Exploring Inter Role Conflict In the Lives Japanese Executives

A Pilot Survey

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Abstract:
This report deals with inter role conflicts of Japanese executives. The various dimensions of inter role conflict is explored in this study based on a small sample of 55 executives. Gender comparisons are made to know the gender difference in various aspects of family, work and leisure lives. Inter role conflicts are associated with life satisfactions of the employees. The study found that out of six inter role conflicts work family conflicts and work leisure conflicts are most prevalent. The life satisfaction of both the male and female executives is also affected mostly by work family conflict. The study also found that the nature and gravity of work family conflict does not vary in respect to working hour, home making time but it does vary in respect to availability of free time. The study recommends future research actions to explore other aspects of inter role conflict.

Key Words: Work, Family, leisure, Conflict, Mediator, Predictor, Life Satisfaction

I. INTRODUCTION

Inter-role conflict is a situation where one of the life roles of individual may be in confrontation with other life roles. Individual have three major life roles to play i.e. Family Role, Work Role and Leisure/Recreational Role. Situations and activities of one life role may create demand which is incompatible with other life roles. Thus, the term *role conflict* refers to a clash between two or more of a person's roles or incompatible features within the same role. These incompatibilities can consist of differing expectations, requirements, beliefs, and/or attitudes. People in everyday life enact multiple roles simultaneously. For example, parent, employee, player, etc. Often, these roles are activated concurrently and harmoniously. One's role as the primary wage earner for family is not likely to be in conflict with h/her role as a supervisor at work though role of a supervisor may be in conflict with the role of parent because the requirements of one role can clash with those of another. These contradictory requirements of different life roles can produce role conflict within the same roles or between different life roles, which are named as: *intra role* conflict, referring to incompatible requirements within the same role, and *inter role* conflict, referring to clashing expectations from different life roles of an individual (retrieved from http://www.encyclopedia.com/doc/1G2-3045302298.html). One's conception of being a good mother might consist of having a job outside of the home. However, her mother-in-law might think that to be a good mother she would need to relinquish her job to provide around-the-clock care for her children. Because of these differing conceptions concerning the role of a mother, she is likely to experience intra role conflict. Intra role conflict can also be created, when one same role may have opposing ideas. For example, a mother has to provide emotional warmth to her children and also in some cases discipline her children for disobedience. Inter role conflict arises when the requirements and expectations of one role interfere or conflict with those of another role. For example, when one of her children becomes ill, a working mother may find that the demands of her job (e.g., staying at work) are in conflict with the demands of motherhood (e.g., taking her child to the doctor). Thus inter –role conflict may be defined as,

"The role conflict that occurs when individuals have one role or more when within a group and the behaviors and expectations and associated and is not consistent with one role and the behaviors and expectations associated with another"

Retrieved from "http://psychologydictionary.org/interrole-conflict/" title="interrole conflict">interrole conflict

II. OBJECTIVES OF THE STUDY

The aim of the study is to explore the existence of inter role conflict in the lives of Japanese executives. The study considers the three major life roles of executives i.e. work family and leisure/recreation. It is assumed that role expectations and role performances in all these three roles are not harmonious with each other. Thus, it creates a situation where executives may receive complain from either of the roles for not fulfilling the role demand adequately, which may cause role stress or role conflict. For example, work roles of executives may be incompatible with family roles and vice-versa. Thus, work family conflict emerges, which are bi-directional in nature, which means work may affect family and family may also affect work. Given that the interactions among the three life roles (work, family and leisure) may produce six different types of inter role conflicts (Table 1).

Table 1 Types of Inter Role Conflict

Work Family Conflict	Family Work Conflict
Work Leisure Conflict	Leisure Work Conflict
Family Leisure Conflict	Leisure Family Conflict

The secondary objective of the conflict is to test the gender variation of the conflict in order to see how the nature of the conflict varies gender wise. Finally, the impact of inter-role conflict on quality of life is examined. The core question here is to know whether quality of life is affected differently for male and female executives.

III. WORK LIFE ISSUES IN JAPAN

Japan was experiencing low birch rate for years and in 1989 its' fertility rate declined to 1.57 in 1989, which was the lowest in post war history. There are a variety of factors behind the decline in population growth. However, one of the biggest reasons is the population shift from farming villages to urban centers causing an increase in families of employed laborers forming nuclear families, and as a result the birth rate have declined(Ikezoe H, 2014). Genda (2013) observed that the number of solitary non-employed person (SNEP) has topped 1.6 million in Japan an increase over 50,000 since 2006. They have no social contact outside the family as they are un-married, un-employed and not undergoing any education. Reacting to these phenomena, government of Japan endorses a plan namely, "Angel Plan" in 1994 to address the work-life issues of the employees. The plan mentions female participation in higher education, career progression of the female due to increase need for achievement, and increases level of difficulty in child management as the reasons for low birth rate (Ikezoe H, 2014). Subsequently, "Plus One Measures to halt the Declining Birth rate" developed by the Ministry of Health, labor and Welfare in 2002 advocating the revision of working styles for both male and female. Eventually,

Charter for Work-Life Balance in 2007 is created for the promotion of work life issues of the employees. It seems that the major reason, which triggers work-life balance issue, is declining birth rate due to child rearing problem. The associated problems are non-participation of the male in house-keeping and child rearing (Ikezoe H, 2014). Japanese husbands and wives generally expect to have separate, non-overlapping roles, limiting men's involvement in children's care or housework. Work-life balance is typed as a women's issue, making it difficult for men to consider asking for their legal right to take leave or even return home from work before children are asleep.

In general, women's increased participation in paid employment has not been accompanied by an increase in men's participation in unpaid domestic work (comprised mainly of housework and caring for dependent household members). Time use statistics show that in all regions, women dedicate much more time to domestic work than men do spend an average of almost five hours a day on domestic work, whereas men spend on average less than two and a half hours a day on this, or half the amount of time spent by women (UN, 2010). The same report shows that in some countries – for example, Italy, Japan, Portugal, Spain and the former Yugoslav Republic of Macedonia – the difference is even greater, with women spending three to four-fold the amount of time spent by men on domestic work. (UN, 2010).

Cultural conceptions of women's and men's roles no doubt play an important part in the unequal sharing of domestic work between the sexes. Interestingly, in Japan cultural expectation favors men's non-participation in management. One of the comments posted in Japan Times supports this proposition. The comment is as follows:

"Even my wife doesn't expect me at home".

In Japanese society men are expected to be more work oriented. Even the wife is a full time worker with high income women have to bear most of the household responsibilities (Ikeda, 2007). Late hour work is well accepted in the society. This tendency has many implications to the society. One of those is lonely life and declining birth rate. Even if they are employed due to late work they cannot maintain family time. Japanese men's identities and social standing continue to be defined by employment. This gender-segregated social strategy won wide respect because it served Japan well. The persistence of pre-industrial authority structures enabled the country to endure rapid industrialization without the social upheavals experienced by other modernizing societies (Goode, 1963). Industrialization usually causes divorce to increase, but in Japan it fell for most of the 20th century, rising toward European levels only since the 1980s (Fuess, 2004).

Japanese women work to maintain family lifestyles; a bulwark against husbands' employment instability or falling wages. More women may also be working because they are divorced or single mothers (Ezawa, 2006; Hertog, 2008). The majority of female workers are ippanshoku, a category comprising non-career, lower-paid

workers who do general office work. Sougoushoku denotes career workers, mostly men. They are subject to transfers, overtime at night, and work on weekends and holidays.

While women in other industrial nations enjoy increased independence((Ochiai, 1997),., Japanese women accepted the government injunction to be "good wives and wise mothers," producing and nurturing the increased population needed to provide labor power for industrial growth and colonial adventures (Garon, 2010).

Women who worked generally did so only until marriage and/or childbirth. Leaving work at these junctures was customary. Coupled with so-called "lifetime employment" for husbands, women's "retirement" resulted in the country's large cohorts of "professional housewives" (Ozawa, 2002).

Overall female employment has risen only 7% since the 1970s, accounting today for about 43% of the labor force. Women of childbearing age make up much of the increase. However, unlike earlier female employment, which tended to be "regular" or full-time, recent female labor force participation is largely part-time, "irregular," or contract work. Less than half of employed females are "regular" full-time workers today in contrast to nearly 70% in 1985 (MHLW, 2008, 10). In view of their high levels of education, the under-utilization of women is seen as a major Japanese competitive weakness and evidence of continuing indirect discrimination (Sato, Osawa, and Weathers, 2001).

