

**The Impact of Work-Family Conflict on Children in Dual-Earner Families:
A Qualitative Thematic Analysis**

*Gouri A. Domnic Jacob, Janiffa Saidon, Nor Farehan Omar
Faculty of Business and Management, Universiti Teknologi MARA Selangor, Malaysia
Email: *gouri296@salam.uitm.edu.my
Corresponding Author: Gouri A. Domnic Jacob

Abstract: Although work-family conflict has been extensively studied over the years, research in this area continues to focus predominantly on its consequences. Incompatibility between work and family roles often leads to conflict, resulting in negative outcomes both in the workplace and within the home environment. This study examines the effects of work-family conflict on children from dual-earner households. The primary objective of this study is to comprehend the impact of work-family conflict on the offspring of dual-earners. A qualitative study design was utilised, employing thematic analysis of data gathered from ten dual-earners via semi-structured face-to-face interviews. The result identified multiple causes and effects of work-family conflict that directly affect children. These findings underscore the importance of comprehending how dual-earner interactions affect child well-being. The knowledge acquired from this study is significant and beneficial for subsequent research and practice. To properly tackle this issue, it is imperative to implement complete coping mechanisms. This study shows that researchers and policymakers should pay more attention to how work-family conflict affects children in unique ways.

Keywords: *Work-family conflict, dual-earner families, children's well-being, thematic analysis, family stress, parental availability*

1. Introduction and Background

Work-family is the most important segment of a dual-earner's life. The dilemma of balancing work and family creates conflicts among dual-earners (Tammelin et al., 2015). Working parents consistently have to cope with the problems of combining work and family responsibilities in their daily lives. The length of working time is crucial for parents, as it influences the amount of time they spend away from family commitments and responsibilities. Parental employment impacts the family environment; it is critical to recognise the potential effects of parents' jobs on children. The ecological model of human development is a popular framework for comprehending how friction between work and family affects children's health and well-being. The ecological model of human development is a popular framework for comprehending how friction between work and family affects children's health and well-being. Recent studies have shown that these conflicts are linked to parental burnout and reduced fertility intentions, particularly when organizational support and extended family assistance are lacking (Wang et al., 2024; Wu et al., 2025).

As per Yucel and Latshaw (2021), the ecological model of human development is a widely utilised framework for understanding the impact of work-family conflict on children's health and well-being. The core assertion of this paradigm posits that interactions among four systems (the microsystem, mesosystem, exosystem, and macrosystem) influence child development (Bronfenbrenner, 1986). Work-family conflict is a type of inter-role conflict characterised by the incompatibility of role demands from both work and family (Zhang et al., 2013; Yucel and Latshaw, 2020a,b). It transpires when certain job and familial obligations are conflicting or obstruct one another (Greenhaus & Beutell, 1985; Mathieu & Mathieu, 2011).

There are two types of conflict: work-family conflict and family-work conflict. Work-family conflict occurs when work responsibilities obstruct family responsibilities; it is about individuals giving more time to work, which results in conflict with family demands. Family-work conflict arises when family activities interfere with work performance, meaning an individual gives more time to the family during working hours. In most cases, individuals working and being parents might face conflict due to the domain's clashes, which will increase the stress on them and the people around them (Edwards & Rothbards, 2000; Greenhaus & Beutell, 1985).

Most research on work-family conflict, dual-earner couples, and parent-child issues has focused on families with young children and in developed countries (Le et al., 2020; Chai & Schieman, 2022). In Southern Europe,

technostress and blurred work–family boundaries during the COVID-19 pandemic were found to exacerbate parental burnout, especially in families with older children (Gambin et al., 2023). It is important to look into work-family issues and their effects on children's development. Work-family conflict also originates from long working hours. Spending less time at home and having an inflexible working schedule will lead to fatigue, poor performance, feeling less competent at work, marriage dissatisfaction, and life dissatisfaction. Long working hours often include an enormous volume of work demand and, in most cases, less flexibility (Dilworth, 2004).

