

Research article

THE EFFECT OF WORK-FAMILY CONFLICT, FAMILY-WORK CONFLICT, AND THE WORK ENVIRONMENT ON JOB SATISFACTION OF TEACHERS OF SMAN 2 SIPORA REGENCY OF THE MENTAWAI ISLANDS

Theresia Tukilah, Budina Telaumbanua, Romauli Hasibuan, Zulfikar,
Elsandra Eka Putra

Master in Management STIE KBP



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Abstract

This study aims to see the effect of (1)Work-family conflict on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency(2)Family-work conflict on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency(3)The work environment on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency(4)work-family conflict, work-family conflict and work environment have a joint effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.The population in this study is allThere are 54 teachers at SMA N 2 Sipora, Mentawai Islands Regency. The results of this study indicate that (1)Work-family conflicthas a significant negative effect on employee job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency (2)Family-work conflicthas a negative effect on employee job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency (3)Work environmentprovide a positive influence on employee job satisfaction at SMA N 2 Sipora Mentawai Islands Regency (4)Work-family conflict, work-family conflict and work environmentjointly have a positive effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency

Keywords: Work-Family Conflict, Work-Family Conflict, Work Environment

Preliminary

Work and family are two important areas in adult social life (Mian et al., 2012). Without work a person will not be able to meet the needs and needs of his family. Without a family, a person will feel alone and there is no place to pour love. Work and family are both important, so each requires a lot of attention. This attention can be in the form of time, energy, and thoughts that are devoted to both work and family (Carr et al., 2008).

According to Netemeyer et al. (2018) there are two types of dual role conflict, namely work-family conflict (WFC) and family-work conflict (FWC). Netemeyer et al. (2018) defines WFC as a form of inter-role conflict including, demands, time, and tension that comes from work that interferes with someone in carrying out their responsibilities in the family. For example, the obligation from the agency to employees to continue their education abroad makes the employee have to leave his family. Another example of WFC is, the company requires

employees to work overtime on national holidays, making these employees unable to gather with their families and enjoy holidays together (Mian et al., 2012).

One of the consequences that can arise from WFC and FWC is a decrease in employee job satisfaction. Job satisfaction is an employee's evaluative feeling about work (Spector, 1985). Job satisfaction describes a person's positive emotional feelings such as feeling happy, comfortable, happy about the job. Job satisfaction is a positive emotional response to work that comes from within the employee and is internal (Sopiah, 2008). Organizations need to pay attention to things that can affect employee job satisfaction, because the employee's internal feelings have a big influence on the organization. If job satisfaction is high, it makes employees more enthusiastic and shows good performance, otherwise employees who lack or even do not feel job satisfaction will be unhappy, uncomfortable, depressed, and not eager to work so that it can reduce performance. The following is the initial survey data on teacher job satisfaction at SMAN 2 Sipora, Mentawai Islands Regency:

Table 1: Preliminary Survey Data on Teacher Job Satisfaction at SMA N 2 Sipora Mentawai Islands Regency

No	Question	Answer Score (%)	
		Agree	Do not agree
1	I feel the school has given teachers salaries in accordance with applicable standards.	40	60
2	I enjoy working with coworkers who provide me with sufficient support	25	75
3	I feel that my boss can provide support to his subordinates	35	65
4	I like interesting and challenging work	40	60
Average		35	65

Source: Initial Survey of Respondents

Based on Table 1, it can be seen from the results of the initial survey that the researchers conducted on average, teachers at SMAN 2 Sipora, Mentawai Islands Regency, did not agree with the answers to the questions posed by researchers at 65% and those who answered agreed were very low, on average 35%. It can be seen that the job satisfaction of the 20 respondents who were interviewed in the initial survey was problematic.

The work environment is the environment in which the employees work. The work environment for employees will have no small influence on the operation of the agency. The work environment will affect the employees so that directly or indirectly will be able to affect the productivity of the agency. A good and satisfying work environment will certainly improve the performance of employees. On the other hand, a bad work environment will reduce the performance of employees and indirectly also reduce the productivity of the agency.