Due to global economic instability, today's highly educated Japanese workers anticipate working more and harder, with less guarantee of employment security. Simply having a family, let alone balancing family life with work, is a challenge. In addition, the idea of work-life balance is not well known. A nationally representative MHLW survey (2009a) of working households found 40% of respondents hoping for shorter work hours and 60% hoping for more personal free time. Yet in smaller firms (less than 100 employees) only about 10% of workers knew of the term "work-life balance." In larger firms, those with some knowledge of the concept or its implications reached 30%.

IV. METODOLOGY

The pilot study is carried out on a small sample of 55 Tokyo executives. The purposive sampling method is employed. The survey instrument is structured questionnaire. The questionnaire consists of MCQ, Likert scale

and open ended question items. The duration of the study is of three months from January 2013 to March 2013. The questionnaires are sent by mail to the respondents. The response rate is 70.51% as 55 respondents out of 77 have responded. The data is analyzed by SPSS software. Simple frequency analysis, regression model and t-test are the statistical tool used for survey data analysis.

V. MAJOR FINDINGS

The major findings of the study are presented in different sections. Firstly, the respondent profiles are presented considering the gender variation of the sample.

A. Demographic Profile

Gender: The sample size is 55. Out of this 34 (61.8%) is male and 21 (38.2%) are female (See Table 2).

Table 2 **Gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	34	61.8	61.8	61.8
	female	21	38.2	38.2	100.0
	Total	55	100.0	100.0	

Educational Background: Majority of the respondents received university degree in both male and female category. Out of the male respondents 82.4% and out of the female respondents 52.4% are graduate degree holders. Interestingly, females have more post graduate degree than the males as 19% of the female respondents have masters degree, whereas less than half of the males (5.9%) have masters degree. Around 28% female comprises e.g. junior college and senior high school degree holders and for the male this rate is only around 11%. Considering the educational trend it is apparent that male are educated than female in this sample(See table 3).

Table 3: Educational Background

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Senior High School	3	8.8	8.8	8.8
		Junior Colleage	1	2.9	2.9	11.8

		Graduates	28	82.4	82.4	94.1
		Masters+	2	5.9	5.9	100.0
		Total	34	100.0	100.0	
female	Valid	Senior High School	1	4.8	4.8	4.8
		Junior Colleage	5	23.8	23.8	28.6
		Graduates	11	52.4	52.4	81.0
		Masters+	4	19.0	19.0	100.0
		Total	21	100.0	100.0	

Yearly Income: The income levels of the male respondents are consistently higher in all income categories than the female respondents. 11.8% male and 9.5% female respondents belong to the highest income category 10-15 million yen respectively. Majority of the male (44.1%) and female (42.9%) belong to 7-9 million yen category, which signals that 7-9 million is the average income level. Income disparity between male and females executives reveals in the lowest income category i.e. below 3 million yen. Only 5.9% male and 19% female respondents belong to this category. The survey confirms that the male receives comparatively higher level of income than their female counterparts(see table 4).

Table 4: Yearly Income of the respondents

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
Male	Valid	below yen 3 million	2	5.9	5.9	5.9
		Yen3-5 million	4	11.8	11.8	17.6
		yen 5-7 million	9	26.5	26.5	44.1
		yen 7-9 million	15	44.1	44.1	88.2
		yen 10-15 million	4	11.8	11.8	100.0
		Total	34	100.0	100.0	
Female	Valid	below yen 3 million	4	19.0	19.0	19.0
		yen 3-5 million	2	9.5	9.5	28.6
		yen 5-7 million	4	19.0	19.0	47.6
		yen 7-9 million	9	42.9	42.9	90.5
		yen 10-15 million	2	9.5	9.5	100.0
		Total	21	100.0	100.0	

Position at Work: The male respondents dominate the females in all categories of job positions. 20.6% male respondents belong to upper level, 47.1% to mid level and 17.6% to lower level management positions. It appears that female respondent's represent mostly in mid (38.1%), lower (33.3% level positions and very few (9.5%) in upper level positions. The positional status of female respondents corresponds to their educational status and income level as discussed in the preceding section (see table 5).

Table 5: Professional Position of the respondents

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	lower level	6	17.6	18.2	18.2
		mid level	16	47.1	48.5	66.7
		upper level	7	20.6	21.2	87.9

		4	4	11.8	12.1	100.0
		Total	33	97.1	100.0	
	Missing	System	1	2.9		
	Total		34	100.0		
female	Valid	lower level	7	33.3	35.0	35.0
		mid level	8	38.1	40.0	75.0
		upper level	2	9.5	10.0	85.0
		4	3	14.3	15.0	100.0
		Total	20	95.2	100.0	
	Missing	System	1	4.8		
	Total		21	100.0		

Organization Type Most of the respondents belong to private sectors in both the gender categories.76.5% of the male respondents and 66.7% of the female respondents belong to the private sector job. The public sector share is 5.9% for male and 4.8% for female. 11.8% respondents of male group and 14.3% respondents of the female group belong to others' category(See table 6).

Table 6: Organization Type of professional attachment of respondents

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Government	2	5.9	5.9	5.9
		Private	26	76.5	76.5	82.4
		Others	4	11.8	11.8	94.1
		6	2	5.9	5.9	100
		Total	34	100.0	100.0	
female	Valid	Government	1	4.8	4.8	4.8
		Private	14	66.7	66.7	71.4
		Others	3	14.3	14.3	85.7
		6	3	14.3	14.3	100.0
		Total	21	100.0	100.0	

Business Type: 61.8% and 29.4% respondents in male category work in consumer goods and bank/insurance companies respectively. 2.9% respondents work in each of real estate and education categories and another 2.9% work in others organization. In female category 57.1% of the respondents work in consumer goods organizations, 19% work in educational organizations, 9.5% work in bank/insurance organizations, 4.8% in real estate companies and remaining 9.5% work in other organizations(See table 7).

Table 7 Business Type

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Others	10	2.9	29.4	29.4
		Real Estate	1	2.9	2.9	32.4
		Bank/Insurance	1	29.4	2.9	35.3
		Education	1	2.9	2.9	38.2

		Consumer goods	21	61.8	61.8	100.0
		Total	34	100.0	100.0	
female	Valid	Others	2	9.5	9.5	9.5
		Real Estate	1	4.8	4.8	14.3
		Bank/Insurance	2	9.5	9.5	23.8
		Education	4	19.0	19.0	42.9
		Consumer Goods	12	57.1	57.1	100.0
		Total	21	100.0	100.0	

Marital Status & Working Spouse : Majority of the respondents in both categories are married. 76.5% of the male and 57.1% of the female is married. The unmarried rate is 23.5% for male and 33.3% for female. In female category 9.5% are separated (See table 8).

Table 8 Marital Status

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Married	26	76.5	76.5	76.5
		Unmarried	8	23.5	23.5	100.0
		Total	34	100.0	100.0	
female	Valid	Married	12	57.1	57.1	57.1
		Unmarried	7	33.3	33.3	90.5
		Seperated	2	9.5	9.5	100.0
		Total	21	100.0	100.0	

Family Composition: Majority of the male respondents belong to either forms of nuclear family husband/wife/children (79.4%), and husband/wife (11.8%). The rest 5.9% belong to other categories. Similar family types are observed in female category, where 28.6% belong to husband/wife/children and 38.1% belong to husband/wife types of nuclear family. The remaining 28.6% belong to other categories(see table 9).

