

A Study on The Cost of Guilt: Unpacking the Emotional Mechanism Between Work-To- Family Conflict

S. SUJATHA¹, MUKKASA SIVA GANESH²

¹ Assistant Professor, CMRIT Kandlakoya, Medchal

² Student, CMRIT Kandlakoya, Medchal

Abstract— Achieving a healthy balance between work and family duties has grown more and more difficult in today’s world. The pressures of work frequently entry personal time, resulting in a condition called work-to-family conflict (WFC). When the responsibilities and obligations of the workplace meet with family life, it can lead to friction and emotional strain for those trying to balance the two. The emotional mechanism of guilt, which is crucial but sometimes disregarded in WFC, is important because it mediates the interactions between these competing demands and how they affect a person’s wellbeing.

I. INTRODUCTION

Achieving a healthy balance between work and family duties has grown more and more difficult in today’s world. The pressures of work frequently entry personal time, resulting in a condition called work-to-family conflict (WFC). When the responsibilities and obligations of the workplace meet with family life, it can lead to friction and emotional strain for those trying to balance the two. The emotional mechanism of guilt, which is crucial but sometimes disregarded in WFC, is important because it mediates the interactions between these competing demands and how they affect a person’s wellbeing.

A detailed analysis of the cause and consequences of guilt is necessary to comprehend its emotional mechanism in the context of WFC. In WFC, guilt usually result from two main sources: the outside and the inside. An individual’s personal norms and expectations about their function as a family member are the root cause of internal guilt. The feel guilty when their professional obligations keep them from living up to these expectations of themselves. On the other hand, perceived expectations and judgements from others like family, co-workers, or society at large are the source of external shame. An individual’s capacity to manage the responsibilities of work and

family as well as their mental health can be greatly impacted by either type of guilty.

Feeling guilty can have a significant effect on people who are suffering WFC. Emotionally, feelings of worry, despair, and inadequacy are linked to guilty. Moreover, it may result in altered behaviour, such as greater attempts to make up for perceived shortcomings, which may involves putting in extra time on family activities to make up for missed tome or working longer hours to impress oneself at work. However, these compensatory actions frequently result in more stress and time limits, which feed the cycle of guilty and WFC.

In order to lessen the impact of guilt in WFC, organisational and personal methods must create a positive work atmosphere that values work-life balance, organisations can play a critical role. Offering flexible work schedules, encouraging an environment that priorities staff well-being and offering tools for stress relief and family assistance are a few example of how to do this. This individual can lessen their emotions of guilt by learning efficient time management techniques, establishing reasonable o expectations, and reaching out for social support with WFC.

One of the most important emotional mechanism the greatly affect the experience and outcomes of work-family conflict is guilt. People and organisations can more effectively handle the difficulties of juggling work and family obligations if they have a better knowledge of the cause and consequences of guilt. It is feasible to lessen the emotional load of guilt and encourage a healthier integration of work and family life through focused treatments and support network.

- Explanation of work-to-family conflict (WFC) and its increasing challenge in contemporary society.

- Adverse outcomes of WFC, including reduced job satisfaction, increased job stress, and lower psychological well-being.
- Role of guilt in WFC, arising from the perception of failing to meet role expectations due to work demands.
- Emotional impact of guilt, including anxiety, depression, and feelings of inadequacy.
- Behaviour impact of guilt, such as overcompensation in work or family roles, leading to further stress and time
- Spill over effects of work stress into family life, leading to strained relationships and decreased family satisfaction.

II. REVIEW OF LITERATURE

Chen, Lu, chen, ning, Qu, Yuanmei (Elly), Hussain, Muhammad Ali, & Qin, Yan (2023).

‘The cost of guilt unpacking the emotional mechanism between work-to-family conflict and unethical pro family behaviour’. Explores how guilt acts as mediating factors in the relationship between work-to-family conflict and unethical behaviours aimed at benefits one’s family. The study finds that work-to-family conflicts increase feelings of guilt, which in turn lead individuals to engage in unethical pro-family behaviour as a way can compensate for their perceived shortcomings in fulfilling family responsibilities.

Greenhaus and Beutell (1985),

This study explains the causes and consequences of work-family conflicts. The authors identify three main forms of conflicts: time-based, strain-based, and behaviour-based, all of which can negatively impact both work and family roles. They highlight the needs for more empirical researches to understand these dynamics and suggest strategies for managing conflicts to improve work-life balance.

