

ROLE STRESS AND WORK-FAMILY CONFLICTS IN LIFE SATISFACTION AMONG FISHERMEN IN EAST JAVA PROVINCE

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ABSTRACT

This qualitative descriptive research wants to explore descriptive non-quantifiable phenomena of a diverse concept, the characteristics of a good and a service, Images, styles, ordinances of a culture, the physical model of an artifact and so forth. Each profession has different causes of role stress, so that each individual within the organization also has different levels of stress. Fisherman is one of the professions that are closely related to the stress condition due to the many role stress at work. The role of job stress arises because there are three commonly encountering conditions: role ambiguity, role conflict, and the weight of workload that leads to role overload. The severe thing experienced by fishermen in East Java province, became the research object.

Keywords: role stress, work-family conflict, life satisfaction

INTRODUCTION

Job stress arises as a result of the non-conformity between individuals and their work environment. Job stress is a stress arising from excessive workload and time pressures at the workplace. It also may arise from the interaction of individuals with work characterized by changes within the individual that drive it from normal function (Spector et al., 2000). Rahim (1996) states that stress associated with the role of a person in a job can have or have consequences on things that are not desired, both organizational and personal. Role conflict is a nonconformity in communicating expectations that impact on the performance of the role being played (Yousef, 2002). While, role ambiguity is the uncertainty about what action to take to complete a role (Peterson, 1996). Role overload itself, is defined as a number of demands that exist in a person's role (Schaubroeck, 1989).

Job stress (role stress) experienced will result in conflict between work and family, because of the dual role as fishermen and as parents whose loads carried by those two types are heavy (Bedeian et al., 1988). Work-family conflicts occur when there is cumulative demands from roles at work and not work conflict with each other that makes it difficult to participate in other roles (Duxbury and Higgins, 2003). Roles in work include the role of superiors, subordinates, and colleagues, while the role in the family includes the role of husband and wife and parents. Work-family conflict can be felt by anyone, both men and men. In married couples who work and have children, the existing demands will feel more severe because they must balance between the demands of work and family demands. Gyllstrom (in Greenhaus and Beutell, 1985) found that a married person experiences a larger work-family conflict than an unmarried person. Because family activity plays a role in determining life satisfaction, so the work that affects family activity greatly will make the life satisfaction lower. Therefore, the work-family conflict

will affect life satisfaction directly. Due to the big effects of stress on work-family conflict, and the effects of work-family conflict on the life satisfaction of fishermen, this study intends to examine these issues by raising the title, "The Role of Stress and Work-Family Roles Conflict on Life Satisfaction among Fishermen in East Java Province" with the problem studied here is to know how the role of stress and work-family roles conflicts have impact on life satisfaction among the fishermen.

LITERATURE REVIEW

Each job has its own cause or source of stress (Arnold et al., 1995). Role in the organization is one of the sources that potentially cause work stress (role stress). Robbins and Judge (2009) define the role of an expected pattern of peripheral patterns associated with a person who occupies a particular position within a social unit. Three important factors related to the role, which are considered as significant sources of stress are role ambiguity, role conflict and degree of responsibility for others (Arnold et al., 1995). Arnold et al. (1995) also revealed that when a person's role in the organization is clear and well understood, and when the expected expectations of a person are also clear and unconfirmed, stress can be kept to a minimum.

Role stressors can produce stress on a person that are triggered by conflict, lack of clarity and too many roles a person has in an organization or social unit. Stress-related role (role stress) can have consequences for both the individual as well as for the organization as a whole. Job pressure such as role overload, role conflict and role ambiguity increase the stress that is negative (distress) experienced by someone (Schaubroeck, 1999). Senatra (1990) mentions that there are three potential consequences of role conflict and role ambiguity, namely job-related stress, job satisfaction, and the desire to leave the organization. Further, Senatra (1990) explains that the potential effects of conflict and ambiguity are costly, not only emotional consequences related to the individual, but also in organizational context, such as poor performance and high turnover which now, the role concept concerns on the negative effects of phenomena related to roles such as role conflict and ambiguity.

Stress Management

Stress is costly for both individuals and organizations as a whole so it must be managed well in the workplace to reduce the dysfunctional impact of the stress. The management needs to intervene in the effort to handle stress and have concern for the stress condition experienced by workers. Arnold et al. (1995) stated that when organizational-focused interventions aim to eliminate workplace or organizational stress sources, individual-focused interventions aim to help workers learn to cope with sources of stress, both from their work and from the organization.