According to Bianchi and Milkie (2010), work pressures such as work overload increase work-family conflict. Each individual is involved in work and family, and faces work-family stress. (Mesmer-Magnus & Viswesvaran, 2009). In some studies, family-work conflict can cause conflicts between the individual and the family due to a lack of support from a spouse, a high number of responsibilities at home, the presence of a baby at home, and many children's problems at work. Those dual earners who are married and working can face clashes in their roles. Several studies have examined the impact of nonstandard work on employees and their families and found associations with reduced parental well-being (Liu et al., 2011). This nonstandard work arrangement also increased relationship conflict (Maume & Sebastian, 2012). Parents with high levels of stress and mental health difficulties are associated with lower quality parent-child interactions, less warmth, more irritability, and less consistency (Conger et al., 2002). Low-quality jobs that expose parents to work overload and intensity, low autonomy, long hours, and inflexible schedules have been linked to more punitive and harsh parenting behaviors (Crouter & Bumpus, 2001; Perry-Jenkins et al., 2007; Dinh & Racionero, 2017).

2. Literature Review

Work-family conflict (WFC) has substantial and varied long-term effects on the emotional and psychological health of children of multiple earners. According to research, children who have higher WFC may experience negative consequences such as psychological distress and emotional dysregulation. These impacts are explained in more detail in the sections that follow. Poor-quality job conditions are linked to adolescent mental health (Johnson et al., 2018). Some researchers also identified work-family imbalances as causing harsh parenting behaviors that reduced emotional availability (Johnson et al., 2018); lower quality in a family relationship with children (Cooklin et al., 2015); and less time together with family. A study found that psychological distress in parents directly correlates with lower emotional regulation in children, indicating a spillover effect from parental stress to child behavior (Matias et al., 2017). This describes how work-family conflict affects children. Emotional availability is an exploration-based, logically determined method for understanding the nature of correspondence and association between a parent (or guardian) and child.

According to Johnson et al. (2018), it is significant to be there for your kids; it involves substantially more than helping them with their homework, lifting them from school, putting supper on the table, and taking an initiative to spend "quality time" with them. Children are more likely to have emotional problems when their parents ignore them and are busy with work. Kelly (2014) mentioned that frequent and intense conflict or arguments between parents also negatively impact children, affecting their sense of security and safety. Children's situations at home will influence their behavior towards their parents and the people around them. Children who experience parental anger or hostility, frequent rejection, or low warmth are less able to self-regulate. They are more likely to have an aggression problem and emotional symptoms such as withdrawal and anxiety (Cooklin et al., 2015).

Likewise, children raised in high marital conflict environments show more fearfulness, withdrawal, and emotional insecurity in adolescence (Brock and Kochanska, 2016). The Harvard Business Review (2023) found that parents with higher workplace autonomy and supportive bosses showed greater warmth and engagement with their newborns, impacting their developmental trajectory. This nurturing care enhances attachment, emotional regulation, social competence, and academic success. Offspring with favourable employment experiences showed superior reading and math proficiency; enhanced social aptitude; and reduced behavioral issues.

The occupational experiences of parents directly impact their offspring's developmental trajectory during infancy and early childhood. A survey in Indonesia found that children with working mothers in the formal sector exhibit greater cognitive development than those in the informal sector. The employment of mothers

can enhance maternal education, potentially increasing children's cognitive abilities. Multiple children in a family can negatively impact cognitive development, while birth order can positively influence children's cognitive abilities (Iriani et al., 2023).

Low-wage hourly workers often have unpredictable work schedules. For example, 13.3% of parents had to change their schedule without warning in the last 30 days. 87% had at least one unanticipated adjustment, which had bad effects on working parents' health, such as making them feel worse and making them think they were sleeping less (Elizabeth & Anna, 2020).

The analysis conducted by the moderator on the multisource data indicates that self-regulatory resources have an impact on child health, but only in situations when job demands are high or job autonomy is low. This finding suggests that there may be opportunities for intervention and policy implementation to address this issue (Ohu, 2019). Research highlights that fathers' psychological distress has a pronounced effect on children's emotional outcomes, suggesting that gender dynamics in parental roles may influence children's psychological well-being (Schnettler et al., 2024, Yucel & Fan, 2019).

