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**FACTORS INFLUENCING THE WORK - FAMILY CONFLICT (TEACHERS CITY OF  
RASHT)**

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**ABSTRACT**

If people have the ability to balance family and career responsibilities and tasks of their own and avoid the conflict, Control of the balance in their lives and organizations will also have a positive impact on the lives of working there, will remain deprived.

The present study aims to investigate the factors influencing the work - family conflict is Rasht city teachers.

The research is correlational. In the regression is used to analyze the data from this study population consisted of 352 teachers in the city of Rasht. That Tdad100 teachers according to the number of variables were selected by simple random sampling. Data collection tools standardized questionnaire study Netmayer, Marian Bell and McDonald's. Cronbach's alpha coefficient for this scale perennial 0/86 and its bisection Payapy coefficient 0 / 82Bvd.

According to the results of the research hypotheses were confirmed.

**Keywords: Conflict, Family, Teachers**

## INTRODUCTION

At the present time, the proper utilization of talents and abilities of employees, supervisors and managers have focused attention. . The question of why such an organization is successful and unsuccessful organization, has always occupied the minds of scholars and experts. To answer such questions, most experts believe that the success of an organization (Bodtker, 2001).

How to benefit from the potential of human resources and honoring their thoughts.If organizations and companies wishing to achieve such results are should learn from diverse perspectives and ideas to increase the performance of their knowledge to solve problems exploit (Euwema, 2003).

Conflict theorists have proposed many definitions. Including the definition, the definition is Robbins. He sees conflict as a process in which "a conscious effort to try and be done by person A. through the barrier Neuter him, thus achieving his goal would be helpless, or A. therewith on your interest rate increases "(Jehn, 2000).

In case of conflict, there are three approaches: traditional, human relations, and interactive. Proponents of the traditional view malfunctioning managers and employees understand the formation of the conflict and the emergence of the highly damaging to

know. Hence, the "management" do not believe Do not believe that the director of the correct behavior to prevent its emergence. On the other hand, proponents believe that in addition to erroneous view of human relations director and staff, other factors can also cause conflict; conflict is sometimes useful for the organization. Managers must be able to deal with conflict and learn how to manage it (Medina, 2004).

Interactive view the latest views on the subject of organizational conflict. Theorists of this view believe that conflict is inevitable and in some cases even to encourage and stimulate them. This view emphasizes that there are appropriate and balanced level of conflict whenever employees are suffering from lethargy and depression can lead to positive change in the group (Simons, 2000).

The roots of the conflict are divided into two categories: individual and organizational. The individual differences in values, culture, norms, attitudes, aptitudes, abilities and characteristics of the organization arises. Based on these differences, people find different identities and preferences. . As a result, it may sometimes be able to work together and develop an organizational conflict can be constructive or groups of links between members of the organization.

Dependence duty to enterprise groups, scarcity of resources, uncertainty about the responsibilities and Employee options, see the unfair behavior changes inside and outside the organization, lack of communication and the relationship of cause of conflict in organizations are incomplete (Tellefsen, 2002).

Conflict in organizations is not unexpected and remove it needs a lot of energy and time. Managers spend a lot of time to manage conflict. A study has shown that, on average, managers spend 20% of their time to manage conflict (Montgomery, 2005).

There have been many studies on work-family conflict can be Siron Research, Thomas, Simonty and Nikodim, demoniac and the Netherlands noted.

Before talking about the conflict, we must consider the role and implications thereof. Role, the behavior is said that the people of a particular individual or social status gained base Expect and the role of the person who performs the role he is expected that the pressure (Parasuraman, 2002).

Role conflict occurs when a person has engaged in conduct inconsistent or conflicting behaviors that require one or more roles, on this basis, work-family conflict is a form of inter-role conflict in which, generally dedicated to work well Zmn pressure It is the

responsibility of the family in disarray and so creates conflict within the family is also a form of conflict is defined as Of the total time devoted to the family and the pressure it creates irregularities in the performance of job responsibilities (Snir,2004).

One of the most common definitions of work-family conflict, in which more research is invoked, the Green House and Byvtl(1985). Based on this definition, work-family conflict, a conflict between the roles, which emerged from the working pressure And family, on both sides, non-harmonic, a means to participate in the work (or family) to participate in the family (or something) is difficult. Career and family life, two more members of society are an integral part of life and if the person Track career or your family is in trouble, the consequences of which involve not only the the people, but at a higher level of organization, society will be deprived (1998Kossek,).

According to the researchers wanted to investigate the factors influencing the work-family conflict.

