Chapter 5: Results

5.1 Introduction

This chapter describes the results of the analyses in order to provide answers to the eight research questions that underpin the current study. It was necessary to assess the relationship between the independent variable (WFC) and the dependent variables (job satisfaction, burnout and role identity). Pearson's Correlation Coefficient was used because of the large sample size, with the aggregate score based on ordinal data. The original scoring of the SWING and burnout factors was used in these analyses.

The following abbreviations have been utilised in the remainder of this study:

- Principal Factor Analysis PFA
- Exploratory Factor Analysis EFA
- Work-Home Interaction-NjmeGen Questionnaire SWING
- Minnesota Satisfaction Questionnaire MSQ
- Maslach Burnout Inventory MBI
- Role Identity Employee RIE
- Role Identity Mother RIM
- Role Identity Working Women with Children RIW
- Work-Family Conflict WFC
- Family-Work Conflict FWC
- Negative Work Interference with Family -WIF
- Positive Work Interference with Family +WIF
- Negative Family Interference with Work -FIW
- Positive Family Interference with Work +FIW
- Emotional Exhaustion EE
- Cynicism CYN
- Professional Efficacy PE

5.2 The Factor Structure of the Total Questionnaire

Factor analysis was used to investigate the dimensionality of the psychometric instruments in this South African context and to adjust for any mismatches (Gorsuch, 1997). As noted before, the focus was not on confirming theoretical factors or those found by other researchers, the use of CFA on the five individual questionnaires was not deemed necessary and EFA was deemed more appropriate to adjust for any mismatches (Hurley et al, 1997). Each instrument was therefore independently subjected to PFA to explore the factor structure in the present sample. The factor structures of all the instruments were determined by essentially the same procedure:

- Eigenvalues that were > 1.00 as clear distinctions of possible factors were identified.
- The potential identified factors were subjected to PFA, for example in the case of one-, two- and three-factor structures as explained by Scree-test and Eigenvalues.
- Items that did not display suitable loadings ($r \geq .25$) with no significant cross-loading between two or more factors were removed following the first round of factor analysis. The PFA was repeated until all the items remaining specified suitable loadings (Van Wyk, Boshoff, & Owen, 1999).

5.2.1 The factor structure of the individual instruments.

The results of the statistical analysis of the various instruments used for measuring the variables incorporated in the study are presented next.

5.2.1.1 The factor structure of the SWING instrument.

Geurts et al. (2005) describe the SWING instrument as measuring four types of work-home interference: negative work interference with family (WIF); negative family interference with work (FIW); positive work interference with

family (WIF) and positive family interference with work (FIW). PFA was conducted on the SWING instrument. Within the context of this study, a three-factor structure was obtained for the SWING instrument. The original research by Geurts et al. (2005) obtained a four-factor structure of the SWING instrument. Within PFA, the researcher ensured that all variables measured in the same direction.

Table 41 indicates the Eigenvalues of the SWING instrument. The Scree test suggests a three-factor structure (Eigenvalues >1).

Table 41

Eigenvalues from the PFA of the SWING instrument (N = 545)

Number of Factors	**Eigenvalues**
1	5.85
2	3.49
3	1.29
4	.99
5	.99
6	.90
7	.76
8	.70
9	.69
10	.64
11	.49
12	.30
13	.29
14	.23
15	.23
16	.22
17	.20
18	.18
19	.15
20	.14
21	.13
22	.11

The histogram of the Eigenvalues is indicated in Figure 24.

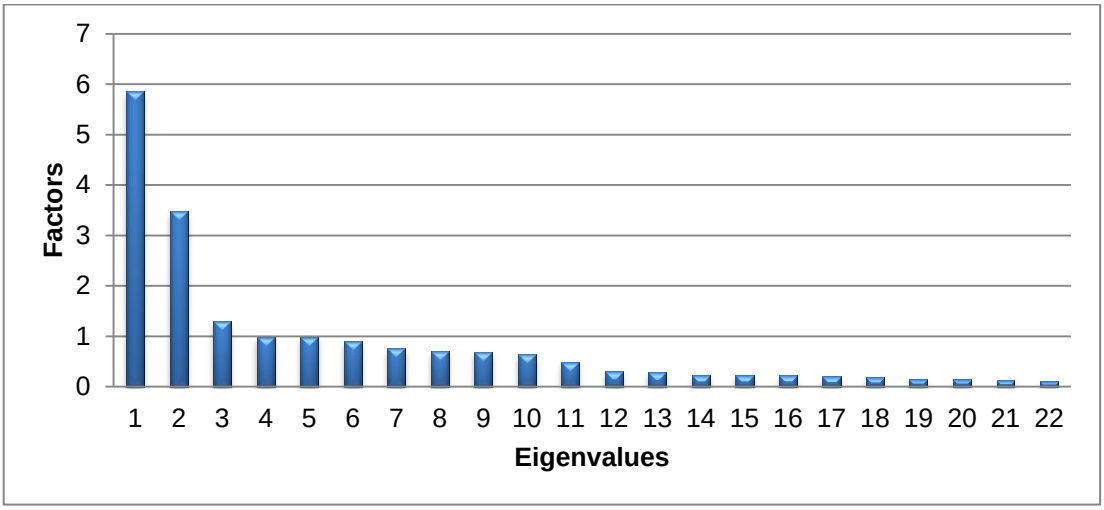

Figure 24. Eigenvalues for SWING instrument

The PFA of 5.85 represents negative work interference with family (-WIF). The second factor of 3.49 represents positive work interference with family and positive family interference with work (+WIF/+FIW). The third factor of 1.29 represents negative family interference with work (-FIW). Furthermore, the PFA indicated that all the positive items grouped together and all the negative items grouped together, irrespective of the direction of the items.

Although Geurts et al. (2005) describe the SWING as consisting of four types of interference, the PFA failed to yield a satisfactory four-factor structure solution as proposed by Geurts et al. (2005).

The outcomes of the PFA are shown in Table 42.

Table 42

PFA of the three-factor structure of the SWING scale (N = 545)

Item	Factor 1 (-WIF)	Factor 2 (+WIF +FIW)	Factor 3 (-FIW)
S1 (Irritable at home, work demanding)	**.58**	.08	.17
S2 (Difficult to fulfil home obligation)	**.78**	-.01	-.06
S4 (Activities cancelled due to work)	**.70**	-.06	.02
S7 (Difficult to fulfil family obligations)	**.81**	.02	.06
S8 (Lack of energy to engage in leisure)	**.80**	-.04	-.04
S9 (No time for hobbies, just work)	**.81**	.05	-.03
S11 (Difficult to relax due to work)	**.70**	.03	.05
S12 (Work takes up family time)	**.75**	-.01	.03
S15 (Domestic matters occupying work)	.04	-.01	**.73**
S17 (Irritated with work due to home)	.05	-.03	**.76**
S19 (Problems at home affect performance)	.09	.01	**.63**
S22 (Do not feel like working due to family)	.04	-.03	**.80**
RS3 (Time at home managed due to work)	.07	**.53**	-.17
RS5 (Good home integration due to work)	.04	**.59**	.01
RS6 (Appointments kept due to work)	.12	**.62**	-.11
RS10 (Home duties fulfilled due to work)	.06	**.64**	-.15
RS13 (Pleasant work, engagement at home)	.03	**.37**	.19
RS14 (Fun at work after pleasant weekend)	-.02	**.40**	.07
RS16 (Work duties serious due to home)	-.09	**.53**	-.05
RS18 (Appointments kept due to home)	-.11	**.73**	.03
RS20 (Time at work managed due to home)	-.04	**.73**	.01
RS21(Confident at work, home life organised)	.04	**.65**	.09
Cronbach Alpha	.91	.84	.85
Total variance explained	47.4%	28.0%	10.6%

Note. Factor Loadings >.25 are in boldface.

All 22 items showed satisfactory loadings ($r \geq .25$) between .37 and .81 on a three-factor solution with a resulting Cronbach Alpha of .86. The three factors individually also had satisfactory Alphas, namely negative work interference with family (-WIF) .91 (loadings $r = .58$ to $r = .81$); positive work interference with family and positive family interference with work (+WIF/+FIW) .84 (loadings $r = .37$ to $r = .73$); and negative family interference with work (FIW) .85 (loadings $r = .63$ to $r = .80$). The three factors cumulatively explained 86.0% of the variance in the data space.

