

ABSTRACT

Effect of Work-Family Conflict on Family Satisfaction Among Employees Working in an Urban Environments

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Employees working in urban environments often face the challenge of balancing work demands with family responsibilities. High levels of work-family conflict can negatively impact overall family well-being, including family satisfaction. This study aims to determine whether work-family conflict influences family satisfaction in employees working in urban settings. The study involved 367 participants who are employed in urban environments. The measurement tools used were the Work-Family Conflict Scale (WFCS) and the Satisfaction with Family Life Scale (SWLFS). This study employed a quantitative research approach, and binary logistic regression was used as the data analysis technique. The findings revealed a significant negative influence of work-family conflict on family satisfaction, $X^2(365) = 59,736, p < 0,001$. The model explained 20,2% of the variance in family satisfaction (Nagelkerke $R^2 = 0,202$), which is categorized as a moderate effect. Additionally, the odds ratio of 0,917 indicates that every an increase in work-family conflict is associated with a decreased likelihood of family satisfaction.

Keywords: *Employees, Family Satisfaction, Urban Environment, Work-Family Conflict*

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