



Work-Family Conflict among Police Personnel's Job Satisfaction in Special Region of Yogyakarta with Gender as a Moderating Variable (Study in Police Administrative Unit at the County Level)

Yeni Eka Surya

University of National Development "Veteran" Yogyakarta

ABSTRACT: Research has shown that both men and women experience work-family conflict, but the nature of the conflict differs based on gender. Women often face conflicting demands between their work and family roles, which can lead to role overload and stress. Men, on the other hand, may experience conflict when their work responsibilities interfere with their family responsibilities, but they may also experience pressure to prioritize work over family due to traditional gender norms and expectations. It is important to recognize and address these gender differences in work-family conflict in order to promote greater work-life balance and job satisfaction for all individuals.

This study aims to examine and analyze the effect of work-family conflict among police personnel's job satisfaction in Special Region of Yogyakarta, especially at police administrative unit at county level. Moreover, this study focuses on exploring the moderating effect of gender on relationship of work-family conflict with job satisfaction. This quantitative study designed to test the hypothesis. The data for the present study were primary cross-sectional data collected from total of 193 police personnel in Yogyakarta. The result of the study show that work family-conflict have a significant negative effect on job satisfaction. Moreover, gender has no impact significantly on the relationship between work-family conflict with job satisfaction.

KEYWORDS: work-family conflict, job satisfaction, gender, police

BACKGROUND

Work and family are two things that cannot be separated in the life of an individual. They are intertwined with each other, and basically one is the motivation for the other, or it can be said that they support each other. For example, to fulfill family needs, one must work, and have a stable job and financial position (Wang *et al.*, 2010). Conversely, people who work aim to fulfill their own needs, and, of course, to fulfill the needs of their families. Therefore, the potential for work-family conflict should be minimal. However, it is uncommon that these two things often occur and cause conflict within the individual. This imbalance in role-playing in each domain of family and work can trigger interpersonal conflict and intrapersonal conflict (Rathi and Barath, 2013). A person certainly experiences a lot of conflict between work and personal life. This is because the individual continues to pursue the security of life rather than what is needed (Casper *et al.*, 2011). Thus, women work for various reasons, including financial independence, personal fulfillment, career advancement, and providing for their families. In many cases, women are the sole or primary breadwinners in their households, and their income is essential for meeting basic needs such as food, housing, and healthcare. Additionally, women may choose to work outside the home to pursue their passions, develop their skills and knowledge, and make a positive contribution to society, they try to do a variety of jobs and sometimes difficult work (Padma, 2013). This is also affected the increase in the number of dual-earner families in married workers. The role of women is no longer limited to be wives who do something at home and childcare, but they are beginning to sole breadwinners but rather as equal partners in family responsibilities, one of which is responsible for the health insurance of her parents (Devi, Nithya, and Sumita, 2013).

Police personnel were selected as research subjects. The first reason is police are very demanding profession, and there is no option to choose working hours (Yadav, 2014) even though they are divided into various functional units. Second, research on work-family conflict and job satisfaction for police personnel is still rare, especially in Yogyakarta. Therefore, this research on work-family conflict and job satisfaction will be conducted on police officers in the Special Region of Yogyakarta. As a public servant, one has the responsibility of serving the public by fulfilling their needs and demands. It is essential to provide efficient and



effective services while maintaining transparency and accountability in all actions. The role of a public servant is crucial in building a sustainable and thriving society. The role of a public servant who must be available 24 hours *on call*, as well as carrying out roles in their family, is not an easy thing. The profession, as one of the public servants whose duty is to protect, nurture, and serve the community, is certainly part of the responsibility of police officers's extra-work is required. Especially when there is security conditions in various situations, such as the arrival of important guests in the government, investigation of a case, ensuring public safety and maintaining law and order. Some of the key tasks of police officers include responding to emergency situations, conducting patrols, enforcing traffic laws, investigating crimes, making arrests, and testifying in court. In addition, police officers also engage in community policing efforts, which involve building relationships with community members and working together to address local crime and safety concerns. Police officers may also participate in training and professional development programs to enhance their skills and knowledge in various areas, such as de-escalation techniques and cultural sensitivity. Overall, police tasks are varied and require officers to be well-trained, adaptable, and able to handle a wide range of situations. The police profession does not differentiate between male and female police officers, as it demands professionalism from each individual, as one of the consequences of being a public servant. An individual must prioritize the interests of society over family. In addition, there is no reason to refuse superior orders, and this becomes a separate pressure that can be experienced by personnel. A study conducted by Devi, Nithya, and Sumitha (2016) showed that female police officers who have important positions in the organization spend more time at work. The majority of them work more than 12 hours a day in a week according to the superior's orders. The imbalance between family responsibilities and organizational expectations will affect the situation and condition of the individual, especially job satisfaction. The relationship between the work-family conflict and other related variables has been widely studied with target employees in various types of jobs, such as employees who are married and dual- earners couple, and have at least 2 children in one house (Granday, Cordeiro, and Crouter, 2005), in *social workers for frontline employees* (Karatepe and Kilic, 2007), and in *hospitality employees in India* (Namasivayam and Zhao, 2007), but there is no similar research for police personnel in the Special Region of Yogyakarta.