Table 43 indicates the inter-correlations between factors.

Table 43

Inter-correlations between three factors of SWING (N = 545)

	Factor 1	**Factor 2**	**Factor 3**
Factor 1	1.0		
Factor 2	.19	1.0	
Factor 3	.48	-.01	1.0

For the purposes of this study, the inter-correlations of the three-factor structure of the SWING were deemed sufficiently low to support a three-factor structure. Both positive factors (+FIW and +WIF) in the factor analysis of the SWING (Geurts et al., 2005) showed an inter-correlation of .56. Within the context of this study, both positive factors combined into one factor. One can conclude that the SWING scale by Geurts et al. (2005) is portable to the South African sample used in this study. It is therefore an acceptable instrument for measuring the constructs: -WIF, -FIW, +WIF and +FIW. The three-factor structure including all 22 items of the SWING measure was utilised in this study.

5.2.1.2 The factor structure of the WFC and FWC scale.

The WFC and FWC instrument (Netemeyer et al., 1996) consists of two scales that measure work-family conflict and family-work conflict. PFA was conducted on the WFC and FWC instrument.

Table 44 indicates the Eigenvalues of the WFC and FWC instrument.

Table 44

Eigenvalues from PFA of WFC and FWC (N = 545)

Number of Factors	Eigenvalues
1	5.77
2	1.75
3	.86
4	.72
5	.54
6	.42
7	.29
8	.19
9	.11
10	.11

The histogram of the Eigenvalues is indicated in Figure 25.

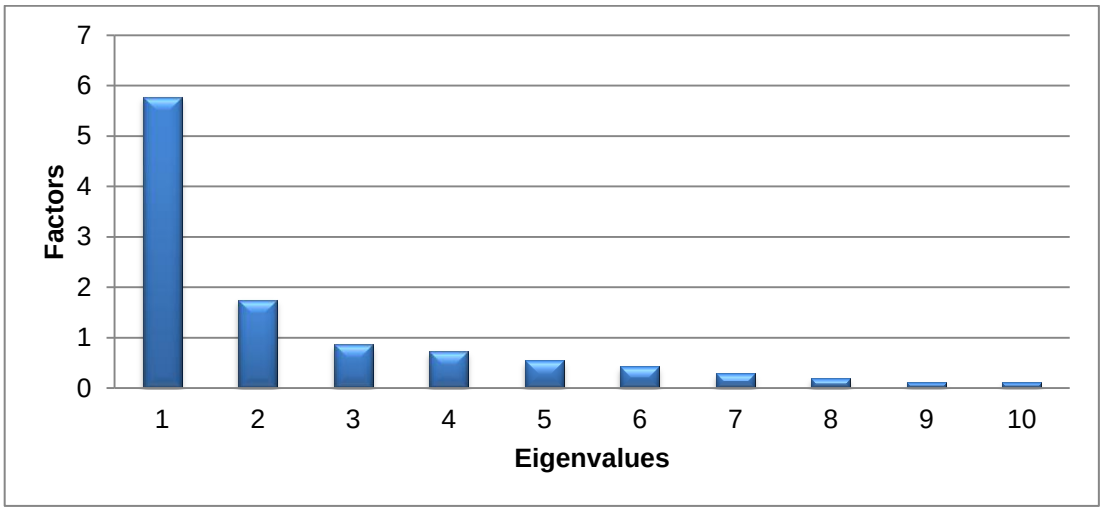

Figure 25. Eigenvalues for WFC and FWC instrument

The PFA of 5.77 represents WFC. The second factor of 1.75 represents FWC. The outcomes of the PFA of the WFC and FWC instrument (Netemeyer et al., 1996) are shown in Table 45. A two factor solution was obtained which closely represent the original factors of the WFC and FWC instrument (Netemeyer et al., 1996).

Table 45

PFA of the two-factor structure of WFC and FWC (N = 545)

Item	**Factor 1 (WFC)**	**Factor 2 (FWC)**
WFC1 (Work demands interfere with home)	**.86**	.02
WFC2 (Difficult to fulfil family duties due to job)	**.98**	-.04
WFC3 (Work hinders duties at home)	**.95**	-.02
WFC4 (Job strain difficult to fulfil family duties)	**.84**	.09
WFC5 (Change family plans due to work duties)	**.80**	-.02
FWC1 (Family demands interfere with work)	.13	**.74**
FWC2 (Work duties on hold due to family demands)	-.02	**.78**
FWC3 (Family hinders duties at work)	-.04	**.96**
FWC4 (Home interferes with responsibilities at work)	-.04	**.90**
FWC5 (Family related strain interferers with job)	.02	**.84**
Cronbach Alpha	.95	.93
Total variance explained	74.5%	22.9%

Note. Factor Loadings $\geq$ .25 are in boldface.

All 10 items showed satisfactory loadings ($r \geq .25$) and between .74 and .98 on a two-factor solution, with a resulting Cronbach Alpha of .93. The Alphas of the two factors were substantially high, which indicates that the two scales measured by this instrument are independent of each other (.95 for WFC and .93 for FWC). The two factors cumulatively contributed to 97.4% of the variance in the data space.

A moderate correlation exists between the two factors (r = .52) of the WFC and FWC scales, and was deemed satisfactory to support a two-factor structure. One can conclude that the two factors of the WFC and FWC instrument (Netemeyer et al., 1996) are portable to the South African sample used in this study. It was therefore deemed an acceptable instrument for

measuring the WFC and FWC constructs. The two-factor structure of the WFC and FWC instrument, including all 10 items according to Netemeyer et al. (1996), was utilised in this study.

5.2.1.3 The factor structure of the MSQ Short-Form instrument.

The MSQ instrument consists of two dimensions: extrinsic satisfaction and intrinsic satisfaction. PFA was conducted on the MSQ instrument. Table 46 indicates the Eigenvalues of the MSQ instrument.

Table 46

Eigenvalues from the PFA of the MSQ instrument (N = 545)

Number of Factors	Eigenvalues
1	8.94
2	.94
3	.86
4	.84
5	.78
6	.57
7	.54
8	.47
9	.44
10	.40
11	.37
12	.24
13	.23
14	.21
15	.19
16	.18
17	.17
18	.16
19	.14
20	.11

The histogram of the Eigenvalues is indicated in Figure 26.

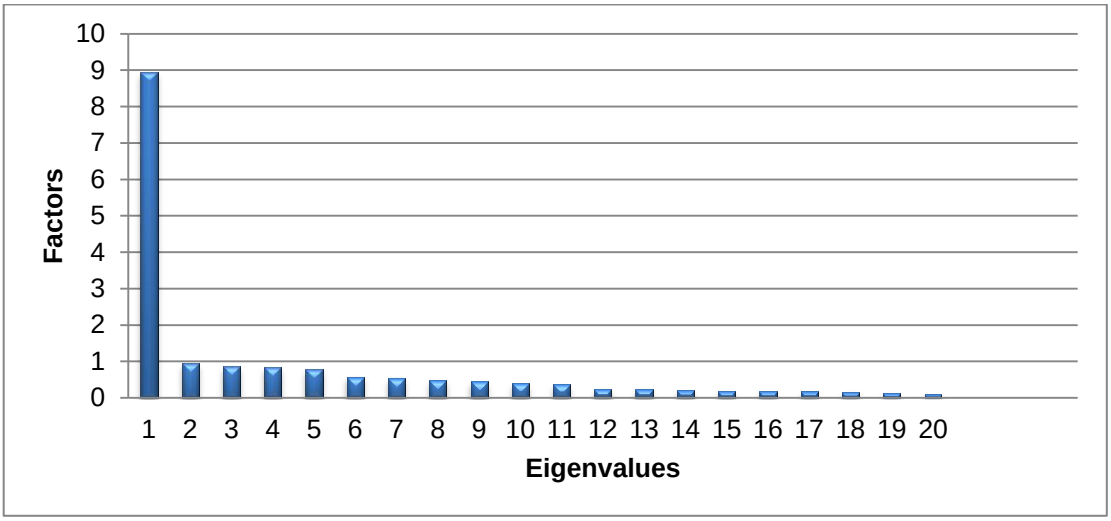

Figure 26. Eigenvalues for MSQ Short Form instrument

The outcomes of the PFA are shown in Table 47.

