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A RESEARCH ON THE EFFECT OF WORK-FAMILY CONFLICT ON LIFE SATISFACTION AND JOB SATISFACTION

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ABSTRACT

This research was carried out descriptively to determine the effect of work-family conflict on life satisfaction and job satisfaction. The sample of the study consists of 418 people. The data were collected using the snowball sampling method and Google survey; The Demographic Information Form was collected through the Minnesota Job Satisfaction Scale and the Life Satisfaction Scale. Independent Sample T-Test, ANOVA Test, and Correlation Test were used to evaluate the data. 67.9% of the participants are women, and 29.9% are between the ages of 2 and -31; 20% are veterinarians, and 40.4% are undergraduate degrees. Work-family conflict total score average is 49.63 ± 13.15 , life satisfaction total score average is 15.19 ± 4.63 , and job satisfaction average score is 3.45 ± 0.74 . According to the correlation analysis results; A negative relationship was found between work-family conflict and life satisfaction and a negative relationship between work-family conflict and job satisfaction. There is also a positive relationship between job satisfaction and life satisfaction. In the comparisons, it was determined that the variables of age, education level, profession, monthly income, total working time in the current workplace, facilities of the institution, and daily average working hours affect the scale scores of work-family conflict. In addition, it was determined that the variables of having a child, taking work home, age, education status, profession, monthly income, total working time in the current workplace, facilities of the institution, and daily average working hours affect the job satisfaction scale scores. Life satisfaction scale scores are; Marital status, having children, taking work home, age, education status, profession, monthly income, total working time in the current workplace, facilities of the institution, and average daily working hours are affected. As a result, it was determined that demographic variables affect work-family conflict scores, life satisfaction, and job satisfaction scale.

Keywords: Work-family conflict, family-work conflict, job satisfaction, life satisfaction

JEL Codes: D23, M54, C91

İŞ-AİLE ÇATIŞMASININ, YAŞAM TATMİNİ VE İŞ TATMİNİ ÜZERİNDEKİ ETKİSİNE YÖNELİK BİR ARAŞTIRMA

ÖZ

Bu araştırma, iş-aile çatışmasının, yaşam tatmini ve iş tatmini üzerindeki etkisini belirlemek amacıyla tanımlayıcı olarak yapılmıştır. Araştırmanın örneklemini 418 kişiden oluşmaktadır. Veriler, kartopu örnekleme yöntemiyle ve Google anket kullanılarak; Demografik Bilgi Formu, İş-Aile Çatışması Ölçeği, Minnesota İş Doyumu Ölçeği ve Yaşam Doyumu Ölçeği kullanılarak toplanmıştır. Verilerin değerlendirilmesinde Bağımsız Örneklem T Testi, ANOVA Testi ve Korelasyon testi kullanılmıştır. Araştırmaya katılanların % 67,9 'u kadın ve % 29,9'u 25-31 yaş aralığında olup; %20'si veteriner hekim ve %40, 4'ü lisans mezunudur. İş-aile çatışması toplam puan ortalaması $49,63 \pm 13,15$, yaşam tatmini toplam puan ortalaması $15,19 \pm 4,63$ ve İş tatmini puan ortalaması $3,45 \pm 0,74$ 'tür. Korelasyon analiz sonuçlarına göre; iş-aile çatışması ile yaşam tatmini

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arasında negatif yönlü ve iş-aile çatışması ile iş tatmini arasında negatif yönlü bir ilişki saptanmıştır. Yapılan karşılaştırmalarda yaş, eğitim durumu, meslek, aylık gelir, mevcut iş yerinde toplam çalışma süresi, kurumun imkânları ve günlük ortalama çalışma saatleri değişkenlerinin iş-aile çatışması ölçek puanlarını etkilediği belirlenmiştir. Ayrıca çocuk sahibi olma, eve iş götürme durumu, yaş, eğitim durumu, meslek, aylık gelir, mevcut iş yerinde toplam çalışma süresi, kurumun imkânları ve günlük ortalama çalışma saatleri değişkenlerinin iş tatmini ölçek puanlarını etkilediği saptanmıştır. Yaşam tatmini ölçek puanlarını ise; medeni durum, çocuk sahibi olma, eve iş götürme durumu, yaş, eğitim durumu, meslek, aylık gelir, mevcut iş yerinde toplam çalışma süresi, kurumun imkânları ve günlük ortalama çalışma saatleri etkilemektedir. Sonuç olarak demografik değişkenlerin, iş-aile çatışması, yaşam tatmini ve iş tatmini ölçek puanlarını etkilediği belirlenmiştir.