Research by Gutek, Searle, and Klepa (1991) perceives that the conflict that occurs between work and family is caused by two different directions. A man feels willing to spend time or complete affairs at the office rather than for family matters. Under these conditions, it shows that if there is a conflict between perceived roles, then the conflict is directed from family to work (family-work conflict) or simply considered that family affairs interfere with responsibilities or affairs in work domain. In contrast, women are certainly more willing to prioritize their activities in the family. In other words, if there is additional time or pressure in the work domain that results in reduced time with the family, then they will feel that the conflict comes from work that interferes with family affairs (Thompson and Walker, 1989).

Work-family Conflict

The definition of work-family conflict according to experts, consists of several opinions, including the following:

- According to Greenhaus and Beutell (1985) in Senécal *et al.* (2001), work-family conflict is a conflict that occurs when there are multiple-roles from the domain of individual roles in work and individual roles in the family (being a husband or wife, and parents) simultaneously.
- According to Bruck, Allen, and Spector (2002) in Lu *et al.* (2008), work-family conflict is defined as when an individual who spends a lot of time in the scope of his work, will result in higher conflicts that will occur between work and family. This is due to a lack of attention of for the family, as individuals devote too much time to the work domain.

Based on several definitions of work-family conflict above, it can be concluded that work-family conflict is the occurrence of conflict in individuals who have multiple roles, between being a role in their work, and roles in their family (either being a husband or wife, and parents) that cannot be equated at same time.

Types of Work-family Conflict

In this study, the authors used the types of conflict according to Greenhaus and Beutell (1985), by the patterns to be measured in the police as respondents of this research design. The types of conflict are divided into three types of work-family conflict:

- Time-based conflict* is the time needed to carry out one of the demands that can come from the family domain or from the



work domain, where demands from one domain can reduce time to carry out demands from the other domain. These demands simultaneously require an individual to play both roles at once, which can cause difficulties in dividing time to fulfill both roles.

- b) *Strain-based conflict* is a conflict that occurs when the pressure from domain of an individual's role in family affects the individual's performance in another domain.
- c) *Behavior-based conflict*, relates to mismatch between behavioral patterns and what is desired by both domains at a time, whether in work or family.

Job Satisfaction

There are several definitions of job satisfaction according to experts. According to Robbins and Judge (2009), job satisfaction is defined as a positive feeling felt by an individual over a job that is the result of an evaluation of its characteristics. In contrast to the opinion of Spector *et al.* (1997) in Warokka and Febrilia (2015), who define job satisfaction as an expression about individual's liking or disliking of their job. Negative feelings that arise reflect a poor level of job satisfaction, which can lead to *absenteeism*, intention to quit the job, and low levels of productivity. On the other hand, positive feelings lead to the job loyalty, increased performance and productivity, and feelings of happiness.

Aspects of Job Satisfaction

In this study, the authors used aspects of job satisfaction developed by Weiss *et al.* (1967) to measure job satisfaction. The aspects are divided into 20 (twenty) aspects of the measured job domain, to measure the level of job satisfaction possessed by employees, which consists of the following points.