Table 47

PFA of the one-factor structure of the MSQ scale (N = 545)

Item	Factor 1
General Job Satisfaction	
JS1 (Keep busy all the time)	**.62**
JS2 (Work alone on the job)	**.62**
JS3 (Do different things)	**.76**
JS4 (Be somebody in community)	**.75**
JS5 (How boss handles workers)	**.66**
JS6 (Supervisor competence	**.67**
JS7 (Doing things not against conscience)	**.60**
JS8 (Job provides steady employment)	**.53**
JS9 (To do things for others)	**.52**
JS10 (Tell people what to do)	**.72**
JS11 (Utilise my abilities)	**.62**
JS12 (Company policies)	**.60**
JS13 (Pay and amount of work)	**.37**
JS14 (Advancement on this job)	**.67**
JS15 (Freedom to use judgement)	**.82**
JS16 (Try own methods on the job)	**.79**
JS17 (Working conditions)	**.66**
JS18 (Way co-workers get along)	**.53**
JS19 (Praise for doing a good job)	**.76**
JS20 (Feeling accomplishment)	**.83**
Cronbach Alpha	.94
Total variance explained	77.9%

Note. Factor Loadings ≥ .25 are in boldface.

A one-factor structure is supported against the original two-factor structure of the MSQ instrument (Weiss et al., 1967). PFA of 8.94 for the completed dataset, which is general job satisfaction, was obtained. The 20 items in the MSQ instrument (Weiss et al., 1967) showed satisfactory loadings ($r \geq .25$) between .37 and .94 on a one-factor solution, with a resulting Cronbach Alpha of .94. The one factor explains 77.9% of the variance in the data space. One can conclude that the MSQ instrument (Weiss et al., 1967) is portable to the South African sample used in this study. It is therefore an acceptable instrument for measuring the construct: general job satisfaction. The one-factor structure, including all 20 items of the MSQ instrument (Weiss et al., 1967), was utilised in this study.

5.2.1.4 The factor structure of the MBI-GS survey.

The MBI-GS consists of three dimensions: emotional exhaustion, cynicism and professional efficacy. PFA was conducted on the MBI-GS instrument. A two-factor structure of the MBI-GS is supported against the original three-factor structure of the MBI-GS (Maslach et al., 1996). According to Leiter and Schaufeli (1996), the three-factor structure of the MBI-GS requires that cynicism differs qualitatively from exhaustion, in that indifference and a lack of enthusiasm were direct indicators of exhaustion; the items would combine as one factor. Positive items were reverse-scored to ensure all items measured the same direction. One item, M15 “I doubt the significance of my work” had a strong cross-loading (factor one .54 and factor two .41); therefore, considering that the cross-loading is higher than .25 on both factors; it can arguably belong to either one of the two factors. For this reason, it was decided to execute the PFA again without item M15.

Table 48 indicates the Eigenvalues of the MBI-GS instrument.

Table 48

Eigenvalues from the PFA of the MBI-GS instrument (N = 545)

Number of Factors	Eigenvalues
1	6.73
2	1.79
3	.87
4	.71
5	.65
6	.56
7	.50
8	.38
9	.17
10	.16
11	.15
12	.15
13	.14
14	.12
15	.11

The histogram of the Eigenvalues is indicted in Figure 27.

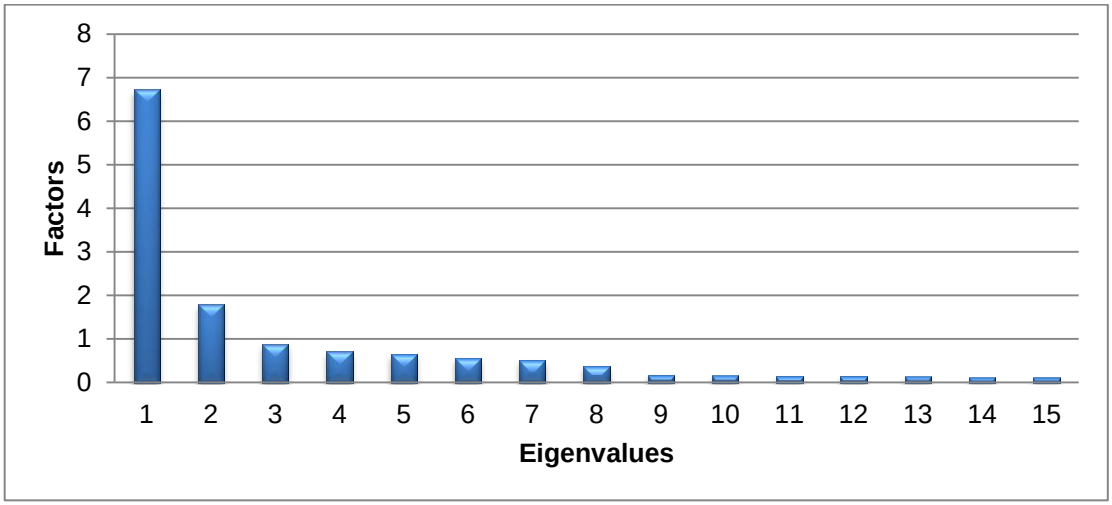

Figure 27. Eigenvalues for MBI-GS instrument

PFA of 6.73 for the first factor represents exhaustion and cynicism. The second factor of 1.79 represents professional efficacy.

The outcomes of the PFA of the MIB-GS are shown in Table 49.

Table 49

PFA of the two-factor structure of the MBI-GS scale (N = 545)

Item	**Factor 1 (EE & CYN)**	**Factor 2 (PE)**
M1 (Emotionally drained from work)	**.90**	-.08
M2 (Feel used up at end of day)	**.88**	-.07
M3 (Tired when I get up in morning)	**.90**	-.02
M4 (Work all day is a strain)	**.81**	-.01
M6 (I feel burned out from work)	**.91**	-.03
M8 (Less interested in my work)	**.67**	.18
M9 (Less enthusiastic about work)	**.75**	.15
M13 (I do not want to be bothered)	**.43**	-.04
M14 (Cynical if work contributes anything)	**.55**	.24
RM5 (Effectively solve problems)	-.08	**.46**
RM7 (Making effective contribution)	.05	**.71**
RM10 (I am good at my job)	-.07	**.68**
RM11 (Exhilarated when work is accomplished)	.17	**.70**
RM12 (Accomplished many things in job)	.02	**.75**
RM16 (Feel confident that things get done)	.23	**.59**
Cronbach Alpha	.93	.83
Total variance explained	70.5%	19.0%

Note. Factor Loadings $\geq$ .25 are in boldface.

The 15 items showed satisfactory loadings ($r \geq .25$) between .43 and .91 on a two-factor solution, with a resulting Cronbach Alpha of .91. The two factors individually indicate satisfactory Alphas, namely exhaustion and cynicism .93 (loadings $r = .43$ to $r = .91$), and professional efficacy .83 (loadings $r = .46$ to $r = .75$). The two factors cumulatively explained 89.5% of the variance in the data space.

Table 50 indicates the inter-correlations between the factors.

Table 50

Inter-correlations of two-factors on MBI-GS (N = 545)

	Factor 1	**Factor 2**
Factor 1	1.0	
Factor 2	.42	1.0

The correlation between factors one and two is *r* = .42, which indicates that a moderate relationship exists between factor one (exhaustion and cynicism) and factor two (professional efficacy). For the purposes of this study, the inter-correlations of the two-factor structure of the MBI-GS were deemed satisfactory to support a two-factor structure. One can conclude that the two-factor structure of the MBI-GS, with the removal of item M15, is portable to the South African sample. It is therefore an acceptable instrument for measuring the construct of burnout for the purpose of this study.

