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Influence of family-work conflict on career break decision among Indian women: when family ties, tie you down!

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Influence of family-work conflict on career break decision among Indian women: when family ties, tie you down!

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Abstract: The study is an attempt to understand the influence of the constructs in the family domain on the career break decision of women employed in the service sector in India – a country facing a conundrum of rising female literacy and falling workforce participation. This study proposes a model that explores the direct and indirect relationship between the antecedents of family-work conflict and intention to quit. Data from a sample of 346 women, who had experienced career-break in service sector, was collected through purposive sampling. The researchers probed the relationship between family-work-conflict and intention to quit and mediating influence of job and life satisfaction. Hypotheses were tested through structural equation modelling. Results confirmed that role-overload and gender-stereotyped beliefs were found to be the most significant constructs. Job satisfaction came across as having mediating effect. Stakeholders need to facilitate a path that permits her to continue to nurture her family without having to give up her dreams.

Keywords: career break; role conflict; role overload; family work conflict; intention to quit; job satisfaction; life satisfaction.

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1 Introduction

Woman at the workplace is indicative of a progressive society, changing mind-set, economic freedom and women empowerment especially in the Indian patriarchal context. Woman workforce constitutes a central part of the total workforce in India both in the organised and the unorganised sector. However, their participation rate in the labour market has always been inferior to that of men, in both rural and urban areas indicating a lack of gender equality. The total female labour force participation rate (FLFPR) declined sharply from 42.7% in 2004–2005 to 31.2% in 2011–2012, still further to under 30% in 2015–2016 (CII, 2018) and 17.5% in 2017–2018 (Nikore, 2019). As per the union budget 2022 the workforce participation rate in urban India was 18.2% (Yadav, 2022). In terms of age-specific participation rate too, women are way behind men. While only 4% of Indian males are out of the labour force during the peak working age of 25 to 60 years, the number is over 50% for rural females and even higher at almost 75% for urban women (TOI, 2018).

While it is true that women's employment rate is declining it is not due to lack of their employability, which stood at 41.25% in 2021 and steadily rose to 51.44% in 2022 (Yadav, 2022). The noticeable increase in employability may be partially attributed to the efforts to bridge the gap between educational attainments of both the genders. Around 46.2% of the total enrolment in higher education in India was girls in 2016 (GOI, 2015–2016). As compared to 2020–2021 an additional 8 lakh girls got enrolled in education in the financial year 2022 (livemint.com, 2022). But there seems to be no influence of this increased education and employability on workforce participation rates of women. They appear to begin well at work but fall off the ladder later on. Across industries as diverse as banking to IT, the entry level Indian women workforce have proved their professional prowess. But only 3% of working women in India make it to senior leadership positions in the corporate sector (Verma and Basu, 2019). Almost 50% of women drop out between the junior and middle level (Malhotra, 2014). A staggering seven out of ten working women consider quitting their jobs due to the absence of flexibility in working hours and nine out of ten women who were permitted flexibility had to take a pay cut to compensate for the same. One out of four women are forced to choose between childcare and work while for men this stands at 1 in 10 (Joshi, 2022). Women on boards in organisations have declined over the period 2018 to 2021 from 4.5% to 3.6% (Nanda, 2022). Leadership roles in start-ups too are taken up by less than 20% women (Pandey, 2022). This number is encouraging only in the educational sector where 30% of the top positions are occupied by women (Statista Research Department,

2022). A study conducted jointly by the World Bank with the National Sample Survey Organisation revealed that almost 20 million Indian women quit their jobs between 2004–2012 and around 65–70% of women who quit never return to work at all (The Economic Times, 2018).

Therefore, we argue that while women's education and employability has been on the rise, their labour participation rate is seeing a significant downward trend to a certain extent due to the career break decision of women. This appears to be the case elsewhere in the world too as McKinsey's recent global survey report of 60 major corporations indicated that on an average 53% of entry level employees are women but the percentage drastically falls to 19% in the Harvard Business Review Staff (2013). This suggests that career interruptions or career break is an unpleasant reality for women everywhere. Such career breaks or workforce exits hinder individual, organisational and societal growth. Breaks are costly for the organisation considering the loss of resources invested in T&D, the loss of access to the learnings acquired on the job (Stone, 2013) and various other indirect benefits of having women in the workplace including increased productivity, employee engagement (Gallup, 2017) and comparatively higher financial performance (Balzovich et al., 2018). Women holding senior positions in organisations also promote a collaborative and consultative climate creating a positive organisational culture (Ross-Smith et al., 2005). For a woman employee, career interruption leads to loss of financial independence at the time of exit and motherhood penalty by way of reduced pay at the time of re-entry. Almost eight out of ten women believe that they faced a heavy setback in their careers due to the career break and almost 50% of such women taking breaks found it very difficult to explain themselves to the recruiter while trying to return (Lovejoy and Stone, 2011; Joshi, 2022). Exclusion of women from workforce participation stifles economic growth of the nation, while also being unethical and immoral. Such discriminatory practices influence the mind-set of families and societies preventing meaningful development of such nations. Sadly, it appears that society is yet to realise the long-term repercussion of employing fewer women at workplace.