1. *Ability utilization* is the opportunity employees get to optimize their potential abilities for work.
2. *Activity* is a perceived opportunity to be busy all the time. This opportunity allows someone to do something outside of their main job.
3. *Achievement* is an individual's ability to achieve goals in a challenging job.
4. *Authority* is an opportunity to provide direction for others on what to do.
5. *Independence* is the opportunity to use their judgment in completing the work assigned by their superiors.
6. *Moral values* are the opportunity not to do things that one thinks are against one's ideology.
7. *Responsibility* is an obligation for a certain job or doing something from an authorized superior.
8. *Security* is something that supports a sense of security for employees in carrying out their work.
9. *Creativity* is the idea that comes from one-self, which arises to complete the work.
10. *Social service* is an employee's feeling of the opportunity to do something for others in the workplace both physically and mentally, which can encourage employee enthusiasm and passion for work.
11. *Social status* is the opportunity to have a role in the surrounding social environment.
12. *Variety* is the execution of tasks from what must be done by superiors, whether routine or variety of work, creativity, easy or difficult work.
13. *Advancement* is a situation in which employees feel able to develop skills, and professions and support their work in an optimal or better direction.
14. *Company policies and practices* are company policies and administration that cover all matters concerning the company.
15. *Compensation* is the incentive that employees receive for their work.
16. *Recognition* is the recognition obtained by individuals for their work, either in the form of awards, praise, and attention from superiors, coworkers, subordinates, clients, or the general public.
17. *Supervision-human relations* is the leader's way of dealing with relationship between employees.
18. *Supervision-technical* is a technique used by superiors directly to supervise employees in their work.
19. *Working conditions* are everything in both the physical and psychological aspects of work, as well as the rules that exist in the workplace.
20. *Co-workers* are opportunities to work together with colleagues, both to exchange ideas and discuss problems in the work at hand. In addition, this opportunity also refers to support from co-workers for the work at hand.



Gender

In *Webster's New World College Dictionary*, *gender* is defined as a socio-cultural phenomenon of classifying an individual into what is called "male" and "female", which is then associated with reproductive organs, clothing, roles, stereotypes and other things that support the individual being part of the two categories. According to Gentry, Commuri, and Hongik (2003), the term *gender* is distinguished from sex in terms of biological determination. In other words, the term *gender* in some explanations refers to the (sexual) differences between men and women that cannot be denied, but in social construction, the term *gender* also refers to the roles performed by men and women, which are not limited to being distinguished only through biological things.

The influence of Work-Family Conflict on Job Satisfaction

According to Lingard and Francis (2006), in their research on professional contractors, work-family conflict consistently has a negative impact on individuals themselves, families, and organizations. Indications of the negative impact of work-family conflict include increased stress, which then reduces job satisfaction, and the emergence of physiological diseases (Lu *et al.*, 2010). Another study conducted by Karatepe and Kilic (2007) revealed that the presence of distractions from work that enter and interfere with responsibilities in the family sphere, will make an individual dissatisfied with his job, start to dislike his job, decrease his performance, and the worst impact is to leave his job. In a meta-analysis conducted by Soeharto (2010), negative attitudes and feelings resulting from work-family conflict experienced by individuals can lead to decreased job satisfaction. This occurs when the limited time owned by individuals for work results in limited time for family. As a result, the role strain felt by individuals causes a person to have negative attitudes and feelings toward their work when they experience difficulty changing behavior from one role to another (Parasuraman and Simmer, 2001). Conversely, an individual who is able to balance his role in the work domain and family domain will have a positive effect on work in the form of feelings or attitudes, to increase satisfaction at work. Therefore, from the various descriptions above, it can be concluded that work-family conflict has a negative effect on job satisfaction.

H₁: Work-family conflict negatively affects job satisfaction.

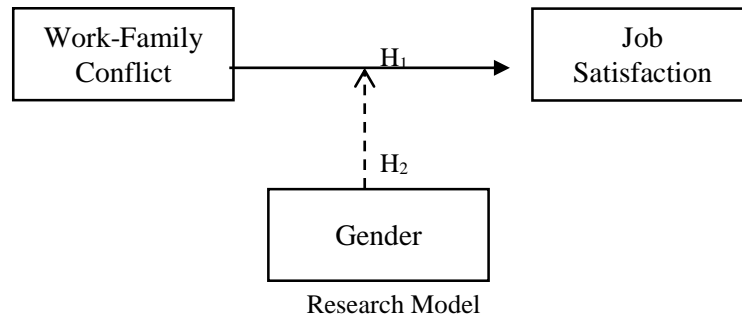
The role of gender in moderating the effect of work-family conflict on job satisfaction