5.2.1.5 The factor structure of the role-identity measurement.

The role-identity measure assesses the relative strength of a specific identity in relation to another identity. The role-identity measure is based on the assumption that the meaning of self in a role is only significant as it relates to a suitable counter-role (Burke & Tully, 1977). PFA was conducted for the role-identity scale. The adjective pairs were selected from a review of the social role theory literature and verified within the focus group.

Table 51 indicates the Eigenvalues of the role-identity measure.

Table 51

Eigenvalues from PFA of role identity (N = 545)

Number of Factors	Eigenvalues
1	10.5
2	10.1
3	1.2
4	.93
5	.91
6	.81
7	.70
8	.68
9	.58
10	.56
11	.53
12	.53
13	.48
14	.47
15	.41
16	.37
17	.36
18	.33
19	.25
20	.23
21	.23
22	.21
23	.20
24	.19
25	.18
26	.17
27	.14
28	.13
29	.12
30	.11
31	.11
32	.11
33	.10
34	.10

The histogram of the Eigenvalues is indicated in Figure 28. The PFA showed a two-factor solution for the role identity employee and self-in-role for working woman with children.

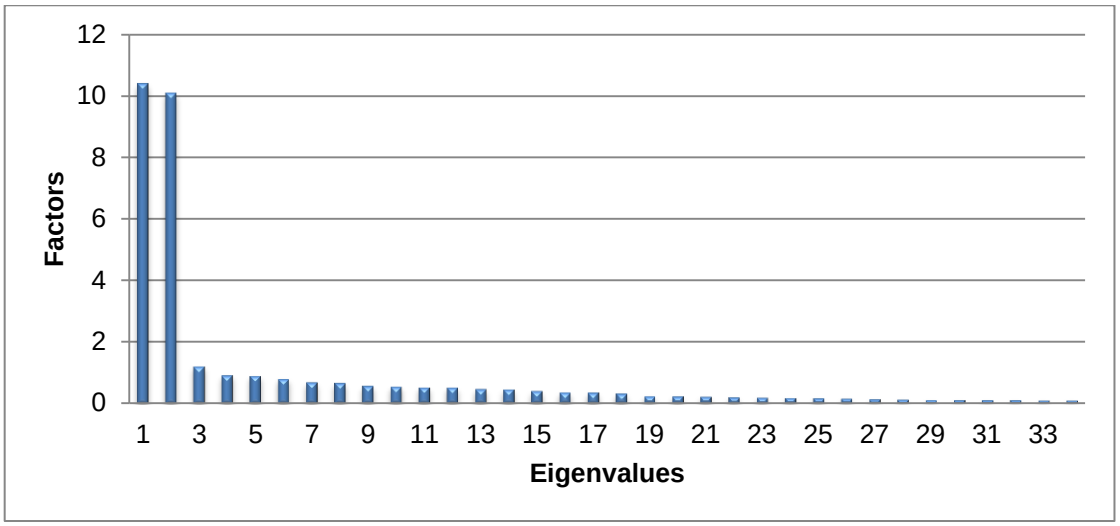

Figure 28. Eigenvalues for Role Identity adapted instrument, all items included

The first factor of 10.5 represents working woman with children's view of self-in-role (RIW). The second factor of 10.1 represents the role identity of employee (RIE). Given that identities are formed and enacted in relation to applicable counter identities, they cannot be assessed in isolation from these counter identities (Burke & Tully, 1977). In effectively assessing role identity, a list of opposing adjectives that robustly reflected the differences in meanings related to the role and predetermined counter-roles were used. This was followed by the organisation of adjectives in a semantically differential format for each role.

The outcomes of the PFA are shown in Table 52.

Table 52

Two-factor structure of Role Identity Measure (N = 545)

Item	Factor 1 RIE	Factor 2 RIW
RIE1 Competitive	**.80**	.08
RIE2 Ambitious	**.70**	.08
RIE3 Critical	**.71**	-.09
RIE4 Professional	**.70**	-.15
RIE5 Theoretical	**.80**	.04
RIE6 Logical	**.77**	-.01
RIE7 Rigorous	**.81**	-.03
RIE8 Assertive	**.83**	.08
RIE9 Career driven	**.86**	.03
RIE10 Intellectual	**.84**	.07
RIE11 Intolerant	**.64**	-.20
RIE12 Intelligent	**.90**	.11
RIE13 Directive	**.80**	.05
RIE14 Self-Reliant	**.66**	.14
RIE15 Methodical	**.70**	-.05
RIE16 Serious	**.78**	.09
RIE17 Impatient	**.63**	-.21
RIW1 Generous	.11	**.77**
RIW2 Selfless	-.06	**.73**
RIW3 Praising	.00	**.77**
RIW4 Responsible	.13	**.76**
RIW5 Spiritual	.13	**.74**
RIW6 Instinctive	-.05	**.79**
RIW7 Tolerant	.08	**.80**
RIW8 Tender	.07	**.71**
RIW9 Family driven	.00	**.80**
RIW10 Emotional	-.02	**.77**
RIW11 Understanding	-.04	**.72**
RIW12 Compassionate	.06	**.81**
RIW13 Accommodating	-.03	**.81**
RIW14 Nurturing	-.05	**.81**
RIW15 Intuitive	-.13	**.76**
RIW16 Loving	-.02	**.84**
RIW17 Patient	-.15	**.68**
Cronbach Alpha	.96	.96
Total variance explained	41.8%	43.3%

Note. Factor Loadings $\geq$ .25 are in boldface.

All 34 items showed satisfactory loadings ($r \geq .25$) between .63 and .90 on a two-factor solution, with a Cronbach Alpha of .93. The two factors individually also had satisfactory Alphas: working women with children's self-in-role (RIW) .96 (loadings $r = .68$ to $r = .84$), and employee-role identity (RIE) .96 (loadings $r = .63$ to $r = .90$). The two factors cumulatively explain 85.1% of the variance in the data space.

The inter-correlations between the two factors were -.03, which indicates a negative weak relationship between the two factors. This is indicative that the employee-role identity and working women with children's self-in-role measured by this instrument are independent of each other. One can conclude that the two factors of the Role Identity measure are applicable to the South African sample used in the study. It is therefore an acceptable instrument for measuring the construct of working women with children perceptions of self-in-role and the role identity for employees.

5.3 Relationship Between Various Instruments

To investigate the inter-correlations between all the instruments utilised in the current study and their respective factors, Pearson's Correlation Coefficient was used to ascertain whether different constructs were identified and/or measured. According to Cohen (1988), any correlation (r value) that is greater than 0.5 is considered strong, between 0.3 and 0.5 moderate and between 0.1 and 0.3 weak. Any r value smaller than 0.1 is insubstantial and of very little practical value. The researcher of the current study adhered to Cohen's (1988) guidelines when interpreting the strength of relationships established in the data.

Table 53 shows the relationship between WFC and the dependent variables. All values in Table 53 are r values.

Table 53

Results from Pearson's Correlation Coefficients

	SWING (-WIF)	**SWING (+WIF/+FIW)**	**SWING (-FIW)**	**WFC**	**FWC**	**MSQ**	**MBI (EE/CYN)**	**MBI (PE)**
SWING (-WIF)	1.00							
SWING (+WIF/+FIW)	-.18*	1.00						
SWING (-FIW)	.49*	.01*	1.00					
WFC	.74*	-.26*	.36*	1.00				
FWC	.38*	-.05*	.58*	.50*	1.00			
MSQ	-.35*	.26*	-.42*	-.40*	-.49*	1.00		
MBI (EE & CYN)	.54*	-.22*	.48*	.60*	.55*	-.65*	1.00	
MBI (PE)	-.20*	.18*	-.37*	-.27*	-.45*	.51*	-.48*	1.00

* $p < .0001$

-WIF shows weak negative correlation coefficients of *r* = -.18 with factor two of the SWING (+WIF/+FIW) and with professional efficacy (*r* = -.20). The relationship between –WIF and job satisfaction found a correlation coefficient of *r* = -.35, thus indicating a moderate negative relationship. –WIF represents moderate positive relationships with FWC (*r* = .38) and with -FIW (*r* = 4.9). A correlation coefficient of *r* = .54 was explained for emotional exhaustion, thus indicating a strong positive relationship between emotional exhaustion and –WIF. A strong positive relationship of *r* = .74 was found between –WIF and WFC, possibly indicative of construct redundancy between these two constructs, which were previously shown to be conceptually very similar.

