Work-Family Conflict (WFC) scale

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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
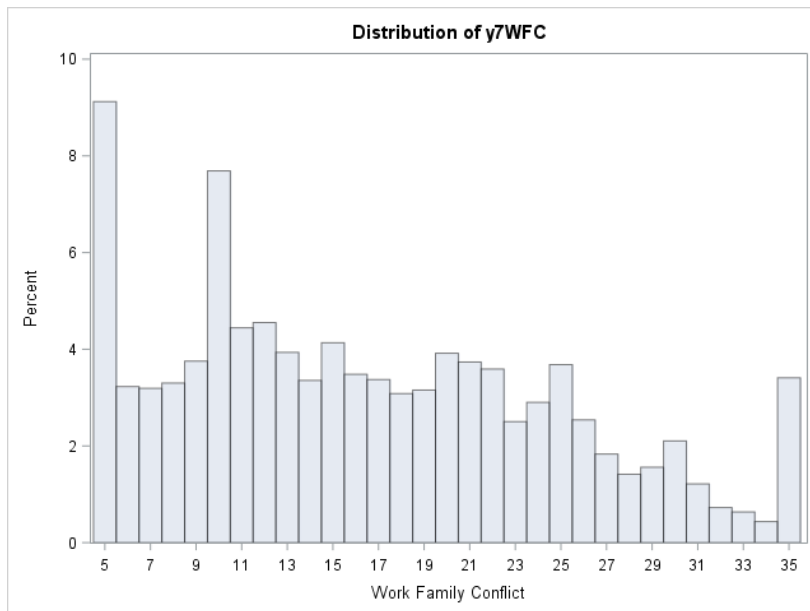

Figure 1 shows the WFC scale's distribution. There were spikes at the extremes and also at the 10 value but otherwise the distribution showed a gradual movement. The three spikes are explained by many women recording the same value for all 7 items. In fact, 18% of valid responses were from women consistently 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

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** Work Family Conflict ** ;

array qq43 (5) y7q43a  y7q43b  y7q43c  y7q43d  y7q43e ;

if nmiss(of qq43(*)) = 0 then y7WFC = sum(of qq43(*)) ;   ** Work
Family Conflict ** ;
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Refererences

Netemeyer, R.G., Boles, J.S., & McMurrian, R. (1996). Development and validation of work-family conflict and family-work conflict scales. Journal of Applied Psychology, 81(4), 400-410.