Table 9 family Composition (Group best describes your family)

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Husband/wife	4	11.8	12.1	12.1
		Husband/wife & children	27	79.4	81.8	93.9
		Others	2	5.9	6.1	100.0
		Total	33	97.1	100.0	

	Missing	System	1	2.9		
	Total		34	100.0		
female	Valid	Husband/wife	6	28.6	30.0	30.0
		Husband/wife & children	8	38.1	40.0	70.0
		Others	6	28.6	30.0	100.0
		Total	20	95.2	100.0	
	Missing	System	1	4.8		
	Total		21	100.0		

Working Spouse: Spouse of the 67.5% of the male respondents is working, whereas spouses of 42.9% of the female respondents are working. The lower rate for working spouse for the female respondents is due to the fact that most of female respondents are aged so their spouses possibly retired from their job. 20.6% male respondents and 9.5% female respondents reported that thy have elderly care responsibilities (See table 10)

Table 10: Spouse working

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	23	67.6	76.7	76.7
		no	6	17.6	20.0	96.7
		5	1	2.9	3.3	100.0
		Total	30	88.2	100.0	
	Missing	System	4	11.8		
	Total		34	100.0		
female	Valid	yes	9	42.9	52.9	52.9
		no	7	33.3	41.2	94.1
		3	1	4.8	5.9	100.0
		Total	17	81.0	100.0	
	Missing	System	4	19.0		
	Total		21	100.0		

Presence of Children: Of the male respondents 73.5% have children. Of them 5.9% have children of the age 3 years or less, 11.8% have 6 to 9 years, 14.7% have 10—to 12 years, and 44.1% have more than 13 years old children. Of the female respondents 9.5% have 10—to 12 years, and 23.8% have more than 13 years old children. No female respondents have children in the remaining age categories (See table 11.1,11.2,11.3,11.4).

Table 11.1: Children

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	25	73.5	80.6	80.6
		no	6	17.6	19.4	100.0
		Total	31	91.2	100.0	
	Missing	System	3	8.8		
	Total		34	100.0		
female	Valid	yes	6	28.6	28.6	28.6
		no	15	71.4	71.4	100.0
		Total	21	100.0	100.0	

Table 11.2: AgeChild3 yr or less

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	2	5.9	100.0	100.0
	Missing	System	32	94.1		
	Total		34	100.0		
female	Missing	System	21	100.0		

Table 11.3: Agechild6 to 9 yrs

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	4	11.8	100.0	100.0
	Missing	System	30	88.2		
	Total		34	100.0		
female	Missing	System	21	100.0		

Table 11.4: Agechild10 to 12 yrs

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	5	14.7	100.0	100.0
	Missing	System	29	85.3		
	Total		34	100.0		
female	Valid	yes	2	9.5	100.0	100.0
	Missing	System	19	90.5		
	Total		21	100.0		

Table 11.5 Age Child more than 13 yrs

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Yes	15	44.1	93.8	93.8
		5.00	1	2.9	6.3	100.0
		Total	16	47.1	100.0	
	Missing	System	18	52.9		
	Total		34	100.0		
female	Valid	Yes	5	23.8	100.0	100.0
	Missing	System	16	76.2		
	Total		21	100.0		

Elderly Dependent: Only 20.6% of the male and 9.5% of the female respondents report that elderly dependent live with their family (See table 12).

Table 12: Elderly dependant living with you

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	7	20.6	21.2	21.2
		no	26	76.5	78.8	100.0
		Total	33	97.1	100.0	
	Missing	System	1	2.9		
	Total		34	100.0		
female	Valid	yes	2	9.5	10.5	10.5
		no	17	81.0	89.5	100.0
		Total	19	90.5	100.0	
	Missing	System	2	9.5		
	Total		21	100.0		

Types of Residence: Majority of the respondents in male category (35.3%) live in own independent house, 29.4% live in own apartment, 20.6% in rented apartment, and 8.8% live in other sorts of residence. Respondents in female category also have similar types of residential pattern. 38.1% of them live in rented apartment, 33.3% live in own independent house, 19% live in own apartment and 4.8% live in other types of residential arrangement (See table 13)

Table 13 Type of Residence

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Own Independent House	12	35.3	37.5	37.5
		Rented Apartment	7	20.6	21.9	59.4
		Own Apartment	10	29.4	31.3	90.6
		Others	3	8.8	9.4	100.0
		Total	32	94.1	100.0	
	Missing	System	2	5.9		
	Total		34	100.0		
female	Valid	Own Independent House	7	33.3	35.0	35.0
		Rented Apartment	8	38.1	40.0	75.0
		Own Apartment	4	19.0	20.0	95.0
		Others	1	4.8	5.0	100.0
		Total	20	95.2	100.0	
	Missing	System	1	4.8		
	Total		21	100.0		

Working Hour: Of the male respondents only 2.9% have 8 hrs/day work time, whereas 28.6% of the females respondents have these many hours of work time. The most popular work time for both the male and female respondents is 8 to 10 hrs per day. 94.1% of the male and 71.4% of the female respondents belong to this category. But compared with female much more male respondents belong to this work hour category. It appears that male work much more hours than their female counterparts(See Table 14.). Further s (See table 14.1)

Table 14: Working Hour * Gender Cross tabulation

			Gender		
			male	female	Total
Working Hour	8 hrs/day	Count	1	6	7
		Expected Count	4.3	2.7	7.0

		% within Working Hour	14.3%	85.7%	100.0%
		% within Gender	2.9%	28.6%	12.7%
		% of Total	1.8%	10.9%	12.7%
	8-10hrs/day	Count	32	15	47
		Expected Count	29.1	17.9	47.0
		% within Working Hour	68.1%	31.9%	100.0%
		% within Gender	94.1%	71.4%	85.5%
		% of Total	58.2%	27.3%	85.5%
	Others	Count	1	0	1
		Expected Count	.6	.4	1.0
		% within Working Hour	100.0%	.0%	100.0%
		% within Gender	2.9%	.0%	1.8%
		% of Total	1.8%	.0%	1.8%
Total		Count	34	21	55
		Expected Count	34.0	21.0	55.0
		% within Working Hour	61.8%	38.2%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	61.8%	38.2%	100.0%

Table 14.1: Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.100(a)	2	.017
Likelihood Ratio	8.537	2	.014
Linear-by-Linear Association	5.297	1	.021
N of Valid Cases	55		

a 4 cells (66.7%) have expected count less than 5. The minimum expected count is .38.

Table 15: Gender * Home making time Cross tabulation

			Home making time					
			Less than half hour/day	half to one hour/day	One to two hours/day	Two to three hours/day	Others	Total
Gender	Male	Count	20	8	1	2	2	33
		Expected	14.6	8.9	5.1	3.2	1.3	33.0

		Count						
		% within Gender	60.6%	24.2%	3.0%	6.1%	6.1%	100.0%
		% within Home making time	87.0%	57.1%	12.5%	40.0%	100.0%	63.5%
		% of Total	38.5%	15.4%	1.9%	3.8%	3.8%	63.5%
	Female	Count	3	6	7	3	0	19
		Expected Count	8.4	5.1	2.9	1.8	.7	19.0
		% within Gender	15.8%	31.6%	36.8%	15.8%	.0%	100.0%
		% within Home making time	13.0%	42.9%	87.5%	60.0%	.0%	36.5%
		% of Total	5.8%	11.5%	13.5%	5.8%	.0%	36.5%
Total		Count	23	14	8	5	2	52
		Expected Count	23.0	14.0	8.0	5.0	2.0	52.0
		% within Gender	44.2%	26.9%	15.4%	9.6%	3.8%	100.0%
		% within Home making time	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	44.2%	26.9%	15.4%	9.6%	3.8%	100.0%

Home Making Time: It appears from the table that majority 60.6% of the male respondents spend less than 1/2 hour per day on home making. A good number (24.2%) spend ½ to 1 hour, a marginal number 3.0% spend 1 to 2 hours per day and only 6.1% spend 2 to 3 hours per day. Conversely, 15.8% of the male respondents spend less than 1/2 hour per day on home making. (31.6\%) spend ½ to 1 hour, a marginal number 36.8% spend 1 to 2 hours per day and 15.8% spend 2 to 3 hours per day. It appears that female respondents spend much higher amount of time than male in all categories of home making time. As expected females respondents are more involved with home making effort than the male respondents and this also statistically proved (See table 15). As further statistical analysis (Chi-Square) shows that this difference between male and female home making time is statistically significant(see 15.1).

Table 15.1: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.015(a)	4	.002
Likelihood Ratio	18.580	4	.001
Linear-by-Linear Association	5.692	1	.017
N of Valid Cases	52		

a 5 cells (50.0%) have expected count less than 5. The minimum expected count is .73.