Anahtar Kelimeler: İş-aile çatışması, aile-iş çatışması, iş tatmini, yaşam tatmini

JEL Kodları: D23, M54, C91

INTRODUCTION

Work-family conflict is one of the most critical problems of our day. With globalization, living conditions have become difficult, and working conditions have changed. The burden and pressure on working people are increasing day by day. As these pressures and roles increase, conflict is inevitable. In addition, job satisfaction, work-family conflict, and life satisfaction are highly interrelated concepts.

Conflict can simply be defined as a conflict in which two or more groups or individuals are tried to be accepted by others (Thakore, 2013: 7). Work-family life conflict has become an important issue in contemporary organizations due to the overlapping of responsibilities brought by employees' the work and family life and the weight of responsibilities in business life (Afzal and Farooqi, 2014: 31).

Job satisfaction can be viewed as one of the fundamental elements in the viability and proficieny of work organizations. The new management worldview, which demand that employees ought to be perceived and referred to essentially as their needs, necessities, and personal desires, is an ideal pointer of the significance of job satisfaction in new organizations. The rationale should be viewed as that a satisfied employee is a cheerful employee and such an employee is a successful employee when job satisfaction is dissected (Azırı, 2011).

It is easier for an individual who balances work and private life to reach life satisfaction. Besides, this situation provides the development of processes that will lead the business to success, such as high productivity, long life of working life and qualified work process, reducing obstacles, increasing motivation and loyalty. After a certain period is allocated for vacation and sleep activities, which are a source of motivation, performance increases, and it becomes easier to achieve a work-life balance. Factors affecting life satisfaction; can be listed under four main headings: individual, professional, environmental, and social factors (Yazıcıoğlu and Kubilay, 2017: 40-41).

One's ability to manage conflicts are related to job satisfaction and, therefore, enjoyment of life. Many studies on this subject give similar results. Work-family conflict and family-work conflict is a concept that affects people psychologically today. It is not possible for people who experience work-family conflict to obtain job satisfaction and high life satisfaction. For this reason, it is thought that there is a strong relationship between work-family conflict, job satisfaction, and life satisfaction, especially of those who continue to work. For this reason, this study was planned to examine the relationship between work-family conflict, job satisfaction and life satisfaction.

1. LITERATURE REVIEW

1.1. Work-Family Conflict

Features of today's modern business world; longer working hours, shorter time, more competition, less leave and vacations, frequent shifts, and job transfers (Aboobaker et al., 2017: 2). As a stress factor; Too much daily workload causes employees to feel exhausted at the end of their workday, which can lead to work-family conflict at home because fatigue will prevent employees from participating effectively in family life (Pluut et al., 2018). Work-family conflict also stems from the difficulty in performing the roles in work and family in a balanced way (Turgut, 2011). This can also be understood as the individual stuck between the job's responsibilities and the responsibilities of family life. The individual, who has to fulfill more than one responsibility at the same time, feels trapped. Because the roles conflict with each other, and the individual seeks a solution to this situation.

The reason for the occurrence of work-family conflict, whose foundations were laid in the studies on role theory, first made by Kahn, Wolfe, Quinn, Snoek and Rosenthal in 1964, is the individual's feeling of pressure due to the incompatibility between the behaviors required by a role and other roles. the result is the incompatibility between the roles brought about by the individual's responsibilities in work and family life (Greenhaus and Beutell, 1985: 76-77). According to Kiburz et al. (2017), work-family conflict can occur in two directions as the family may interfere with the job or affect the family. An example of family involvement might be when a parent is suspended from a meeting about business because their child has a fever and needs to be taken from school; an example of work interfering with the family might be when an individual is thinking about an upcoming job deadline, and someone/partner is unresponsive when trying to join a conversation.

1.2. Job satisfaction

The most broadly utilized methodology clarifying job satisfaction in the literature is Hackman and Oldham's Job Traits Theory (1976). It's stated in this theory that, in case there is an intrinsic motivation related with the job, job satisfaction increases. The authors also identified five job characteristics as motivation, satisfaction, performance, and absenteeism, and turnover that motivate employees internally and influence five work-related outcomes through three psychological states (experienced meaningfulness, experienced responsibility, and outcome knowledge. Task identity and importance, skill diversity, feedback, and autonomy are the main features thereto. It's suggested according to this theory that work itself is a motivating factor and employees feel more motivated and satisfied when these five traits are included in the work. Internal resources such as choosing the working speed (autonomy), performance, and relationships with supervisors emerge in the person. Respectively, external sources such as job security, working conditions, and benefits arise outside of the individual (Gözükara and Çolakoğlu, 2016: 254).

