower life satisfaction when compared to workers with middle and higher level of income. The higher income level is the more life satisfaction increases. It can be claimed that this results arises from the fact that income is a substantial factor determining life standard. This result is also supported by other works carried out before (Kazak et.al., 2004; Yılmaz an Altinoluk, 2009).

out by Acar Arasan (2010) are in parallel to this study.

When the relation among work – family conflict, family – work conflict and life satisfaction is examined in the studies, there is a positive significant result between work – family and family – work conflicts. The increase in either of these conflicts may affect the other conflict and increase it. This situation results from the fact that the conflict occurring is bi-directional on the grounds of work and family (Frone et. al. 1992: 66) and the result obtained from the works is matched to other studies carried out (Yüksel, 2005; Özdevecioğlu and Doruk, 2009).

In the study, there is no statistically significant difference between work – family and family – work conflict and life

satisfaction. The study carried out by Karatepe and Battar (2006) supports the findings of these results. However, in the literature review, there are studies showing that life satisfaction is influenced by work – family conflict (Moreno-Jimenez et.al., 2008; Zhao and Qu, 2009).

Findings and results from the study show compliance with the same works contained in the literature; yet, this study is considered to be beneficial for the studies to be carried out in future.

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