The research conducted in Indonesia indicates that a mother's employment level significantly and negatively affects her children's health. The educational level of mothers and their urban residency demonstrate a significant and positive correlation with the health status of children. This research indicates that the enhancement of education is essential for fostering favourable improvements in child health outcomes (Dwinanda et al, 2021).

Research indicated that parents with shift-based work schedules experience greater conflict between work and familial obligations (Moreira et al., 2019). Flexible work schedules enhance self-regulation and foster acceptance of parenting responsibilities. Nonetheless, work-family conflict adversely affects mindful parenting, resulting in heightened worry and stress. A study conducted in Hong Kong identified a substantial negative link between paternal nonstandard work hours and child development, especially in households with small children.

The association was most pronounced among those with lower income levels. Conversely, no correlation was identified between maternal nonstandard work hours and child developmental outcomes. The findings of this study underscore the importance of offering assistance to parents, particularly low-income fathers, to adeptly manage the challenges associated with their unconventional work hours (Minseop, K., 2021).

Perry (2021), found that working-class mothers' and fathers' job autonomy during the first year of parenthood was directly correlated with children's behavior problems and adaptive skills in the first grade. Higher job autonomy levels led to lower parenting over reactivity, improving child outcomes. The involvement of parents played a crucial role in mediating the relationship between occupational autonomy and the adaptive abilities of children, but it did not have a major impact on their behavior.

The relationship between work-family conflict and its impact on children is a multifaceted problem that has received much focus in recent studies. Research shows that parents' experiences with WFC can have negative effects on their children's conduct and mental health, mostly through the effects of parental well-being and parenting methods. The subsequent sections delineate essential results pertaining to these effects. Research indicates that both work interference with family (WIF) and family interference with work (FIW) adversely impact parental well-being, therefore affecting the quality of parenting (Eynde et al., 2020). Specifically, FIW has a direct adverse spillover effect on parental performance, resulting in behavioral difficulties in children (Eynde et al., 2020).

A study in Chile revealed that family-to-work conflict among parents of adolescents not only affects individual satisfaction levels but also spills over between partners, ultimately influencing the family system as a whole (Morales et al., 2022). These findings point to a growing recognition of the need for broader, more inclusive perspectives in WFC research. Conversely, evidence from multiple contemporary studies indicates that dual-earner households can provide enhanced financial stability and exemplify strong work ethics, which may serve as protective factors against certain adverse mental health outcomes in children (Miftahul & Sa'diyah, 2025;

Chai & Schieman, 2022). Maintaining a supportive and balanced work–family dynamic remains essential to foster a healthy emotional environment for children.

3. Research Methodology

The current study was explored with basic interpretive qualitative research by Merriam (2015). The data were collected through semi-structured interviews (Cresswell, 2012). This basic interpretive qualitative study was supposed to investigate the effect of work-family conflict on the dual-earner's children. The motivation behind qualitative explorative research studies is to help researchers comprehend individuals and the social setting in which they live (Huberman & Miles, 2002).

To achieve the objective, ten respondents were interviewed. In this study, the researcher used a purposive sampling method to identify the respondents. Dual-earners with children were chosen to answer the interview questions. Semi-structured interviews were carried out; each interview was recorded using a voice recorder. The average interview time for each participant was 30 minutes. The interview took place in a private setting with the participants. The researcher determined the sample size by conducting interviews until no new themes emerged, which indicated that the saturation point had been reached (Kerr et al., 2010).