Job satisfaction is a is an unpredictable marvel, and to quantify it troublesome as it is impacted by a wide assortment of elements, these can be exemplified as following: Individual, social, cultural, organizational, and environmental. Individual elements affecting job satisfaction include personality,

educational characteristics, intelligence, abilities, age, marital status, and job orientation; relationships with colleagues, teamwork and norms, interaction possibilities, informal organization, underlying attitudes, beliefs, and values among social and organizational factors include nature and size, formal structure, human resources policies and procedures, employee relations, nature of work, technology, work organization, supervision and leadership styles, management systems, and working conditions. Environmental factors likewise incorporate monetary, social, specialized, and government impacts. (Oravee et al., 2018: 62-63).

The dissatisfaction of the employees reflects the decision to leave the organization. Employees; In organizations where there are unfair salary payments and limited growth opportunities, they cannot be satisfied. Besides, employers' lack of benefit and trust in employees will initiate dissatisfaction and, in turn, contribute to the return of employees (Munir & Rahman, 2016).

1.3. Life Satisfaction

In the literature, individuals' social responses and individual attitudes, both objectively and subjectively, and their emotional reactions outside of work are described as "satisfaction with life" (Gül, 2018; 265).

Life satisfaction is also expressed as a subjective and explicit assessment of one's happiness and well-being. It is subjective because, in researches, people are simply asked whether they are satisfied with their whole life or not (Yiğit et al., 2011: 4).

It can be said that an individual whose desire to reach individual goals increases, his / her life satisfaction may also increase. It consists of life, work, and non-work time. Job satisfaction has an essential role in life satisfaction. It can be said that life satisfaction increases directly when job satisfaction increases. For example, a person who wants to take a particular position in his job increases his / her sense of satisfaction with his / her job both economically and socially after getting promoted, and this leads to an increase in life satisfaction as it reflects on his / her whole life. Therefore, it can be said that life satisfaction occurs as a result of emotional reactions to developments that occur in our whole life. The individual spends most of his life at work in order to survive. Even if they quit their job physically, they may have to constantly think about their job. For this reason, the job that a person does is a big part of his / her life, and therefore life satisfaction cannot be considered separate from job satisfaction. (Kolbaşı and Bağcı, 2019: 120).

Life satisfaction is based on an emotional dimension and is a concept that can be defined as one's satisfaction or discontent with one's own life. In other words, life satisfaction is more related to what the individual wants, what he/she has, and what he/she wants to be. Life satisfaction will increase if the individual's possessions and desires are the same or similar, and if they are different, the life satisfaction of the individual will decrease. An individual's social life, cultural activities, family life, personality traits, psychological characteristics, expectations, beliefs, and experiences, are influential on life satisfaction are directly related to human life (Çınar and Özyılmaz, 2020: 540).

2. METHOD

2.1. Aim of Study

This research was conducted descriptively in order to determine the relationship between work-family conflict, life satisfaction, and job satisfaction.

2.2. Research Type

In addition, the relational survey model, which determines the relationships between two or more variables, was used in this study. This study, it is aimed to examine the effect of work-family conflict on life satisfaction and job satisfaction. For this purpose, the following hypotheses have been created;

H0: There is a relationship between work-family conflict and life satisfaction.

H1: There is no relationship between work-family conflict and life satisfaction.

H2: There is a relationship between work-family conflict and job satisfaction.

H3: There is no relationship between work-family conflict and job satisfaction.

2.3. Participants

The population of the research consists of people living in Turkey and working in the period of the research. The sample of the research consists of 418 people who agreed to participate in the research. People who volunteered to participate in the study between February and May 2021, when the data were collected and completed the questionnaires and scales, were included in the study. Data were collected using the online survey method. Statistical analysis of the data was done with SPSS 24 package program.

2.4. Data Collection Tools (Measures)

Work-Family Conflict Scale: It was developed by Carlson, Kacmar, and Williams (2000) and adapted to Turkish by Erdoğan (2009) to determine the degree of work-family-family-work conflict. There are nine items in the work-family conflict scale and nine items in the family-work conflict scale. Both scales are in the form of a 5-point Likert scale. Participants are coding between 1- strongly disagree, 5- strongly agree. There are no reverse-coded expressions in the scales, and high scores show that work-family conflict and family-work conflict are high (Counted, 2020).