Gender has a social meaning in the form of roles performed by men and women who both have different experiences, and activity situations in social life (Wood and Eagly, 2002). Research by Cinnamon and Rich (2002), explains that men have a high level of comfort when they prioritize their roles in the work domain, while women will feel more comfortable if they prioritize roles in the family domain. This is supported by the concept of gender roles (Gutek, Searle, and Klepa, 1991), which explains the differences in role priorities between men and women. Women prioritize their role with family over their role with work. If there is pressure or something that hinders her role in the family domain, then it encourages negative reactions in women in their work (for example, *absenteeism*, or quitting work so that she can concentrate fully on the family). The negative reaction is felt due to the tension of her role as a household organizer being disrupted by her role in the work domain, if the work demands are too high and the time given to the family is limited. In contrast to men, who prioritize their role in work, the pressure from work does not have a negative impact on their family. Instead, if family demands to overtake role in work, it can encourage a negative reaction to work, because a man's responsibility is to earn a living, not to manage household. In this case, men tend to experience conflict originating from the family (family-work conflict), and women tend to experience conflict originating from work (work-family conflict).

In contrast, research conducted by Grandey, Cordeiro, and Crouter (2005) found that men and women perceive work-family conflict come from the same direction. This results in role blurring and leads to perceived conflict coming from the same direction. This can happen because of the equality and willingness to share tasks from both parties, where husbands are willing to share roles with wives in work and household matters (Kismono, 2011). For this reason, researchers use gender as a moderating variable, to determine whether gender moderates the effect of work-family conflict on the job satisfaction.

H₂: Gender moderates the relationship between work-family conflict and job satisfaction.

Whether gender weakens or strengthens the effect of work-family conflict on job satisfaction. The research model is shown in the following figure.



Research Model

Based on the results of the previous description of the differences in research results regarding gender on the effect of work-family conflict on job satisfaction, by distributing 125 questionnaires for male police respondents and 125 questionnaires for female respondents, with a proportion for each police station is 50 questionnaires (25 questionnaires for male police respondents, and 25 questionnaires for female policerespondents) for 5 districts. Criteria for respondents that must be fulfilled are married, with the minimum age of marriage has been running for 2 years. An overview of the characteristics of respondents comes from the identity of respondents when filling out the questionnaire. This includes the classification of respondents based on gender, age, latest education, and number of children. This classification aims to determine the description of respondent's answers to each variable presented in the questionnaire. After distribution and collection again, from the total of all the questionnaires distributed (250 questionnaires), 208 questionnaires were returned (response rate of 83.2%), and the remaining 57 did not return. From the amount of data collected (208 respondents), there were only 193 respondents who had data suitable for analysis (usable rate 77.2%), consisting of 102 male police officers and 91 female police officers. Differences in the number of respondents according to gender it is hoped that it will not go too far, considering that moderation requires a portion for respondents of different genders are more or less almost the same, so data obtained is not biased due to sample differences. Based on the table, the percentage of female police officers aged 21-30 years is greater than that of male police officers. This shows that many female police officers marry at a young age. Other data show that there are more male police officers with a highschool education than female police officers, but 75 female police officers have a bachelor degree.

Table Characteristics of Male And Female Police Respondents

No.	Characteristics of Respondents	Male Police		Female Police		Total	
		Total	%	Total	%	Total	%
1	Age (years)						
	21-30	46	45%	56	61,5%	102	52,8%
	31-40	46	45%	31	34,1%	77	39,9%
	41-50	10	10%	4	4,4%	14	7,3%
2	Last Education						
	Junior High School	-	-	3	3,3%	3	1,6%
	High School	71	69,6%	13	14,3%	84	43,5%
	Diploma	5	4,9%	-	-	5	2,6%
	Bachelor	26	25,4%	75	82,4%	101	52,3%
3	Number of Children						
	Do not have yet	32	31,4%	36	39,5%	68	35,2%
	Only One	29	28,4%	29	31,9%	58	30,0%
	More than one	41	40,2%	26	28,6%	67	34,8%

Descriptive statistics

The results of descriptive statistical data processing of work-family conflict variables ($r = -0,447$; $p < 0,01$) as a whole



(between male police and female police) have a negative correlation with job satisfaction. The results of descriptive statistical data processing also show that the work-family conflict variable has an average (mean) of 14,72 with a standard deviation of 5,241. Meanwhile, the job satisfaction variable (JS) has an average (mean) of 81,95 with a standard deviation of 10,572. The table shows descriptive statistics consisting of the mean, standard deviation and correlation value of two variables.

