

Exploring Trends in Work-Family Conflict and Gender Research with a Bibliometric Approach

Made Ika Prastyadewi, Gede Bayu Surya Parwita & Ni Wayan Eka Mitariani

Faculty of Economy and Business, University of Mahasaraswati Denpasar

Email: ika.prastyadewi@unmas.ac.id

Abstract

Work-family conflict (WFC) is a role conflict where there are pressures from work that conflict with role pressures in the family. The different roles in the family, which in this case is called gender, creates its own conflict for workers. The relationship between WFC and gender is an interesting topic to research considering the shift in roles between men and women today due to economic demands. This study aims to analyze how the development of WFC and gender research from publications in Scopus. WFC and gender research data were obtained through Scopus database and analyzed descriptively using excel. VOSViewer was also used in the research to see the publication trend with the topic of WFC and gender. The results of research related to work family conflict published based on the Scopus database found as many as 1,932 documents. The analysis shows that research related to WFC and gender keywords has increased every year, where America, Europe and Australia are still the regions with the most WFC and gender research. Most publications related to WFC and gender are in the form of articles that are published in journals with the subject area of social science and gender studies. The keywords between WFC and gender in visualization with VOSViewer show that gender and human are the keywords that appear most often.

Keyword: Work-Family-Conflict; gender; bibliometric, VOSViewer; scopus

1. Introduction

Due to the rapid development of the times, the increasing competition in the world of work, and the increasing needs of life, breadwinners have to work more and more to make a living. The companies where they earn a living certainly have high demands, expectations, and goals that force their employees to go the extra mile.

Of course, the high demands and productivity of the company require skilled, competent, and highly committed employees to deliver superior performance. Many employees with high workload demands feel overwhelmed. But work is still work, and it must be done well to fulfill obligations and generate income that can be used to support yourself and your family. This means that employees with high job demands often experience job stress. This sometimes creates conflict for people who want to work to meet their needs and their families. When employees experience conflict between their responsibilities and the tasks they must carry out, this leads to role conflict (Shockley, 2017).

The phenomenon of dual roles in work and family is called work-family conflict (WFC). It is a source of non-work stress and a barrier to progress, so it becomes a source of problems for

companies and individual productivity (Gillespie et al., 2001; Burke & Choi and Choi, 2024). Work-family conflict manifests as role conflict within individuals due to different role expectations stemming from the work and family domains. This conflict makes it difficult for employees to balance these roles, which affects their dedication and passion towards work.

Gender-based social practices are commonplace in society. Women are often placed in subordinate positions because of their female gender identity. Gender equality is a right that belongs to all people, both men and women, from all walks of life, including the upper, middle and lower classes (Dhingra & Andrew, 2024). Society constructs the meaning of gender by differentiating roles. That is, men characterized as masculine are brave, rational, courageous, and have a leadership spirit. Therefore, men are assigned to public places. Today's women have feminine characteristics: graceful, kind, polite, emotional, and beautiful. Hence, women are assigned to the domestic sphere.

However, the increasing life needs from year to year have led to high demands for women to work and provide additional income for the family. Women who are supposed to take complete care of their children and families have to divide their time between family and work (Saskara & Marhaeni, 2018). Women's high involvement in employment can be seen from the ILO Report 2010 entitled Women in Labor Markets: Measuring Progress and Identifying Challenges that there was an increase in female labor force participation between 1980 and 2008 from 50.2% to 51.7% (ILO, 2011). Women instinctively have a nurturing role in the family, but the involvement in work and the demands of more and more work make women vulnerable to conflict. The unbalanced division of work tasks makes women experience difficulties, especially when balancing family and work. Because both roles require women to participate in the scope of work and family, they must make many decisions in their work. With the complexity of this dual role, women need to be convinced that they are able to carry out both professions well (at home as a housewife and in the office) (Soemaryani, 2024).

