



2016 IEEE International Symposium on Robotics and Intelligent Sensors, IRIS 2016, 17-20  
December 2016, Tokyo, Japan

## Work-Family Conflict among Working Parents of Children with Autism in Malaysia

Shirley Angie Sitimin<sup>a\*</sup>, Amily Fikry<sup>b</sup>, Zulhabri Ismail<sup>c</sup>, Norashikin Hussein<sup>b</sup>

<sup>a</sup>PhD Postgraduate Student, Faculty of Business and Management, Universiti Teknologi MARA, Malaysia

<sup>b</sup>Senior Lecturer, Faculty of Business and Management, Universiti Teknologi MARA, Malaysia

<sup>c</sup>Senior Lecturer, Faculty of Architecture, Planning and Surveying, Universiti Teknologi MARA, Malaysia

---

### Abstract

This qualitative study describes the conflict between work roles and family roles, and recommendations to reduce the work-family conflict from the perspective of working parents of children with Autism in Malaysia. Data were collected personally from 12 respondents via a semi-structured interview. These working parents discussed the work-family conflict that they faced and what kind of needs that can help to overcome the conflicts, as well as if there is any support provided by their employer to reduce work-family conflict. Interview results indicate that balancing work roles and family roles at once is very challenging. It shows that these working parents need a nursery that accepts a child with Autism and support from their employer to lessen their work-family conflict.

© 2017 The Authors. Published by Elsevier B.V. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

Peer-review under responsibility of organizing committee of the 2016 IEEE International Symposium on Robotics and Intelligent Sensors (IRIS 2016).

*Keywords:* Work-Family Conflict, Working Parents, Children with Autism, Humanoid Robotic Caregiver, Malaysia

---

### 1. Introduction

Being in a full-time job and parents to children with Autism at once is a challenging role. This is because working parents spend almost half their day at work and only back to their family lives at the end of the day. Managing and

\* Corresponding author. Tel.: +06-012-777-3844;  
E-mail address: [angiesitimin@gmail.com](mailto:angiesitimin@gmail.com)

switching their priorities and roles from work roles to family roles and to the other way around, which is close to impossible to do. Not being able to give equal time for all the domains might lead to some dissatisfaction and guilt about the roles they play.

The known characteristics of children with Autism, which are hyperactive, behaviours of self-injury, disparities of mood and in eating, and also compulsions and obsessions, which is hard for the parents to communicate with the child<sup>1,2</sup>. Some of the challenging aspects of living with these children are excessive caring burdens, less quality time with family members, handling problems of siblings, education and future concerns, and also financial difficulties<sup>3,4</sup>. Parents of children with Autism should know the child's compulsion of enduring interventions, as additional responsibilities for them. Some of the interventions are an intensive teaching which is done both outside and inside the home of the child. It consists of guidelines, assessing and appraising by parents<sup>5</sup>. Unfortunately, these interventions may not suit to all the children with Autism and their family as well<sup>6</sup>. As a result, it takes time for the parents to search for appropriate interventions or programs that suitable for them and their children.

Many studies proposed that work-family conflict contributes toward work-related outcomes, such as job satisfaction<sup>7</sup>, organizational commitment<sup>8</sup>, intention to quit<sup>9</sup>, burnout<sup>10</sup>, absenteeism<sup>11</sup>, work-related strain<sup>12</sup>, personal/family such as marital satisfaction<sup>13</sup>, family satisfaction<sup>14</sup>, and family-related strain<sup>15</sup> and other related outcomes, such as psychological strain<sup>16</sup>, physical complaints<sup>17</sup>, depression<sup>18</sup>, and mistreatment<sup>19</sup>. Hence, the present study's objective is to understand the needs that these working parents of children with Autism want to reduce work-family conflicts.

## 2. Review of literature

### 2.1. Work-family conflict

Work-family conflict is defined as work roles impede with family roles and the other way around<sup>20,21</sup>. Those engaged in numerous roles that involving family and work, they might experience role strain, physical illnesses, and decreased satisfaction<sup>22</sup>. Work-family conflict is severe among working women with young children, especially infants with poor health conditions as mentioned by past studies<sup>23</sup>.

Continually encountered with work-family conflict, the employee may expose to exhaustion of emotion where it is a factor which will inspire him or her to turnover intention and affect job performance<sup>24</sup>. Bad experience from work-to-family conflict is related to employee lacks of ability in dealing with both roles and low satisfaction towards work-family stability<sup>25</sup>. Multiple roles with limited available resources, such as time and energy, can make working parents of children with Autism struggle to balance these roles.

Managing two roles at once such as family and work roles are an ordinary scenario for every employee<sup>26,27</sup>. Even though being involved in both roles are very impressive as an individuals<sup>28</sup>, however, once the person is incapable of balancing these roles, conflict of roles may increases<sup>20,21,30,31</sup>. Thus, work-family conflict can be reduced when employer opts by providing family-friendly policies to lessen the roles conflict so that employees can balance their family and work demands<sup>32</sup>. Also, looking at the technological advancement viewpoint, the use of humanoid robotic caregivers or nursing robot may help the parents of children with Autism as well in lessening their conflict between family roles and work roles<sup>33,34</sup>. Apart from that, they should stay employed so that they can avoid any financial obligations<sup>35</sup>.

## 3. Methodology

### 3.1. Sample and assessment tool

The sample for the qualitative analysis consists of 12 working parents from various private sector companies in Malaysia. The inclusion criteria for the sample are only parents working in the private sector as a full time employee, either a working mother or father was chosen and they must at least have one child with Autism. The researcher developed a semi-structured interview to gather data from the respondents. The respondents were

متن کامل مقاله

دریافت فوری ←

**ISI**Articles

مرجع مقالات تخصصی ایران

- ✓ امکان دانلود نسخه تمام متن مقالات انگلیسی
- ✓ امکان دانلود نسخه ترجمه شده مقالات
- ✓ پذیرش سفارش ترجمه تخصصی
- ✓ امکان جستجو در آرشیو جامعی از صدها موضوع و هزاران مقاله
- ✓ امکان دانلود رایگان ۲ صفحه اول هر مقاله
- ✓ امکان پرداخت اینترنتی با کلیه کارت های عضو شتاب
- ✓ دانلود فوری مقاله پس از پرداخت آنلاین
- ✓ پشتیبانی کامل خرید با بهره مندی از سیستم هوشمند رهگیری سفارشات