Mean, Standard Deviation, and Correlation Coefficient Values

Variables	Mean	Standard Deviation	Gender	WFC (Work-family conflict)	JS (Job Satisfaction)
WFC x JS	14,72	5,241			
	81,95	10,572			
					- 0,447*

*p<0,01

Source: Primary data processed

Descriptive statistics of male police respondents

The results of descriptive statistical data processing of work-family conflict variables ($r = -0,417$; $p < 0,01$) have a negative correlation onwith job satisfaction. The results of descriptive statistical data processing also show that work-family conflict variable (WFC) has an average (mean) of 14,58with a standard deviation of 5,649. Meanwhile, the job satisfaction variable (JS) has an average (mean) of 82,78 with a standard deviation of 11,966. The table shows descriptive statistics consisting of the mean, standard deviation and correlation value of thetwo research variables.

Mean, Standard Deviation, and Correlation Coefficient of Male PoliceOfficers

Variables	Mean	Standard Deviation	Conflict Work -family
Work-family Conflict	14,58	5,64	
Job Satisfaction	82,78	11,96	
			-0,417*

*p<0,01

Source: Primary data processed

Descriptive statistics of female police respondents

The results of descriptive statistical data processing of work-family conflict variables ($r = -0,502$; $p < 0,01$) have a negative correlation onwith job satisfaction. This result is the same as the results of descriptive statistical data processing of male police respondents. The results of descriptive statistical data processing also show that the work-family conflict variable (WFC) has an average (mean) of 14,58 with a standard deviation of 4,768. The job satisfaction variable (JS) has an average (mean) of 81.02 with a standard deviation of 8,724. The table shows descriptive statistics consisting of the mean, standard deviation, and correlation coefficient value of the female police data.

Mean, Standard Deviation, and Correlation Coefficient of Policewomen

Variables	Mean	Standard Deviation	Work-Family Conflict
Work-family Conflict	14,58	4,768	
Job Satisfaction	81,02	8,724	
			-0,502*

*p<0,01

Hypothesis Testing Results

H₁ states that, work-family conflict has a negative effect on job satisfaction. Work-family conflict has a negative and significant effect on job satisfaction ($\beta = -0,447$; $t = -6,901$; $p < 0,01$), and it can be concluded that hypothesis one is supported. ² The R value of 0,200 indicates that work-family conflict can explain 20 percent ofthe variation in job satisfaction, while the remaining 80 percent is explained by other factors outside the model.

H₂ states that, gender moderates the relationship between work- family conflict and job satisfaction. Moderation testing is



performed by conducting hierarchical moderation regression analysis for the dependent variable, independent variable, moderating variable, and the interaction of the independent variable with the moderating variable. The table shows the results of the moderated regression.

Summary of Moderated Regression Test Results

Model	Dependent Variable/ Independent	Job Satisfaction					
		β	t	Sig.	R	R^2	F
I	WFC	-0,447*	-6,901	0,00	0,447	0,200	47,63
II	WFC	-0,445	-6,871	0,00	0,452	0,205	24,43
	Gender	-0,071	-1,092	0,276			
III	WFC	-0,438	-0,5280	0,00	0,452	0,205	16,21
	Gender	-0,046	-0,234	0,815			
	WFC x Gender	-0,027*	-0,129	0,898**			

*p < 0,01 ; **p<0,05

Source: Primary data processed

The results of the moderation regression test show that gender does not significantly moderate the effect of work-family conflict on job satisfaction ($\beta = -0,027$; $t = -0,129$; $p > 0,05$). Thus, it can be concluded that the second hypothesis is not supported.

DISCUSSION

Work-family conflict is an inseparable thing in an individual's life, especially for individuals who are married and have a job. The results of testing hypothesis 1 support the direct effect of work-family conflict on job satisfaction ($\beta = -0,447$; $t = -6,901$; $p < 0,01$). The results of this test are in line with the theory proposed by Greenhauss and Beutell (1985), which states that work-family conflict has a negative correlation with job satisfaction. This means that the higher the work-family conflict experienced by individuals is, the lower the level of job satisfaction. The results of this test are also consistent with Mazerolle, Bruening, and Casa's (2008) research on 587 certified athletic trainers. The study shows that, someone who has a high level of work-family conflict, will have a low level of job satisfaction. The results of testing hypothesis two do not support the effect of gender in moderating the relationship between the effect of work-family conflict on job satisfaction significantly ($\beta = -0,027$; $t = -0,129$; $p < 0,01$; Sig. value $0,898 > 0,05$).