Job Satisfaction Scale: Minnesota Job Satisfaction Scale was used to determine the degree of job satisfaction. The short form of the Minnesota Job Satisfaction Scale was developed by Dawis, Weiss, England, and Lofquist (1967). Items related to internal and external attitude factors in the long form of the scale were combined and turned into a 20-item scale (Özdayı, as cited in 1991: Güleş & Karataş, 2010). The scale was adapted to Turkish by Akkamış (2010). The scale is a 5-Likert type and ranges from 1: Not satisfied to 5: Very satisfied. For the job satisfaction scale, participants' level of participation in the option should be 1.00-1.79' not satisfied, '1.80-2.59' not satisfied, '2.60-3.39' partially satisfied, '3.40-4.19' satisfied 'and 4.20-5.00' I am glad ' (Arslan & Demir, 2017).

Life Satisfaction Scale: The life satisfaction scale developed by Diener, Emmons, Larsen, and Griffin (1985) and adapted to Turkish by Köker (1991) was used to determine life satisfaction. The scale was designed according to a 5-point Likert scale and was scaled as 1: I never agree, 2: I do not agree, 3:

I am undecided, 4: I agree, and 5: I agree strongly. The high average score to be obtained from the scale indicates that life satisfaction is high (Kılınç & Yöney, 2020).

2.5. Data Analysis

Whether the data were distributed normally was evaluated with the Kolmogorov-Smirnov test, and it was decided that it was not normally distributed because $p < 0.05$. In the evaluation of the data, the participants' demographic characteristics were considered independent variables, work-family conflict, and the total mean score of the Work Satisfaction Scale and the average score of the Job Satisfaction Scale were considered dependent variables. Percentage, total score, average, independent sample T-Test, and ANOVA test were used to evaluate the data. Correlation analysis was used to determine the relationship between the scales. Cronbach's alpha coefficient was used to test the reliability of the scales. The reliability of the work-family conflict scale was calculated as .93, the reliability of the sub-dimensions of the work-family conflict scale was calculated as .90 and the family-work conflict as .90, respectively. The reliability of the life satisfaction scale is .89, and the reliability of the job satisfaction scale is .93.

2.6. Ethical Aspect of the Research

Written permission was obtained from the Aksaray University Human Research Ethics Committee to conduct the study (Date: 22/02/2021 and number: 2019/01-113).

3. FINDINGS

The findings of the study are presented in Tables 1-4.

3.1. Demographic Features

Table 1 includes descriptive statistics of the demographic characteristics of the participants.

Table.1. Demographic Characteristics of Participants (n = 418)

Demographic Characteristics		Number	Percent(%)
Age	18-24	50	12
	25-31	125	29,9
	32-38	103	24,6
	39-45	75	17,9
	46-52	41	9,8
	53-59	14	3,3
	60-68	10	2,4
Gender	Female	284	67,9
	Male	134	32,1
Marital Status	Single	160	38,3
	Married	258	61,7
Education Status	Primary education	12	2,9
	High school	36	8,6
	Associate Degree	74	17,7
	License	169	40,4
	Postgraduate	127	30,4
Job	Academician	75	17,9
	Health personnel	49	11,7
	Veterinarian	84	20,1
	Teacher	67	16,0
	Self-employment	26	6,2
	Officer	37	8,9
	Other	80	19,1

Having children	No	189	45,2
	Yes	229	54,8
Monthly income	2000 TL and below	21	5,0
	2001-4000	119	28,5
	4001 and above	278	66,5
Total working time at the current workplace	Less than 1 year	69	16,5
	1-5 years	133	31,8
	6-10 years	85	20,3
	More than 10 years	131	31,3
Home help availability	Yes	110	26,3
	No	308	73,7
Having to take work home	Yes	224	53,6
	No	194	46,4
Institutional facilities	Weak	38	9,1
	Lower into middle	45	10,8
	Middle	171	40,9
	Above the Middle	133	31,8
	Further	31	7,4
Average working hours per day	8 hours and less	225	53,8
	9-11 hours	151	36,1
	12 hours and above	42	10,0

67.9% of the participants are women, 29.9% are between the ages of 25-31, and 61.7% are married. In addition, 40.4% of the participants are undergraduate, and 20% are veterinarians. 54.8% of the people participating in the study have children, 66.5% have a monthly income of more than 4001 TL, 31.8% work for 1-5 years in the current workplace, 73.7% have any There is no helper, 53.6% of them have to take work home, 47.9% consider the facilities of the institution they work to be medium, and 53.8% of them have a daily working hour of 8 hours or less (Table 1).

3.2. Mean, Standard Deviation and Minimum-Maximum Values of Scale Scores

Table 2 provides statistics on the Participants' Work-Family Conflict, Life Satisfaction and Job Satisfaction Scale Average Scores.

