

GENDER ROLE IDEOLOGY, WORK-FAMILY OVERLOAD, CONFLICT AND GUILT: EXAMINING A PATH ANALYSIS MODEL IN THREE ASIAN COUNTRIES

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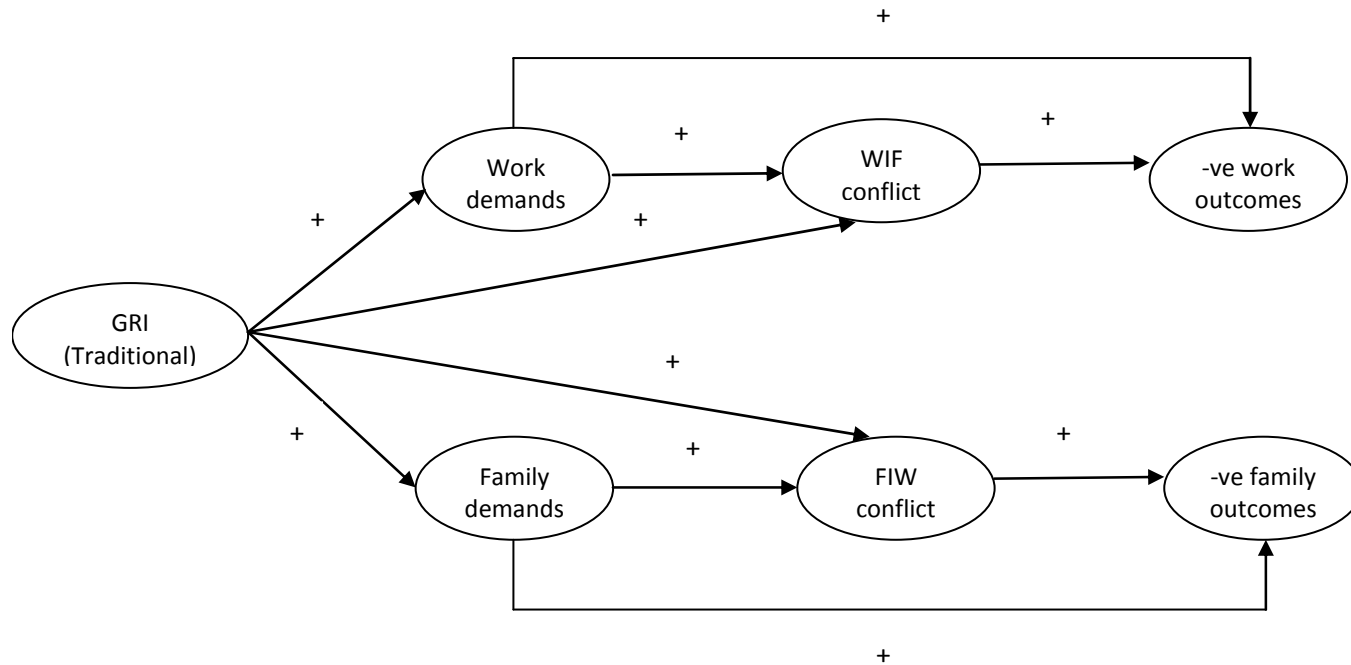
Aim of the paper

- To examine the impact of a culture variable (Gender role ideology) on work and family variables.
 - Gender-role ideology (GRI) was treated as an antecedent variable that impacted work-family conflict (both WIF and FIW) directly as well as indirectly through the demand variables of work and family role overload. Work-family guilt was the outcome variable.
 - Three countries – India, Indonesia, Taiwan

Hypotheses

- Rational approach – the more the time and energy resources invested in a domain, the greater will be the conflict associated with that domain.
- As compared to `egalitarians', `traditionalists' will be more likely to over-invest in one (the gender-appropriate) domain rather than spread their resources equitably over both domains.
- Therefore, `traditionalists' will experience more WF demands and more WF conflict (WIF & FIW). Further, higher WF demands and higher WF conflict will lead to more negative WF outcomes.

Hypothesized relationships



Measures

- Gender role ideology – 14 items in all, 5 items from Treas & Widmer (2000), 6 items from (Mason, & Bumpass, 1975) and 5 items from Project 3535 group (emic items)
- Work and family demands – measured as work and family overload, 4 item scales adapted from Peterson et al. (1995)

Measures (contd.)

- Work-family conflict – WIF and FIW – 3 items each from Carlson, Kacmar and Williams (2000).
- Work-family guilt – WIF guilt and FIW guilt – McElwain (2002), Unpublished manuscript.

