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THE RELATIONSHIP BETWEEN WORK –FAMILY CONFLICT (WFC) WITH HAPPINESS AMONG HIGH SCHOOL FEMALE TEACHERS IN TEHRAN

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ABSTRACT

The main aim of this study is investigating the relationship between work – family conflict (WFC)with happiness among high school female teachers in Tehran.220 female teachers from the whole Tehran high school participate in this study .they were selected by a compilation of multistage random and available method .The teachers were asked to complete the items of RASTGAR KHLED work – family conflict inventory, OXFORD happiness inventory in one session .The statistic methods and indexes like frequency, parent, average, deviation, Pierson correlation and regression analysis were used for analysis data .The results showed that there is a positive ,direct and significant correlation between score's work – family conflict variable and happiness scale .additionally we can say that Variable work - family conflict is a good predictor for happiness of female teachers.

Keywords: Work-Family Conflict, Happiness

INTRODUCTION

By the growth of knowledge, our understanding of ourselves and the world around the world expands and complicates the inference that Work and family are the two important aspects of our world. Overall health of the individual is under the influence of harmony and balance of these two areas. There is inconsistency and conflict between these two areas, often unpleasant consequences upon the individual, family, and community organizations[4],To experience work-family conflict in which the demands of work and family domains interact with each other and exceed the available resources of the team[7],Man has long been looking for this is

how life could be better, and what makes it more likely to cause consent, And what can enjoy living in this world that all this happiness and joy to be introduced to a concept[1].

Happiness is a positive concept that is important for staying healthy [2],And a complete satisfaction, durable and convincing in life as a whole is defined [7],And create a better working relationship between employees in the workplace[6],Based on the foregoing, with respect to the industrialization of society and human relationships become more complex Which today puts more susceptible to conflicts of roles, the question always arises: In such circumstances, the women had to carry two full-time jobs An unpaid domestic work and other jobs outside the home, with all its complexities and its positive results How can these two poles of the plurality of human and social roles that are essentially upon the desired balance and create value? [5],Also, due to the fact that little research has been done in this area, Thus, this study seeks to answer the question that What kind of relationship is there between work, family and happiness high school female teachers in Tehran?

MATERIALS AND METHODS

The aim of the present study and the use of the method is descriptive and compatibility. The study population consists of married women teachers in secondary school, secondary school in Tehran, 2013-2014. Given the nature of this correlation multivariate regression based on a sample size of 220 is reasonable [3],Sectional study of work-family conflict, was standardized by Rastegar Khaled(2006). Cronbach's alpha reliability through work-family conflict in the pilot study is 90% and 89% in the final examination, which are both relatively high. To calculate the validity and reliability of the scale factor analysis is used.

RESULTS

Assess job satisfaction, happiness and work-family conflict Secretaries Questionnaire

Table 1: The number, mean, median, standard deviation, variance, skew, stretch, minimum and maximum scores

As you can see, the average happiness of teachers is obtained 2.5262 . The value calculated for each variable tilt happiness and work-family conflict editors suggest that the normal distribution of data is (normal).

Normality of the variables Shown in Table 2.

As it can be seen from the table 3 the calculated score Smirnov and Shapiro smaller is significance level 0.05. The calculated value represents the normal distribution of data.

The main question: what is the relation between the family work conflict with the happiness of Tehran teachers?

The calculated correlation coefficient 0.306 at a significance level of 0.01 indicated that the conflict between work and family and teachers happiness significant relationship, there is a direct and positive. So as to increase the happiness of the teachers work and family conflict increases.

Point: Increase the family work conflict indicates that the intensity of family work conflict is low So that the mean is also quite clear that this value is greater than the average population This indicates that the amount of family work conflict in the target population is low. So it can be concluded that the amount of work-family conflict and reduce the amount of happiness increases.

Below is the predicted value of the independent variable (family work conflict) on the dependent variable (happiness of teachers) explains.

The coefficient of determination indicates that the components of family work conflict is 22% of teachers can contribute to happiness.

Due to the significant amount calculated for f is characterized by a linear combination of independent variables in a significant way, to explain and predict changes in the dependent variable.

As seen in the table 6 output, changing into work - family conflict in regression analysis, could explain the variability in the welfare of teachers. Given the significant pillars can be seen. Variable family work conflict is a good predictor for happiness teachers.

Table 1

	Teachers happiness	Family work conflict
count	220	220
Average	2.5262	3.30
Middle	2.517	3.29
Fashion	2.66	3.12
Standard deviation	0.407	0.69
Variance	0.166	0.487
Tilt	-0.126	0.054
Elongation	-0.0905	-0.252
Lowest score	1.31	1.59
Highest score	3.69	5

Table 2: Normality test

	Smirnov			Shapiro		
	Amount	Degrees of freedom	Significant level	Amount	Degrees of freedom	Significant level
Teacher happiness	0.044	220	0.200	0.994	220	0.498
Family work conflict	0.037	220	0.200	0.992	220	0.298

Table 3: The results of the correlation coefficient question

Teachers happiness		
0.306	Pearson Correlation coefficient	Conflict between Work and Family
0.000	Significant level	
220	Count	

Table 4: Obtained from a linear regression model considering the components of family work conflict

Model	Multiple correlation coefficient R	The coefficient of determination 2 R
1	0.306	0.094

Table 5: Summary of analysis of variance components of family work conflict and teachers happiness

Model		The total mean square	Degrees of freedom	Mean square	F test	Significant level
1	Regression	3.403	1	3.403		
	Remaining	32.988	218			
	Total	36.390	219	0.151	22.486	0.000

Table 6: Variable linear regression equation coefficients family work conflict and teachers happiness

Model	Non-standard rates		Standardized coefficients	T-test	Significant level
	B	Standard error			
Constant number	1.936	0.127	Beta	15.222	0.000
Family work conflict	0.179	0.038	0.306	4.742	0.000

Criterion variables: happiness of teachers; Predictor variables; Components of family work conflict

CONCLUSION

As we have seen, work-family conflict in regression analysis, could explain the variability in the welfare of teachers. Taking into consideration the significant column variable family work conflict is a good predictor for happiness of teachers. The calculated correlation coefficient 0.306 at a significance level of 0.01 indicated a significant relationship between conflict and family and happiness teachers, there is a direct and positive. So as to increase the happiness of the teachers work and family conflict increases. The coefficient of determination indicates that 22% of the components of the conflict between work and family can be involved in the welfare of teachers. Given that one of the general principles in order to identify and resolve problems related to work - family conflict is a good predictor for happiness teachers, Is needed to identify problems related to work-family conflict and work towards a healthy social environment, Individual and Family Teachers take appropriate action.

The results of some research results by [6],in connection with the investigation of the relationship between hope and happiness and job satisfaction was done and also the research of Keshavarz, Vafaeiyan [3], studied the factors of happiness and by Adler and Fagli (2005) Happiness and life satisfaction was conducted on the impact of the results obtained in the present study On the relationship between work - family conflict and happiness high school female teachers was conducted in Tehran was consistent.

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