## **METHODOLOGY**

The research hypothesis is as follows:

1. Interpersonal conflict between justice work - There is a family.
2. the work overload and work - family conflict, there is a significant relationship.

3. between job satisfaction and work - family conflict, there is a significant relationship.

The research is correlational. In the regression is used to analyze the data from this study population consisted of 352 teachers in the city of Rasht. That Tdad100 teachers according to the number of variables were

selected by simple random sampling. Data collection tools standardized questionnaire study Netmayer, Bells and Mac Marian's. Cronbach's alpha coefficient for this scale perennial 0/86 and its bisection Reliability coefficient 0 / 82Bvd.

**Analysis**

- As specified in the table below Reliability coefficients, the mean and the correlation between the employment component of interpersonal justice.

Reliability coefficients, the mean and the correlation between the individual components of equity

Correlations between components	Average	In the present study, Cronbach's alpha coefficients	Components	Variable
0.321**	26.28	0.62	Managing Partners	Interpersonal justice
	22.20	0.65	Managing Director of	

\*\*p<0/01 \*p<0/05

- As specified in the table below Reliability coefficients, the mean and the correlation between the components of the workload.

Reliability coefficients in Table 3, the mean and the correlation between the components of the workload in the study

Correlations between components	Average	in the present study, Cronbach's alpha coefficients	Components	Variable
0.391**	11.10	0.74	Managing Partners	Workload
	18.7	0.68	Managing director of	

\*\*p<0/01 \*p<0/05

- The following table contains a description of the standard deviation and the mean is reported

**The mean and standard deviation**

Average	Standard deviation	Research variables
43.3	15.70	Work-family conflict
24.24	2.26	Interpersonal justice
29.28	10.48	Job satisfaction
14.9	5.21	Workload

- The following table shows the results of the Pearson correlation coefficients between the variables.

Pearson correlation coefficients

Job satisfaction	Interpersonal justice	Work-family conflict	Variables
		-----	Work-family conflict
	-----	0.40	Interpersonal justice
-----	-0.14	-0.35	Job satisfaction
0.19	0.15	0.35	Workload

\*\*p<0/01      \*p<0/05

Based on the results above, a significant relationship between job satisfaction and work-family conflict 0/35 The hypothesis is confirmed and the work-family conflict and workload significant relationship 0/35 exist, the research hypothesis is also confirmed. Between work-family conflict and justice meaningful interpersonal relationships 0/4 is that research has confirmed the hypothesis.

As the results show that the correlation between variables, there is no significant relationship between the variables in the prediction model of a criterion by which they will be offered.

- The following table shows significant regression model, the results showed a significant model.

**Model ANOVA and significant**

Significance level	F	Mean square	The sum of squares	Model
0.0001	8.92	1481.65	444.97	Regression
		166.07	7639.52	The remaining
		-----	12084.5	Total

The table below shows the standard and non-standard coefficients for each of the variables.As it is clear that all coefficients are significant.

**Table 7: Regression variables regression model**

Significance level	Standard deviation	Beta	t	B	Model
0.96	18.80	-----	-0.04	-0.834	Constant
0.015	0.72	0.30	2.52	1.81	Interpersonal justice
0.006	0.179	0.346	-2.90	-0.518	Job satisfaction
0.007	0.36	0.34	2.84	1.02	Workload

**DISCUSSION AND CONCLUSION**

In explaining the findings of interpersonal justice can assume that the lack of justice between individuals in organizations that emanates from things like: Rude and disrespectful behavior and relationships between staff and lack of justice is the cause of negative emotions, early fatigue,

moodiness, lack of comfort, future concerns and preoccupations of the people. The effects of interpersonal injustice, because there's no place in the workplace, employees take home with them and to penetrate home That interfere with daily tasks at home, as a result, lead to work-family conflict is.

These results confirm the assumptions of the model of social support. The role of social support and friendly culture in the workplace, work-family conflict is very important. Since the variable interpersonal justice as the first variable, the Suggests the importance of these variables in the prediction of work-family conflict is even higher job satisfaction and workload has appeared.

Regression analysis of this study, job satisfaction variable as the second variable in the model appeared, explaining that it should be said that lack of satisfaction with their jobs Which can be caused by several factors (factors such as dissatisfaction with salary, work, etc.) due to overflow, the result of work-family conflict. The staff dissatisfaction and negative emotions at work and at home to carry out everyday tasks interfere staff.

In the case of variable workload can be said that when employees have a lot of work to do in a relatively small time Have to work to do the house chores transfer, resulting in conflicts between work and family.

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