Analyses

- Measurement equivalence analyses on all scales across the three countries.
- Multiple-sample analysis of the path analysis model was done using LISREL 8.71 with no constraint equality of the coefficients among the three country group's models.
- Fit indices were tested for each country group model as well as the global model.
- Gender invariant models for each country were examined to check for significant differences between male and female samples within each country.

Results – Measurement equivalence analyses

- All scales had acceptable configural invariance and metric invariance across the three countries.

Variable	Configural invariance	Weak factorial invariance or Metric invariance
WIF	Yes: CFI = 0.964, RMSEA = 0.034	All countries, CFI = 0.957, RMSEA = 0.031, Δ CFI = 0.007
FIW	Yes: CFI = 0.967, RMSEA = 0.032	All countries, CFI = 0.955, RMSEA = 0.031, Δ CFI = 0.012
GRI (Two factor)	Yes: CFI = 0.943, RMSEA = 0.029	All countries, CFI = 0.932, RMSEA = 0.026, Δ CFI = 0.011
WOVER	Yes: CFI = 0.996, RMSEA = 0.029	All countries - marginal, CFI = 0.973, RMSEA = 0.041, Δ CFI = 0.023
FOVER	Yes: CFI = 0.992, RMSEA = 0.040	All countries – marginal, CFI = 0.971, RMSEA = 0.041, Δ CFI = 0.021
Guilt (WIF / FIW)	Yes: CFI = 0.957, RMSEA = 0.031	All countries, CFI = 0.944, RMSEA = 0.031, Δ CFI = 0.013

Sample

- Three countries
 - paper-pencil survey instrument
 - Scales translated for Indonesia and Taiwan, original scales used for India
 - married, organizationally employed persons with at least one child living at home
- Sample size
 - India: 561
 - Indonesia: 306
 - Taiwan: 281

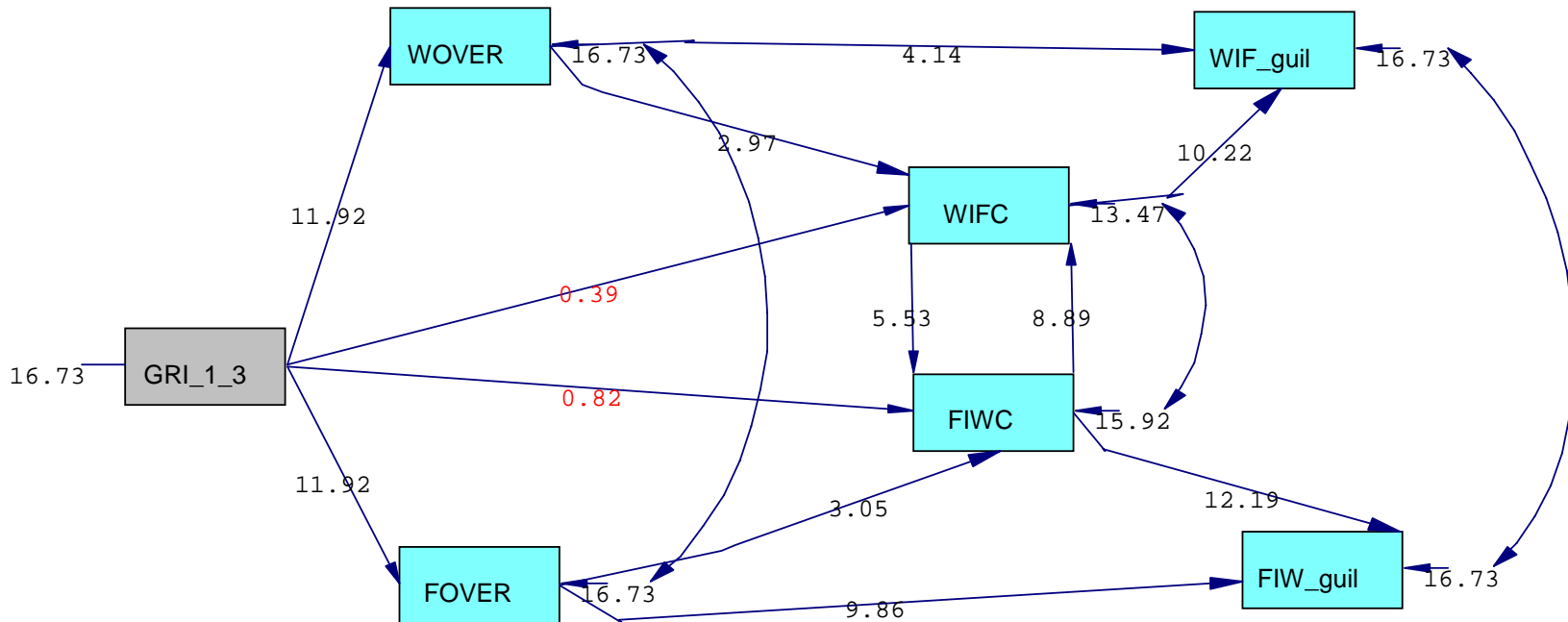
Results – Path analysis

The fit indices of multiple-sample analysis of the path analysis model for three countries' participants (no constraint equality of the coefficients among the country group's models)