The manufacturing sector employs more women in India but its share is constantly declining as compared to the services sector. The service sector is preferred by women in India (Ghani et al., 2016) due to the consistent increase in employment opportunities it offers for women. As an employer it has become very attractive with the urban woman's participation going up from 36% to almost 61% between 1978 and 2018 (Nikore, 2019). This sector also is seen to have contributed a staggering 55% of the gross value across the country in the fiscal year 2019 (Statista, 2020). In addition to all this, since the female labour force participation rate in urban India is at 18.5%, which is much lower than 24.7% participation rate in rural India (Biswas and Banu, 2022), we decided to conduct this study in the service sector context, to investigate why educated and employable urban women especially in six major metro cities of urban India, including Delhi-NCR, Mumbai, Bangalore, Chennai, Hyderabad and Kolkata, are increasingly falling off the career radar by indulging in career break.

2 Literature review

A career break is a period of time when an employee takes an extended time away from work, which is also usually unpaid (*Economic Times*, 2022). According to Rothwell (1986), this pattern includes an 'in-and-out' period while children are young, followed by

a part-time period, and eventually a return to full-time employment when the children grow up. Existing literature was reviewed to gain a better understanding of the work done so far and this indicated that most such studies on inter role conflict have been conducted in well developed nations (Yavas et al., 2008). Since the culture and societal fabric of a place have a significant role to play in such career decisions, we felt a study in the India context is both extremely relevant and much needed.

It was observed that several theoretical frameworks had been used across several studies on this phenomenon but significant amongst them was the Kaleidoscope Career Model. This suggested that men and women face different sets of challenges in their career path owing to their need to juggle both family and work (Mainiero and Sullivan, 2005). This model investigates career break through three stages, one prior to the exit, at the time of exit and after the exit. The practical difficulty of such a longitudinal study covering three life stages of women spread across the country made this theory unsuitable for the current study. Yet another theory, the unfolding model of employee turnover (Lee and Mitchell, 1994) proposes that people go through various psychological processes that leads to the decision to quit. But this was found to be too complex as the accuracy of the study would depend on the exactness of recall details of the respondents of the entire psychological path that led to their decision to leave.

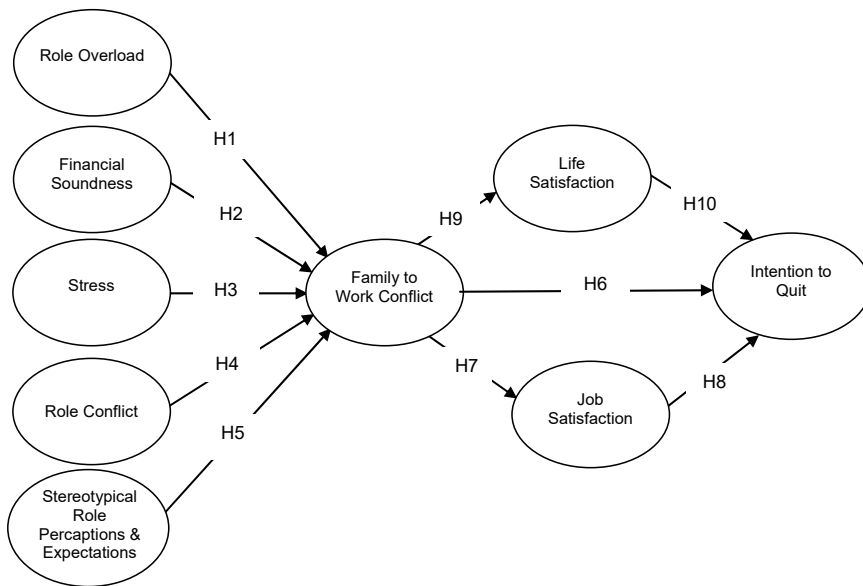
The work family conflict theory attribute's inter-role conflict to be the cause of career break among women (Long et al., 2016). This conflict is said to be bidirectional i.e., work to family and family to work. While there are numerous studies on work to family conflict (Rothwell, 1986; Boles et al., 2001; Netemeyer et al., 1996) there are far fewer studies on family to work conflict (FWC) (Zhao et al., 2011). Hence in this study we decided to specifically investigate the influence of FWC on career break decision of women. This is also more relevant to working women in India because though their role demands from work and family are simultaneous unlike men for whom it is usually sequential leading to their linear career path, they deal with considerable stress in the family domain owing to the multiplicity of roles. Women are known to spend 352 minutes per day on domestic chores, which is 577% more than men (Sanghera, 2019) making them more vulnerable to inter role conflict. Domestic chores and care of elders, children and the family in general is in certain cases imposed in family settings and largely an internalised bias among Indian women. Almost 40% of Indians preferred the traditional gender roles of man as a provider and women as the nurturer. Women have considerable amount of unshared and unpaid work load at home given the multiple roles they play (Nir, 2022).