The second factor of the SWING (+WIF/+FIW) represents weak positive correlation coefficients of *r* = .01 with –FIW, *r* = .18 with professional efficacy and *r* = .26 with job satisfaction. A correlation coefficient of *r* = -.05 was found between the SWING factor two (+WIF/+FIW) and FWC, thus indicating a weak inverse relationship. WFC shows weak negative relationship (*r* = -.26) with factor two of the SWING (+WIF/+FIW), and similarly with emotional exhaustion and cynicism (*r* = -.22).

Factor three of the SWING (-FIW) found moderate positive relationships with WFC (*r* = .36), and with emotional exhaustion and cynicism, (*r* = .48). A strong positive relationship (*r* = .58) was found between the constructs –FIW and FWC. This strong correlation may be indicative of a possible case of construct redundancy between the constructs, which have been shown to be conceptually very similar. Moderate inverse relationships were found between –FIW and job satisfaction (*r* = -.42) and between –FIW and professional efficacy (*r* = -.37).

The relationship found between WFC and FWC shows a correlation coefficient of *r* = .50, and thus, according to Cohen's (1988) guidelines, is regarded as moderate in strength. Furthermore, WFC shows moderate inverse relationship (*r* = -.40) with job satisfaction. A strong positive relationship (*r* = .60) was found between WFC and emotional exhaustion and

cynicism, while a weak negative relationship (r = -.27) was found between WFC and professional efficacy. A correlation coefficient of r = .55 between FWC and emotional exhaustion and cynicism was presented, while moderate negative relationships were found for job satisfaction (r = -.49) and professional efficacy (r = -.45). A strong inverse relationship (r = -.65) between job satisfaction and emotional exhaustion was found, while a strong positive relationship (r = .51) exists between job satisfaction and professional efficacy. Lastly, a correlation coefficient of r = -.48 was found between emotional exhaustion and cynicism with professional efficacy. The focus of this study is the interrelationships between the dependent variables and WFC as the independent variable. As can be seen from Table 53, all variables show statistically significant differences. Very weak relationships that are statistically significant but of very low practical value will be discussed in Chapter 6.

5.4 Summary of Data

The summary of the respondents' scores in the sample on WFC, FWC, job satisfaction and burnout is presented in Table 54. Table 54 presents the mean, standard deviation, maximum and minimum scores of the responses and the item count per instrument used in the study.

Table 54

Data on level of respondents' scores

	N	Mean	*SD*	Min	Max	Items
SWING -WIF	545	1.2	.70	0	3	8
SWING +WIF/+FIW	545	1.6	.61	0	3	9
SWING –FIW	545	.50	.59	0	3	4
WFC	545	4.3	1.8	1	7	5
FWC	545	2.6	1.5	1	7	5
MSQ	545	3.6	.72	1.3	5	20
EE & CYN	545	2.6	1.6	0	6	9
PE	545	4.7	1.1	1	6	6

Table 54 shows that SWING factor one (-WIF) has a mean score of 1.2 and a *SD* of .70. For this sample, the mean score and *SD* are somewhat higher than those in other studies conducted on the same factor one (-WIF). For instance, the following mean scores and *SD* of -WIF were confirmed by the following researchers in previous studies. Geurts et al. (2005) found a mean score of .86 and *SD* .48; Demerouti, Geurts and Kompier (2004) found .84 and *SD* .50; Demerouti and Geurts (2004) found .81 and *SD* .50; and Dikkers et al. (2007) found a mean score of .85 and *SD* .45.

The SWING factor two (+WIF/+FIW) has a mean score of 1.6 and *SD* of .61, and mean score for factor three (-FIW) of .50 and *SD* of .59. For this sample, the mean and *SD* are relatively higher than in other previous studies, which confirmed mean scores and *SD* for –FIW as .40 and *SD* .38 (Demerouti et al., 2004); .38 and *SD* .34 (Demerouti & Geurts, 2004); and .47 and *SD* of .40 (Dikkers et al., 2007).

A mean score of 4.3 and *SD* of 1.8 were found for WFC, and a mean of 2.6 and *SD* of 1.5 were found for FWC. The mean scores show that for this sample, respondents' experienced higher WFC than FWC. A mean score of 3.6 and *SD* of .72 were found for the MSQ. For this sample, the mean score is similar to a study conducted on a South African population by Buitendach and De Witte (2005), who found a mean score of 3.5. A mean score of 2.6 and *SD* of 1.6 were found for emotional exhaustion and cynicism and a mean score of 4.7 and *SD* of 1.1 for professional efficacy. Professional efficacy has a higher mean score than emotional exhaustion and cynicism.

5.5 Relationship Between Biographical-Type Variables and WFC

The statistical procedure Analysis of Variance (ANOVA) was conducted to determine whether any statistically significant differences exist between WFC scores of biographical groups. Such differences were based on *F* statistics, and *p* values $\leq$ .05 were regarded as statistically significant. In instances

where there were two or more biographical groups, Scheffe's test was used to discern significant differences in the level of response scales.

The results of the ANOVA procedure per biographical variables showing statistically significant differences with WFC are presented in Table 55. Degrees of freedom (*df*) are indicated in parentheses after the variable description.

Table 55

Statistically significant differences with WFC (N = 545)

Variable	**(*df*)**	***F***	***p***	**Classes description**	**Mean**
Support with children	(540)	3.94	.0085*	Seldom support	4.8
				Regular support	4.5
				Not applicable	4.0
				Never	4.1
Transporting children	(498)	3.17	.0427**	> 30 minutes	4.7
				10 – 30 minutes	4.4
				Not applicable	4.2

* p < .01
** *p* < .05

A statistically significant difference was found between WFC scores of respondents that seldom receive support and those that never receive support with childcare. However, one would rather expect a statistically significant difference between "regularly receiving support" and "never receiving support". Concerning the results found for transporting of children, Scheffe's test does not show significant differences between the WFC scores of any of the three groups. The *F* test indicates that there are differences between the WFC scores of the three groups but the Scheffe's test could not identify which groups differ significantly.

The results of the ANOVA procedure per biographical variable that failed to show statistically significant differences with WFC are presented in Table 56.

The degrees of freedom (*df*) are indicated in parentheses after the variable description. Mean scores are specified, but no ranking of groups' scores was made, as the differences were not statistically significant ($p \leq .05$).

Table 56

No statistically significant differences with WFC (N = 545)

Variable	**(df)**	***F***	***p***	**Classes description**	**Mean**
Support with household chores	(541)	1.2	.2931	Seldom support	4.5
				Regular support	4.4
				No support	4.3
				Not applicable	1.8
Child/children with conditions	(542)	.87	.4181	Yes	4.6
				No	4.3
				Not applicable	4.2
Marital Status & Gender	(541)	1.49	.2171	Couple (Male)	4.4
				Couple (Female)	4.3
				Single (Male)	3.9
				Single (Female)	4.3

The results from Table 56 consequently support the proposition that work-family conflict is independent of certain biographical-type variables such as support with household chores, children with a physical, emotional or mental condition and marital gender status.

A *t*-test was used to determine whether statistically significant differences exist between men and women and WFC. The Levene test was used to determine whether the variance differs significantly between these groups. The results of *t*-test are indicated in Table 57.

Table 57

T-test for men (N = 255) and women (N = 290) on WFC

Variables	***t***	***p***	**Working Women**	**Working Men**
			Mean (*SD*)	
WFC	.54	.5887	4.3 (1.9)	4.2 (1.6)

Table 57 indicates the mean scores and *SD* on WFC for women and men respectively. The mean scores show that WFC for women (4.3) is slightly higher than for men (4.2). A *p* value of .5887 indicates, however, that the difference in mean scores between women and men on WFC is not statistically significant.

A *t*-test was used to determine whether differences in the mean scores between primary breadwinners (*N* = 368) and non-primary breadwinners (*N* = 177) in the household and WFC exist. The Levene test was used to determine whether the variance differs significantly between these groups. The results of the *t*-test are indicated in Table 58.