Conflicts between roles may vary by gender (Boles et al., 2003; Peeters et al., 2005); there is very little empirical research on the moderating role of gender in the relationship between work-family conflict and emotional exhaustion and work outcomes. (Eby et al., 2005; Poelmans et al., 2005). Most empirical research on work-family conflict issues has been conducted in developed countries such as the United States (Boles et al., 2003; Netemeyer et al., 2005) and Australia (Elloy and Smith, 2003). In fact, as Barnett and Hyde (2001) emphatically state, most of what we know about this topic is based on studies of white, middle-class, urban Americans. As work and family issues are closely related to societal culture and gender roles (Aycan and Eskin, 2005), the expansion of research streams to other societies is essential to gain richer insights (Netemeyer et al., 2004) and to allow for proper assessment of the generalizability of Western findings. Based on this background, this research aims to: Analyzing the development of research related to Work-Family Conflict and Gender from year to year. Analyzing current research trends related to Work-Family Conflict and Gender.

2. Literature Review

Work-Family Conflict: An instance of inter-role conflict wherein expectations from one domain (work or family) are incongruent with roles from a different domain (family or work). According to Nurcholidah, et al. (2023), work-family conflict is an internal role that results from pressure from both work and family. Depression and physical symptoms are related to work-family conflict (Lee & Ryu, 2023). Prolonged confrontation can lead to stress in addition to lowering performance. Prolonged disagreement leads to bodily and psychological imbalance as a reaction to excessively high pressure, which is why stress arises. Work-family conflict is a type of interrole conflict where the demands of the roles in the work and family domains are somewhat mutually exclusive (Allen & French).

That is, engaging in the family (work) role increases the difficulty of engaging in the work (family) role (Cabrera-Aguilar, 2023). According to Ribeiro, et.al (2023), work-family conflict is a type of conflict where an employee's obligations to their family are hampered by the general expectations, stress, and time associated with their job. Work-family conflict is a conflict involving roles that have to do with obligations, demands, expectations, tasks, and commitments. It is more difficult to participate in family (work) duties when one is involved in work (family) roles. Work-family conflict arises when roles pertaining to obligations, demands, expectations, tasks, and commitments are at odds.

3. Research Method

Bibliometric analysis is a method to statistically analyze and map the structure and patterns of scientific development as evidenced by officially published research stored in data banks. The bibliometric method seeks to add objectivity to the assessment of scientific literature. By collecting opinions from several researchers who conduct research in the same scientific field, a Systematic Literature Review (SLR) using bibliometric methods has the potential to increase rigor and reduce bias, especially in literature reviews.

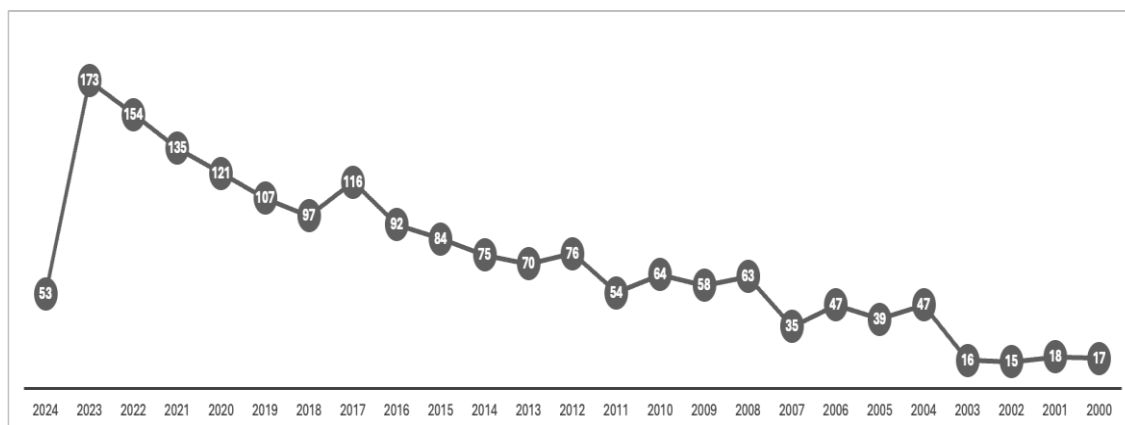
To answer the research question, the analytical tool used is bibliometrics with the help of VOSviewer software. VOSviewer software has been used to analyze data sets that are suitable for effectively forming and visualizing networks (Van Eck et al., 2010). VOSviewer is illustrated by showing a map of the relationship between several items that can be adjusted based on the researcher's needs to obtain an overview of research development on work-family conflict and gender variables from year to year, author, country of origin, and several published documents.