Review of available literature revealed that most of the studies have been conducted in Western countries and in South East Asia but not many have been done in India. Further the focus of studies on FWC conducted elsewhere too was on constructs related to motherhood (Cahusac and Kanji, 2013). A study on Harvard graduates' data revealed that a sizeable proportion of these highly qualified women left the workforce at the transition into motherhood (Herr and Wolfram, 2012). Netemeyer et al. (1996) suggested a positive relationship between number of children and family work conflict indicating that the greater number of children a woman has the more conflict she faces resulting in dissatisfaction. So, in this study we attempted to widen the focus to other aspects in the family and personal domain of a woman by attempting to understand the antecedents of FWC.

FWC implies that the time and energy expended on family interferes in fulfilling responsibilities at the work place, resulting in the job outcome of intention to quit (IQ)

(Netemeyer et al., 1996). This model was further extended by adding an attitude component as a predictor of individual's decision to quit.

Figure 1 Conceptual framework of women's career break decision



We posit based on literature that overall quality of an employee's life can be assessed by measuring perception of job satisfaction and since we are considering the demands in family and individual's personal domain, we also proposed to look at non-work-related attitude, in this case life satisfaction and its influence on the IQ. Hence our model is based on the premise that family to work life conflict impacts decision to quit directly and indirectly through the mediating role of job and life satisfaction.

Thus, a new model was developed and tested on a sample of urban women who are either currently or in the past employed in the service sector and who had at some point of time in their life indulged in a career break.

2.1 Antecedents of FWC

2.1.1 Role overload

Women tend to feel overloaded with the ever-increasing demands at home through various engagements, transmission of education and values as children grow up, household chores including cooking, supervising and cleaning. All this adds up to influence her satisfaction level and IQ (Goldstein and Reiboldt, 2004) (Stone and Lovejoy, 2004). These excessive family demands on a woman's time interfere in her role at the workplace (Omori and Smith, 2010).

2.1.2 Financial soundness

The study by Oren and Levin (2017) showed that greater the overall resources the more positive influence it had on the family work interaction. A few attributed their decision to

the fact that their own earning was in most cases not required in the family with the husband earning a substantially large sum (Barghini, 2012). Women who were found to be financially strong either due to their own access to resources or the spouse's earnings were found in a study to significantly reduce the working hours (Omori and Smith, 2010).

2.1.3 Stress

Research revealed links between family and work responsibilities and the mental and physical health of an individual (Glass and Estes, 1997). The expanded responsibilities at home covering child and elder care, domestic chores, playing with children, vacationing with family etc. can cause stress especially when they are seen to interfere in work life. A study on academic women revealed that full time work combined with enormous family responsibilities caused stress in both family and job (Baker, 2010). Women continue to be abused physically and mentally by the opposing demands at home (Majumdar and Ladak, 1998) and report more, the physical symptoms of stress like irritability or anger, fatigue, feeling like crying, headache etc, as compared to men (*Gender and Stress*, 2012).

2.1.4 Role conflict

A woman don't's multiple hats including that of a mother, daughter, sister or wife acting as a coach, referee, caregiver, nurse, mentor and educator in the family (Goldstein and Reiboldt, 2004). Other studies too have emphasised on the demands placed on a woman by the multiple roles she plays in the family (Greenhaus and Beutell, 1985). Stephens and Franks (1999), in their study also discussed about the effect of negative role spill over due to the presence of these multiple roles, i.e., the negative experiences associated with one role might influence the experiences of the other roles. These family roles conflicts make it difficult to comply with work responsibilities as suggested by Netemeyer et al. (1996).

2.1.5 Stereotypical role perceptions and expectations

Women struggle everyday with stereotypical beliefs (Eagly and Steffen, 1984) of not just the society but themselves wherein they believe they are the primary care giver of the family (Beauregard, 2007). Research shows that 16% women are less likely than men to apply for a job believing they were underqualified (O'Brien, 2019), indicating a clear lack of self-belief. When faced with such self-doubt she is simply told to follow instructions from the spouse, family or managers and is pushed out of the workplace into the home turf where she is told she belongs (Collins and Abhichandani, 2016). Studies further suggest that women themselves perceive their careers and incomes are secondary to that of their spouses (Zimmerman and Clark, 2016).

2.2 Hypotheses formulation for FWC

Based on the empirical evidence (Boles et al., 2001) and on intuitive reasoning we have considered role overload, financial soundness, stress, role conflict and stereotypical perceptions as antecedents of FWC. Therefore, in our study we propose the following hypotheses in the context of the Indian service sector:

H1 Role overload is directly correlated with FWC.

- H2 Financial soundness is negatively correlated with FWC.
- H3 Stress is directly correlated with FWC.
- H4 Role conflict is directly correlated with FWC.
- H5 Stereotypical role perception and expectation has direct influence on FWC.

2.3 FWC and IQ

Researches have posited that FWC has a direct impact (Karatepe et al., 2008) and in certain cases a greater influence than work to family conflict (Karatepe and Baddar, 2006). Work family conflict is also found to be negatively related to job performance of employees (Kengatharan and Kunatilakam, 2020). Therefore, we propose the hypothesis

- H6 FWC is directly related to IQ.