Table 16: Gender * Amount of free time Cross tabulation

			Amount of free time					
			less than half hour/day	half to one hour/day	One to two hours/day	two to three hours/day	Others	Total
Gender	male	Count	4	4	11	12	1	32

		Expected Count	4.5	3.8	11.5	11.5	.6	32.0
		% within Gender	12.5%	12.5%	34.4%	37.5%	3.1%	100.0%
		% within Amount of free time	57.1%	66.7%	61.1%	66.7%	100.0%	64.0%
		% of Total	8.0%	8.0%	22.0%	24.0%	2.0%	64.0%
	female	Count	3	2	7	6	0	18
		Expected Count	2.5	2.2	6.5	6.5	.4	18.0
		% within Gender	16.7%	11.1%	38.9%	33.3%	.0%	100.0%
		% within Amount of free time	42.9%	33.3%	38.9%	33.3%	.0%	36.0%
		% of Total	6.0%	4.0%	14.0%	12.0%	.0%	36.0%
Total		Count	7	6	18	18	1	50
		Expected Count	7.0	6.0	18.0	18.0	1.0	50.0
		% within Gender	14.0%	12.0%	36.0%	36.0%	2.0%	100.0%
		% within Amount of free time	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	14.0%	12.0%	36.0%	36.0%	2.0%	100.0%

Amount of Free Time

12.5% of the male respondents enjoy both less than 1/2 hour and ½ to 1 hour free time per day. (34.4\%) enjoys 1 to 2 hours and 37.5% enjoys 2 to 3 hours free time per day. Conversely, 16.7% of the female respondents enjoy less than 1/2 hour and 11.1% enjoys ½ to 1 hour free time per day. Besides, 38.9\% enjoys 1 to 2 hours and 33.3% enjoys 2 to 3 hours free time per day(see table 16). It is observed that the difference of free time between male and female respondents is not statistically significant as shows by the chi-square test result (p=.932) (See table 16.1).

Table 16.1 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.845(a)	4	.932
Likelihood Ratio	1.171	4	.883
Linear-by-Linear Association	.304	1	.581
N of Valid Cases	50		

a 6 cells (60.0%) have expected count less than 5. The minimum expected count is .36.

Table 17: Sleeping Time * Gender Cross tabulation

			Gender		
			male	female	Total
Sleeping time	Less than 5 hour	Count	5	2	7
		Expected Count	4.4	2.6	7.0

		% within Sleeping time	71.4%	28.6%	100.0%
		% within Gender	15.2%	10.5%	13.5%
		% of Total	9.6%	3.8%	13.5%
	5-7 hours	Count	24	15	39
		Expected Count	24.8	14.3	39.0
		% within Sleeping time	61.5%	38.5%	100.0%
		% within Gender	72.7%	78.9%	75.0%
		% of Total	46.2%	28.8%	75.0%
	7-9 hours	Count	4	2	6
		Expected Count	3.8	2.2	6.0
		% within Sleeping time	66.7%	33.3%	100.0%
		% within Gender	12.1%	10.5%	11.5%
		% of Total	7.7%	3.8%	11.5%
Total		Count	33	19	52
		Expected Count	33.0	19.0	52.0
		% within Sleeping time	63.5%	36.5%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	63.5%	36.5%	100.0%

Amount of Sleeping Time

15.2% of the male respondents and 10.5% of the female respondents have less than 5 hours of sleeping time per day. (72.7\%) of the male and 78.9% of the female have 5-7 hours and only 12.1 male and 10.5% female have 7-9 hours of sleeping time. The most prevalent pattern of sleeping time is 5 to 7 hours for both the gender. It is also seen that female has less sleeping time in the highest category 7-9 hours per day. Conversely, male has the lowest sleeping time as their percentage is a bit higher in the 1lowest patter of sleeping time i.e. 5-7 hours per day (See table 17). However, the difference sleeping time between male and female respondents is not statistically significant as shows by the chi-square test result(p=.869) (see table 17.1).

Table 17.1: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.280(a)	2	.869
Likelihood Ratio	.288	2	.866
Linear-by-Linear Association	.044	1	.835
N of Valid Cases	52		

a 4 cells (66.7%) have expected count less than 5. The minimum expected count is 2.19.

Table 18.1: Usage of Dishwashing Machine

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	10	29.4	30.3	30.3
		No	23	67.6	69.7	100.0

		Total	33	97.1	100.0	
	Missing	System	1	2.9		
	Total		34	100.0		
female	Valid	yes	7	33.3	35.0	35.0
		No	12	57.1	60.0	95.0
		5	1	4.8	5.0	100.0
		Total	20	95.2	100.0	
	Missing	System	1	4.8		
	Total		21	100.0		

Use of Time Saving Machines: It appears that one third of both the male (29.4%) and female (33.3%) respondents use dishwashing machine and very few male (11.8/%) and 9.5(%) female use cleaning robot for home making purpose. It appears that use of time saving machine is yet to become popular among the respondents(See table 18.1 & 18.2).

Table 17.2: Usage of Cleaning Robot

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	yes	4	11.8	12.1	12.1
		No	29	85.3	87.9	100.0
		Total	33	97.1	100.0	
	Missing	System	1	2.9		
	Total		34	100.0		
female	Valid	yes	2	9.5	10.0	10.0
		No	18	85.7	90.0	100.0
		Total	20	95.2	100.0	
	Missing	System	1	4.8		
	Total		21	100.0		

Table 19: Free Time Activities

	Cases					
	Valid		**Male**		**Female**	
	N	**Percent (%)**	**N**	**Percent (%)**	**N**	**Percent (%)**
Park	21	38.18	14	41.2	7	33.3

Movie Hall	15	27.27	7	20.6	8	38.1
Museum	10	18.18	5	14.7	5	23.8
Library	6	10.90	3	8.8	3	14.3
Long drive	5	9.09	4	11.8	1	4.8
Village	16	29.09	11	32.4	5	23.8
Meeting Friends	16	29.09	8	23.5	8	38.1
Meeting Relatives	28	50.90	15	44.1	13	61.9

*Extracted **from Multiple Response Analysis Considering Yes option**

Leisure Practices: Its' apparent that visiting park is the most common form recreational habit of both the gender. Spending times with friends, traveling to villages, and meetings relatives are other common form of leisure practices for the both the gender. A certain level of consistency in leisure practices is observed in all type leisure behavior of both the male and females respondents. The need for belongingness is found to be higher for female than the male as female respondents are prone to meet friends (61.9% and relatives (38.1%). The male respondents are more outward oriented as they are prone to visit parks (41.2%), & villages (32.4%), and loves long drive (11.8%) than females. Conversely, the female are more indoor oriented as they are more inclined to visit library, museum and movie hall than males(See table 19).

Table 20: Household Responsibility

	Cases					
	Valid		**Male**		**Female**	
	N	**Percent**	**N**	**Percent**	**N**	**Percent**
Cleaning House	30	54.54	13	38.2	17	81
Preparing Food	19	34.54	5	14.7	14	66.7
Childcare	15	27.27	9	26.5	7	33.3
Shopping	26	47.27	10	29.4	16	76.2
Managing Garbage	32	58.18	18	52.9	14	66.7
Washing	27	49.09	9	26.7	18	85.7
Others	7	12.72	6	17.6	1	4.8

Household Responsibility: Its' very clear that female respondents' carry out the major household responsibilities. Male respondents share is less in all categories compared to female. Men (52.9%) play significant role in garbage management with females (66.7). They are least bother about food preparation (14.7%). Its' seen that washing (85.7%), cleaning house (81%) and shopping (76.2) are primarily females responsibility. It seems men assist female in cleaning (38.2%), child care (26.5%), washing (26.7%) and shopping (29.4)(see table 20).

Table 21: Work Responsibility

	Cases					
	Valid		**Male**		**Female**	

	N	Percent	N	Percent	N	Percent
Decision Making	19	34.54	14	41..2	5	23.8
Communication	25	45.45	13	38.2	12	57.1
Planning	15	27.27	13	38.2	8	38.1
Coordinating	22	40.00	12	35.3	10	47.6
Others	3	5.45	2	5.9	1	4.8

Work Responsibility: It is clear that men dominate the process of decision making as their involvement (41.2%) is much more than female (23.8%) in this area. Conversely, females are more involved in communication and coordination. Female (57.1%) involves in communication, whereas male (38.2) takes part in communication. Female are better coordinator as they (47.6%) perform the job of coordination, whereas male (35.3%) involve in coordination. Interestingly, male and female have almost equal share in planning though male marginally overpower female in this regard(see table 21).