The stages of bibliometric analysis of this research are: Collecting publication data using the Scopus database with criteria that researchers have determined based on the keywords work, family conflict, and gender, which are then saved in CSV form. Processing bibliometric data of articles searched with the Scopus database obtained using the Microsoft Excel application. Computational mapping analysis of publication bibliometric data using the VOSviewer application. The journal database comes from Scopus metadata, with 1,932 articles from 1990 to 2024.

4. Finding and Discussion

The Development of Research Related to Work-Family Conflict and Gender from Year to Year Year-to-Year Publications. Gender-related research is still a fascinating topic. Linking gender with other factors related to a person's behavior at work is an exciting topic in current research. Starting to have equal rights and obligations between men and women greatly impacts various aspects of life. However, sometimes, the differences in norms between one region and another will significantly affect the relationship. One is the relationship between Work-Family Conflict (WFC) and gender.

The analysis results related to WFC and gender keywords in Scopus publications are interesting. The development of research related to WFC and gender is growing yearly. Search results on the Scopus database with the keywords "work-family-conflict" and "gender" produced 1,932 documents from 1990-2024. The development of the number of publications is illustrated in Figure 1 as follows.



Source: Scopus.com (2024)

Figure 1. Work-Family Conflict and Gender-Related Publications from Year to Year

Figure 1 shows the development of publications related to WFC and gender from 2000-2024. Year adjustments were made to get a better picture of updated publications. The search results in Scopus produced 1,932 documents, 82 of which were published between 1999 and 1992, and the remaining 1,850 documents were published between 2000 and 2024.

The increase in the number of documents based on Figure 1 looks quite significant from year to year. Although there was a decrease in 2018, the number of published documents increased again in 2019, with the highest number of publications in 2023, totalling 173 documents. This figure will continue to grow as 53 documents have been published on WFC and gender since the beginning of 2024. The results of this analysis prove that WFC and gender are still interesting topics to research.

Publication Types. The source data analysis divides the types of publications into nine types: articles, book chapters, reviews, conference papers, books, editorials, notes, short surveys, and erratums. The number of publications by type is summarized in Table 1 as follows.

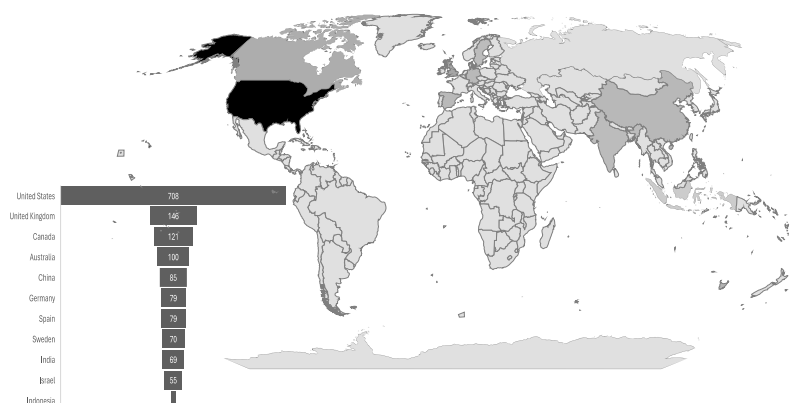
Table 1. Types of Publications Related to Work-Family Conflict and Gender

Publication Types	Total
Article	1576
Book Chapter	152
Review	110
Conference Paper	40
Book	38
Editorial	10
Note	3
Short Survey	2
Erratum	1

Source: Scopus.com (2024)

Table 1 shows the types of publications related to WFC and gender based on searches on the Scopus database. The results show that articles are the most common type of publication that discusses the topic of WFC and gender, with 1,576 documents. The following publication type is a book chapter with 152 documents, a review with 110 documents, a conference paper with 40 documents, a book with 38 documents, and an editorial with 10 (ten) documents. Publication types in notes, short surveys, and erratums have several documents under 5 (five) for WFC and gender topics.