2.4 Job and life satisfaction and IQ

The influence of job satisfaction on IQ can be found abound in Labrague et al. (2018). Retention of key talent is also seen to be linked with job satisfaction of employees (Guðmundsdóttir and Helgudóttir, 2018). Life satisfaction is seen to have the capacity to reduce the IQ (Rode et al., 2007).

2.5 FWC's influence on job satisfaction and life satisfaction

Ahmad and Islam (2019) found that imbalance in work and life i.e., FWC and WFC can have a negative influence on the job satisfaction level of an employee. Other studies by Karatepe and Kilic (2007) and Parasuraman et al. (1996) revealed that the FWC had an adverse impact on the job/career satisfaction level of employees. The studies that showed results contrary to the above, indicating an insignificant relationship between FWC and career or job satisfaction, were far few (Karatepe et al., 2008).

Empirical evidence indicates that FWC is inversely related with life satisfaction (Netemeyer et al., 1996). This indicates that greater the FWC lesser would be the life satisfaction level of an individual. In the light of the above discussion we propose the following hypotheses in our study:

- H7 The FWC is negatively related to job satisfaction.
- H8 Job satisfaction is negatively correlated with IQ.
- H9 FWC is negatively related with life satisfaction.
- H10 Life satisfaction is negatively correlated with IQ.

2.6 Mediating role of life satisfaction, job satisfaction

Finally, this study explored the mediating role of life and job satisfaction level of a woman between FWC and her decision to quit. We found very few studies that have explored this kind of an extended framework (Rode et al., 2007). This study therefore proposes the following additional Hypotheses

H11 Job satisfaction mediates the relationship between FWC and IQ.

H12 Life satisfaction mediates the relationship between FWC and IQ.

3 Method

3.1 Context

Studies on work family conflict are found predominantly in western and a few Asian countries like Thailand and Malaysia. But considering the alarming decline in the number of women in workforce in India, there is a critical need to investigate this phenomenon in the Indian context. Hence this study was conducted in six metro cities of the country (India). We examined the relationship between the constructs in our model by collecting data from women participants associated with the service sector. We further decided to extend the inter-role conflict theoretical model by including the mediating influence of life and job satisfaction. We argue that when faced with pressing demands from both work and family domains a woman will face dissatisfaction in life and at work. Either of these or both may lead to the decision to quit. This framework we hope will help us understand which domain is affected the most, life or job for a woman, leading to her decision to quit. Further to reach out to the maximum number of women we decided to include only women linked with the service sector given the mutual attraction between this sector and women.

3.2 Procedure

The call for participation in this study was placed using judgemental and snowball sampling technique through social media, including Facebook, LinkedIn and WhatsApp. Qualifying questions were asked at the beginning to confirm that the woman was associated with the service sector, that she had in fact experienced or is currently experiencing a career break and was residing in one of the six major metro cities including Delhi, Mumbai, Bangalore, Chennai, Hyderabad and Kolkata. The questions were worded in English since that was considered the language that would be understandable to the educated women in the service sector especially since they were residing in major metro cities.

3.3 Participants

Approximately 500 women agreed to participate in the process out of which 390 women completed the questionnaire. After filtering the data, we found 346 usable responses for the final analysis. This sample we believe is quite representative of the urban woman, as we have contacted women currently working or who had worked in different organisations in the service sector across the major cities. There is an overrepresentation of women who had re-joined after the break than those who had not resumed work in the data.

Table 1 presents sample characteristics. The sample consists of 29.5% (102) respondents with below 5 years of experience, 42.8% (148 respondents) between 5–10 years of experience and 27.7% (96) respondents with more than 10 years of

experience. Though the respondents were from three different sectors within the service industry, we did not pursue a comparative analysis amongst these sectors in this study.

Table 1 Sample characteristics

Sample size	346
Industry	Service industry
Sector (%)	Banking: 22.5%, IT/ITES: 37.3%, education: 40.2%
Age (%)	Below 30 years: 24.6 %, 31–40 years: 34.9 %, 41–50 years: 26.8 %, above 51 years: 13.6 %
Experience (%)	Below 5 years: 29.5%, 5–10 years: 42.8%, 10 years above: 27.7%

3.4 Measurements

The measurement scales for the investigated constructs and indicators in this study were derived from a review of the literature and applied to the context of FWC to ensure the construct validity of the measures. The literature review helped in identifying measures of the proposed model. Family work conflict was measured using five items from the scale proposed by Netemeyer et al. (1996). Three items scale of role overload were adapted from Reilly (1982), three items scale of role conflict was adopted from Voydanoff (1988), four items of stereotypical beliefs were adapted from Bharat (1995) and three items for financial soundness were adapted from Amatea et al. (1986) and four items scale of stress adopted from Coverman (1989). As for the mediating variable life satisfaction three items were adapted from Diener et al. (1985), five items scale for job satisfaction was adopted from Brayfield and Rothe (1951) used in Judge et al. (2005). The dependent variable, IQ was measured using three items scale adapted from Mobley et al. (1978) which is appeared to match with the requirement of our study yet simpler in nature. The measurement items are given in the annexure.