No significant hypothesis test results indicate that the sample data collected did not succeed in proving the relationship between gender in moderating the effect of work-family conflict on job satisfaction. This research contradicts the concept of gender role theory presented by Gutek, Searle, and Klepa (1991), that women devote more to the family domain than men who devote more to the work domain. This means that if work hinders the fulfillment of a man's role in the family domain, this condition will not have a negative impact on employee attitudes in the work domain (for example: job satisfaction). Unlike women, when work hinders the fulfillment of their role in the family, it can cause a negative reaction to the attitude of the female employee (for example: job satisfaction). It is predicted that men will tend to experience conflicts originating from the family, while women will tend to experience conflicts originating from work. However, the results of this study are inline with the rational theory conducted by Keith and Schafer in Gutek, Searle, and Klepa (1991), which states that both men and women will experience conflicts originating from the same domain (both from their work and household domains) if there is no balance in the implementation of the fulfillment of both roles in both domains. This research is also consistent with Grandey, Cordeiro, and Crouter's (2005) research regarding men's and women's perceptions of conflicts from both work and family coming from the same direction. This then causes role blurring and leads to perceived conflicts coming from the same direction. According to Kismono (2011), this can happen because of the equality and willingness to share tasks from both parties, where husbands are willing to share roles in work and household matters.

Based on the results of the discussion above, it can be concluded that police personnel also experience work-family conflict, which has a negative impact on job satisfaction in the same domain, both from male police and female police. This can be seen from the demands of the job that must act professionally and proof of self-service to the state regardless of gender. Twenty-four-hour on-



call preparedness is also one of the reasons why police personnel must be willing to sacrifice time for themselves and time with their families, and it is felt from both the male police and the female police with the same workload pressure in the same functional unit, and the incompatibility of the desired behavior patterns in playing roles for both domains at the same time. Thus, both male and female police officers in this study had work-family conflict directions from the same domain.

SUMMARY

Work-family conflict has a negative and significant effect on job satisfaction. The relationship between variables in this study is supported by the findings of research conducted by Greenhaus and Beutell (1985), which suggests a negative correlation between work-family conflict and job satisfaction. Lambert, Hogan, and Barton (2002) emphasize that, work and family are two fundamental elements in a person's adulthood that become two conflicting concepts that allow for conflict, and the impact has a negative impact on a job satisfaction. Gender does not support moderation in the relationship of the influence of work-family conflict on job satisfaction. This study is in line with the rational theory conducted by Keith and Schafer in Gutek, Searle, and Klepa (1991), which states that both men and women will experience conflicts originating from the same domain (both in their work and household) if there is no balance in the implementation of the fulfillment of these roles.