According to Robbins and Judge (2009), stress management can be done from two approaches, individual and organizational approach. The individual approach means that a worker can take personal responsibility to reduce his stress level through his strategies, such as time management, physical exercise enhancement, relaxation, and social network expansion. The organizational approach is done because several factors that cause stress (especially task demands and the role of organizational structure) are controlled by the management. Strategies that management can relate to stress management include improved selection of workers and job placements, realistic goal setting, redesign of work, increased employee engagement, improved organizational communication, and enforcement of corporate welfare programs.

Work-Family Conflict

According to Thomas and Ganster (1995), work-family conflict is a form of conflict between roles, in which the role of work and family pressure is contradictory. Duxbury and Higgins (2003) have similar definitions, but with added conflicts, where it is said that work-family conflict is a person's participation in a role that complicates participation in other roles. Another

reference defined work-family conflict with work-life conflict, means that conflict occurs when work activities affect personal or family activities or vice versa (Reynolds, 2005) that comes from work-life conflict comes from the work environment and the family environment. Based on the statement, there are two types or direction of work-family conflict (Netemeyer et al., 1996), namely:

1. Work Interfering with Family (WIF), is a form of conflict between roles where the overall time and tension demands resulting from the work affect workers to fulfill family-related responsibilities. Grandey et al. (2005) show that for men, WIF is a unique and significant predictor of job satisfaction. This happens because the individual considers the role in the family as part of his identity (self-identity).
2. Family Interfering with Work (FIW), is a form of conflict between roles where the overall time and tension demands generated from the family affect workers to fulfill responsibilities related to work.

Greenhaus and Beutell (1985) argue that work-family conflict has three major forms of role conflict:

1. Time-Based Conflict, as the results of time demands on one role affect involvement in other roles. These time demands can occur depending on the allocation of work time and family activities selected based on individual preferences and values.
2. Strain-Based Conflict. Stress generated from one role that influences other roles, thus affecting the overall quality of life. Stress perception of this role can arise from a person's predisposition in experiencing stress. In addition, individual abilities vary in the face of stress.
3. Behavior-Based Conflict, which is effective behavior for one role, but not effective for use for other roles. The ineffectiveness of this behavior can be caused by a lack of individual awareness of the consequences of his behavior to others.

Ammons & Kelly (2008) found some work-family conflict antecedents, such as:

1. Time and work schedule
2. Marriage status, children and family
3. Level of education background
4. Negative punishment if the role demands are not fulfilled
5. Support from "significant other"
6. Personality.

Work-family conflict experienced by workers influences not only the organization he is working at but also himself and his family. Work interfering with family can decrease the organization commitment and work satisfaction, increase stress level, and create intention to change jobs. along with work-family conflict, family interfering with work can increase the absence rate among the workers (Duxburry dan Higgins, 2003).

Individually, work-family conflict can cause mood depression, psychological stress (burnout), decrease the life satisfaction and physical health (Duxburry dan Higgins, 2003). In families, parents who experience the pressure and tension related to job will influence their children indirectly because it can give impact to the caring pattern by parents (Clarke-Stewart dan Dunn, 2006).

RESEARCH METHODS

This research used qualitative descriptive research method as a research method based on postpositivism philosophy, used to examine the condition of natural objects, where researchers are as a key instrument, data collection techniques with triangulation and qualitative data analysis, more emphasis on meaning than generalization. The selected respondents are 83 fishermen.

RESULTS AND DISCUSSION

Respondents' characteristics according to the last level of education shows that 69 people or 83% are senior high school graduates, respondents with final education level of junior high school as many as 14 people or 17%, and none of respondents with education level below junior high school. Respondents who have been working less than 2 years are 5 people or 6%, 2 years up to 3 years are 20 person or 24%, and more than 3 year until 8 years as many as 35 people or 42%, and the last characteristic is fishermen with working period of more than 8 years as many as 23 people or 28%.