Industry was measured through the nominal scale. Four-point ordinal scale was used to capture age of the respondents and on experience were measured using four-point ordinal scales. Other attitudinal variables of FWC were measured on five-point Likert scales. Pai and Huang (2011) recommended a five-point Likert scale design as it minimises the respondents' frustration level and boost the response rate when we compare with seven and nine-point Likert scales. Therefore, five-point Likert scale was used in the questionnaire design. The advantage of using different points of Likert scales help in reducing the chances of having the common method bias (CMB) in the study (Hew et al., 2017).

The face and content validity of the instrument was assessed by conducting interviews with five professors who were well versed in the domain area and based on their recommendation we rectified the ambiguity in the wordings of a few statements. Pilot test helped in measuring the reliability of the constructs. Questionnaires were distributed to 20 respondents who have recently taken a career break and had not joined yet. Similar method was recommended in various studies. Cronbach's alpha value of each construct were obtained greater than 0.70, which indicates good construct reliability. The items and their sources are portrayed in annexure.

4 Data analysis and results

4.1 Common method bias

Presence of CMB can significantly influence the relationship between independent and dependent variables and increase the likelihood of negative outcomes (Jordan and Troth, 2020). Since both predictor and outcome variables were collected via a single measurement scale (Li et al., 2022), it is advisable to assess the presence of CMB. First, we used Harman's single factor test. The statistical analysis result confirms that a single factor accounted for around 26.693% (<50%) of the overall variance, indicating that CMB is not a concern. Second, we performed a complete collinearity test, which revealed a value of less than 3.3 for each VIF (Kock, 2015) and therefore it confirms that CMB is not a substantial concern. Finally, we tested CMB via common latent factor analysis by changing every indicator into a single item second-order construct (Hew et al., 2017). The result shows that common variance loadings are less than 2% and therefore it reconfirms that CMB is not an issue here.

4.2 Measurement model analysis

The dimensionality, discriminant and convergent validity was tested through confirmatory factor analysis (CFA) (Anderson and Gerbing, 1988). The reliability and validity of the measurement scale (questionnaires) used in the model was assessed with the sample of 346 respondents and examined by maximum likelihood test. The goodness of fit of the structural model was assessed through GFI, AGFI, NFI, CFI, Chi-Square, Degree of Freedom and RMSEA (Hair et al., 2019). The expected value of GFI, AGFI, NFI and CFI is greater than 0.90 (>0.90) for the goodness of fit structural model. root mean square error of approximation (RMSEA) and adjusted to the degree of freedom are used to evaluate model fit and the expected value of the RMSEA is less than 0.08 (Kim et al., 2015). The chi-square value 'assesses the magnitude of discrepancy between the sample and fitted covariance matrices' [Hu and Bentler, (1999), p.2; Mansour and Tremblay, 2016]. The cut off values for chi-square/df is less than 5.

The results of the recommended indices were in well within the limit for the measurement model fit (chi-square/degree of freedom = 3.288; GFI = 0.926; AGFI = 0.874; NFI = 0.901; CFI = 0.921; RMSEA = 0.080). The reliability of each item was also verified and the results confirm that the data is reliable with a significance level (p -value < 0.05 and t -value > 1.96). In the analysis of constructs reliability for the dimensions, composite reliability exceeded 0.70 (range 0.77–0.96), indicating satisfactory internal consistency. Every factor loading needs to exceed 0.70 to be considered as having sufficient loading values (Nunnally, 1970). Moreover, in the assessment of convergent validity, the average variance extracted (AVE) is used to estimate the average explained variance of measurement to scales; values above 0.5 mean a good convergent validity (Hair et al., 2019). AVE of each scale exceeded 0.50 (range 0.55–0.88) (refer to Table 2). These results revealed that there was evidence of convergent validity (Hair et al., 2019). The results confirm that discriminant validity was supported in the dataset, because squared correlation between pairs of variables were not larger than the AVE by each latent variable (Hair et al., 2019). We used master validity tool prepared by Gaskin and Lim (2016) to measure the validity of the data (please refer to Table 2).

Table 2 Model validity measures

<i>Variables</i>	<i>CR</i>	<i>AVE</i>	<i>MSV</i>	<i>MaxR(H)</i>	<i>IQ</i>	<i>STE</i>	<i>Stress</i>	<i>RL</i>	<i>JS</i>	<i>FWC</i>	<i>RC</i>	<i>LS</i>	<i>FS</i>
IQ	0.956	0.880	0.527	0.993	0.938								
STE	0.912	0.778	0.379	0.982	0.430	0.882							
Stress	0.846	0.65	0.032	0.918	-0.043	-0.047	0.806						
RL	0.848	0.736	0.318	0.868	0.351	0.497	-0.160	0.858					
JS	0.773	0.645	0.355	0.954	0.371	0.192	-0.108	0.292	0.803				
FWC	0.789	0.555	0.379	0.794	0.439	0.615	-0.178	0.564	0.374	0.745			
RC	0.884	0.717	0.241	0.888	0.412	0.269	-0.011	0.225	0.194	0.388	0.847		
LS	0.869	0.693	0.527	0.975	0.726	0.389	-0.093	0.341	0.596	0.443	0.491	0.833	
FS	0.897	0.813	0.260	0.948	-0.259	-0.430	0.160	-0.446	-0.138	-0.510	-0.130	-0.274	0.902