Table 58

T-test for primary (N = 368) and non-primary breadwinners (N = 177)

Variables	***t***	***p***	**Primary Breadwinners**	**Non-Primary Breadwinners**
			Mean (*SD*)	
WFC	1.7	.0879	4.3 (1.7)	4.1 (1.8)

Table 58 indicates the difference in the mean scores and *SD* of WFC for primary and non-primary breadwinners in the household. The mean scores of primary breadwinners (4.3) is slightly higher than that of non-primary breadwinners (4.1); however, the *p* value of .0879 indicates that the difference

in WFC mean scores between primary and non-primary breadwinners is not statistically significant.

A *t*-test was used to determine whether there were statistically significant differences in the mean scores on WFC for those respondents who reported that they receive manager support (*N* = 419) and those who do not receive support (*N* = 126). The results of the *t*-test are indicated in Table 59.

Table 59

T-test for differences in WFC and manager support (N = 545)

Variables	***t***	***p***	**Yes**	**No**
			Mean (*SD*)	
Manager reputation	-1.72	.0861	4.4 (1.7)	4.9 (1.9)
Support to take care of children	-3.77	.0002*	4.2 (1.7)	5.1 (1.8)
Manager values my contribution	-5.72	.0000**	4.1 (1.7)	5.5 (1.6)
Authority to try new things	-5.55	.0000**	4.1 (1.7)	5.3 (1.6)
Support to take care of family issues	-6.97	.0000**	4.0 (1.7)	5.5 (1.6)

* $p < .001$
** $p < .0001$

Table 59 indicates the differences in the mean scores and *SD* on WFC and manager support for the entire sample. The mean scores of respondents that do not receive managerial support are somewhat higher than the mean scores of respondents that do receive managerial support. No statistically significant difference was found for manager reputation, and conceptually this variable should not be related to WFC, as manager reputation is irrelevant to manager support.

Pearson's Correlation analysis was conducted to investigate whether a relationship exists between WFC and the following variables:

- Spouse/partner support;
- Children living in same household as respondents;
- Children not living in same household as respondents;

- Working hours and utilisation of work tools (desktop, laptop, BlackBerry and paperwork; and
- Travel time.

The results are indicated in Table 60.

Table 60

Correlation Coefficients of WFC and biographical variables

Variables	**WFC (*r*)**	**N**
Spouse/partner support	-.08†	440
Children living with respondents	.07†	545
Children not living with respondents	.28†	545
Working hours per day	.27*	525
Travel time to and from work	.04†	517
Average hour use of tools per week	.34*	517

* $p < .0001$
† $p > .1$

Table 60 shows insubstantial correlation (r = -.08) between WFC and support that respondents receive from their spouse/partner in taking care of children and domestic activities. An insubstantial relationship was found between children living in the same household as respondents and WFC (r = .07). WFC shows a weak relationship with children not living in the same household as respondents (r = .28). The correlations between spouse or partner support in taking care of the children, and children living and not living in the same household as respondents with WFC are statistically insignificant ($p > 1$).

The data received on working hours, travel time and utilisation of work tools appears not plausible; for example, some respondents indicated working between 18 to 25 hours a day. Such working hours are highly unlikely to impossible, even if respondents take part in a flexible working arrangement. Due to such speculative data, outlier values of more than two standard deviations above or below the mean scores were omitted in the calculations

for statistical analyses from the findings pertaining to working hours, travel time and utilisation of work tools. Such outlier values would have an undue influence on the data and were disregarded. With this correction in the data, a relationship (r = .27) was found between working hours and WFC, with a statistically significant difference. Travel time shows an insubstantial relationship (r = .04) with WFC. A moderate positive relationship (r = .34) was found between average hour utilisation of tools for work purposes (desktop, laptop, BlackBerry and paperwork) and WFC. The insubstantial correlation coefficients found in Table 60 are not statistically significant and have very little practical value.

A *t*-test was used to determine whether statistically significant differences exist in the mean scores of respondents participating (N = 193) and not participating (N = 352) in flexible working arrangements. The Levene test was used to determine whether the variance differed significantly between these groups. The results of the *t*-test are indicated in Table 61.

Table 61

Participation/non-participation in flexible working arrangements (N = 545)

Variables	***t***	***p***	**Flexible Participation**	**Non Flexible Participation**
			Mean (*SD*)	
WFC	-2.6	.0092*	4.0 (1.8)	4.4 (1.7)

* $p < .01$

Table 61 indicates the differences in WFC for respondents' participation or non-participation in flexible working arrangements for the entire sample. The mean WFC score of respondents participating in flexible working arrangements (4.0) is slightly lower than that for respondents that do not participate (4.4). A p value of .0092 indicates that the difference in the mean scores on WFC between participation and non-participation in flexible working arrangements is statistically significant.

5.6 The Relationship Between FWC, WFC and Burnout

In order to investigate whether a relationship exists between FWC, WFC and burnout for working women with children and other working women and men, Pearson's Correlation analysis was carried out.

The correlations between the two factors of burnout (EE/CYN and PE) with FWC are indicated in Table 62.

Table 62

Pearson's Correlation Coefficients of FWC and burnout (N = 545)

Variables	**FWC**	
	Working Women with Children (*r*)	**Working Women and Men (*r*)**
Exhaustion & Cynicism	.64*	.42*
Professional Efficacy	.56*	.31*

* $p < .0001$

Table 62 shows a strong positive relationship between FWC and the two factors of burnout, namely exhaustion and cynicism ($r = .64$) and professional efficacy ($r = .56$) for working women with children. Moderate positive relationships exist between FWC with exhaustion and cynicism ($r = .42$) and with professional efficacy ($r = .31$) for other working women and men. Fisher's *z* transformation was used to determine whether the differences in the correlations between the two groups of respondents are statistically significant. This analysis indicates that FWC in working women with children correlates statistically significantly ($p < .05$) stronger with exhaustion and cynicism ($r = .64$) than in other women and men ($r = .42$), and on professional efficacy ($r = .56$ versus $r = .31$).

The correlations between the two factors of burnout (EE/CYN and PE) with WFC are shown in Table 63.

Table 63

Correlation Coefficients of WFC and burnout (N = 545)

Variables	WFC	
	Working Women with Children (*r*)	**Working Women and Men (*r*)**
Exhaustion & Cynicism	.65*	.58*
Professional Efficacy	.34*	.21*

* $p < .0001$

Strong positive relationships were found between emotional exhaustion and cynicism and WFC for both working women with children ($r = .65$) and other working women and men ($r = .58$). A moderate positive relationship exists between WFC and professional efficacy for working women with children ($r = .34$). A weak positive relationship was found between WFC and professional efficacy for other working women and men ($r = .21$). Statistically significant differences exist between WFC and burnout for working women with children and other working women and men. Fisher's *z* transformation test was used to determine whether the differences in the correlations between the two groups of respondents are statistically significant. This analysis found that the correlation between WFC and two factors of burnout (EE/CYN and PE) are not statistically significantly different for working women with children ($p > .05$) and other working women and men.

5.7 The Relationship Between FWC, WFC and Job Satisfaction

In order to investigate whether a relationship exists between FWC, WFC and job satisfaction for working women with children and working women and men, Pearson's Correlation analysis was conducted.

The correlations between FWC and job satisfaction are indicated in Table 64.

Table 64

Correlation Coefficients of FWC and job satisfaction (N = 545)

Variables	**FWC**	
	Working Women with Children (*r*)	**Working Women & Men (*r*)**
Job Satisfaction	-.60*	-.42*

* $p < .0001$

Table 64 shows a strong inverse relationship between FWC and job satisfaction (r = -.60) for working women with children, and a moderate inverse relationship was found for other working women and men (r = -.42). Statistically significant differences exist between FWC and job satisfaction for working women with children and other working women and men. The Fisher's z transformation was used to compare the confidence intervals of the correlation coefficients for the two groups and indicated a statistically significant difference ($p < .05$) between the correlation coefficients. This analysis indicates that FWC correlates more strongly with job satisfaction for working women with children than for other working women and men.

The correlations between WFC and job satisfaction are showed in Table 65.