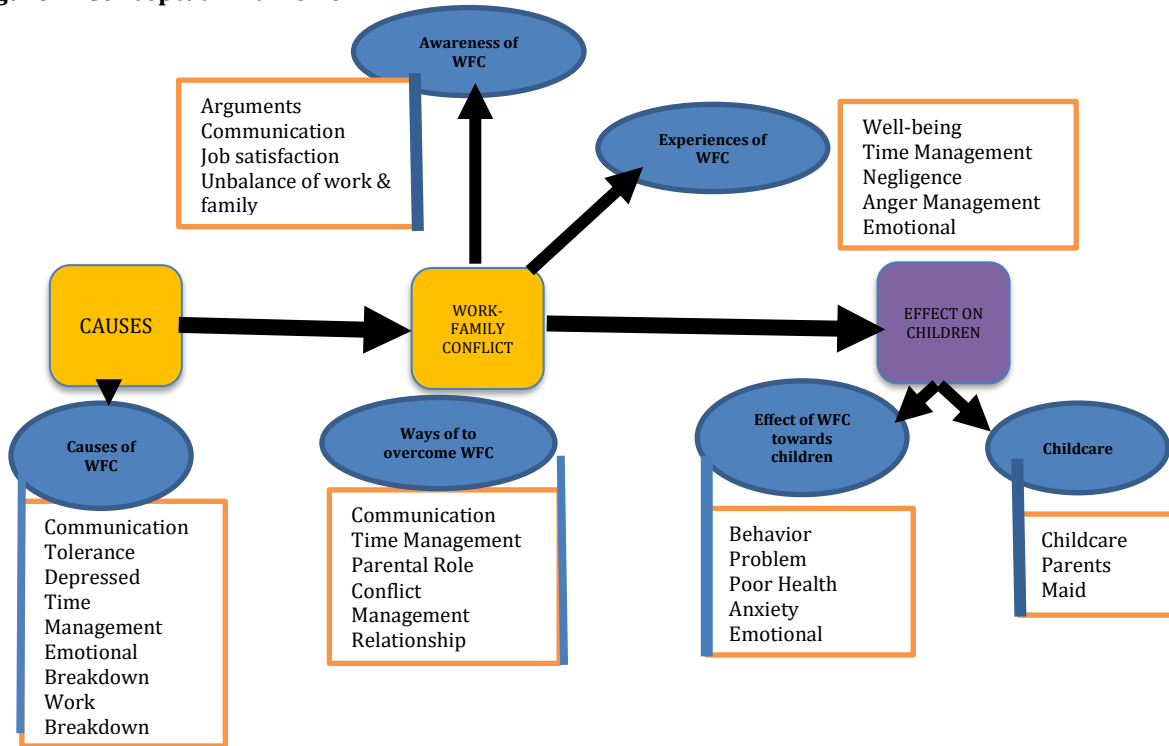
A thematic analysis was selected for this study. Attard and Coulson (2012) identified thematic analysis as a useful method for identifying, analysing, and reporting patterns in interviews. The transcript from the interviews was analysed using thematic analysis based on Braun and Clarke (2006). To produce a thematic analysis, Braun and Clarke outlined six steps that researchers should follow. First, the researcher familiarizes themselves with the data by reading it several times. The next step is to create preliminary codes to methodically record important data aspects. During the third stage, which involves theme search, the researcher groups codes into possible themes. To make sure these themes are coherent and in line with the coded data and the entire dataset, the fourth phase, examining themes, entails honing them. A thorough articulation of each theme's essence is therefore necessary for theme definition and labelling. Lastly, creating the report means combining the analytical story with visually striking data excerpts to create an engaging report on the results.

To maintain qualitative rigour, the researcher seeks assistance from a language expert proficient in both Malay and English to transcribe the interview data. This step is taken to make sure the researcher's biases do not influence the transcript process. These steps strengthened the issue of reliability and validity in this study. Reliability and validity are essential concerns in qualitative research. Researchers identified standard procedures in creating reliability and validity in qualitative research (Lincoln & Guba, 1985; Merriam, 1998). Qualitative researchers commonly apply member checking, triangulation, thick description, peer reviews, or external audits in their studies (Cresswell & Miller, 2000). A qualitative researcher's strategy to gather unbiased results is not to overestimate or underestimate (Yin, 2009). As in this study, reliability and validity were the focus when the researcher worked as a research team and hired a third person to rewrite transcripts and themes. The reflection and discussion process between co-authors was used to explore information and reduce biases, increasing the credibility.