Based on the explanation in the previous section, the hypotheses in this study are:

H1: Work-Family Conflict (WFC) has an effect on teacher job satisfaction at SMAN 2 Sipora, Mentawai Islands Regency.

H2: Work-Family Conflict (FWC) has an effect on teacher job satisfaction at SMAN 2 Sipora, Mentawai Islands Regency.

H3: Work environment affects teacher job satisfaction at SMAN 2 Sipora, Mentawai Islands Regency.

H4: Effect of Work-Family Conflict, Family-Work Conflict and Work Environment on Teacher Job Satisfaction at SMAN 2 Sipora, Mentawai Islands Regency.

Research methods

The population in this study were all teachers at SMAN 2 Sipora, Mentawai Islands Regency, amounting to 54 people. The technique in taking this sample uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to (Sugiyono, 2017) the total population is less than 100, the entire population is used as a research sample.

Hypothesis testing in this study using multiple linear regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \dots \dots \dots (1)$$

Where:

- Y = Job Satisfaction
- a = Intercept Constant
- X1 = Family-Work Conflict
- X2 = Work-Family Conflict
- X3 = Work Environment
- b1, b2, = Regression Coefficient
- e = Error Term

Research result

Classic assumption test

Normality test

This normality test is used by the author to test the normality of the regression model. The test is carried out using the method *kolmogorov-smirnov test* to each variable. The regression model is normally distributed if the value of the Kolmogorov-Smirnov sign for each variable is greater than = 0.05. The results of the normality test can be seen in table 2.

From Table 2 which is the normality test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the job satisfaction variable (Y) is 0.295 > 0.05 the work-family conflict variable (X1) is 0.528 > 0.05; the work-family conflict variable (X2) is 0.574 > 0.05; work environment variable (X3) is 0.129 > 0.05. So it can be concluded that the variables of job satisfaction, work-family conflict, family-work conflict, and the work environment of teachers at SMA N 2 Sipora, Mentawai Islands Regency are normally distributed.

Table 2: Normality Test Results

One-Sample Kolmogorov-Smirnov Test					
		Y	X1	X2	X3
N		54	54	54	54
Normal Parameters	mean	46.5741	40.0556	41.0556	26.7593
	Std. Deviation	8.26815	4.07207	4.73213	1.81124
Most Extreme Differences	Absolute	.133	.110	.106	.198
	Positive	.083	.076	.066	.108
	negative	-.133	-.110	-.106	-.198
Kolmogorov-Smirnov Z		.978	.810	.782	1,453
asymp. Sig. (2-tailed)		.295	.528	.574	.129
a. Test distribution is Normal.					

Source: SPSS output results, 2022.

Multicollinearity Test

Multicollinearity test is useful for testing whether there is a correlation between the independent variables in the regression model. A good regression model should not have a correlation between the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2011). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a deviation in the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10 then the data is free from multicollinearity symptoms can be seen in Table 3.

Table 3 : Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Work-Family Conflict (X1)	0.971	1.030
	Work-Family Conflict (X2)	0.962	1.039
	Work Environment (X3)	0.983	1.017
a. Dependent Variable: Job Satisfaction			

Source: SPSS output results, 2022

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables because the VIF value of all variables is < 10.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another. If the variance of the residual from one observation to another observation is constant, then it is called a homokedastability and if different it is called heteroscedasticity. Detecting the presence of heteroscedasticity in this study used the Plott Graph test (Scatter Plot). This test, if there is no clear pattern, such as points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