Netemeyer, Boles, and McMurrian (1996),

This study explains of how different elements of work and family life contribute to women’s overall life satisfaction. The study highlights that work-family conflict significantly diminishes life satisfaction by increase stress and reducing the quality of both work and family experience. The authors call for targeted

interventions to mitigate these conflicts and enhance women’s well-being.

Liu, zhaopeng, & Luo, Jinlian (2023),

This study explores the relationship between work-to-family conflict and unethical pro-family behaviour using self-determination theory. The study finds that guilt proneness and ethical leadership mediate this relationship, suggestion that work-to-family conflicts can drive individual to engage in unethical actions to benefits their families. The paper underscores the complex emotional mechanisms at play in work-family dynamics.

Shujie Chen and M. Cheng (2023),

The study explores the work-family guilt-conflicts relation: ‘The role of organisational and individual factors’ investigates how work-family conflicts lead to feelings of guilt and how these feelings influence behaviour. The research emphasizes both organisational and individual factors in shaping this dynamic. The study finds that organisational support and individual coping mechanism can significant impact how guilt form work-family conflicts is managed and expressed.

III. RESEARCH METHODOLOGY

Research gap

The relationship of work-to-family conflict and its consequences have been studied thoroughly, little is known about the particular emotional mechanisms guilt in particular that moderate this relationship. Previous research has primarily concentrated on the direct impacts of WFC on personal happiness and work performance, frequently ignoring the complex emotional mechanisms at play. Furthermore, although guilt has been identified as an important emotion in relation to the WFC, little is known about its complex character and effects on the work and family domains. To fully understand how various aspects of guilt affect the WFC experience and the result that fellow for individual and their families.

Needs of study

Understanding the emotional mechanisms, particular guilt, in work-to-family conflict is crucial for developing effective interventions to mitigate its negatives effects. By exploring how guilt influences

WFC, this study can offer insight into improving employee well-being and enhancing work-life-balance. This research can inform organisational policies and practices, ultimately fostering a healthier and more productive workforce.

Purpose of study

The purpose of this study is to investigate the emotions mechanisms, specifically guilt, that mediates the relationship between work-to-family and its outcomes. By unpacking how guilt influences WFC, the study aims to provide a deeper understanding of its impact on individual well-being and family dynamics. This research seeks to identify potential intervention points to alleviate WFC and enhance work-life-balancing. The findings aim to inform organisational strategies to support employees better.

Problem statement

- It is unclear what specific emotional mechanisms-guilt in particular mediate the relationship between work-to-family conflicts and its consequences
- The failure to develop focused methods to lower FC and improve general well-being is caused by this lack of awareness.

Objective of study

- To examine how guilt determine the relationship between work-to-family conflict and its impact on individual well-being and family dynamics.
- To identify involvement strategies that can mitigate the negative effects of guilt in the context of WFC, thereby improving work-life balance and employee well-being.

Research design

This study will employed mixed method research design, mixing qualitative interviews with quantitative surveys. To measure the levels of work-to-family conflict, guilt, and related outcomes, a standardised questionnaire will be given to a different sample of employees as part of the quantitative component. To acquire a deeper understanding of the individual experience of guilt associated with WFC, the qualitative components will involve in death interviews. To find important patterns and relationships, the quantitative data will be analysed

using statistical techniques, and the qualitative data will be analysed using topic analysis.

Research type: - Descriptive in Nature

Sampling techniques: - Non random sampling techniques are used for the purpose of the study

Data collection methods:-

Primary data:- its involves the data that will be collected personal and the data the does not exist which can only be collect by direct observation and the data can be gathered by surveys and questionnaires methods

Secondary data:- data refers to the data the already existed and can be found in journals, articles, online, reports and case studies which can be utilised to understanding the previous research and findings.

Sample size:- 100

Sample unit:- 60

Location:- Kompally

Questionnaire:- A structure questionnaires is used for the gathering the data and multiple choice are used in the survey.

Tools used:- Chi-square, Bar graphs, and percentages.