Based on the thematic analysis performed in this study, the researchers have identified the level of work-family conflict awareness among dual earners. Researchers also identified the main focus of the survey as the effect of work-family conflict on dual-earner children. In this study, the researcher identified coping strategies for dual learners. The thematic map explains this finding in Figure 1.1. NVivo software (Version 12) was used to aid in organising and coding the data. Emerging patterns and themes were collaboratively reviewed by the research team to ensure credibility and minimise individual biases.

To bolster the study's credibility, methodologies like member verification, peer debriefing, and triangulation were utilised (Lincoln & Guba, 1985; Creswell & Miller, 2000). A third-party reviewer was hired to check if the transcriptions and theme development were correct. Regular team meetings kept reflexivity alive by letting everyone think about the research process all the time. We improved transferability by giving a detailed account of what the participants went through.

Figure 1: Conceptual Framework



4. Results

Through thematic analysis, this study identified the awareness levels of work–family conflict among dual earners, its perceived impact on their children, and strategies employed to mitigate its negative consequences. Figure 1 presents a thematic map that illustrates the major themes and sub-themes.

Impact of Work–Family Conflict on Children

Respondents cited several adverse effects of WFC on children. Eighty per cent of participants reported that their children were affected by their work–family dynamics. Participant 8 said:

“I think my children are facing work–family conflict sometimes since my husband and I both work and have packed schedules. Sometimes we have time with them; sometimes we don’t.”

This statement is based on research that shows that kids of couples who both work often have emotional and relationship problems when their parents aren't around (Milkie et al., 2015). Emotional detachment and emotional neglect are prevalent outcomes. Kids in households where both parents work are especially likely to be affected by the spillover effects of work–family conflict. For example, research indicates that parental work–family conflict might elevate stress levels, induce anxiety, and diminish self-esteem in children, as they may view their parents as less accessible or helpful (Huda & Sa’diyah, 2024; Vieira et al., 2016). These impacts can last throughout the teenage years and even into adulthood; therefore, it's important to start therapies early to lessen the bad effects (Saluja et al., 2023).

Most frequently mentioned were behavior issues and emotional breakdowns. These are consistent with findings from Greenhaus and Beutell (1985) and Edwards and Rothbard (2000), who highlight that resource depletion in one domain undermines performance in the other. Additional reported effects included relationship problems, poor health, anxiety, and depression.

Some respondents, however, reported a favourable outcome, such as enhanced independence among youngsters, corroborating studies that indicate certain children may achieve autonomy when parental

availability is diminished (Grzywacz & Marks, 2000). Maume and Sebastian (2012) and Presser (2000) caution that nonstandard work hours are generally linked to diminished parental well-being, disrupted parent-child relationships, and enduring emotional repercussions. Work-family conflict can make the house a difficult place to be, which can have a direct effect on how children feel. When parents encounter elevated levels of Work-Family Conflict (WFC) or Family-Work Conflict (FWC), they may demonstrate more severe parenting behaviors, such as overreacting to their children's misconduct, potentially resulting in heightened stress levels in children (Hess & Pollmann-Schult, 2020; Schneewind et al., 2010). Furthermore, children may internalise their parents' stress, resulting in emotions of fear and insecurity (Lund, 2012). Longitudinal studies indicate that children subjected to persistent work-family conflict are at an increased risk of developing internalising disorders, including anxiety and depression, as they mature (Cao et al., 2024; Vahedi et al., 2019). These findings underscore the significance of resolving work-family conflict as a pivotal element in children's mental health.

Kids who grow up in homes where work-family conflict is common often feel anxious. The stress and strain that come with work-family conflict can make the home atmosphere unstable, which can make kids more anxious. For instance, youngsters might be concerned about their parents' accessibility or the family's overall stability (Huda & Sa'diyah, 2024; Schnettler et al., 2024). Studies have demonstrated that the quality of parent-child connections might influence anxiety levels in youngsters. When parents are preoccupied with job or family obligations, they may be less attuned to their children's emotional needs, hence intensifying feelings of worry (Vieira et al., 2016; Moreira et al., 2019). This underscores the necessity for programs aimed at enhancing parent-child connections and mitigating work-family conflict.