Table. 2 Participants' Work-Family Conflict, Life Satisfaction, and Job Satisfaction Scale Mean Scores

Scale and Subscale	Mean \pm SS	Min, Max
Work-Family Conflict Scale	49.63 \pm 13.15	18-89
Family-work conflict subscale	23.24 \pm 6.87	9-45
Work-family conflict subscale	26.38 \pm 7.50	9-45
Life Satisfaction Scale	15.19 \pm 4.63	5-25
Job Satisfaction Scale	3.45 \pm 0.74	1-5

When the total score averages of the participants' Work-Family Conflict scale are examined, 49.63 \pm 13.15 for the total score, 23.24 \pm 6.87 for family-work conflict for subscales, and 26.38 \pm 7.50 for work-family conflict, respectively. The average score for the job satisfaction scale is 3.45 \pm 0.74, and the total score for the life satisfaction scale is 15.19 \pm 4.63 (Table 2).

3.3. Correlation Analysis

In Table 3, the findings of the correlation analysis performed to measure the relationship between the participants' work-family life conflict scale and its subscales, job satisfaction scale and life satisfaction scale mean scores are given.

Table.3 Relationship Between the Mean Scores of the Scales

		1	2	3	4	5
1. Work-Family Conflict Scale	r	1				
	p	-				
2. Family-work conflict subscale	r	0,886	1			
	p	0,000	-			
3. Work-family conflict subscale	r	0,921	0,655	1		
	p	0,000	0,000	-		
4. Life Satisfaction Scale	r	-0,413	-0,380	-0,396	1	
	p	0,000	0,000	0,000	-	
5. Job Satisfaction Scale	r	-0,493	-0,398	-0,485	0,565	1
	p	0,000	0,000	0,000	0,000	-

As a result of the correlation analysis (Table 3), a negative relationship has been observed between work-family conflict and life satisfaction, and job satisfaction. Also, a positive relationship was found between job satisfaction and life satisfaction ($p < 0.05$). According to findings; as the work-family conflict inventory score increases, life satisfaction, and job satisfaction scores decrease. As the job satisfaction inventory score increases, the life satisfaction inventory score also increases.

3.2. Anova and T-Test Analysis

Table 4 includes the Factors Affecting the Participants' Work-Family Conflict, Life Satisfaction and Job Satisfaction Scale Average Scores.

Table.4. Factors Affecting Participants' Average Scores of Work-Family Conflict, Life Satisfaction and Job Satisfaction Scale

Variables	Work-Family Conflict Scale		Life Satisfaction Scale		Job Satisfaction Scale		
	SS	X	X	SS	X	SS	
Age	18-24	52,90	16,61	12,62	4,36	3,25	0,72
	25-31	51,18	13,74	14,56	4,87	3,26	0,81
	32-38	50,83	10,91	15,30	4,01	3,41	0,64
	39-45	47,46	12,43	16,41	4,49	3,60	0,69
	46-52	45,07	11,98	16,56	4,52	3,80	0,65
	53-59	42,57	10,99	18,21	2,29	4,22	0,39
	60-68	46,30	11,21	16,10	6,22	3,76	0,69
	X ^{2*}	21,460		34,395		46,394	
p	0,002		0,000		0,000		
Gender	Female	50,63	12,71	15,19	4,96	3,41	0,71
	Male	47,50	13,84	15,20	4,94	3,54	0,80
	Z*	-1,947		-0,280		2,194	
	p	0,052		0,779		0,028	
Marial Status	Single	50,01	14,16	14,13	4,90	3,39	0,75
	Married	49,39	12,50	15,86	4,34	3,49	0,73
	Z*	-0,806		3,465		1,460	
	p	0,420		0,001		0,144	
Education status	Primary	53,66	8,57	14,66	5,41	3,21	0,89
	High school	55,77	14,47	13,30	5,10	3,30	0,75
	Assoc. Deg.	50,87	14,18	13,44	5,08	3,30	0,75
	Undergraduate	48,79	13,54	15,12	4,30	3,38	0,71
	Graduate	47,89	11,36	16,90	3,99	3,71	0,70
	X ^{2*}	16,241		30,034		24,918	