Table 22: Professional Position of the Respondents

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	lower level	6	17.6	18.2	18.2
		mid level	16	47.1	48.5	66.7
		upper level	7	20.6	21.2	87.9
		others	4	11.8	12.1	100.0
		Total	33	97.1	100.0	
	Missing	System	1	2.9		
	Total		34	100.0		
female	Valid	lower level	7	33.3	35.0	35.0
		mid level	8	38.1	40.0	75.0
		upper level	2	9.5	10.0	85.0
		Others	3	14.3	15.0	100.0
		Total	20	95.2	100.0	
	Missing	System	1	4.8		
	Total		21	100.0		

Management Position: Majority of the male respondents either belong to the mid level (47.1%) or to the upper level position (20.6%). Conversely, majority of the female respondents belong to either mid-level (38.1) or lower level (33.3%) positions. Only 9.5% of the female respondents belong to the top level management positions. This finding corresponds to the income level of male and female respondents. Majority of the male respondent belongs to the higher income bracket justifying their upper level positions in management level. This finding also confirms a global report on management, which reports that female participation in top level management is at lowest in Japan in the whole world(see table 22).

Table 23: Weekly Holiday

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	I day/week:	3	8.8	8.8	8.8
		2 days a	31	91.2	91.2	100.0

		week				
		Total	34	100.0	100.0	
female	Valid	I day/week:	2	9.5	9.5	9.5
		2 days a week	19	90.5	90.5	100.0
		Total	21	100.0	100.0	

Weekly Holiday: It is apparent that two days weekly holiday is common in Japanese work culture. More than 90 percent respondents enjoy two days holiday in both gender category. Very few respondents 8.8% male and 9.5% female work in one day weekly holiday culture(see table 23).

Table 24: Nature of job

Gender			Frequency	Percent	Valid Percent	Cumulative Percent
male	Valid	Fulltime	32	94.1	94.1	94.1
		Part time	1	2.9	2.9	97.1
		Others	1	2.9	2.9	100.0
		Total	34	100.0	100.0	
female	Valid	Fulltime	15	71.4	71.4	71.4
		Part time	5	23.8	23.8	95.2
		Others	1	4.8	4.8	100.0
		Total	21	100.0	100.0	

Nature of Job: Majority of the respondents work full time in both male (94.1%) and female (71.4%) category. Interestingly, the percentage of part timers are much higher in female category (23.8%) compared to male, which is only (2.9%). It shows that females do not take professional life seriously in Japanese societies(see table 24).

B. Nature of Inter role Conflict

Table 25: Inter Role Conflict Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work to Family Conflict	33	1.00	5.00	2.5152	1.22783
Work to leisure Conflict	33	1.00	5.00	2.3182	1.08842
Family to Leisure Conflict	32	1.00	4.00	1.9219	.92553
Leisure to Family Conflict	32	1.00	4.00	1.8750	.86136
Leisure to Work Conflict	33	1.00	3.00	1.7273	.67420
Family to Work Conflict	32	1.00	4.50	1.6875	.83037
Valid N (listwise)	31				

Its' apparent that work domain is producing the two most prevalent types of inter role conflicts i.e. work to family conflict and work to leisure conflicts. Conversely, family domain's interference is relatively lower. For example, family interferes with leisure life (mean value 1.92) and with work with the lowest mean value (1.68) which is considered as the least prevalent form of inter role conflict. Leisure domain interference with family and work is also moderate as the corresponding mean values are 1.8 and 1.7 only. Its' also seen that the intensity of the inter role conflict is not very high as has been indicated by their corresponding mean values. Most of the

mean values are less than two except for work to family conflict and work to leisure conflict. Only the severest forms of inter role conflict, work to family conflict has the mean value of more than 2.5. It can be also said that "family" and "leisure" are the two most affected domain of respondents' life as work the aggressor domain encroaches both the family and leisure life(see table 25). Gender variation of the conflict is presented in the next section.

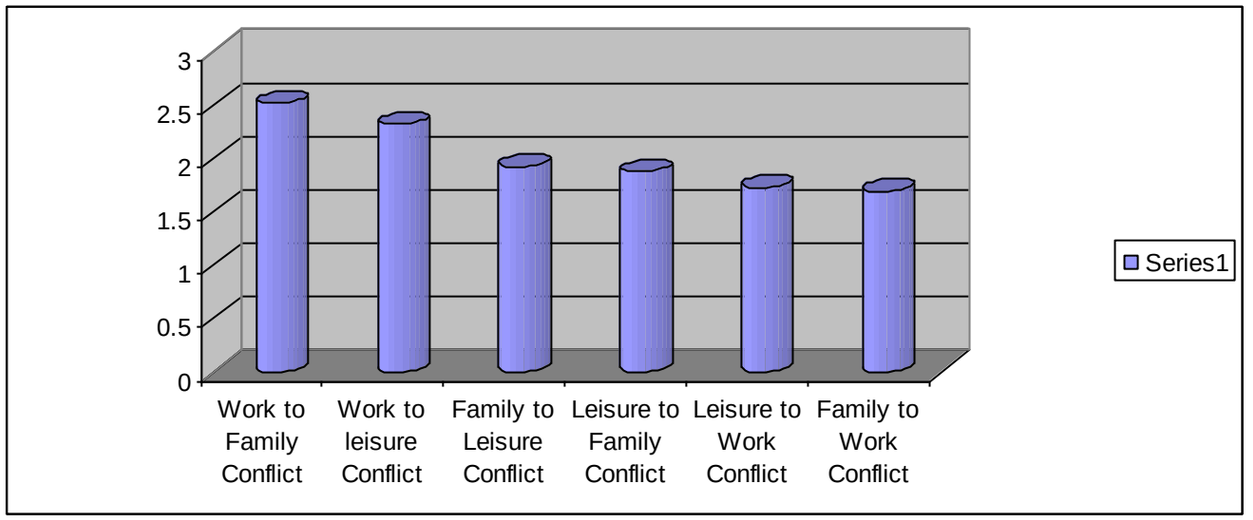

Fig 1 Inter Role Conflict

C. GENDER VARIATION OF INTER ROLE CONFLICT

The study wishes to study whether the inter role conflict varies gender wise. The results are given below.

Table 26 : Inter Role Conflict: Male Descriptive Statistics(a)

	N	Minimum	Maximum	Mean	Std. Deviation
Work to Family Conflict	19	1.00	5.00	2.2632	1.34751
Work to leisure Conflict	19	1.00	5.00	2.1579	1.26987
Leisure to Family Conflict	18	1.00	4.00	1.8889	.94799
Leisure to Work Conflict	19	1.00	3.00	1.6842	.73050
Family to Leisure Conflict	18	1.00	3.50	1.6667	.80440
Family to Work Conflict	18	1.00	2.50	1.4444	.53930
Valid N (listwise)	17				

a. Gender = male

I. Male Case: The work life being the central focus of the male respondents, male put most emphasize on work. Consequently, work interferes with family much more intense than family interference with work. Its also seen in this sample that among all the inter role conflicts, male respondents experience work to family conflict most and family to work conflict least. They also experience work to leisure conflicts to a significant extent and moderate level of leisure to family and leisure to work conflict. For the male respondents mean values for inter role conflicts are less than 2 for all cases except work to family and work to leisure conflict. The mean value for

work to family conflict is 2.26 and the standard deviation is 1.34, which means high level of variation in responses within this variable. The lowest (.53) standard deviation is for family to work conflict, which means less variation in responses within this variable(see table 26).

Table 27 : Inter Role Conflict: Female Descriptive Statistics(a)

	N	Minimum	Maximum	Mean	Std. Deviation
Work to Family Conflict	14	1.00	5.00	2.8571	.98895
Work to leisure Conflict	14	1.50	4.00	2.5357	.77122
Family to Leisure Conflict	14	1.00	4.00	2.2500	.99518
Family to Work Conflict	14	1.00	4.50	2.0000	1.03775
Leisure to Family Conflict	14	1.00	3.00	1.8571	.77033
Leisure to Work Conflict	14	1.00	2.50	1.7857	.61125
Valid N (listwise)	14				

a. Gender = female

II. Female Case: Work interference with family is also highest for the female respondents. The mean value is 2.85 and standard deviation is .98. Work to leisure conflict is next significant form of inter role conflict with mean 2.53 and standard deviation .77. It seems work also most frequently interferes with family in the lives of female respondents. The least significant conflict for female is leisure to work conflict with a mean value 1.78 and standard deviation .61 because female do have any leisure as such. Female also experience moderate level of family to leisure and family to work conflict (mean more than 2), which confirms family still being the central focus for the female respondents(See table 27).