Hypothesis:-

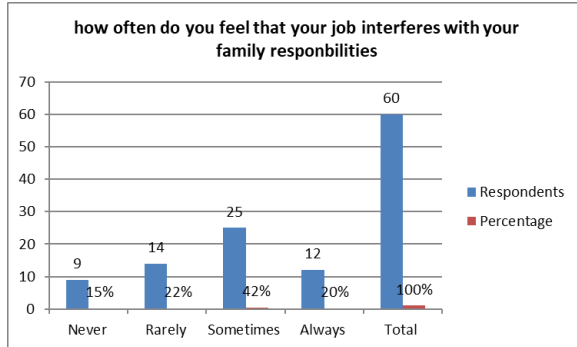
H0:- there no significant change in balancing of work and family responsibilities.

H1:- there is significant change in balancing of work and family responsibilities.

IV. DATA ANALYSIS

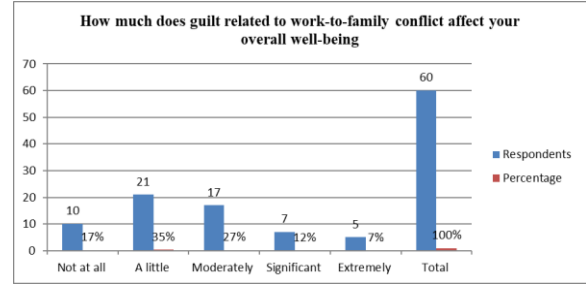
How often do you feel that your job interferes with your family	Never	Rarely	Someti mes	Alwa ys	Tot al
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responsibilities					
Respondents	9	14	25	12	60
Percentage	15%	22%	42%	20%	100%



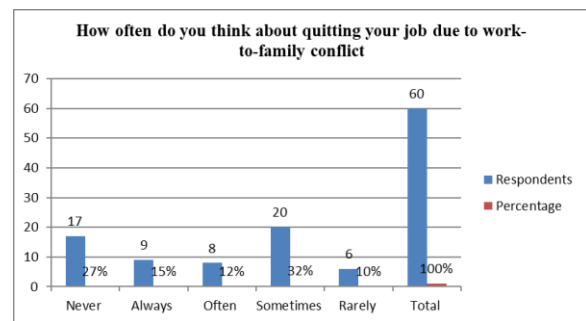
Interpretation:- the total respondents is 60 in this never is 15%, Rarely is 22%, sometimes is 42%, Always is 20%.

How much does guilt related to work-to-family conflict affect your overall well-being	Not at all	A little	Moderately	Significant	Extremely	Total
Respondents	10	21	17	7	5	60
Percentage	17%	35%	27%	12%	7%	100%



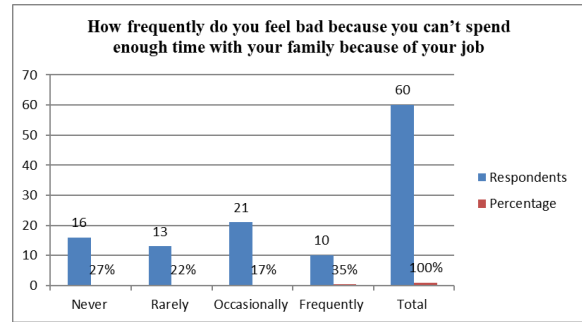
Interpretation:- the most responses is not at all 17%, A little is 35%, moderately is 27%, significant is 12%, extremely is 7%.

How often do you think about quitting your job due to work-to-family conflict	Never	Always	Often	Sometimes	Rarely	Total
Respondents	17	9	8	20	6	60
Percentage	27%	15%	12%	32%	10%	100%



Interpretation:- the high responses is sometimes is 32%.

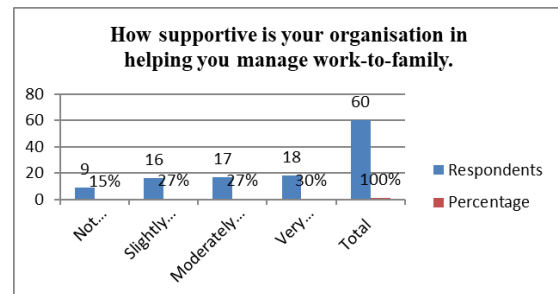
How frequently do you feel	Never	Rarely	Occasionally	Frequently	Total
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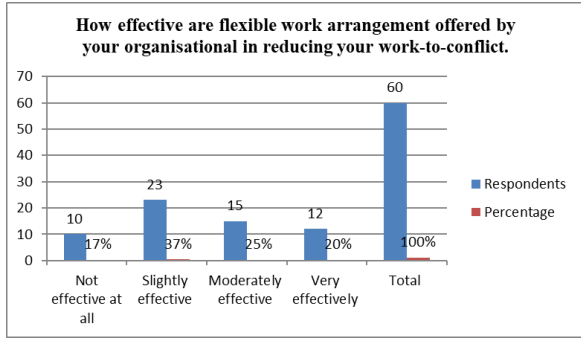
Interpretation:- the total respondents is 60 which is never is 27%, Rarely is 22, Occasionally is 17%, Frequently is 35%,