Multi-sample Models	Fit indices	χ^2	df	NFI	RMSEA	NNFI	CFI
Model 1	Global fit indices	56.08 (p<.001)	18	.99	.074	.97	.99
	Taiwan Group fit indices	9.18		GFI=.99,	SRMR=.037		
	India Group fit indices	41.55		GFI=.98,	SRMR=.047		
	Indonesia Group fit indices	6.69		GFI=.99,	SRMR=.031		

Fit indices were acceptable for the global model

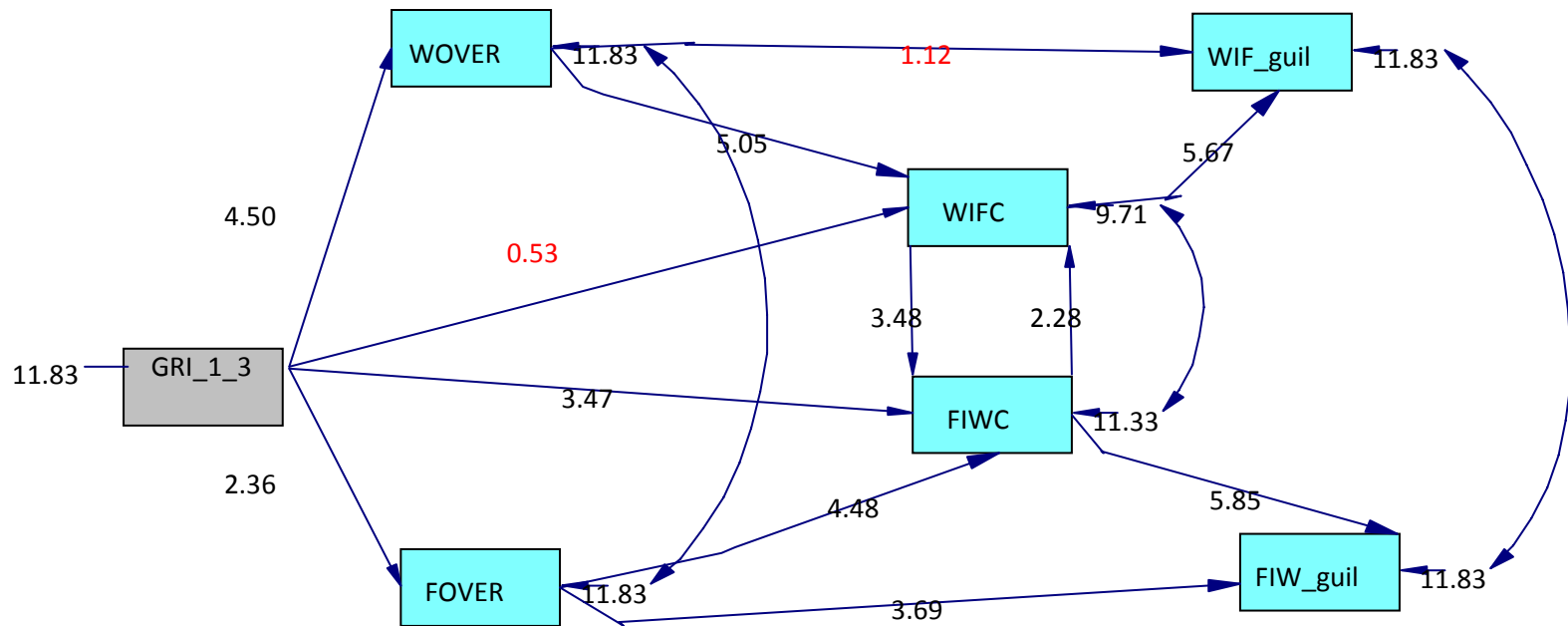
Path analysis results - India



Chi-Square=56.08, df=18, P-value=0.00001, RMSEA=0.074

Path diagram in T values for India
T > 2 or T < 2 is significant

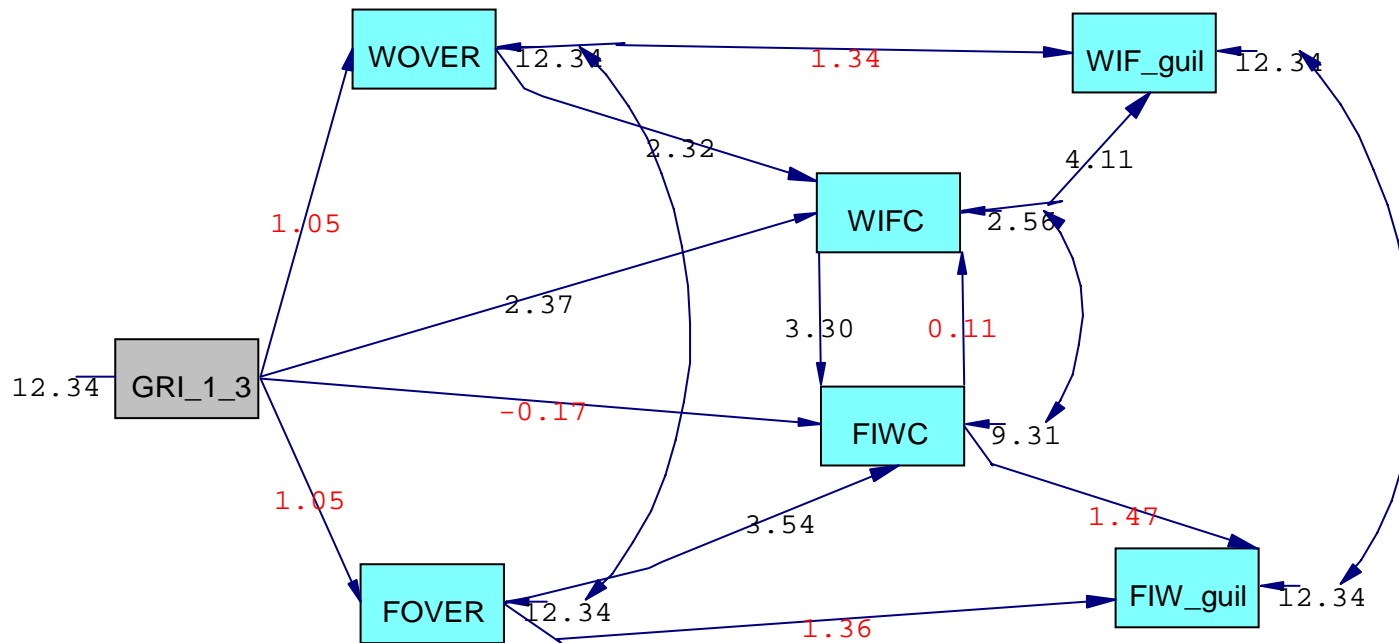
Path analysis results - Taiwan



Chi-Square=56.08, df=18, P-value=0.00001, RMSEA=0.074

Path diagram in T values for Indonesia
T > 2 or T < 2 is significant

Path analysis results - Indonesia



Chi-Square=56.08, df=18, P-value=0.00001, RMSEA=0.074

Path diagram in T values for Indonesia
 T > 2 or T < 2 is significant

Results – Gender invariant models

The fit indices of multiple-sample analysis of the path analysis model for examining gender differences in each country

Multi-sample Models	χ^2	df	NCP	RMSEA	NFI	CFI
India Gender Invariant Model	109.91 (p<.001)	34	75.91	.09	.96	.97
Indonesia Gender Invariant Model	46.58 (p=.07)	34	12.58	.05	.89	.96
Taiwan Gender Invariant Model	22.27 (p=.99)	34	.00	.00	.98	1.00

Note: India and Indonesia Gender Invariant Models are Multi-Sample Model with constraint equality of all the coefficients between the male and the female samples in each of the country respectively. Due to small number (n=77) of male sample of Taiwan, Taiwan Gender Invariant Model is Multi-Sample Model with constraint equality of all the coefficients between the female and the whole sample, including males and females , in Taiwan.

The three models are considered OK and acceptable => no significant differences found between the male and the female samples in each country.

Summary of results

- All the path coefficients in the model were in the hypothesized direction for the three countries indicating that GRI predicted WFC in the same manner among Asian countries.
- More traditional GRI is associated with higher WF demands, higher WF conflict and higher WF guilt.
- Results did not vary for men and women within the three countries.
- Effect sizes varied among the three countries.

Effect size differences among the three Asian countries

- Direct impact of traditional GRI on WIF or FIW was not as strong as the effect through WF demands.
- In Taiwan and Indonesia, higher work demands (overload) did not significantly increase WIF guilt – more work
- may be seen as part of your responsibility towards family.
- Path coefficients least strong for Indonesia – traditional GRI not associated with higher WF overload.

Thank you!