REFERENCES

1. Baah, K. D., (2015), "Work-Family Conflict, Demographic Characteristics, and Job Satisfaction among Ghanaian Corporate Leaders", *International Journal of Business*, 20(4), 291-307.
2. Casper, W.J., Harris, C., Taylor-Bianco, A., and Wayne, J.H. (2011), "Work-Family- conflict, Perceived Supervisor Support and Organizational Commitment among Brazilian Professionals", *Journal of Vocational Behavior*, 79(3), 640-652.
3. Cinnamon, R., and Rich, Y., (2002), "Gender Differences in the Importance of Work and Family Roles: Implications for Work-family Conflict", *Sex Roles*, 47, 531-541.
4. Devi, S.S., Nithya, L., and Sumitha (2016), "A Study on Work and Family Conflict of Women Police in Coimbatore City", *International Journal of Research in Engineering and Applied Science*, 6(3), 180-185.
5. Dwiningrum, F. (2013). The Effect of Work- Family Conflict on Job Stress with Social Support as a Moderating Variable: Study on Customer Service Employees of PT Telkomsel. (Unpublished thesis), UGM Central Library, Yogyakarta.
6. Gati, G.R. (2016). The Effect of Work-Family Conflict on Job Satisfaction with Job Stress as Mediation: Study of PT Perkebunan Nusantara 12. (Unpublished thesis). UGM Central Library, Yogyakarta.
7. Gentry, J. W., Commuri, S., and Jun, S., (2003), "Review of Literature on Gender in the Family", *Academy of Marketing Science*, 2003(1), 1-20.
8. Ghiselli, E. E., and Brown, C.W. (1950). *Personnel and Industrial Psychology*. New York: McGraw-Hill.
9. Ghozali, Imam. (2006). *Application of Multivariate Analysis with the IBM SPSS Program*. Fourth Print. Semarang: Diponegoro University Publishing Agency.
10. Ghozali, Imam. (2011). *Application of Multivariate Analysis with IBM SPSS 19 Program*. Semarang: Diponegoro University Publishing Agency.
11. Grandey, A.A., Cordeiro, B. L., and Crouter, C., (2005), "A Longitudinal and Multi-source Test of the Work-family Conflict and Job Satisfaction Relationship", *Journal of Occupational Psychology*, 78, 1-20. Greenhaus, J. H. and Beutell, N. J. (1985), "Sources of Conflict between Work and Family Roles", *Academy of Management Review*, 10, 76-88.
12. Gutek, B. A., Searle, S., and Klepa, L., (1991), "Rational versus gender role explanations for work-family conflict", *The Journal of Applied Psychology*, 76, 560-568.
13. Hair, J.F. Jr., Anderson, R.E., Tatham, R.L., and Black, W.C. (2010). *Multivariate Data Analysis*, (7th Edition). New Jersey: Prentice Hall
14. Karatepe, O. M., and Kilic, H. (2007), "Relationships of Supervisor Support and Conflicts in the Work-Family Interface with the Selected Job Outcomes of Frontline Employees", *Tourism Management*, 28(1), 238-252.
15. Kismono, G. (2011), "The Relationship Between Job Embeddedness, Work-Family Conflict and The Impact of Gender on Turnover Intention: Evidence From the Indonesian Banking Industry", *Unpublished Doctoral Dissertation*. Australia:



CurtinUniversity.