A comprehensive study demonstrates that WFC is more significantly linked to children's mental health issues, especially internalising behaviors, rather than externalising behaviors (Bilodeau et al., 2023). The review underscores that parental mental health and features function as critical mediators in this relationship, indicating that parents' emotional states directly affect children's mental health outcomes (Bilodeau et al., 2023).

Causes of work-family conflict

The participants said that WFC was caused by many things. Three respondents cited depression and ineffective communication as significant triggers. Some mentioned marital role conflict, financial stress, emotional exhaustion, and work-related pressure. These viewpoints correspond with Bianchi and Milkie's (2010) claim that work intensification elevates WFC. Kahn et al. (1964) defined "role conflict" as the stress arising from managing several conflicting demands.

Three people suggest that depression and communication are the main causes. However, two people agreed on marital roles, financial management, tolerance, emotional breakdown, and work pressure. Bianchi and Milkie, et al. (2010) found that work pressures increase work-family conflict.

According to Kahn et al. (1964), "role conflict" is the stress resulting from the difficulty experienced by a person to adapt to another role following adaptation to a role, or, in other words, from the pressure of assuming two or more roles at the same time. This concept relates to the marital role suggested by one of the participants. The other participant suggests argument, conflict management, and time management as the causes of work-family conflict. Children face work-family conflict. According to the figure above, 80% of the participants stated that their children are facing work-family conflict. These findings mirror broader research indicating that long hours, high demands, and a lack of support contribute significantly to WFC (Michel et al., 2011).

Participant 8 stated:

"I think my children are facing work-family conflict sometimes since my husband and I are working people and we both have a packed schedule."

"Sometimes we have time with them, and sometimes we don't."

This is because some participants learn from their past experiences; therefore, they do not want this situation to affect their children. For dual-earner couples, the likelihood of experiencing such conflict is heightened due

to the simultaneous pursuit of professional responsibilities and caregiving duties. In this study, has been highlighted the key contributing causes have been highlighted.

Parenting Behavior

Parents who are having trouble balancing work and family life may be harsher or less responsive when they are parenting, which might hurt their children's emotional health. For instance, moms with elevated levels of work-family conflict are more inclined to employ severe disciplinary measures, resulting in heightened emotional difficulties in children (Hess & Pollmann-Schult, 2020; Schneewind et al., 2012).

Parent-Child Relationship Quality

The quality of the parent-child relationship is another critical mediator. Work-family conflict can strain relationships, leading to decreased emotional support and increased conflict between parents and children. This, in turn, can contribute to higher levels of stress and anxiety and lower self-esteem in children (Vieira et al., 2016; Moreira et al., 2019).

Family Resilience

Family resilience, defined as the capacity of families to adjust to adversities, has a protective function in alleviating the adverse impacts of work-family conflict. More resilient families are better able to keep a stable and supportive environment, even when work-family problems come up (Adenika & Kaloeti, 2024; Saluja et al., 2023).

Childcare Arrangements

Participants described diverse childcare arrangements. Six participants relied on extended family, particularly grandparents, while five used formal childcare services, and a few hired domestic helpers. Participant 6 stated: "Currently, my mom volunteers to take care of my children."

Participant 5 added:

"We hired a maid to take care of my children."

While these arrangements offer practical support, they may not substitute for direct parental engagement, which is critical to child development. (Nomaguchi & Milkie, 2003). The bar chart above represents the percentage of child care, which is precisely where most parents leave their child while they are at work. Six people stated that they leave the responsibility of taking care of their children to their parents. As participants 6 and 7 stated:

"Currently, my mom volunteers to take care of my children." "While I was busy working, my mother took care of my children."

