Work-Family Conflict (WFC) scale

David Fitzgerald

This scale was asked in survey 7 of the 1973-78 cohort.

The Work-Family Conflict Scale (WFC) was developed and validated by Netemeyer, Boles and McMurrian (1996). It has 5 items with a Likert scale from strongly disagree (1) to strongly agree (7).

The introduction was

The next set of questions is about your personal experiences of paid work and family life. *(Mark one on each line to show how much you agree or disagree with the statement)*

The five items were

- The demands of my work interfere with my home and family life
- The amount of time my job takes up makes it difficult to fulfil family responsibilities
- Things I want to do at home do not get done because of the demands my job puts on me
- My job produces strain that makes it difficult to fulfil family duties
- Due to work-related duties, I have to make changes to my plans for family activities

The WFC scale was calculated by summing all the 1 to 7 responses for the five items to give a scale ranging from 5 to 35. The scale was set to missing if there were any missing responses.

**Figure 1 : Distribution of Work Family Conflict scale for Survey 7 of the 1973-78 cohort**

![Distribution of WFC](image)

Figure 1 shows the WFC scale’s distribution. There were spikes at the extremes and also at the 10 value but otherwise the distribution showed a gradual movement. The three spikes are explained by many women recording the same value for all 7 items. In fact, 18% of valid responses were from women consistently reporting the same value on the 7-point Likert scale. 39% of these single
responses reported all ‘strongly disagree’ (column 1), 23% reported column 2, hence the spike at 10, and 15% reported strongly agree. The other columns had low rates of single response.

This single column response was not necessarily a problem if, for instance, many women did ‘strongly disagree’ to all the statements. However, it did lead to a spikey distribution and is possibly suggestive of respondents simply choosing a column and filling it down without carefully reading all statements.

SAS code for deriving the Work Family Conflict scale

```
** Work Family Conflict ** ;
array qq43 (5) y7q43a  y7q43b  y7q43c  y7q43d  y7q43e ;
if nmiss(of qq43(*)) = 0 then y7WFC = sum(of qq43(*)) ;   ** Work Family Conflict ** ;
```

References