Publications by Country. The development of WFC and gender topics can also be observed based on the country where the research was conducted. The analysis results related to WFC and gender topics by country can be seen in Figure 3 below.



Source: Scopus.com (2024)

Figure 3. Work-Family Conflict and Gender-Related Publications by Country

Figure 3 shows publications related to WFC and gender by country. Based on the figure, it can be observed that the United States is the country that researches the topic of WFC and gender the most. A total of 708 documents are research conducted in the United States. The topic of WFC and gender is quite widely conducted in Europe. The UK, Germany, Spain and Sweden have quite a lot of research related to this topic. The topic of WFC and gender in the UK is recorded in as many as 146 documents, Germany and Spain as many as 79 documents, and Sweden as many as 70 documents. This research has also done quite a lot in Austria, with 100 publication documents.

Much of the research in Asia has been conducted in China and India. China has the most research related to WFC and gender, namely 85 documents, followed by India, which has 69 documents. Whereas in Indonesia, publications in the Scopus database that take the topic of WFC and gender are only recorded in as many as 16 documents. When viewed from the characteristics of society, Indonesia, China, and India have similarities regarding the position of men and women at work.

Publication by Journal. The research development related to WFC and gender, apart from the year, type of publication and country, is also interesting if observed based on the journal of publication destination. The development based on the journal of publication can be observed to see which journal is the most favorite destination for researchers to publish. The list of the top 5 journals of publication destination for WFC and gender topics is summarized in Table 2 as follows.

Table 2. Top 5 Journals for Publication Purposes

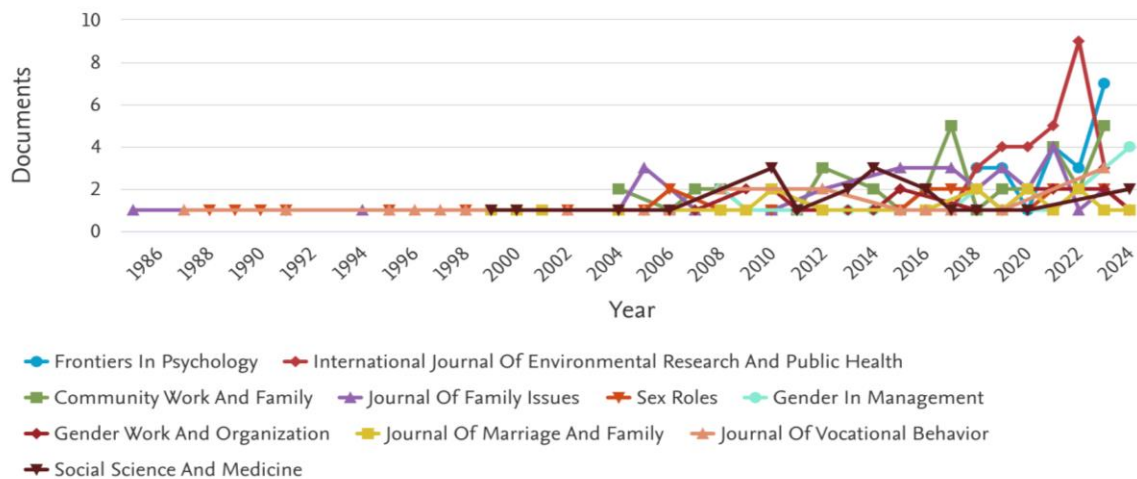
Source Title	TP	Publisher	Cite Score (2022)	SJR (2022)	SNIP (2022)	Subject Area
Community, Work and Family	39	Taylor & Francis	4,0	0,651	1,226	Social Sciences: Sociology and Political Sciences; General Social Sciences; Development
Journal of Family Issue	31	SAGE	3,2	0,675	1,128	Social Sciences: Social Sciences (miscellaneous)

International Journal of Environmental Research and Public Health	30	MDPI	5,5	0,828	1,280	Medicine: Public Health, Environmental and Occupational Health Environmental Science: Health, Toxicology and Mutagenesis
Sex Rules	27	Springer Nature	6,8	1,314	2,076	Social Sciences: Gender Studies Psychology: Social Psychology; Psychology: Developmental and Educational Psychology
Frontier in Psychology	22	Frontiers Media SA	4,5	0,891	1,422	Psychology: General Psychology