Next, five people send their child to the child care or nursery available near them. While the rest of the respondents had hired a maid to take care of their children, as stated by participant 5;

"We hired a maid to take care of my children's effects of work-family conflict toward the children."

Participants' Awareness of Work-family Conflicts

There are several definitions of work-family conflict. Most participants are defining the work-family conflict as an argument and misunderstanding of managing oneself.

As stated by Participant 4;

"It occurs when both spouses have a problem at their workplace and their arguments about it affect their family relationship."

As stated by Greenhaus and Beutell (1985), work-family conflict occurs when some work and family responsibilities are incompatible or interfere with each other. Most people understand work-family conflict primarily as a form of conflict management, while others define it in terms of communication and job satisfaction. The participant agreed with the work-family conflict. Based on the interview, most participants

agreed that work-family conflict is a situation faced by individuals who struggle to manage their time between work and family. Participants also stated that work-family conflict creates emotional breakdown and anger, while others expressed concerns about sleeping disorders, well-being, and neglect of family duties. Participant 10 mentions:

"In my childhood, I think I experienced work-family conflict, as both my parents were working, I didn't spend time with them, and usually I was with my grandmother, who took care of me." I think the conflict affected the children and me as a child."

Strategies for Managing Work-Family Conflict

Participants offered several strategies to mitigate WFC. The most frequently cited was time management. Participant 2 shared:

"Maybe I should find a balance between work and family time. I think I should stop working overtime so I can spend time with my kids."

Other strategies included improved communication, setting family priorities, and active conflict management. These recommendations resonate with previous studies suggesting that effective time allocation, communication, and emotional regulation can buffer the negative effects of WFC. (Allen et al., 2012; Hammer et al., 2005). Seven participants provided the same opinion on how to overcome the work-family conflict: time management. Participant 2 states that;

"For me, maybe I should find a balance between work and family time management. Therefore, I believe that if I work from 8 a.m. to 5 p.m., I am just basically going back home at 5 p.m. Maybe I should stop working overtime until late at night so that I can spend my time with them. This is how I can understand them, and they can grow up and think that they have really good parents."

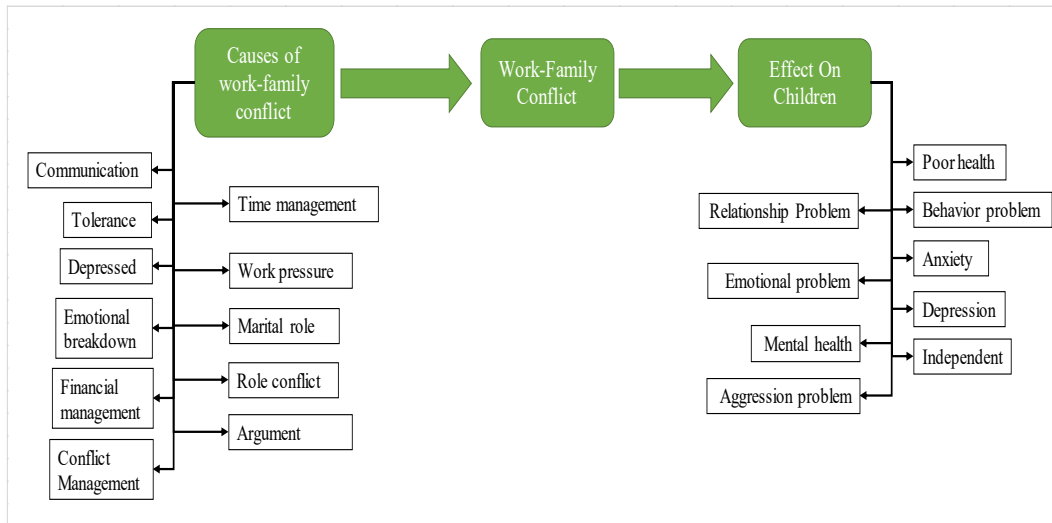
During the interview, participants shared some solutions, such as better communication, parental roles, conflict management, and relationship management.