	p	0,003		0,000		0,000	
Job	Academician	46,81	10,44	17,68	3,62	3,90	0,54
	Health personel	48,00	13,52	16,00	4,48	3,56	0,75
	Veterinerian	54,88	13,80	13,38	4,73	2,97	0,72
	Teacher	49,40	12,42	14,95	4,16	3,54	0,54
	Self employment	51,65	14,46	14,03	5,74	3,48	0,69
	Officer	45,29	13,38	14,89	4,63	3,38	0,73
	Other	49,31	12,93	15,01	4,51	3,43	0,79
	X ^{2*}	24,124		38,383		65,381	
	P	0,000		0,000		0,000	
Have children	No	49,51	13,96	14,34	4,85	3,36	0,77
	Yes	49,79	13,62	15,90	4,33	3,53	0,71
	Z*	-0,042	12,42	-3,178		-2,064	
	p	0,967		0,001		0,039	
Monthly income	2000 and below	56,71	16,46	10,66	4,77	3,02	0,62
	2001-4000 tl	51,58	13,62	14,08	4,85	3,31	0,73
	4001 and above	48,26	12,42	16,01	4,23	3,55	0,73
	X ^{2*}	15,405		30,842		17,996	
	p	0,000		0,000		0,000	
Total working time at the current workplace	Less than 1 year	53,17	14,43	13,34	4,52	3,28	0,75
	1-5 years	50,98	14,28	14,38	4,35	3,35	0,78
	6-10 years	49,05	12,88	15,37	4,29	3,44	0,69
	More than 10 year	46,77	10,68	16,88	4,01	3,66	0,69
	X ^{2*}	14,948		30,003		0,001	
p	0,002		0,003				
Home help availability	No	49,85	13,33	15,22	4,56	3,48	0,76
	Yes	49,02	12,65	15,11	4,86	3,38	0,68
	Z*	-0,350		0,318		1,672	
	p	0,002		0,751		0,095	
Having to take work home	Yes	49,79	11,58	15,89	4,38	3,59	0,66
	No	49,44	14,77	14,39	4,79	3,29	0,79
	Z*	-0,102		3,045		3,993	
	p	0,919		0,002		0,000	
İnstitutional facilities	Weak	56,76	15,54	11,55	4,79	2,73	0,80
	Lower in the middle	55,35	13,10	13,93	5,21	3,13	0,63
	Middle	50,92	12,92	14,58	4,50	3,33	0,65
	Above middle	45,99	11,31	16,78	3,69	3,78	0,64
	Further	41,09	9,26	18,09	3,66	4,10	0,49
	X ^{2*}	46,713		43,790		96,196	
p	0,000		0,000		0,000		
Average Working hours per day	8 hours and less	47,77	12,57	15,34	4,65	3,54	0,73
	9-11 hours	50,50	12,80	15,56	4,95	3,46	0,70
	12 hours and above	56,45	15,02	13,09	4,61	2,98	0,81
	X ^{2*}	16,669		10,166		17,801	
p	0,000		0,006		0,000		

It is observed that, Work-family conflict scores were not statistically significant according to gender, marital status, having children, household chores at home, presence of a person helping with the child, or patient care, and taking work home when the Work-family conflict scores are analyzed (Table 4). Besides, it was found that the work-family conflict mean scores were statistically significant according to age, education status, occupation, monthly income, total working time in the current workplace, facilities of the institution, and average daily working hours ($p < 0.05$).

When the life satisfaction scores were examined (Table 4), life satisfaction is not statistically significant according to gender and the presence of someone who helps home housework, child, or patient care. Life satisfaction, by marital status, by having children, by taking work home, by age, by education, by profession, by monthly income, by total working time in the current workplace, by the institution's facilities, and by the average daily working time. It was found to be statistically significant ($p < 0.05$).

When the job satisfaction scores were examined (Table 4); It was concluded that job satisfaction was not statistically significant according to gender, marital status, and the presence of someone who helps with household chores, child, or patient care. It was found that job satisfaction was statistically significant according to the status of having children, taking work home, age, education status, occupation, monthly income, total working time in the current workplace, facilities of the institution, and daily average working time ($p < 0, 05$).

RESULTS AND DISCUSSION

This research was conducted to determine the relationship between work-family conflict, life satisfaction, and job satisfaction. According to the research results, the work-family conflict affects job satisfaction and life satisfaction, and the H0 and H2 hypotheses supporting this effect were accepted.

Work-family conflict increases as the scores of the participants in work-family conflict increase. According to the study results, the total average score of the participants on work-family conflict was calculated as 49.63 ± 13.15 . According to these results, it can be said that the participants felt a medium level of work-family conflict. The total average score obtained from the life satisfaction scale is 15.19 ± 4.63 . According to these results, it can be said that the life satisfaction of the participants is also at a medium level. The job satisfaction means a score of the participants was calculated as 3.45 ± 0.74 . Based on these results, it can be said that the participants are partially satisfied with their current jobs.