4.3 Structural model results

The results confirm that structural model fits correctly (chi-square/degree of freedom = 2.938; GFI = 0.972; AGFI = 0.920; NFI = 0.925; CFI = 0.948; RMSEA = 0.075). The hypotheses results are captured in Table 3. The result confirms that role overload ($\beta = 0.339$; p -value = 0.000) has significant positive relationship with FWC, hence H1 is supported, indicating that our study too confirms that role overload at the individual and family level interferes in work life (Omori and Smith, 2010). The analysis indicates that financial soundness has an inverse and significant relationship with FWC ($\beta = -0.098$; p -value = 0.006) and hence H2 is supported. These results are in confirmation with earlier studies by Oren and Levin (2017) that posited that the more an individual had access to financial resources the better would be the work family interaction thereby reducing conflict. The result of the study also confirms that stress has no significant influence on FWC ($\beta = 0.016$; p -value = 0.663) and therefore, H3 is not supported. This is contrary to certain studies in the past by Glass and Estes (1997).

Table 3 Hypotheses results of direct effect

<i>Hypotheses</i>	<i>Direct effect</i>			<i>B-coefficient</i>	<i>T-value</i>	<i>P-value</i>	<i>Result</i>
H1	RL	→	FWC	0.339	8.129	0.000	Supported
H2	FS	→	FWC	-0.098	-2.729	0.006	Supported
H3	Stress	→	FWC	0.016	0.436	0.663	Not Supported
H4	RC	→	FWC	0.106	2.863	0.004	Supported
H5	STE	→	FWC	0.469	11.244	0.000	Supported
H6	FWC	→	IQ	0.394	8.517	0.000	Supported
H7	FWC	→	JS	-0.256	-4.909	0.000	Supported
H8	JS	→	IQ	-0.318	-6.916	0.000	Supported
H9	FWC	→	LS	-0.128	-2.391	0.017	Supported
H10	LS	→	IQ	0.009	0.211	0.833	Not Supported

As hypothesised the results indicate that the construct RC has a positive and significant influence on FWC ($\beta = 0.106$; p -value = 0.004) and hence H4 is supported thus confirming similar past findings by Netemeyer et al. (1996). Among the antecedents of FWC, stereotypical beliefs of the individual ($\beta = 0.469$; p -value = 0.000) is found to be positively related to FWC, hence H5 is supported confirming earlier studies by Zimmerman and Clark (2016). The results indicate that except for stress, all other constructs are found to be significant. And STE emerged as the most important factor for FWC.

The results confirm that there is a positive and significant influence of FWC on IQ ($\beta = 0.394$; p -value = 0.000) and hence H6 is supported and is consistent with previous studies including the one by Karatepe et al. (2008). The results of our study further indicate that FWC has a significant inverse relationship with JS ($\beta = -0.256$; p -value = 0.000) and hence H7 is supported. This finding is in line with the finding of Parasuraman et al. (1996). The findings with respect to JS indicates that Job Satisfaction has a negative and significant relationship with IQ ($\beta = -0.318$; p -value = 0.000) and hence H8 is supported. This finding is in line with the finding of Labrague et al. (2018).

The results of this study also indicates that the correlation between FWC and LS is negative and significant ($\beta = -0.128$; $p\text{-value} = 0.017$) and hence H9 is supported. This finding is in line with the findings of certain previous studies (Netemeyer et al., 1996). According to Rode et al. (2007) life satisfaction is negatively related to IQ but contrary to this, in our study we did not find statistically significant relationship between LS and IQ ($\beta = -0.097$; $p\text{-value} = 0.041$) therefore, H10 is not supported.

4.4 Mediation effect

The mediation effects of Job Satisfaction and Life Satisfaction was measured through indirect effects test based on bootstrap analysis (Preacher and Hayes, 2008; Hair et al., 2019). This helps in reducing the chances of occurrence of Type I error (Preacher and Hayes, 2008). It also helps in dealing with the multivariate non-normality of the data (Hair et al., 2010), though our data in this study has come out to be normally distributed. According to Kim et al. (2015), bootstrapping helps in overcoming the limitation posed by insufficient sample size. In addition to this, Kim et al. (2015) also recommended to use bias-corrected (BC) estimation bootstrapping with 1,000 (or more) resampling and 95% confidence intervals in mediation models with structural equation modelling (SEM). In this study, we used BC estimation with 2,000 replications through bootstrapping at a confidence interval of 90%. To test and reconfirm the mediation effect of LS and JS we also used a Sobel test for measuring the significance level.