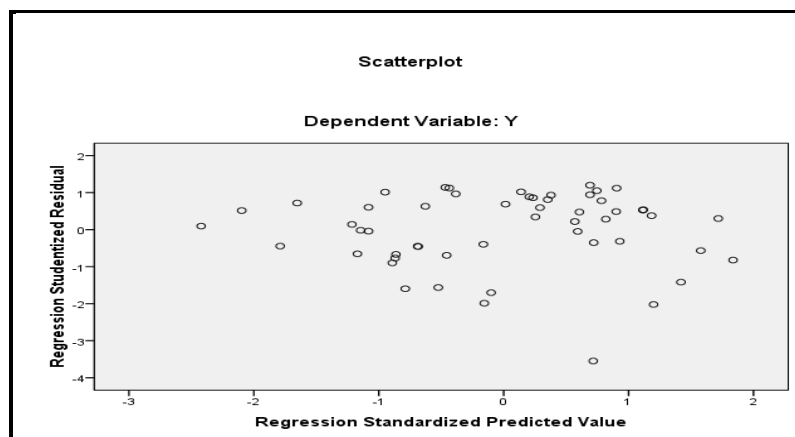


Figure 1: Heteroscedasticity Test Results

In Figure 1 it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. The spread of data points does not form a wavy pattern that widens then narrows and widens again. The spread of data points is also not patterned, so this shows that the data in this study does not occur heteroscedasticity.

Research Hypothesis Test

Multiple Linear Regression Analysis

In testing the hypothesis of this study, multiple linear regression was used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing t_{count} with t_{table} and sig value with $\alpha = 0.05$. In detail the results of multiple regression testing can be seen in Table 4.

Table 4 : Multiple Regression Equation

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,440	20,746		.889	.378
	Work-Family Conflict (X1)	-.641	.271	.316	-2,361	.022
	Work-Family Conflict (X2)	-.365	.162	.209	-2.253	.037
	Work Environment (X3)	.651	.128	.143	5.073	.001
a. Dependent Variable: Y						

Source: SPSS Output Results (year 2022)

Based on Table 4.13 above, the estimation model can be analyzed as follows:

$$Y = 18,440 - 0.641(X1) - 0.365(X2) + 0.651(X3)$$

Based on the above equation it can be explained that:

- From the above equation it can be seen that there is a constant value of 18,440 which means that if work-family conflict, work-family conflict, work environment is zero, then the value of the job satisfaction variable is at 18,440. This means that the variables of work-family conflict, family-work conflict, and work environment contribute to increasing teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.
- Work-family conflict regression coefficient value is negative 0.641. This means that if the work-family conflict decreases by one unit, it will result in an increase in job satisfaction of 0.641 unit.
- The value of the family-work conflict regression coefficient is negative, namely 0.365. This means that if the work-family conflict decreases by one unit, it will result in an increase in teacher job satisfaction by 0.365 unit.
- The value of the work environment regression coefficient is positive, namely 0.651. This means that if the work environment increases by one unit, it will result in an increase in teacher job satisfaction by 0.651 unit.

Regression Coefficient Test (t Test)

Hypothesis Testing 1

The first hypothesis put forward, that work-family conflict partially has a negative effect on teacher job satisfaction. Based on the results of the analysis of the t test, it is known that the significance level of the work-family conflict variable is $0,022 <$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant negative effect between work-family conflict on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.

Hypothesis Testing 2

The second hypothesis proposed is that work-family conflict partially negatively affects teacher job satisfaction. Based on the results of the analysis of the t test, it is known that the significance level of the work-family conflict variable is $0,037 <$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant negative effect between work-family conflict on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.

Hypothesis Testing 3

The third hypothesis proposed is that work environment partially positive effect on job satisfaction. Based on the results of the analysis of the t test, it is known that the significance level of the work environment variable is $0,001 <$ dai significance value (0.05). Thus H_0 is rejected and H_a is accepted. The alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence between the work environment on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.

Hypothesis Testing 4

The fourth hypothesis proposed, that work-family conflict, work-family conflict, and work environment collectively have a positive effect on teacher job satisfaction.

Table 5 : F . Test Results

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	477,839	3	159,280	4,532	.003a
	Residual	3145,365	50	62,907		
	Total	3623,204	53			
a. Predictors: (Constant), X3, X2, X1						
b. Dependent Variable: Y						

Source: SPSS Output Results (year 2022)

Based on the results of the analysis of the F test, it is known that the significance level of the work-family conflict, family-work conflict, and work environment variables is $0.003 < 0.05$. Thus H_0 is rejected and H_a is accepted. The alternative hypothesis proposed in this study is accepted, meaning that there is a jointly significant influence between work-family conflict, family-work conflict, and work environment on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. As can be seen in table 5.