Source: Scopus.com (2024)

Table 2 shows the top 5 journals for publication based on the Scopus database. The five journals are Community, Work and Family, Journal of Family Issues, International Journal of Environmental Research and Public Health, Sex Roles, and Frontier in Psychology. Based on the table, it can be seen that Community, Work, and Family with publisher Taylor & Francis has the most WFC and gender publications, namely 39 documents. When viewed from the Community, Work and Family subject area, it follows the topic of WFC and gender. Many publications are also made on Sex Roles with publisher Springer Nature, considering that gender studies are the main subject area in this journal.

The quality of journals for publication purposes can be observed through cite score, SJR and journal SNI. CiteScore of an academic journal reflects the average number of citations to recent articles published in that journal yearly. SJR, or Scientific Journal Rank indicator, is a measure of the prestige of scholarly journals that accounts for the number of citations received by a journal and the prestige of the journals where the citations come from. At the same time, SNIP or Source Normalized Impact per Paper is the source normalized impact per publication, calculated as the number of citations given in the present year to publications in the past three years divided by the total number of publications in the past three years. A comparison of CiteScore, SJR, and SNIP sources and views for the top 10 journals based on the Scopus database can be seen in Figure 4 as follows.



Source: Scopus.com (2024)

Figure 4. Compare sources and view CiteScore, SJR, and SNIP data

Figure 4 compares sources and views of CiteScore, SJR, and SNIP of the top 10 journals in the Scopus database that publish WFC and gender topics. Although Community, Work and Family is the journal with the most publications on WFC and gender, the cite score of this journal is lower than that of Sex Rules. This shows that more citations for WFC and gender topics come from articles published by Sex Roles. In addition to citations, Sex Roles has the highest SJR and SNIP scores compared to other journals.

Analyzing Current Research Trends Related to Work-Family Conflict (WFC) and Gender. Analysis of research trends for WFC and gender topics can be used as a basis for the importance of this research. For example, the limited number of Scopus-published studies in Indonesia can be the basis for research development on this topic. The reasons why countries in the US, Europe and Australia have quite a lot of research can also enrich the discussion on WFC and gender.

VOSviewer is a software that can be used to publish data visualization. This software is very useful for researchers, librarians, and publication database managers to analyze publication data and collaboration networks. Vosviewer can display publication data in an easy-to-understand visual form, making it easier for users to analyze. The analysis results with VOSViewer are summarized in Figures 5 and 6.