How effective are flexible work arrangement offered by your organisational in reducing your work-to-conflict.	Not effective at all	Slightly effective	Moderately effective	Very effectively	Total
Respondents	10	23	15	12	60
Percentage	17%	37%	25%	20%	100%
bad because you can't spend enough time with your family because of your job					
Respondents	16	13	21	10	60
Percentage	27%	22%	35%	17%	100%

How supportive is your organisation in helping you manage work-to-family.	Not supportive at all	Slightly supportive	Moderately supportive	Very supportive	Total
Respondents	9	16	17	18	60
Percentage	15%	27%	27%	30%	100%

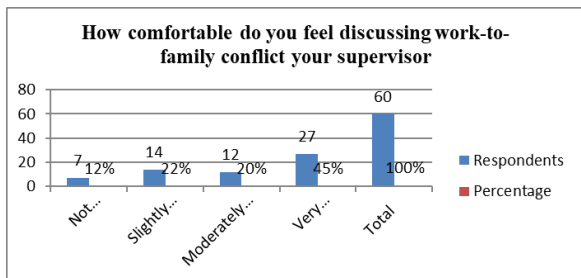


Interpretation:- the high responses is moderately 27%, slightly supportive is 27%



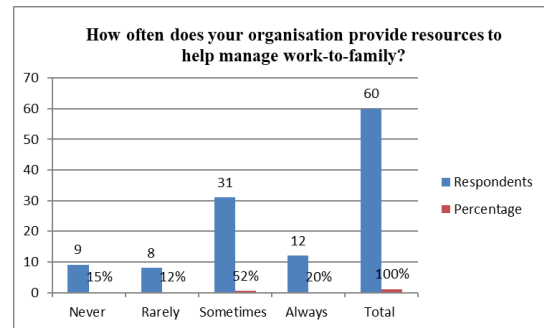
Interpretation:- the high responses is slightly effectively is 37%.

How comfortable do you feel discussing work-to-family conflict your supervisor	Not comfortable at all	Slightly comfortable	Moderately comfortable	Very comfortable	Total
Respondents	7	14	12	27	60
Percentage	12%	22%	20%	45%	100%



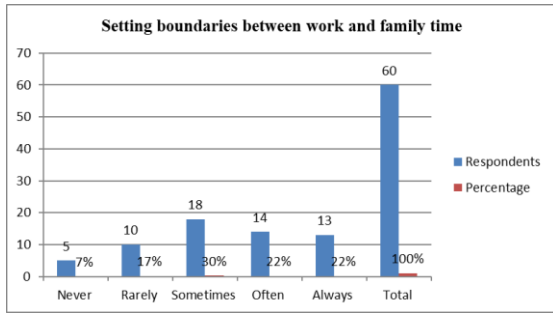
Interpretation:- the high responses is very comfortable is 45%.

How often does your organisation provide resources to help manage work-to-family?	Never	Rarely	Sometimes	Always	Total
Respondents	9	8	31	12	60
Percentage	15%	12%	52%	20%	100%



Interpretation:- the highest responses is sometimes is 52%.

Setting boundaries between work and family time	Never	Rarely	Sometimes	Oft en	Alw ays	Total
Respondents	5	10	18	14	13	60
Percentage	7%	17%	30%	22%	22%	100%



Interpretation:- the highest responses is sometimes that is 30%.

V. STATISTICAL TOOLS FOR ANALYSIS

H0:- there no significant change in balancing of work and family responsibilities.

H1:- there is significant change in balancing of work and family responsibilities.