According to the comparisons, participants between the ages of 18-24, 39-45, and 46-52 years of age, 25-31 years of age, 46-52 and 53-59 years of age, and 32-38 age groups 46-52 and 53 It has been found that they experience more work-family conflict than the participants in the -59 age range. This situation can be explained by the anxiety and fear caused by the people's inexperience when they were young and the inability to establish the balance between work life and family life. When looking at the educational status variable, participants with primary and high school graduates had more work-family conflicts than those with graduate degrees and high school graduates than those with associate and undergraduate degrees. According to this finding, it can be said that as the level of education increases, work-family conflict decreases. This situation may be related to the professions chosen according to the level of education. When looking at the variable of the profession; It was found that the participants who were veterinarians experienced more work-family conflicts than academics, civil servants, teachers, healthcare personnel, and teachers. Also, it has been reached the server that self-employed workers experience more work-family conflicts than academics. It can be clarified by veterinarians have to work under more difficult conditions than other employees, and they have difficulty establishing the work-

family balance. In the monthly income demographic variable; Participants with a monthly income of ₺2000 and less experienced more work-family conflicts than participants with a monthly income of ₺4001 and above, and those with a monthly income of ₺2001-4000 had more jobs than those with a monthly income of ₺4001 or more. It was found that they had a family conflict. From this, it can be concluded that as the monthly income increases, work-family conflict decreases, and this situation can be explained by the difficulty of establishing the work and family balance of people who have difficulty in living under difficult living conditions. When looking at the total working time; It was concluded that those working in the current workplace for less than 1 year had more work-family conflicts than those who worked for 6-10 years and those who worked for more than 10 years, and those working between 1-5 years than those who worked for more than 10 years. Work-family conflict decreases as the working time in the current workplace increases. A person may be inexperienced when he/she starts working, and as the seniority increases, he/she becomes more conscious and adapts to business life more quickly, so he/she feels more comfortable combining family life with business life. Looking at the variable of the institution's facilities; Participants who define the facilities of the institution as weak; experience more work-family conflict than those who define them as advanced. According to these findings, as the facilities of the institution increase, the work-family conflict decreases. It can be clarified that being happy in the institution affects the work-family conflict. Finally, looking at the daily average working hours variable, participants with an average daily working hour of 12 hours or more experienced more work-family conflict than participants with an average working hour of fewer than 8 hours and between 9-11 hours per day. This situation; can be explained by the fact that the participants with more working hours cannot allocate time for their families, and they have to neglect family members.

In the comparisons, it was found that marital status affects life satisfaction, and it was concluded that married participants had higher life satisfaction than singles. Since single participants feel more loneliness, their life satisfaction may be lower. According to the variable of having a child, the participants who have children have higher life satisfaction than those who do not. This situation can be explained by the fact that the children give the participants vital energy. According to the variable of taking work home, the participants who take work home have higher life satisfaction than those who cannot. This situation can be associated with life satisfaction, job satisfaction, and willingness to work. When looking at the age variable; Participants aged 18-24 years old compared to participants of all ages, participants aged 25-31 years old participants aged 39-45, 46-52, and 53-59 years old participants aged 32-38 years 39-45 and 53-59 years old It was found that their life satisfaction was higher than the participants. This situation can be associated with the fact that young people have more expectations from life, and therefore, as age increases, people do not enjoy as much as they used to. In the education level variable, the life satisfaction of the participants with a bachelor's degree was higher than the participants with an associate degree and those with a postgraduate degree compared to the participants with a high school, associate degree, an undergraduate degree. This situation can be explained by the higher the education level, the better the people's living standards and therefore the higher their life

satisfaction. Looking at the variable of the profession; It was found that the life satisfaction of academicians is higher than self-employment, health personnel, veterinarians, teachers, civil servants, and other participants and that the life satisfaction of health personnel is higher than that of veterinarians. This situation can be explained by the fact that academicians' working conditions are different and more straightforward than in some other professions. In the monthly income variable; It was found that the life satisfaction of the participants with a monthly income of ₺2000 or less was lower than the participants with a monthly income of ₺4001 and above and the participants with a monthly income between ₺2001 and ₺4000 were lower than the participants with a monthly income of ₺4001 and above.