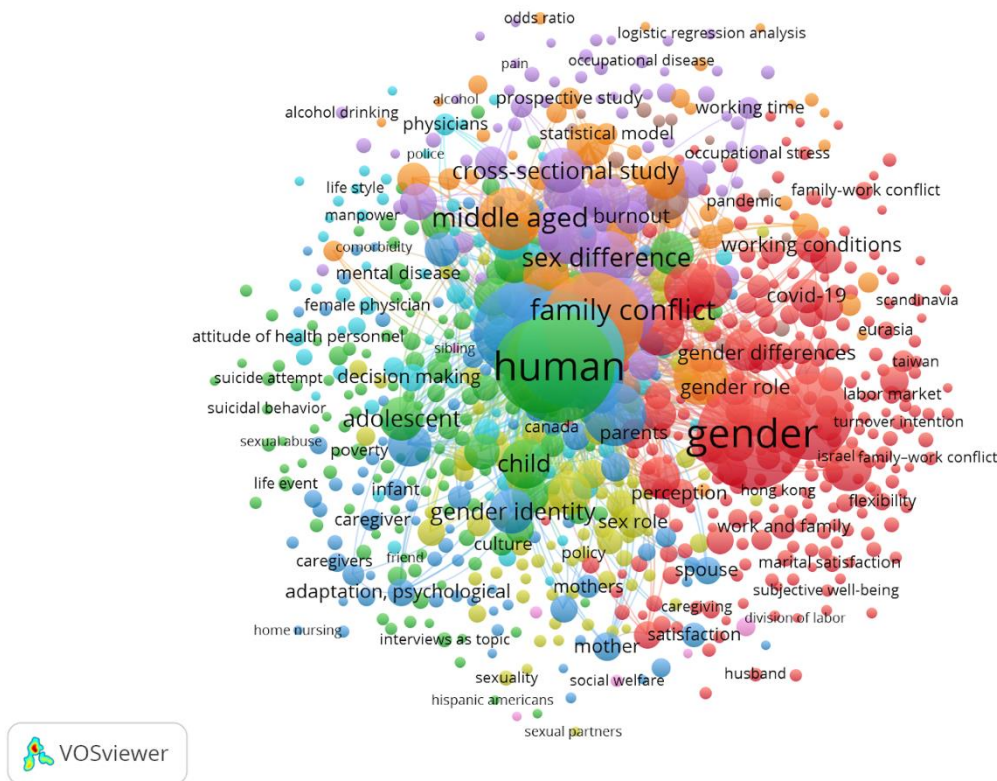


Figure 5. Network Visualization by Keywords

Figure 5 shows the results of network visualization based on keywords with VOSViewer. The figure shows that there are 6 (six) large groups of networks based on keywords divided into green, red, orange, purple, blue and yellow colors. The circle size in the visualization shows how often the word appears in related publications. The larger the size of the circle, the more frequently the word is used. The figure shows that human and gender are the keywords that appear most often in research on WFC and gender.

The red network shows that gender is often associated with the topics of conflict, gender differences, gender roles, Israeli family work conflict, perception, work and family, well-being and other types with smaller circle sizes, which means that the research is rarely conducted. The network visualization results also show that research with WFC and gender keywords is often analyzed using statistical models and cross-sectional studies.