Based on their observations of their children, six people said that behavior issues are one of the effects on the children. Other than that, four people believe that the impact on the children is an emotional breakdown. According to previous research, children are more likely to have emotional problems when their parents ignore them and are busy with work. Work-family conflict implies that one role's demands are depleting the resources that one needs to meet the demands of the other role (Edwards & Rothbards, 2000; Greenhaus & Beutell, 1985). Next, two participants suggest that a relationship problem is an effect, supported by a previous study (Maume & Sebastian, 2012; Presser, 2000). The impact of nonstandard work on employees and their families, along with reduced parental well-being, has led to increased relationship conflict, instability, and difficulties in parent-child interactions. The remaining respondent stated several effects: poor health, anxiety, depression, and one positive independent effect.

5. Conclusion

The issue of work-family conflict has emerged as a critical worry in dual-earner households, since it adversely impacts the welfare of parents and carries major consequences for their offspring. This answer examines the enduring consequences of work-family conflict on the stress, anxiety, and self-esteem of children from dual-income households, utilising findings from multiple research studies. The debate is divided into important parts, each of which talks about a different part of the problem. After that, there is a summary table that shows the main findings.

Figure 2: Research Framework



This study seeks to comprehend the causative factors and consequences of work-family conflict, particularly concerning the offspring of dual-income workers. We aimed to accomplish two distinct objectives by the conclusion of this study. The researcher aims to comprehend the origins of work-family conflict and investigate its impact on dual-earner families. Kids who live with both parents who work are most likely to be affected by work-family conflict. For instance, research has shown that when parents have problems balancing job and family, it can make their children more stressed, anxious, and less confident because they may think their parents are less available or helpful (Huda & Sa'diyah, 2024; Vieira et al., 2016). These consequences can last throughout the teenage years and even into adulthood, which shows how important it is to act quickly to lessen the detrimental impacts (Nangia, 2023).

Furthermore, work-family conflict can impair the quality of parent-child relationships, which are crucial for cultivating a sense of self-worth in children. For example, parents who are often preoccupied by stress at work may have trouble giving their kids the emotional support and validation they need to feel good about themselves (Hess & Pollmann-Schult, 2020; Moreira et al., 2019). These interruptions can have lasting effects on kids' self-esteem and mental health over time.

Based on Figure 2, the first objective was to understand the impact and causes of work-family conflict on dual earners' children. The researcher found different findings from the literature review or past research compared to the participants interviewed. Based on the literature review, the researcher identifies four causes of work-family conflict: time management, work pressure, marital role conflict, and role conflict.

The researcher identified another point on the causes of work-family conflict through the interview with the participant: arguments, conflict management, financial management, emotional breakdown, depression, tolerance, and communication. Some of the points occur in both the literature review and the interview. What are the time management skills, as stated by the participant in the interview? "For me, the causes are maybe about time management." "In my personal experience, I face overworking at the office, so I end up having a short time spent with my family." The literature review also mentioned time management; as stated by Dilworth (2004), long working hours often include an enormous volume of work demand and, in most cases, less flexibility. This usually leaves employees with less time to manage family responsibilities. The second objective of this research paper is to explore the effects of work-family conflict on the children of dual-earner couples. This objective was also already achieved; from the past study, the researcher found relationship problems, emotional problems, mental health issues, and aggression issues as the effects of work-family conflict on the children.

However, through the interviews, the researcher identifies five more effects: poor health, behavior problems, anxiety, depression, and independence. This study was aimed at exploring and understanding the cause and

effect of work-family conflict on the children of dual earners. In saying so, there are many causes and consequences of work-family conflict found throughout this research. It's proof that work-family conflict does have an impact on the children of dual earners. It is recommended that future research continue exploring this particular work-family conflict topic, especially involving children, by discovering more insight into this study. The number of journals, books, and articles about work-family conflict related to children throughout the internet is not sufficient. In the future, researchers should research work-family conflict and its impact on children's growth. This section underlines the conclusion of this investigation. The majority of the research objectives and research questions have been accomplished. The suggestion was based on the findings' viewpoint.

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