The results confirms that JS partially mediates between FWC and IQ ($\beta = 0.143$; $p\text{-value} = 0.001$) and hence H11 is supported. This finding is in line with Rode et al. (2007). The study also revealed that LS does not mediate the relationship between FWC and IQ ($\beta = -0.020$; $p\text{-value} = 0.731$) and hence H12 is not supported. This finding is in line with study by Karatepe et al. (2008). Sobel test statistic (3.086) with standard error 0.026, p value is 0.002 confirmed that JS plays a mediating role between FWC and IQ. We did not find any mediating effect of LS in SOBEL test (refer to Table 4).

Figure 2 Structured model

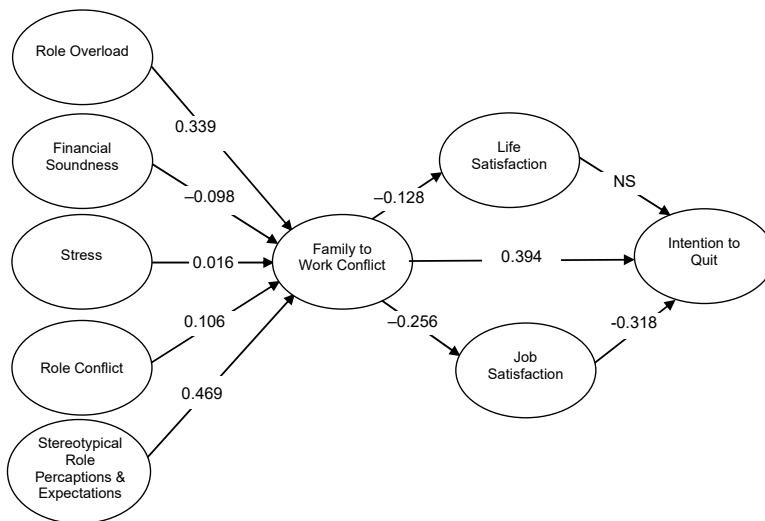


Table 4 Hypotheses results of indirect effect (mediation analysis)

<i>Effect</i>	<i>Path</i>	<i>Path coefficient</i>	<i>p-value</i>	<i>Decision</i>
Direct effect without mediator	FWC → IQ	0.394	0.000	Supported
Indirect effect: job satisfaction as mediator	FWC → IQ	0.143	0.001	Partial Mediation
	FWC → JS	-0.256	0.000	
	JS → IQ	-0.318	0.000	
Indirect effect: life satisfaction as mediator	FWC → IQ	-0.002	0.731	Not supported
	FWC → LS	-0.128	0.017	
	LS → IQ	0.009	0.833	

5 Discussion, conclusions and implication

Findings from this study, while reconfirming partially what earlier studies have stated also revealed some anomalies. For instance, the study confirmed the results of earlier studies that the challenges associated with domestic chores and child care, including cooking, cleaning, engaging the children, educating them, providing them emotional support, performing responsibilities towards spouse, and aged parents results in role overload a source of FWC. If this is left unaddressed it induces a woman to contemplate career break (Coverman, 1989). The multiple roles that a woman attempts to ace, as a mother, daughter, wife and daughter-in-law is confirmed to have a significant influence on her life satisfaction level. Conflicts break out at either home or workplace when the demands of each of these roles tend to clash with each other influencing her decision to give up a few roles that might not be considered to be of primary importance (Zimmerman and Clark, 2016).

The most significant aspect of this study definitely is the correlation confirmed between the stereotypical beliefs of the woman herself and the IQ. Indian urban woman seems to be influenced very little by her enhanced education and exposure, all of which comes to a knot as she appears to be the first one to sacrifice her career when faced with work life challenges. This study confirms that her own beliefs and perceptions about her role in the family, which is very stereotypical of a woman in the Indian culture is what induces her to quit. Her belief that child care is primarily her responsibility while the onus of providing financial support is that of the husband is seen to be the most powerful construct (Beauregard, 2007). The Indian culture, ethos and value system in which girls are raised in Indian families could be the reason behind this belief.

Stress emerged as the only construct that seemed to be an insignificant construct of WFC. Majority of the women in the study confirmed that they did not experience the symptoms associated with stress like dizziness, loss of appetite, headache or feeling excessively nervous. This goes against the findings of a few other studies on this subject (Coverman, 1989). This could be attributable to the fact that the added responsibilities at home are not seen as a burden or the cause of anxiety by Indian woman. The results did not fling any surprises around financial soundness as our study confirmed that there was a significant relationship between financial soundness and WFC. This could be attributable to the fact that women had a higher disposition to quit when money was not a concern. The presence of a spouse who earned substantially larger income and / or the access to

other sources of income offered her the freedom to choose between work and home. This might not be a privilege that is open to all working women.

FWC having a direct and significant influence on the decision to quit suggests that the stressors of personal and family domain are definitely having huge implications on the work-related decision of a woman. This can only be countered with the help of support from family, family friendly policies by the organisation and support from the society. There is an immediate need to introspect and question the beliefs that are indoctrinated into girls in their growing up years.