The difficulties can explain this situation in making sense of life and enjoying life for low-wage people. The total working time variable; It was found that the participants who worked for less than 1 year, 1-5 years, and 6-10 years in the current workplace had lower life satisfaction than those who worked for more than 10 years. This can be explained by the fact that as people's seniority increases, they adapt to business life and have access to opportunities to sustain their lives more quickly. Considering the institutional possibilities variable, the life satisfaction of the participants who described the institution's facilities as weak was lower than the participants who described it as below-medium, medium, above-middle and advanced. Besides, it was found that the participants who described the facilities of the institution as below-the-middle had lower life satisfaction compared to those who described them as above-middle and advanced and that the participants who described as a medium were also lower than those who described them as above-middle and advanced. This situation can be explained by the increase in the people's quality of life as the opportunities of the institution increase and thus their life satisfaction increases. Finally, it was found that the participants' life satisfaction with an average daily working time of 8 hours or less was higher than those working between 9-11 hours and 12 hours or more. The decrease can explain this situation in life satisfaction resulting from long working hours destroying people's life energy and not being able to spare time for themselves and their families.

In the comparisons, it was found that the variable of having children affects job satisfaction, and it was found that the job satisfaction of the participants who had children was higher than those who did not. This can be explained by the fact that the participants have their jobs more quickly, and they try to do their jobs lovingly due to the difficulty of finding new jobs since they are dependent on people and children. Besides, it was found that the job satisfaction of the participants who take work home is higher than those who do not. This situation can be explained by the fact that he enjoys his job and can continue his homework. Looking at the age variable, it was found that the younger participants had lower job satisfaction than all the older participants. This situation is explained by the fact that the young participants who do not have much experience in their work take time to adapt to the job and therefore do not enjoy the work. Considering the education level, the job satisfaction of the graduate graduates was higher than the high school, associate, and undergraduate graduates. The difference in working conditions can explain this situation. Looking at the variable of the profession; It was found that academicians had higher job satisfaction than all other employees, while veterinarians were lower than

self-employed, civil servants, teachers, and other employees. This situation can be explained by the difficulty of the profession and the weight of working conditions. In the monthly income variable, it was found that the job satisfaction of the participants with a monthly income of ₺2000 and less was lower than those with a monthly income of ₺4001 and above and those with a monthly income of ₺2001-4000 and above. This situation can be explained by the pleasure of the participants working in jobs with good income. It has been found that the job satisfaction of employees working in the current workplace for more than 10 years is higher than those who work for less than 1 year, 1-5 years, and 6-10 years. This situation is explained by the increase in the sense of ownership as seniority increases. The job satisfaction of the participants who described the opportunities of the institution as weak was low compared to the participants who described them as a medium, above middle, and advanced. It was low compared to the participants who described as lower in the middle and high compared to the participants who described the medium as above, and the participants who described as a medium were lower. It has been found that it is. This situation can be explained by the fact that the institution's excess facilities have a meaningful and positive effect on the job satisfaction of the employees. Finally, according to the daily average working hours variable; It was found that the job satisfaction of the participants who worked for 8 hours or less per day was higher than those who worked for 12 hours or more, and those who worked for 9-11 hours than those who worked for 12 hours or more. This can be explained by the increase in working hours, the person's boring, the loss of motivation and the decrease in job satisfaction.

Some of the findings obtained from various studies are similar to our research, and some give different results from our research. In the study of Karabay (2015), it was found that work-family conflict hurts job, family, and life satisfaction. According to the findings obtained in Aras and Karakiraz (2013); A negative relationship was found between work-family conflict and job satisfaction. The study results on the work-family conflict on an academician; No statistically significant difference was found between gender and marital status variables and work-family conflict (Kahraman & Çelik, 2018). In the study of Özdevecioğlu and Doruk (2009), it was observed that there is a positive relationship between work-family conflict and family-work conflict, and similarly, a positive relationship between life satisfaction and job satisfaction. According to the results of the study of Kolbaşı and Bağcı (2018), it was determined that work-family conflict and family-work conflict are essential predictors of job satisfaction. In the study of Benli et al. (2016), a negative and significant relationship was found between job satisfaction and work-family conflict levels. However, no statistically significant difference was found between gender differences and job satisfaction levels, and the level of work-family conflict they experienced. Findings obtained from the study of Fırat and Cura (2016); It has been determined that work-family and family-work conflict negatively affect life satisfaction, job satisfaction positively affects life satisfaction, and teachers have a high level of life satisfaction. It was determined that female teachers' life satisfaction levels are higher than male teachers. However, there is no significant difference between teachers' life satisfaction levels according to the variables of working time, marital status, status, age, education level, working time at school, years of experience in the profession. Has been.

According to the study of Doğan et al. (2017), work-family conflict varies according to marital status, age, education level, the full working year, and working time in the current workplace. According to the study of Turunç and Erkuş (2010), in general, work-family life conflict; has been determined that directly negatively affects job satisfaction.

The limitations of the research are that the research data covers a few specific occupational groups and the number of people reached. A more comprehensive study can be done by considering more occupational groups comparatively and increasing the number of people.

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