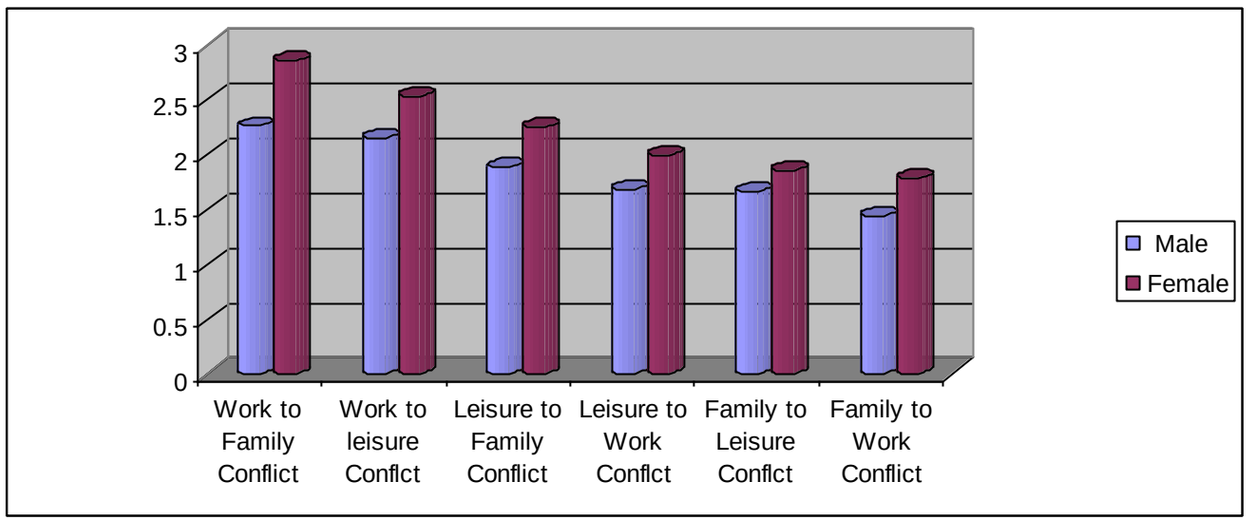

Fig 2 Gender Variation of Inter Role Conflict

Female respondents' experiences more inter role conflicts than the male respondents in all forms inter role conflicts. The mean values for conflicts are higher for females than males. For the female respondents mean

values for four conflicts are more than two out of six conflicts, whereas for male is male mean values are more than 2 only for two types of conflict. It is also seen that female respondents have lower standard deviation than the male respondents, which means that there are less variation in responses among the female respondents confirming intensity of the conflict among them. The graphical representation of the conflict is shown in Figure 2. Though the difference of conflict is apparent its' to know heather the conflicts are statistically significant, which is discussed in the next section.

III. Significance Test of Gender Variation

Gender variation of conflict is investigated through independent sample T-test. The test results show that no statistically significant difference in conflict between male and females respondents exists except for work to family conflict (p=.154). As has been presented before that work to family conflict is the severest form of conflict for both the gender. It seems nature and gravity of work to family conflict is different for male and female respondents(see table 28). It would be also interesting to know that whether inter role conflict affect the overall quality of life of the respondents. The next section discusses the issue.

Table 28: Gender variation **Independent Samples Test**

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Work to leisure Conflict	Equal variances assumed	2.687	.111	-.985	31	.332	-.37782	.38354	-1.16006	.40442
	Equal variances not assumed			-1.059	30.091	.298	-.37782	.35687	-1.10655	.35091
Leisure to Work Conflict	Equal variances assumed	.340	.564	-.422	31	.676	-.10150	.24058	-.59217	.38916
	Equal variances not assumed			-.434	30.424	.668	-.10150	.23404	-.57919	.37618
Family to Leisure Conflict	Equal variances assumed	.352	.557	-1.835	30	.076	-.58333	.31790	-1.23256	.06590
	Equal variances not assumed			-1.786	24.693	.086	-.58333	.32663	-1.25647	.08981

Leisure to Family Conflict	Equal variances assumed	.681	.416	.102	30	.920	.03175	.31196	-.60537	.66886
	Equal variances not assumed			.104	29.919	.917	.03175	.30383	-.58883	.65232
Work to Family Conflict	Equal variances assumed	3.302	.079	-1.394	31	.173	-.59398	.42624	-1.46331	.27534
	Equal variances not assumed			-1.460	30.999	**.154**	-.59398	.40673	-1.42351	.23554
Family to Work Conflict	Equal variances assumed	4.079	.052	-1.962	30	.059	-.55556	.28318	-1.13388	.02277
	Equal variances not assumed			-1.821	18.414	.085	-.55556	.30509	-1.19550	.08439

The study also wishes to know the predictors and mediators of the inert role conflict. This information would help to develop management plan for dealing with conflict at personal, corporate, community and state level. The next section discusses the family and work predictors of the conflict. The next section discusses the issue.

IV. Predictors of Inter Role Conflict

Its' assumed that the situations and factors in work and family lives trigger inter role conflict. This study tries to find out the work and family predictors of the conflicts. First the work predictors of conflict are identified followed by family predictors.

Table 29: Work Predictors of Inter Role Conflict

	Cases					
	Valid		**Male**		**Female**	
	N	**Percent**	**N**	**Percent**	**N**	**Percent**
Strict Company Policy	5	9.09	3	9.7	2	10
Extended work Hr	16	29.09	10	**32.3**	6	**30**
Fixed work Hr	1	1	1	3.2	0	0
Nature of Task	19	34.54	10	**32.3**	9	**45**
Travel Time	1	1	1	3.2	0	0
Family Time Spend for work	6	10.90	3	9.7	3	15
Location of work Place	17	30.90	8	**25.8**	9	**45**
Influence of Colleague	13	23.63	6	19.4	3	15

A). Work Predictors of Inter Role Conflict: It is evident that in general work predictor bother more the female respondents than the male respondents. It appears that extended working hour (32.3%) and nature of task

(32.3%) are the two critical factors originated from work domain, which creates inter-role conflict among male respondents. Location of work place, which determines traveling time from home to office, is another critical work predictor of conflict for male respondents. For the female respondents two most critical work predictors of inter role conflict are nature of task (45%) and location of work (45%). Extended work hour (30%) is also considered as other predictors of inter role conflict for female respondents. It seems nature of work, extended work hour and location of work place are generally responsible for inter-role conflicts for both the gender (see table 29. Next section discusses the family predictors of conflict.

Table 30: Family Predictors of Inter Role Conflict

	Cases					
	Valid		**Male**		**Female**	
	N	**Percent**	**N**	**Percent**	**N**	**Percent**
Absence of Joint Family	6	11.05	5	14.7	1	4.8
Elderly Dependent in family	21	40.04	15	**44.1**	6	**28.6**
Location of Residence	15	28.5	7	20.6	8	**38.1**
Unequal Share of Household responsibility	9	17.3	5	**14.7**	4	**19**
No Domestic Help	3	5.8	2	5.9	1	4.8
Work Time spent for family	4	7.5	1	2.9	3	**14.3**
Conflict among family members	7	13.5	5	**14.7**	2	**9.5**
Others	13	25.00	7	20.6	6	28.6

B). Family Predictors of Inter Role Conflict: Interestingly, it appears that in general family predictors bother more the male respondents than the female respondents. For example, 14.7% male respondents consider absence of joint family as cause of inter role conflict whereas only 4.8% female consider it as cause for inter role conflict. Similarly, presence of elderly dependent is considered as reason for inter role conflict by 44.1% male respondents and 28.6% female respondents. Conflict among family members affects male more (14.7%) than the female (9.5%). Domestic help also bothers male (5.9% more than female (4.8%). What does bother most the females? The answer is the location of family residence. 38.1% female respondents consider it as the most important reason of inter role conflict followed by elderly dependent care(28.6%), unequal share of family y responsibilities (19%) and work time spent for family responsibilities(14.3%). Female respondents want to reduce commuting time so that they can save time and give it to family or themselves. It is also evident that elderly dependent care and location of family residence are the two most cited factors causing inter role conflict (see table 30).

V. Mediators of Inter Role Conflict

Inter role conflicts can be neutralized through family factors and work factors which are discussed below.