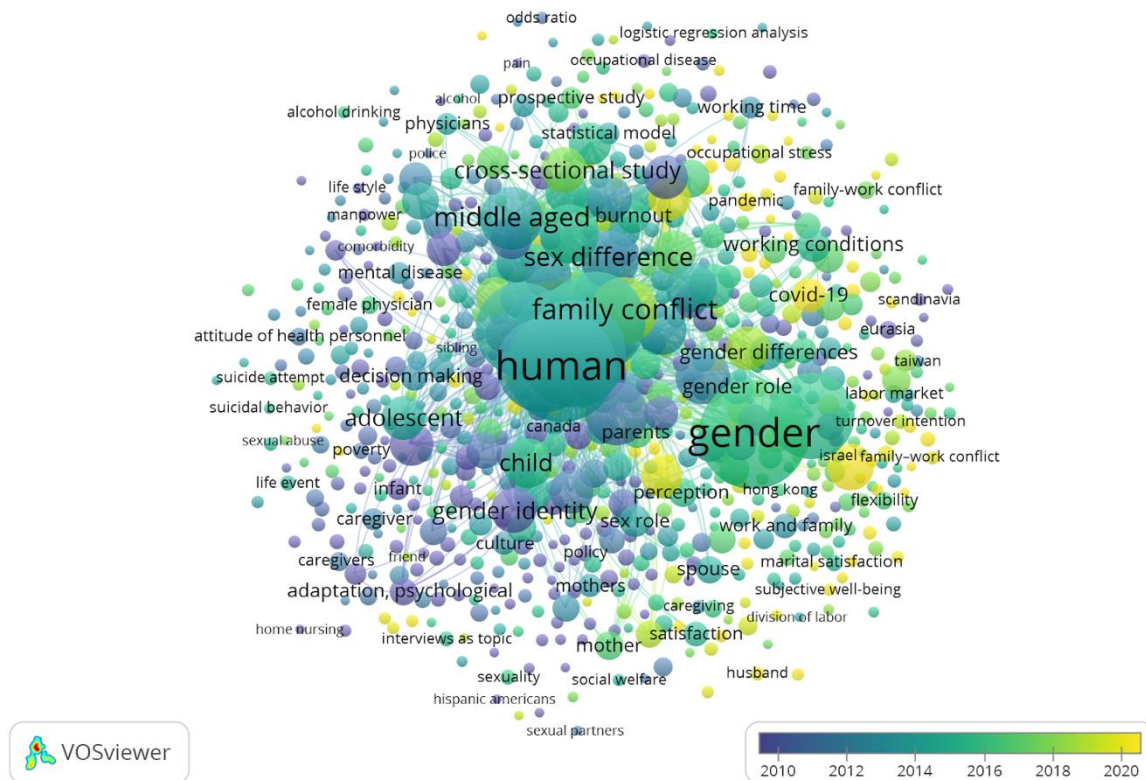


Figure 6. Network Visualization by Keyword per Year

Figure 6 shows the results of network visualization based on keywords with VOSViewer per year. The lighter the color in the visualization results, the more updated the year, whereas dark blue was used for research in the 2010s and bright yellow was used for new research in the 2020s. The visualization results show that in the 2020s, there were not as many publications related to WFC and gender keywords as in 2010-2016.

Yavas et al. (2008) researched WFC and Gender in hotel employees in Turkey. The results showed that the positive relationship between work-family conflict and job performance and between family-work conflict and exit intention was weaker among female employees. This may be rooted in the rapid changes in work and family roles for men and especially women in Turkey. Although Turkish society is male-dominated and men are the primary breadwinners, changes enacted in Turkish Civil Law in the 1990s have accelerated the transition of Turkish women's status from traditional housewives to equal partners. Changes in the legislative field have gained momentum in recent years as Turkey entered formal negotiations with the European Union to become a full member and make its laws compatible with those of European countries.

Another study on working women by Avcan and Eskin (2005) shows that Turkish women are now economically active. Many are no longer housewives waiting for their husbands to return home. Turkish women, especially in metropolitan areas (such as Ankara), are increasingly entering the workforce. With the increasing involvement of women in the workforce, values and cultural norms relating to gender roles are rapidly changing in Turkey. Today, women are more involved in work outside the home, and men are slowly but surely assuming more household responsibilities and tasks traditionally considered women's responsibilities. In such an environment, Turkish men and women are trying to adapt to modern gender role norms.

The effect of work-family conflict (WFC) on positive disciplinary parenting (PDP) through well-being among mothers working in Indonesian public organizations was conducted by Kadir et al. (2024). 218 mothers working in public organizations such as schools and hospitals were selected as participants. The results showed that WFC directly decreased mothers' PDP or indirectly decreased their welfare. In Indonesia, mothers are responsible for childcare and working in public organizations may cause resource imbalance. Academics and practitioners should consider the existence of WFC and how it affects mothers working in public organizations.

As the years go by, more and more developments occur, such as technological advances, social relations, and even culture and religion or beliefs. So, it will be interesting to revisit the topic of WFC and gender by including other variables that have not been widely researched, as seen in the visualization image.

5. Conclusion

Research with a bibliometric approach will help researchers find references and links to research topics that have not been done much. The research results on work-family conflict with a bibliometric approach show that research related to WFC and gender keywords has increased yearly. America, Europe and Australia are still the regions with the most WFC and gender research. Most publications related to WFC and gender are in the form of articles that are published on average in journals with subject areas of social science and gender studies. The keywords between WFC and gender in visualization with VOSViewer show that gender and human are the keywords that appear most often.

The results of this study can still be developed further, especially the establishment of Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) to support better literature review results. The analysis results with Scopus Result can also be a reference for research on WFC and gender published in reputable international journals, considering that the analysis results show that there are still 16 documents on WFC and gender research conducted in Indonesia. The results of this literature study can also be used as a reference for various other studies related to WFC and gender.

References

Allen, T. D., & French, K. A. (2023). Work-family research: A review and next steps. *Personnel Psychology*, 76(2), 437-471.

Barnett, R.C. and Hyde, J.S. (2001), "Women, men, work, and family: an expansionist theory", *American Psychologist*, Vol. 56, pp. 781-96.

Burke, R. J., & El-Kot, G. (2010). Work engagement among managers and professionals in Egypt: Potential antecedents and consequences. *African Journal of economic and management studies*, 1(1), 42-60. <https://doi.org/10.1108/20400701011028158>

Boles, J.S., Wood, JA and Johnson, J. (2003), "Interrelationships of role conflict, role ambiguity, and work-family conflict with different facets of job satisfaction and the moderating effects of gender", *Journal of Personal Selling & Sales Management*, Vol. 23 No. 2, pp. 99-113.