16. Kuncoro, M., (2013). "Research Methods for Business and Economics" 4th Edition. Jakarta:Erlangga.
17. Lambert, E.G., Hogan, N.Y., and Barton, S.M., (2002), "The Impact of Work-familyConflict on Correctional Staff Job Satisfaction", *American Journal of Criminal Justice*, 27(1), 35-51.
18. Lingard, H., and Francis, V., (2006), "Does a Supportive Work Environment Moderate the Relationship between Work-family Conflictand Burnout among Construction Professionals?", *Construction Engineering and Economics*, 130(2), 290-298.
19. Lu, L., Kao, S.F., Chang, T.T., Wu, H.S., and Cooper, C.L., (2008), "Work-FamilyDemands, Work Flexibility, Work-family Conflict, and Their Consequences at Work A National Probability Sample in Taiwan",*International Journal of Stress Management*, 15(1), 1-21.
20. Martins, L. I., Eddleston, K. A., and Veiga, J.F., (2002), "Moderators of the Relationship between Work-family Conflict and Career Satisfaction", *The Academy of Management Journal*, 45(2), 399-409.
21. Mazerolle, S.M., Bruening, J.E., and Casa,D.J., (2008), "Work-Family Conflict, Part II: Job and Life Satisfaction in NationalCollegiate Athletic Association Division I-A Certified Athletic Trainers", *Journal of Athletic Training*, 43(5), 513-522.
22. Mustakini, J. H. (2007). *Business Research Methodology: Misconceptions andExperiences*. Yogyakarta: Publishing House ofthe Faculty of Economics.
23. Namasivayam, K., and Zhao, X., (2007), "An Investigation of the Moderating Effects of Organizational Commitment on the Relationships between Work-Family Conflict and Job Satisfaction among Hospitality Employees in India", *Tourism Management*, 28(5), 1212-1223.
24. Netemeyer, R. G., Boles, J. S. and Mc. Murrian, R., (1996), "Development and Validation of Work-Family Conflict and Family-Work Conflict Scales", *Journal of Applied Psychology*, 81 (4), 400-410.
25. Padma, S., (2013), "Role of Family Support inBalancing Personal and Work Life of WomenEmployees", *International Journal of Computational Engineering & Management (IJCEM)*, 16, 2230-7893.
27. Rathi, N., and Barath, M., (2013), "Work-family Conflict and Job and Family Satisfaction, Equality, Diversity and Inclusion", *An International Journal*, 32(4),438-454.
28. Robbins, P. S., and Judge. T. A., (2009). *Organizational Behavior*. Jakarta: Fourth Edition.
29. Robbins, P. S., and Judge. T. A., (2013). *Organizational Behavior Ed.15th* . Pearson Higher Education: Prentice Hall.
30. Sekaran, U., and Bougie, R. (2010). *ResearchMethods for Business: A Skill Building Approach, Fifth Edition*. New York: John Wiley & Sons Ltd.
31. Senécal, C., Vallerand, R. J., Guay, F. (2001). "Antecedents and Outcomes of Work-Family Conflict: Toward a Motivational Model", *Personality and Social Psychology*, 27(2), 176-186.
32. Soeharto, Triana N.E.D., (2010), "Family Work Conflict with Job Satisfaction: A Metaanalysis", *Journal of Psychology*, 37(1), 189-19.
33. Spector, P. E., Allen, T. D., Poelmans, S. A. Y., Lapierre, L. M., Cooper, C. L., O'Driscoll M., Sanchez, J. I., Abarca, N., Alexandrova, M., Beham, B., Brough, P., Perreiro, P., Fraile, G., Lu, C. Q., Lu, L., Moreno-Vela'zuez, I., Pagon, M., Pitariu, H., Samatov, V., Shima, S., Simoni, A. S., Siu, O. L., and Widderszal- Bazyl, M. (2007), "Cross-national Differencesin Relationships of Work Demands, JobSatisfaction, and Turnover Intentions with Work-family Conflict", *Personnel Psychology*, 60(4), 805-835.
34. Sudar, L.N.D. (2017). Analysis of the Relationship between Fun Workplace and Performance Outcomes with Generation Group Differences as a Moderating Variable. (Unpublished thesis). UGM Central Library, Yogyakarta.
35. Subha, S., and Dhivya, K. D. R., (2014), "Work-Life Balance among Women Police in Coimbatore District - An Empirical Study", *International Journal of Advanced Research inComputer Science and Management Studies*, 2(11), 7-14.
36. Teeters, J.B., Ginley, M.K., Whelan, J.P.,



37. Meyers, W.W., and Pearlson, G.D., (2015), "The Moderating Effect of Gender on the Relation Between Expectancies and Gambling Frequency among College Students", *Journal of Gambling Studies*, 31(1), 173-182.
38. Thompson, L., and Walker, A. J., (1989), "Gender in Families: Women in Marriage, Work, and Parenthood", *Journal of Marriage and the Family*, 51, 841-871.
39. Wang, M., Liu, S., Zhan, Y., and Shi, J., (2010), "Daily Work-Family Conflict and Alcohol Use: Testing the Cross-Level Moderation Effects of Peer Drinking Norms and Social Support", *Journal of Applied Psychology*, 95 (2), 377-386.
40. Warokka, A., and Febrillia, I., (2015), "Work-Family Conflict and Job Performance: Lessons from a Southeast Asian Emerging Market", *Journal of Southeast Asian Research*, 2015(2015), 1-14.
41. Weiss, D. J., Rene, V. D., George, W. E., and Llyod, H. L. (1967). *Minnesota Studies in Vocational Rehabilitation: Manual for the Minnesota Satisfaction Questionnaire*. Saint Paul: University of Minnesota.
42. Wood, W., and Eagly, A. H. (2002). "A Cross-Cultural Analysis of the Behavior of Women and Men: Implications for the Origins of Sex Differences", *Psychological Bulletin*, 128, 699-727.
43. Yadav, N.K., (2015), "Satisfaction with Work-life Balance: A study of Women Police Personnel in Vapi City", *International Journal of Advanced Research in Engineering, Science and Management*, 1(12), ISSN : 2394-1766, 1-3.

Cite this Article: Yeni Eka Surya (2023). Work-Family Conflict among Police Personnel's Job Satisfaction in Special Region of Yogyakarta with Gender as a Moderating Variable (Study in Police Administrative Unit at the County Level). International Journal of Current Science Research and Review, 6(10), 6919-6928