Table 32: Family Mediators of Inter Role Conflict

	Cases					
	Valid		**Male**		**Female**	
	N	**Percent**	**N**	**Percent**	**N**	**Percent**

Supportive Spouse	31	56.36	19	55.9	12	57.1
Redistribution of Family Responsibility	16	29.09	9	**26.5**	7	**33.3**
Relocating of Residence	7	12.72	1	2.9	6	28.6
Pleasant interaction with joint family	6	10.90	6	**17.6**	0	**0**
Others	7	12..72	4	11.8	3	14.3

A). Family Mediators of Inter Role Conflict: The female respondents (57.11%) consider supportive spouse as the most effective tool for resolving conflict followed by redistribution of family responsibilities (33.3%), and relocation of residence (28.6%). Male respondents (55.9%) also consider supportive spouse as the most effective followed by re-distribution of family responsibilities (26.5%) and pleasant interaction with joint family members (17.6%). It is also observed that supportive spouse and redistribution of family responsibility are two most effective factors. It is observed that female respondents also consider the family mediators more seriously than the male respondents, which means female respondents desire to resole the inter role conflict is more intense than the male respondents (see table 32).

B). Work Mediators of Inter Role Conflict: It appears that work mediators of inter role conflicts are more appreciated by the female respondents. Flexible working hour is considered as the most effective by (52.4%) of the female respondents followed by supportive manager, supportive co-worker, and team work by 38.1%, 33.3%, and 23.8 female respondents respectively. Male respondents (35.3%) consider good working condition as the most effective followed by supportive manager (23.5%), team work (20.6%), supportive co-worker (20.6%) and flexible working hour (17.6%). Its' observed that only good working condition is considered more effective by male respondents (35.3%) than the female respondents (14.3%). In all other categories, female considers work mediators more effective than the males. It would be interesting to see the reactions of both the gender to family mediators(see table 33).

Table 33: Work Mediators of Inter Role Conflict

	Cases					
	Valid		**Male**		**Female**	
	N	**Percent**	**N**	**Percent**	**N**	**Percent**
Family Counseling	4	7.27	2	5.9	2	9.5
Work Counseling	3	5.45	0	**0**	3	**14.3**
Supportive manger	16	29.09	8	23.5	8	38.1
Flexible working Hour	17	30.90	6	**17.6**	11	**52.4**
Collective Decision Making	5	9.09	3	8.8	2	9.5
Team Work	12	21.81	7	20.6	5	23.8
Good Working Condition	15	27.27	12	**35.3**	3	**14.3**
Supportive Co-Worker	14	25.45	7	20.6	7	33.3

It would be also interesting to know that whether inter role conflict affect the overall quality of life of the respondents.

D. LIFE SATISFACTION AND INTER ROLE CONFLICT

Its' assumed that inter role conflict situation may affect over all life satisfaction of the employees. Life satisfaction is an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive. It is one of the three major indicators of well-being: life satisfaction, positive affect, and negative affect (Diener, 1984). This study also explores the overall life satisfaction situation of the Japanese executives, which is discussed below.

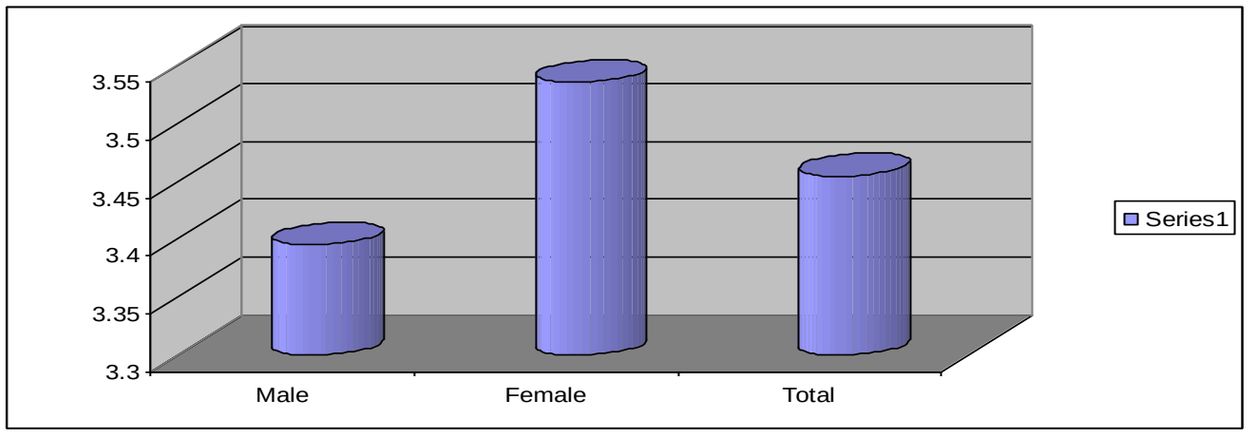

Fig 3 Life satisfaction

Interestingly, its' seen that female experience higher level life satisfaction than the male respondents (see Fig 3). It shows that even though female experience higher level of conflict than the males, they do embrace life more positively than the males. It is also a fact that while men have one major preoccupation in life i.e. work, female embraces both work and family life, which means female has two sources of satisfaction, while men has only one i.e. work. As a result dissatisfaction in one domain can easily offset by the satisfaction from other domain. As seen from the descriptive table 34 mean of the item,

Table 34: Life Satisfaction **Descriptive Statistics**

Gender		N	Minimum	Maximum	Mean	Std. Deviation
male	I have a very enjoyable leisure life	34	1	5	3.35	1.041
	I am equally involved in-and equally satisfied with-my work, leisure and my family life	34	2	5	3.26	.751
	I believe that my simultaneously involvement in multiple work and family roles is beneficial for my physical, mental, and social health	34	2	5	3.62	.985
	I can confidently say that I am happy with what I am and What I have	34	1	5	3.09	.965
	Valid N (list wise)	34				

female	I have a very enjoyable leisure life	21	1	5	3.29	1.146
	I am equally involved in-and equally satisfied with-my work, leisure and my family life	21	2	5	3.38	1.024
	I believe that my simultaneously involvement in multiple work and family roles is beneficial for my physical, mental, and social health	21	1	5	3.90	1.179
	I can confidently say that I am happy with what I am and What I have	21	1	5	3.29	1.189
	Valid N (list wise)	21				

"I believe that my simultaneously involvement in multiple work and family roles is beneficial for my physical, mental, and social health" for men is 3.62, while for female is 3.90. The mean score of the item, "I am equally involved in-and equally satisfied with-my work, leisure and my family" for male is lower (3.26) than female (3.38). It confirms the earlier propositions that females' multiple role involvement assist them in coping with life stress in general. Its' also observed that standard deviation of the female respondents are mostly more than 1, whereas for male respondents for most of the item the standard deviations are less than 1, which means that male respondents are more consistent about their responses. However, the gender difference in life satisfaction is not found statistically significant by Independent Sample T Test as shown in table 35.

Table: 35: Gender Difference of Life satisfaction Independent Samples T-Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Life satisfaction	Equal variances assumed	.480	.494	-.555	31	.583	-.14098	.25420	-.65942	.37747
	Equal variances not assumed			-.529	22.811	**.602**	-.14098	.26635	-.69222	.41027

It would be interesting to know whether there is any relation between life satisfactions and inter role conflict. This research specifically tries to find out that how the six different forms of inter role conflicts actually impact

life satisfaction of the respondents and whether the impact differs for male and female. In order to see the difference a regression model is developed considering both the gender which is presented below.

Inter Role Conflict & Life Satisfaction

Now it's to know whether inter role conflicts affect the life satisfaction of the respondents. The impact of inter role conflicts is assessed by a regression model, where quality of life LS is considered as independent variable and six inter role conflicts are treaded as independent variables. Two regressions models are developed one for male and other for female. Regression model was used to test the relationship between the inter role conflict and quality of life of the respondents.