Coefficient of Determination (Adjusted R Square)

The Coefficient of Determination aims to see or measure how far the model's ability to explain the variation of the independent variable, where the value of *R square* used for research with 2 variables and the value of Adjusted R Square is used for research with more than 3 variables. The value of the coefficient of determination in this study was taken from the value of Adjusted R Square which can be seen in table 6.

Table 6: Test results R Square

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.863a	.744	.712	7.93141
a. Predictors: (Constant), X3, X1, X2				
b. Dependent Variable: Y				

Source: SPSS Data Processing Results (Year 2022)

Based on the analysis results Adjusted R square is 0,712 This means that 71.2% of teacher job satisfaction is influenced by the independent variables of work-family conflict, work-family conflict, and work environment. While the remaining 28.8% is influenced by other variables outside the model.

Discussion

The discussion of the research results is intended to explain and interpret the research results.

Influence Work-Family Conflict on Teacher Job Satisfaction at SMA N 2 Sipora, Mentawai Islands Regency

The results of this study indicate that work-family conflict has a significant negative effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This indicates that work-family conflict determines teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means that the higher the work-family conflict accepted by the teacher, the lower the teacher's job satisfaction.

From the results of this study, it can be seen that the work-family conflict variable has a coefficient of -0.641 which means that work-family conflict has a great influence. This indicates that work-family conflict can play a role in increasing teacher job satisfaction. If at SMA N 2 Sipora, Mentawai Islands Regency, you want to increase teacher job satisfaction, you must reduce teacher work-family conflict.

This is in line with the opinion of Netemeyer et al. (1996) defines WFC as a form of inter-role conflict including: demands, time, and tension that comes from work interfere with a person in carrying out his responsibilities in the family. Carr, et al. (2008) stated that WFC occurs when responsibilities in one domain (work) limit individuals from fulfilling other obligations (family). WFC refers to a situation between responsibilities, and expectations of an individual's role in his work, interfering with responsibilities and role expectations in the family (Grzywacz, 2009).

According to Bagger and Andrew (2012), WFC is a conflict that comes from work that interferes with family responsibilities. WFC means that one's work role interferes with roles and responsibilities in the family (Karimi, et al. 2012). WFC is a consequence of conflicts that occur especially at work (Li, et al. 2013). From this understanding, it can be concluded that work-family conflict is a conflict experienced by a person because of demands in work that interfere with the family.

The results of this study are in line with research Karimi, et al. (2012) which shows that work-family conflict has a significant and negative effect on teacher job satisfaction. Rathi and Barath (2013) the results of his research also show Work-Family Conflicts significant effect on teacher job satisfaction.

Influence Work-Family Conflict on Teacher Job Satisfaction at SMA N 2 Sipora, Mentawai Islands Regency

The results of this study indicate that work-family conflict has a significant negative effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This indicates that the work-family conflict of teachers determines teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means that the lower the work-family conflict, the higher the job satisfaction of teachers.

From the results of this study, it can be seen that the work-family conflict variable has a coefficient of -0.365 which means work-family conflict has a great influence. This indicates that work-family conflict can play a role in increasing teacher job satisfaction. If at SMA N 2 Sipora, Mentawai Islands Regency, you want to increase teacher job satisfaction, you must reduce teacher-family conflict in the agency.

This is in line with the opinion According to Bagger and Andrew, (2012), FWC is a conflict that comes from the family that interferes with work responsibilities. For example, a worker is late for work because he has to take his child to daycare first. From this understanding, it can be concluded that work-family conflict is a conflict that originates from the family and is brought to work and interferes with responsibilities at work.

The results of this study are in line with research Karimi, et al. (2012) which shows that work-family conflict affects teacher job satisfaction. Zhao and Haulin (2019) the results of their research also show that family-work conflict has a significant effect on teacher job satisfaction.

Influence Influence Work Environment on Teacher Job Satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.

The results of this study indicate that the work environment has a significant positive effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This indicates that the work environment determines teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means that the better the work environment of an agency, the higher the job satisfaction of teachers.