Cabrera-Aguilar, E., Zevallos-Francia, M., Morales-García, M., Ramírez-Coronel, A. A., Morales-García, S. B., Sairitupa-Sanchez, L. Z., & Morales-García, W. C. (2023). Resilience and stress as predictors of work engagement: the mediating role of self-efficacy in nurses. *Frontiers in Psychiatry*, 14, 1202048.

Choi, W. S., Kang, S. W., & Choi, S. B. (2024). The dark side of mobile work during non-work hours: moderated mediation model of presenteeism through conservation of resources lens. *Frontiers in Public Health*, 12, 1186327.

Dhingra, R., & Andrew, G. (2024). Steps to Gender Equality at Work in Healthcare in India: Male Allies and Women Leaders Leading the Way. In *Journeys of Women Leaders Pushing Boundaries in Asia and Healthcare* (pp. 81-90). Singapore: Springer Nature Singapore.

Eby, L.T., Casper, W.J., Lockwood, A., Bordeaux, C. and Brinley, A. (2005), "Work and family research in IO/OB: content analysis and review of the literature (1980-2002)", *Journal of Vocational Behavior*, Vol. 66 No. 1, pp. 124-97.

Elloy, D.F. and Smith, C.R. (2003), "Patterns of stress, work-family conflict, role conflict, role ambiguity and overload among dual-career and single-career couples: an Australian study", *Cross Cultural Management*, Vol. 10 No. 1, pp. 55-66.

Gillespie, N. A., Walsh, M. H. W. A., Winefield, A. H., Dua, J., & Stough, C. (2001). Occupational stress in universities: Staff perceptions of the causes, consequences and moderators of stress. *Work & Stress*, 15(1), 53-72.

Lee, Y., & Ryu, M. (2023). Sleep-related problems as a mediator in the association between depression and work-family conflict in middle-aged female workers: A population-based study. *Nursing Open*, 10(8), 5446-5452.

Netemeyer, R.G., Maxham, J.G. and Pullig, C. (2005), "Conflicts in the work-family interface: links to job stress, customer service employee performance, and customer purchase intent", *Journal of Marketing*, Vol. 69, pp. 130-43.

Nurcholidah, L., Haryono, T., Sunaryo, S., & Hendarsjah, H. (2023). Work Family Conflict, Job Stress and Employee Engagement on Innovation Work Behavior: Mediating Roles of Career Adaptability. *Journal of Law and Sustainable Development*, 11(5), e1005-e1005.

Peeters, M.C.V., Montgomery, A.J., Bakker, A.B. and Schaufeli, W.B. (2005), "Balancing work and home: how job and home demands are related to burnout", *International Journal of Stress Management*, Vol. 12 No. 1, pp. 43-61.

Poelmans, S., O'Driscoll, M. and Beham, B. (2005), "An overview of international research on the work-family interface", in Poelmans, S.A.Y. (Ed.), *Work and Family: An International Research Perspective*, Lawrence Erlbaum Associates Inc., Mahwah, NJ, pp. 3-46.

Ribeiro, N., Gomes, D., Oliveira, A. R., & Dias Semedo, A. S. (2023). The impact of the work-family conflict on employee engagement, performance, and turnover intention. *International Journal of Organizational Analysis*, 31(2), 533-549.

Saskara, I. A. N., & Marhaeni, A. A. I. N. (2018). Women's cooperative development strategy to improve their welfare: Case study in Gianyar Regency, Bali Province, Indonesia. *IOSR Journal of Humanities and Social Science*, 23(2), 1-9.

Shockley, K. M., Shen, W., DeNunzio, M. M., Arvan, M. L., & Knudsen, E. A. (2017). Disentangling the relationship between gender and work-family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology*, 102(12), 1601.

Soemaryani, I. (2024). Fear of Success Women Working in the Government Sector. *Migration Letters*, 21(S2), 265-286.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>)