From the research that has been taken by conducting interviews and charging kuisoner then obtained the following results:

1. Stress Role Description

To see the response to each role stress can be seen as follows:

- a. For statements about doing things that need to be solved differently are from 80 % of respondents and 20 % said they are still in difficulties and do not do things that need to be solved in different ways.
- b. For statements about accepting assignments without assistance to resolve them are agreed and done by 70 % of respondents while the rest, 30 % said they did not receive the assignment without assistance to solve it.
- c. About 70% of respondents agree for the working with two or more groups that apply different ways of work, while the other 30 % said that they do not work with two or more groups that employ a work different.
- d. For statements about accepting conflicting work requested by two or more people, 70 % of respondent are fine with that but the 30 % will not accept conflicting work requests from two or more people.
- e. For statements about doing something that the result can be accepted by one party but rejected by others 90 % are fine with that condition and 10 % are not comfortable to do that kind of tasks.
- f. About 85% of respondents will accept the tasks without adequate resources and tools to run them, but the other 15 % will not receive tasks without the resources and tools to run them .
- g. About knowing that the fishermen have been reversed, 90 % and 10 % say it is still difficult, and the fisherman has indeed split the time well.
- h. For statements about knowing what is in charge (reversed), 70 % agrees and 30 % disagrees because fisherman knows what his responsibilities clearly but the difficulty is about weather that makes them decide to go home or continue work.

2. Work-Family Conflict Description

To see the responses to each work-family about the work intervening of family and home life, the average response indicates a figure of 80 % of respondents, do not feel their work intervenes in family and household life except for them who are new to this kind of job.

- a. About 88% state that demands of the time the work brings difficulties for home care, family or personal responsibility.
- b. For statements about stress-induced work that bring difficulties to fulfilling the obligation of family activity, the average response indicates a figure of 83 %, which can be said that fishermen do not feel stressful work that later leads to difficulties fulfilling family and residual activity obligations due to family problems .
- c. For statements concerning liability to employment, fishermen want to change plans for family time, the average response is 68%, where it can be argued that fishermen do not want to change plans for family-related activities with respect to liability to work in the event of a change Deals with custom events in the family and the environment.
- d. For statements about job demands bring difficulties to relax with family at home, the

average response indicates a 98 % figure where it can be said that fishermen have no difficulty relaxing with family at home because of job demands, this reaches the highest average due to climate change And weather factors in Indonesia.

- e. For statements about family demands interfering and disrupting work-related activities, the average responses show a figure of 90 %, which can be said that fishermen do not feel that family demands interfere with and interfere with work-related activities, this is understandable because of a single occupation Men sabagai fishermen.

3. Life Satisfaction Description

- a. For statements about in many respects, the present life has been considered not to be by 72% of respondents, because their strong desire is to have a stronger and weatherproof ships.
- b. For statements about the current pleasant living conditions, about 50 % of respondents said that the current living conditions are pleasant and sometimes unpleasant just because of natural factors.
- c. For statements about being satisfied with the current life, about 50 % of respondents said although they are satisfied enough with their current life, but they want the better one someday.
- d. About 60% of respondents are having the biggest desire in life in terms of being together with family and go back home from seas safe and healthy.
- e. A figure of 90% of the respondents said that long life does not change anything, but if it happens they want to be entrepreneurs in fisheries.

To overcome the burden of stress role that is too high for the fisherman can do things as follows:

- a) Cooperative Agency that the relevant parties should get closer to the fishermen, such as providing counseling rooms, thus providing a stimulus for the fishermen who feel stress to come to consult and will create a sense of comfort for fishermen, as well as to build closeness of fishermen with the management of the Department of Cooperatives which party which is related.
- b) Working expectations to be achieved should be evaluated in order to always be realistic in accordance with the conditions that occur. Setting realistic and clear goals will greatly assist the fishermen in reducing the stress at work.

While to overcome the conflict between work and family is higher then it can be done things as follows:

- a) Fishermen need to pay attention to the factors of work-family conflict and the trigger of the scope of work that can affect life satisfaction. For example by paying attention to the number of sailors in the workload that can burden and cause conflict in the family.
- b) The balance between work and life outside of work (work-life balance) is an important thing to be felt by everyone, because it concerns the life satisfaction of fishermen. For fishermen, this can be the basis for a strategy setting the time and the role individually and as a couple to avoid conflict between work and family.

CONCLUSIONS

The level of life satisfaction is strongly influenced by the psychological maturity of a person, so in general people who are older (based on respondents' characteristics) have a higher level of life satisfaction than young ones, so the role of Role Stress and Work-Family Conflict on Life Satisfaction among fishermen in East Java Province can be applied.

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