From the results of this study, it can be seen that the work environment variable has a coefficient of 0.651 which means that the work environment has the greatest influence. This indicates that the work environment can play a role in increasing teacher job satisfaction. If SMA N 2 Sipora, Mentawai Islands Regency, wants to increase teacher job satisfaction, it must improve and create a good work environment for teachers in better institutions.

The results of this study are in line with Asti's research (2017) which shows that There is a significant positive effect between the work environment on teacher job satisfaction.

Effects of Work-Family Conflict, Work-Family Conflict, Work Environment on Teacher Job Satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.

The results of this study indicate that work-family conflict, work-family conflict, and the work environment together have a significant influence on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This indicates that work-family conflict, work-family conflict, and work environment determine teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means work-family conflict, family-work conflict, work environment, it will increase teacher job satisfaction.

This is in line with research Karimi et al (2012), Rathi and Barath (2013), Asti (2017)(2017) which shows that The results show that there is a significant influence between organizational work-family conflict, work-family conflict, and work environment on teacher job satisfaction.

Conclusion

Based on the results of testing and discussing the hypotheses described in the previous chapter, some conclusions can be drawn as follows:

1. Work-family conflict has a negative effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means that teacher job satisfaction will increase if work-family conflict in the agency decreases for teachers and leaders, so that they are able to provide encouragement to teachers in increasing job satisfaction, thus the first hypothesis (H1) is accepted.
2. Family-work conflict has a negative effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means that teacher job satisfaction will increase if the work-family conflict decreases so that it can provide work enthusiasm for teachers in carrying out their work. The higher the work-family conflict of the teacher in the institution, the lower the job satisfaction of the teacher in carrying out his work in the institution, thus the second hypothesis (H2) is accepted.
3. The work environment has a positive influence on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. This means that teacher job satisfaction will increase if the work environment in a good agency will encourage teacher job satisfaction at work, thus making teachers enthusiastic and able to carry out their work well. And a good work environment will encourage high job satisfaction, so the third hypothesis (H3) is accepted.
4. Work-family conflict, work-family conflict, and work environment together have an influence on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency. From the ANOVA test, the significance probability value was 0.003. The probability of significance is less than 0.05, with a significance level of 0.003 or 0.05 as a result H_0 is rejected and H_a is accepted. The variables of work-family conflict, work-family conflict and work environment together have an effect on teacher job satisfaction at SMA N 2 Sipora, Mentawai Islands Regency.

Based on the results of the discussion analysis and some conclusions in this study, the suggestions that can be given through the results of this study in order to get better results, namely:

1. Future researchers are expected to be able to examine other variables outside of this variable in order to obtain more varied results that can describe what things can affect job satisfaction and it is suggested to expand the scope of research on the effect of work-family conflict, family-family conflict. work, work environment on teacher job satisfaction used in this study.
2. For work-family conflicts, it is recommended that agencies pay attention to work-family conflicts faced by teachers at work, because this can be seen from the survey results and the results of respondents' responses to work-family conflicts, which have shown poor results, if there are problems in the work-family conflict. work-family conflict, it is feared that it will reduce teacher job satisfaction which will result in agency job satisfaction.
3. For family-work conflicts, it is suggested to the agency to pay attention to the comfort of teachers in working by reducing work-family conflicts to teachers in the agency, because this will have an impact on the psychology of the teacher if the teacher feels uncomfortable with the work-family conflict in the organization. it will reduce job satisfaction and enthusiasm at work.
4. For the work environment, it is recommended that agencies pay attention to the comfort of teachers in working by creating a good work environment for teachers and leaders in the agency, because this will have an impact on teachers if the teacher feels that the work environment of teachers and their leaders is very bad in the organization. impact on teacher job satisfaction decreased.
5. For the agency management, it is expected to pay attention to work-family conflicts, family-work conflicts faced by teachers, and to create a good work environment in the agency, because the work environment is a big influence in increasing job satisfaction. Because to achieve better productivity and achievement of agency goals requires a good work environment and work-family conflict, low work-family conflict, a good and good work environment for teachers and institutions, and teacher loyalty. When work-family conflict, work-family conflict, work environment, are given in a balanced way, teacher job satisfaction also increases.

Reference