The model that we extended to include life satisfaction and job satisfaction appears to hold true in this case as the results confirmed an inverse and significant correlation between FWC and both Life and Job satisfaction. This indicates that when a woman is struggling with additional roles and responsibilities at home that begins to interfere in her work life it influences not only her satisfaction level with her job but also her attitude towards life. The fact that respondents belonged to the educated urban class could also explain why FWC had a significant influence on job satisfaction. Probably watching her male counterparts at work taking larger strides might have added to her dissatisfaction level. These were women, majority of whom, who possessed a post-graduation degree at least. When they failed to get enough support at home to handle the multitude of responsibilities this must have led to dissatisfaction with life too.

Our study confirms the inverse relationship between Job satisfaction and IQ. The inability of the woman to spare as much of her resources as she would like, on work related matters leads to job dissatisfaction and career disruption. The insignificant relationship between life satisfaction and IQ points to the fact that at least for the women who were part of this study, the satisfaction level with their life did not play any significant role in their decision to take a break from work. The logical explanation could be that more than the dissatisfaction she faced due to her work load at home, it is her inability to do well at the work place that probably induced her more to quit.

The results of the mediating influence of JS between FWC and IQ indicates that job satisfaction explains partially the influence of FWC on IQ, suggesting that there could be other factors that are also responsible. Life satisfaction as a mediating variable was found to be statistically insignificant thus totally rejecting this component from our extended model.

This exodus of women from work today does not unfortunately have a quick fix solution, especially when she herself appears to be a major cause of the problem. Her perceptions and beliefs about her role and the conviction that she is primarily a care giver compels her to think and act as a nurturer first and provider last. It seems that in addition to the individual, the cultural fabric of the society and the dynamic and competitive nature of work in organisations that constantly encourages her to be a man, makes her feel inadequate both at work and at home. But it is time for all stakeholders to come together to address this concern. This study we believe is a small step towards understanding if family ties in fact are to be blamed for tying a woman down and keeping her away from work.

From a theoretical perspective this study has contributed to the existing literature on FWC, which as indicated in the beginning is far less as compared to the documented work on WFC. In addition to exploring the non-work-related reasons it also attempted to explore the antecedents of FWC as most existing studies have only studied the influence of FWC and not what could be termed as the constituents of FWC and their correlation with the conflict that a woman feels. Besides the above the study has also helped build on

existing model and develop an extended one by considering the mediating influence of job and life satisfaction of women. The implications of this study from an organisation's perspective are that it is high time organisations understand the dilemmas faced by women and invest in activities to help her help herself. This could be aimed at improving her self-efficacy, changing her perceptions and beliefs and offering her family friendly policies to ensure that she continues her work life. Furthermore, this study also suggests that society and its beliefs about women and their roles needs a complete overhauling in the Indian context.

6 Limitation and future research directions

Like every other study this one too has its fair share of limitations. We recognise the need for further studies on a wider population representing women from all sections of the society and from semi urban and rural areas. The current study focussed on urban Indian women who were largely from relatively affluent families. Expanding it across the country would give a more realistic picture of India as a whole. There are numerous other factors that can keep a woman away from work, like the access to support mechanisms, contribution of spouse to domestic chores, family and societal expectations, organisational policies, which should also be explored for a better understanding. It would also be rewarding to examine the influence of self-efficacy and the feeling of guilt among women, on their decision to take a career break.

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Annexure

Table A1 Measurement scales

Intention to quit
I often thought about quitting my job
I thought of probably looking for a new job the next year
As soon as possible, I wanted to leave the organization
Stereotypical beliefs
I expect to be very involved in the day-to-day matters of my family
I expect to assume the responsibility for seeing that my home is well kept and well run.
I perceived my role primarily as a care taker of dependents
I expect to devote a significant amount of my time and energy to the care of my family dependents
Stress
I felt tired quite often
I felt overly nervous
I had a very poor appetite
I felt dizzy quite often
Role overload
I needed more hours in the day to do all the things that are expected of me.
I never seemed to catch up.
I had to do things that I do not really have the time and energy for.
Job satisfaction
Most days I was enthusiastic about my work
Each day at work seems like it will never end (Reverse Scoring)
I felt fairly satisfied with my job
I found real enjoyment in my work
I considered my job rather unpleasant (reverse scoring)

Table A1 Measurement scales (continued)

Family to work conflict
The demands of my family or spouse/partner interfere with work-related activities.
I have to put off doing things at work because of demands on my time at home
Family-related strain interferes with my ability to perform job-related duties
Things I want to do at work don't get done because of the demands of my family or spouse/partner.
My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime
Role conflict
I felt very often that I cannot satisfy everyone at the same time
I felt very often that I had to upset someone to satisfy others
I felt very often that I was going against my conscience
Life satisfaction
In most ways my life was close to ideal in the months preceding the break
The conditions of my life were excellent in the months preceding the break
I was satisfied with my life in the months preceding the break
Financial soundness
My spouse was employed in an extremely well-paying job
I had access to other steady sources of income in my family
My income contributed substantially to the family income