Gender	Never	Rarely	Occasionally	Frequently	Total
Male	12(12.00)[0.00]	9(9.75)[0.06]	17(15.75)[0.10]	7(7.50)[0.03]	45
Female	4(4.00)[0.00]	4(3.25)[0.17]	4(5.25)[0.30]	3(2.50)[0.10]	15
Total	16	13	21	10	60

The chi-square statistics is 0.7609. The p-value is 0.858788. The result is not significant at $p < 0.05$.

Since P value is less than 0.05, H0 reject and accept H1. So, there is no significant change in work and family responsibilities.

Age	Never	Rarely	Occasionally	Frequently	Total
Between 20-25	10(11.25)[0.14]	12(11.25)[0.05]	12(11.25)[0.05]	11(11.25)[0.01]	45

Above 35	5(3.75)[0.42]	3(3.75)[0.15]	3(3.75)[0.15]	4(3.75)[0.02]	15
Total	15	15	15	15	60

The chi-square statistics is 0.9778. The p-value is 0.806629. the result is not significant at $p < 0.05$.

VI. FINDINGS

- The total respondent are 60 out of this male are 45 (75%) and female are (25%).
- Most of the respondents is between 20-25 is 58(97%) and above 35 is 2(3%).
- The most of the respondents is single is 56(92%) and married are 4(8%).
- The employment status responses is full time 52%, part time is 15%, and 32% is unemployed.
- opinion of responses id feel that job interferes with family responsibilities is never is 15%, rarely is 22%, sometimes is 42%, and always is 20%.
- Most of the respondents is balancing of family and work is never is 12%, rarely is 32%, sometimes is 37%, and always is 17%.
- Most of the feel of guilt related to work to family conflict affect your well-being responses is not at all is 17%, a little is 35%, moderately is 27%, significantly is 12%, and extremely is 7%.
- Most of respondents about the think of quitting job due to work and family conflict that is never is 27%, always is 15%, often is 12%, sometimes is 32%, and rarely is 10%.
- Opinion of respondents about the feel bad because of can't spend enough time with family because of job that is never is 27%, rarely is 22%, occasionally 35%, and frequently 17%.
- Most of respondents is about supportive is your organisation in helping you manage work-to-family that not supportive at all is 15%, slightly supportive is 27%, moderately supportive is 27%, and very supportive is 30%.
- Most of response of flexible arrangements of offered by your organisation offered reducing your work-to-family conflicts that is not effective at all is 17%, slightly effective is 37%, moderately effective is 25%, and very effective is 20%.

- Most response is comfortability of discussing work-to-family conflict with your supervisor that is not comfortable at all is 12%, slightly comfortable is 22%, moderately comfortable is 20%, and very comfortable is 45%.
- How does organisation provide resources to help manage work-to-family conflicts most respondents is never is 15%, rarely is 12%, sometimes is 52%, and always is 20%.
- Most of the respondents is setting boundaries between work and family time that is never is 7%, rarely is 17%, sometimes is 30%, often is 22% and always is 22%.

open communication. Policies that assist families and a positive work environment are essential for reducing the harmful impacts of guilt. To further improve work-life balance, clearly defining boundaries between work and personal life and enabling frequent check-ins are essential acknowledging staff member's contributions and carrying out continuing research will guarantee that methods for lowering WFC are constantly improved. Overall, encouraging a better and more balanced lifestyle requires an all-encompassing strategy that addresses both emotional and structural issues productive team of workers.

VII. SUGGESTIONS

1. Implement flexible work schedules to reduce work-to-family conflict.
2. Provide training programs on effective time management.
3. Encourage open communication about work-life balance needs.
4. Offer employee assistance programs for stress and guilt management.
5. Promote a supportive organisational culture.
6. Develop family-friendly workplace policies and practices.
7. Establish clear boundaries between work and personal time.
8. Facilitate regular check-ins between employees and managers.
9. Recognize and reward employee's efforts to balance work and family.
10. Conduct ongoing research to refine involvement and support strategies.

CONCLUSION

Improving employee well-being and relationships with families requires an understanding of the emotional mechanisms specifically, guilt that regulate the relationship between work-to-family conflict and its consequences. This study highlights how important it is to investigate how guilt affects WFC in order to create successful procedures. Organisation can help employees handle work-to-family conflicts more effectively by introduction flexible work schedules, offering time management training and promoting