Table 65

Correlation Coefficients of WFC and job satisfaction (N = 545)

Variables	**WFC**	
	Working Women with Children (*r*)	**Working Women & Men (*r*)**
Job Satisfaction	-.43*	-.38*

* $p < .0001$

Table 65 shows a moderate negative relationship between WFC and job satisfaction (r = -.43) for working women with children. A moderate negative relationship was also found between WFC and job satisfaction for other

working women and men (*r* = -.38). Both of these correlations are statistically significant (*p* = .0001). The Fisher's z transformation was used to compare the confidence intervals of the correlation coefficients for the two groups and indicated a statistically significant difference (*p* < .05) between the correlation coefficients. This analysis indicates that the difference in the correlations of WFC with job satisfaction for working women with children and other working women and men is not statistically significant (*p* = .57).

5.8 Differences Between Burnout Factors

A *t*-test was used to determine whether statistically significant differences exist between the burnout scores of working women with children and other working women. The Levene test was used to determine whether the variance differed significantly between working women with children (*N* = 204) and working women (*N* = 86). The pooled variance version of the *t*-test was used because the variances are not significantly different. The results of the *t*-test are indicated in Table 66.

Table 66

T-test for differences in working women's burnout (N = 545)

Variables	***t***	***p***	**Working Women with Children**	**Working Women**
			Mean (*SD*)	
Exhaustion & Cynicism	2.09	.0379*	3.1 (1.7)	2.6 (1.6)
Professional Efficacy	.69	.4937	1.5 (1.2)	1.4 (1.1)

* *p* < .05

The mean scores on exhaustion and cynicism are higher for working women with children (3.1) than other working women (2.6). A *p* value of .0379 for exhaustion and cynicism shows this difference is statistically significant. The mean scores of professional efficacy for working women with children (1.5) and other working women (1.4) indicate a small and statistically insignificant difference, *p* value of .4937.

5.9 Differences Between Mother and Employee-role Identity

This section presents data pertaining to the perceived difference between the employee- and mother-role identities on a set of opposing adjectives. The Burke-Tully (1977) technique makes use of the semantic differential scale of Osgoo, Suci and Tannenbaum (1957). This scale maximally distinguishes a particular role from its prearranged counter-role by using mediated responses. Given that identities are created and performed in relation to pertinent counter-identities, they should not be evaluated in isolation from the counter-identities (Burke, 1988). The semantic differential scale also takes into account the counter-roles, as the semantic differential space is based on comparisons and differences between role identity and counter-role identities. Two different role identities and the differences between such identities on a set of opposing adjectives are examined in this section: mother-role identity and employee-role identity. Firstly, there is the role identity that is typically expected of or ascribed to a mother (RIM). Secondly, there is the role identity that is typically expected of an employee (RIE). Thirdly, working women with children will assess themselves (self-in-role) against both the mother-role and employee-role identity (RIW).

To determine whether statistically significant differences exist between mean scores of role identities for working women with children and other working women and men, a *t*-test was used. The t-test compares the rating of themselves by working women with children self-in-role and their rating of the employee-role identity (counter-role) on a set of opposing adjectives.

Table 67 shows the identity that working women with children (RIW) perceive themselves to fulfil in relation to the employee-role identity (RIE).

Table 67

Matched t-test for RIE (N = 545) and RIW (N = 204)

Perceived differences between RIE and RIW	***t***	**(*r*)**	**Mean Difference**	**RIE Mean**	**RIW Mean**
1.Competitive – Generous	-11.5*	.13	-1.9	3.1	5.0
2.Ambitious – Selfless	-12.7*	.14	-2.0	2.8	4.9
3.Critical – Praising	-7.9*	-.02	-1.3	3.7	5.0
4.Professional – Responsible	-6.8*	-.03	-1.3	3.7	5.0
5.Theoretical – Spiritual	-11.3*	.14	-1.8	3.1	4.9
6.Logical – Instinctive	-9.4*	-.00	-1.6	3.2	4.8
7.Rigorous – Tolerant	-9.3*	.08	-1.6	3.6	5.2
8.Assertive – Tender	-11.3*	.15	-1.8	2.9	4.6
9.Career-driven -Family-driven	-13.7*	.05	-2.4	2.8	5.2
10.Intellectual – Emotional	-12.9*	.04	-2.1	2.6	4.7
11.Intolerant – Understanding	-6.8*	-.14	-1.2	4.3	5.5
12.Intelligent – Compassionate	-13.2*	.12	-2.1	3.1	5.1
13.Directive – Accommodating	-11.8*	.03	-1.9	3.4	5.3
14.Self-Reliant – Nurturing	-13.1*	.15	-2.0	3.1	5.1
15.Methodical – Intuitive	-9.3*	-.10	-1.6	3.3	5.0
16.Serious – Loving	-13.5*	.09	-2.0	3.3	5.3
17.Impatient – Patient	-6.8*	-.21	-1.4	4.0	5.4

* $p < .0001$

Table 67 shows that all the mean scores of RIW are higher than the mean scores of RIE. Furthermore, all 17 adjective pairs have *p* values < .0001, therefore indicating that the differences in the mean scores between RIE and RIW are statistically significant. From this result, it is clear that the perceptions of working women with children's self-in-role (RIW) differ significantly from the perceived role identity of an employee (RIE). In other words, working women with children identify more with the mother-role identity than with the employee-role identity.

While the previous section explored the differences between the perceived self-in-role in relation to the employee-role identity, the next table explores

data pertaining to the differences between ratings of self-in-role (RIW) and mother-role identity (RIM). Table 68 shows the identity that working women with children (RIW) perceive themselves to fulfil in relation to the mother-role identity (RIM).

Table 68

T-tests for RIM and RIW (N = 204)

Perceived differences between RIM and RIW	***t***	**(*r*)**	**Mean Difference**	**RIM Mean**	**RIW Mean**
1.Competitive – Generous	5.6*	.23	.78	5.8	5.0
2.Ambitious – Selfless	4.3*	.32	.62	5.5	4.9
3.Critical – Praising	5.6*	.10	.72	5.7	5.0
4.Professional – Responsible	6.2*	.14	.83	5.8	5.0
5.Theoretical – Spiritual	2.9*	.17	.39	5.3	4.9
6.Logical – Instinctive	4.7*	.30	.63	5.4	4.8
7.Rigorous – Tolerant	3.9*	.14	.49	5.7	5.2
8.Assertive – Tender	4.7*	.09	.69	5.3	4.6
9.Career-driven -Family-driven	4.3*	.15	.62	5.8	5.2
10.Intellectual – Emotional	4.3*	.26	.57	5.3	4.7
11.Intolerant – Understanding	5.8*	.20	.62	6.1	5.5
12.Intelligent – Compassionate	3.8*	.20	.47	5.6	5.1
13.Directive – Accommodating	3.3*	.27	.39	5.7	5.3
14.Self-Reliant – Nurturing	4.5*	.14	.62	5.7	5.1
15.Methodical – Intuitive	3.8*	.33	.47	5.4	4.9
16.Serious – Loving	4.4*	.08	.59	5.9	5.3
17.Impatient – Patient	6.6*	.26	.75	6.1	5.4

* $p < .0001$

Table 68 shows that all the mean scores of RIM are higher than the mean scores of RIW. Furthermore, all 17 adjective pairs have *p* values < .0001, therefore the differences in the mean scores between RIM and RIW are statistically significant. This result indicates that the rating of self-in-role of working women with children is significantly different from the role identity ascribed to mothers in general.

The final section of the data presents a holistic summary of the average mean scores between ratings of self (RIW), RIE and RIM. The summary is presented in Table 69.

Table 69

Means of RIE, RIW and RIM

Variable	*N*	Mean	Median	*SD*	Min	Max
Mean RIE	545	3.24	3.21	1.33	1.18	6.29
Mean RIW	545	5.00	5.06	1.20	1.65	7.00
Mean RIM	204	5.68	5.76	0.94	1.76	7.00

The mother-role identity has the highest mean score; the perceived self-in-role for working women with children has a slightly lower mean score than the mother-role. The difference in the mean scores indicates that the perceived self-in-role of working women with children appears to be situated closer to the mother-role identity. This is consistently found for each of the 17 adjective pairs, and not only found for the averages of the means. One can assume that this is indicative of where tension and conflict accumulates between various conflicting roles; work domain (employee-role) and family domain (mother-role).

Based on the analysis reflected in Table 69, it is interesting to note that the RIM has the lowest standard deviation and is the only role identity for which the *SD* is lower than 1. It appears that there is the most agreement on the role identity of a mother.

5.10 Identification with the Mother-role Identity and Conflict

The next section pertains to working women with children's identification with the mother-role identity and their experiences of conflict. This research question explores whether working women with children who identify more closely with the mother-role identity experience higher FWC than WFC. A *t*-test was conducted to measure whether the differences of mean scores are statistically significant. The results are presented in Table 70.

Table 70

T-test for working women with children and conflict (N = 204)

Differences in Mother Role identity	***t***	***p***	**FWC Mean**	**WFC Mean**
Working Women with Children	11.8	.0000*	3.0	4.3

* $p < .0001$

The data from Table 70 clearly indicates that the mean score on WFC is higher than the mean score on FWC. This difference is statistically significant ($p < .0001$). Therefore, working women with children who identify more closely with the mother-role identity experience statistically significantly more WFC than FWC.

5.11 Differences Between –FIW and -WIF

To understand the quality of interference (positive interference or negative interference) and direction of interference (from family-to-work or from work-to-family), a *t*-test was used. *T*-tests determine whether differences in the mean scores between the quality and direction of interference of working women with children and thoes of other working women and men is statistically significant. The Levene test was used to determine whether the variance differs significantly between these groups. The results of the *t*-test are indicated in Table 71. Table 71 indicates the differences in the mean scores for direction (from work-to-family and from family-to-work) and quality (positive or negative) of interference.

Table 71

T-test for differences in WIF and FIW (N = 545)

Variables	***t***	***p***	**Working Women with Children**	**Working Women & Men**
			Mean (*SD*)	
-WIF	1.12	.2633	1.3 (.78)	1.2 (.64)
+WIF and +FIW	.36	.7183	1.6 (.59)	1.6 (.64)
-FIW	4.47	.0000*	0.7 (.73)	0.4 (.47)

* $p < .0001$

Table 71 shows the mean score on -WIF is slightly higher for working women with children (1.3) than other working women and men (1.2), with no statistically significant differences in the scores. The mean scores for +WIF and +FIW are the same for both working women with children (1.6) and other working women and men (1.6), with no statistically significant differences. However, working women with children reported a statistically significantly higher mean score (0.7, $p < .0001$) for –FIW than other working women and men (0.4).

5.12 Relationship Between Social Support and Family-Work Conflict

The relationship between social support and FWC was investigated through the application of Pearson's Correlation Coefficient among working women with children and other working women and men. The correlations between FWC and spouse/partner support are indicated in Table 72.

Table 72

Relationship between spouse/partner support and FWC (N = 545)

Variables	**Working Women & Men FWC *r* (*p*)**	**Working Women with Children FWC *r* (*p*)**
Spouse/partner	.05 (.3505)	-.15* (.0285)

* $p < .05$

A correlation of *r* = .05 was found between FWC and spouse/partner support for working women and men. A weak negative correlation (*r* = -.15) was confirmed between FWC and spouse/partner support for working women with children. A *p* value of .0285 indicates a statistically significant difference between FWC and spouse/partner support for working women with children. Due to the insubstantial correlation coefficient (*r* = .05) found between FWC and spouse/partner support for working women and men, it is of very little practical value.

5.13 Summary of Results

The findings derived from the quantitative data are summarised as follows:

1. Negative weak relationship was found between –WIF and the second factor of the SWING (+WIF/+FIW).
2. –WIF shows moderate positive relationships with –FIW and FWC.
3. Inverse relationships were found between –WIF and MSQ, and similarly with professional efficacy.
4. Correlation of *r* = .54 was found between –WIF and EE/CYN.
5. Weak inverse relationship was found between +WIF/+FIW and WFC.
6. Insubstantial negative correlation was found between +WIF/+FIW and FWC, thus of little practical significance.
7. Insubstantial relationship was found between +WIF/+FIW and –FIW.
8. +WIF and +FIW show a weak relationship with MSQ and a weak inverse relationship with EE/CYN.
9. A very weak positive correlation coefficient was presented between +WIF/+FIW and professional efficacy.
10. Moderate positive relationships were found between –FIW and WFC, and similarly with EE/CYN.
11. –FIW shows moderate inverse relationships with MSQ and professional efficacy.
12. A moderate correlation coefficient was presented between WFC and FWC.
13. A strong relationship exists between WFC and EE/CYN.

14. A weak inverse relationship exists between WFC and professional efficacy, while a moderate inverse relationship exists between WFC and MSQ.
15. FWC shows moderate inverse correlation coefficients between MSQ and professional efficacy.
16. A strong relationship was found between FWC and EE/CYN.
17. MSQ shows a strong negative relationship with EE/CYN and a strong positive relationship with professional efficacy.
18. An inverse correlation coefficient was found between EE/CYN and professional efficacy.
19. Strong correlations were found between –FIW and FWC, while an even stronger correlation was found between –WIF and WFC.
20. Statistically significant difference was found for WFC scores of respondents that seldom receive support and those that never receive support with childcare.
21. The mean scores on WFC of respondents that do not receive manager support are statistically significantly higher than the mean scores of respondents that do receive managerial support.
22. Insubstantial correlation coefficient was found between WFC and spouse/partner support.
23. Insubstantial correlation coefficient was found between children living in the same household as respondents and WFC.
24. WFC shows a very weak relationship with children not living in the same household as respondents.
25. A weak relationship was found between working hours and WFC, with a statistically significant difference.
26. Travel time shows an insubstantial relationship with WFC.
27. A moderate, positive relationship was found between average hour utilisation of tools for work purposes and WFC, with a statistically significant difference.
28. Mean scores on WFC of respondents participating in flexible working arrangements are statistically significantly lower than for respondents that do not participate.

29. A strong relationship was found between FWC and the two factors of burnout (EE/CYN and PE) for working women with children.
30. Moderate positive relationships exist between FWC and the two factors of burnout (EE/CYN and PE) for other working women and men.
31. Fisher's z transformation tests shows that FWC correlates statistically significantly stronger on both factors of burnout for working women with children than is the case for other women and men.
32. A strong relationship was found between EE/CYN and WFC for both working women with children and other working women and men.
33. A moderate relationship exists between WFC and professional efficacy for working women with children and a weak positive relationship was found between WFC and other working women and men.
34. Fisher's z transformation tests show that the correlation between WFC and the two factors of burnout (EE/CYN and PE) are not statistically significantly different for working women with children and other working women and men.
35. A strong inverse relationship was found between FWC and job satisfaction for working women with children and a moderate inverse relationship was found between FWC and job satisfaction for other working women and men.
36. Fisher's z transformation tests show that FWC correlates statistically significantly strongly with job satisfaction for working women with children than for other working women and men.
37. Moderate inverse relationships were found between WFC and job satisfaction for working women with children and other working women and men.
38. Fisher's z transformation tests show that the correlations between WFC and job satisfaction are not statistically significantly different for working women with children and working women and men.
39. The difference in mean scores on EE and CYN is higher for working women with children than for other working women. However, the mean scores on PE are not statistically significant for working women with children than for other working women.

40. Statistically significant differences in mean scores were found between RIE and RIW on all 17 adjective pairs.
41. Statistically significant differences in mean scores were found between RIM and RIW on all 17 adjective pairs.
42. The mean score for RIW is numerically situated between the mean score of RIE and RIM. This appears to be where tension and inter-role conflict between work and family roles originates.
43. The mean scores on WFC are statistically significantly higher than FWC for working women with children.
44. Negative WIF is statistically significantly higher for working women with children than for other working women and men.
45. The mean scores on +WIF and +FIW are the same for working women with children, and for other working women and men. .
46. Working women with children report a higher mean score on –FIW than other working women and men. Differences in the mean scores are statistically significant. Negative interference represents conflict.
47. Insubstantial correlation was found between FWC and spouse/partner support for working women and men.
48. A weak inverse relationship exists between FWC and spouse/partner support for working women with children, *p* value indicates statistically significant differences.