Table 36 **Model Summary(c)**

Gender	Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
						R Square Change	F Change	df1	df2	Sig. F Change	
male	1	.856(a)	.733	.572	.42519	.733	4.570	6	10	.017	2.577
female	1	.895(b)	.800	.629	.51298	.800	4.681	6	7	.031	1.740

a Predictors: (Constant), Family to Work Conflict, Work to leisure Conflict, Leisure to Work Conflict, Leisure to Family Conflict, Family to Leisure Conflict, Work to Family Conflict

b Predictors: (Constant), Family to Work Conflict, Work to leisure Conflict, Leisure to Family Conflict, Family to Leisure Conflict, Leisure to Work Conflict, Work to Family Conflict

c Dependent Variable: Quality of Life

Table 37: **ANOVA(c)**

Gender	Model		Sum of Squares	df	Mean Square	F	Sig.
male	1	Regression	4.957	6	.826	4.570	.017(a)
		Residual	1.808	10	.181		
		Total	6.765	16			
female	1	Regression	7.390	6	1.232	4.681	.031(b)

As the results indicate (see table 37) the models are significant at P=.017(F=) and P=.31(F=) respectively for male and female and explains 57.2% and 62.9% of the variation in the dependent variable respectively for male and female model (see table 36).Three conflicts namely, 'leisure to work', 'work to family' and 'family to work' emerged as significant to influence the life satisfaction of males and other three conflicts, "work to leisure', 'family to leisure" and 'work to family" proved to be significant to influence the quality of life of females. . The standardized betas indicate that the greatest impact on life satisfaction of the male respondents caused by work to family conflict and family to work conflict and on life satisfaction of the female caused by work to leisure conflict and work to family conflict(see table 38).

Table 38 **Coefficients(a)**

Gender	Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.

			B	Std. Error	Beta		
male	1	(Constant)	4.603	.460		10.002	.000
		Work to leisure Conflct	-.176	.132	-.355	-1.331	.213
		Leisure to Work Conflct	.216	.148	.250	1.459	**.175**
		Family to Leisure Conflct	.433	.370	.540	1.172	.268
		Leisure to Family Conflict	-.058	.119	-.085	-.487	.636
		Work to Family Conflict	-.348	.222	-.722	-1.565	**.149**
		Family to Work Conflict	-.692	.297	-.592	-2.332	**.042**
female	2	(Constant)	4.794	.653		7.343	.000
		Work to leisure Conflict	-.909	.240	-.832	-3.790	**.007**
		Leisure to Work Conflict	.098	.334	.071	.293	.778
		Family to Leisure Conflict	-.315	.169	-.372	-1.867	**.104**
		Leisure to Family Conflict	-.064	.229	-.058	-.278	.789
		Work to Family Conflict	.691	.212	.-810	3.260	**.014**
		Family to Work Conflict	-.137	.204	-.169	-.671	.524

a. Dependent Variable: Life satisafction

The items, which measures the six types of inter role conflicts are presented in the following table. The table also shows the item mean, standard deviation, and alpha values.

Table 39:	**Scale Description**					
		Item Statistics		Scale Statistics		
Scale	**Items**	**Mean**	**S.D.**	**Alpha**	**Mean**	**S.D.**
Work-Leisure Conflict	For all the work demands, I am too stressed to do the things I enjoy	2.48	1.17	0.751	4.59	1.957
	My job makes it difficult for me to relax when I'm away from work	2.11	1.00			
Leisure-Work Conflict	I cannot concentrate on my work for my pre-occupation with leisure activities.	2.53	1	0.379	3.71	1.39
	I'm often feel tired at work for my participation in late night parties	2.35	1.16			

Family-Leisure Conflict	I cannot enjoy my favorite TV program because I have to remain busy	1.91	1.13	0.821	3.98	1.91
	After completing my family responsibilities, I hardly get any free time	2.07	1.01			
Leisure-Family Conflict	Unable to participate in the family activities because of recreational activities	2.13	1.12	0.69	3.72	1.69
	I am pre-occupied with recreational activities, so I cannot concentrate on family	1.58	.770			
Work-Family conflict	My job keeps me away from my family too much	2.58	1.24	0.83	4.96	2.317
	My family's unhappiness about the work time	2.38	1.25			
Family-Work Conflict	Due to stress at home, I am preoccupied with family matters at work	1.67	.777	0.642	3.59	1.59
	I often feel tired because of work at home	1.93	1.061			

Its' apparent from the table that alpha values for most of the scales are more than .60, which are acceptable according to nually(70). The scale mean is the highest for work family conflict and lowest for leisure work conflict. Item mean is the highest for the item, "My job keeps me away from my family too much", which along with the item, "My family's unhappiness about the work time" constitute the work family conflict scale.

E. GENDER WISE VARIATION IN WORK FAMILY CONFLICT(WFC) IN RESPECT TO SELECTED DEMOGRAPHIC VARIABLE

It is to know that whether inter role conflict relates to different life situations of the employees. Out of six types of inter role conflicts, work family conflict is chosen as this is the conflict which actually varies gender wise. One way Anova test is performed to see whether variation in work family conflict is observed in respect to different categories of working hour, home making time and free time. Its' seen that work family conflict is not related to different categories of actual working hour for both the male and female respondents as p value is more than .05(see table 40 & 41).

ANOVA

Table 40: WFC VS Actual Working Hour Male

	Sum of Squares	df	Mean Square	F	Sig.

Between Groups	8.288	2	4.144	2.718	.096
Within Groups	24.396	16	1.525		
Total	32.684	18			

Table 41 WFC VS Actual Working Hour Female

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.500	2	.250	.265	.773
Within Groups	8.500	9	.944		
Total	9.000	11			

Work Family Conflict also does not relate to home making time for male and female respondents as p value is more than .05(see table 42 & 43).

ANOVA

Table 42. WFC VS Home Making time: Male

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.351	3	.784	.388	.764
Within Groups	30.333	15	2.022		
Total	32.684	18			

Table 43. WFC VS Home Making time: Female

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.042	2	.521	.654	.541
Within Groups	7.958	10	.796		
Total	9.000	12			

Interestingly work family conflict relates to amount of free time for both the male and female respondents as p values are less than .05(see table 43 & 44).

ANOVA

Table 43 WFC VS Free Time

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	20.872	4	5.218	6.184	.004
Within Groups	11.813	14	.844		
Total	32.684	18			

Table 44 WFC VS Free Time

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.967	3	1.989	5.901	.016
Within Groups	3.033	9	.337		
Total	9.000	12			

VI. CONCLUSIONS:

This report explores different aspects of Japanese work, family and leisure life. It is seen that work and family lives of Japanese workers are different in many respects. The highlight of findings are presented below in summarized form:

1. The male executives are more educated than the females. Though more females have higher degree than males, the rate of education for males is higher than females.
2. The income levels of the male respondents are consistently higher in all income categories than the female respondents
3. The male executives dominate the females in all categories of job positions i.e. male executives hold higher positions in management than the female executives.
4. Most of the executives work in consumer goods industry in private sector.
5. Most of the respondents in both categories are married
6. Majority of the male respondents belong to either forms of nuclear family husband/wife/children and husband/wife. Very few executives have dependent care responsibilities and most of them live in apartments.
7. Majority of the male executives have working spouse, where spouses of less than fifty female executives are working.
8. Majority of the male respondents have children. Most of the children are 13 years or more, whereas majority of the female respondents have children more than 13 years old.
9. Most of the executives belong to nuclear family as very few of The tendency of the respondents.
10. The most common pattern of working hour for both male and female executives is 8-10 hours per day. However, most men work more hours than female as percentage of men working 8-10 hours is more than for male than for female. Statistical analysis shows that the difference between male and female work hour is significant.
11. Female respondents spend much higher amount of time than male in all categories of home making time and the difference is statistically significant.
12. No gender difference is found in respect to enjoyment of free hours between the gender. The most common pattern of free hours is 5-7 hours.
13. The use time saving machine is not very common among the executives.
14. The male respondents are more outward oriented as they are more prone to visit parks & villages and loves long drive than females. Conversely, the female are more indoor oriented as they are more inclined to visit library, museum and movie hall than males.

15. Female respondents' carry out the major household responsibilities. Male executives involves with garbage management. Its' seen that washing, cleaning house and shopping are primarily females responsibility.
16. Men dominate the process of decision making. Conversely, females are more involved in communication and coordination.
17. Majority of the male respondents either belong to the mid level or to the upper level position. Conversely, majority of the female respondents belong to either mid-level or lower level position.
18. Majority of the respondents work full time and two days weekly holiday are common in Japanese society.
19. Extended working hour and nature of task are the two most common work predictors of conflict for male and location of work (commenting time form home to office) is for female.
20. Female respondents want to reduce commuting time so that they can save time and give it to family or themselves. So elderly dependent care and location of family residence are the two most cited factors causing inter role conflict for female. Interestingly, it appears that in general family predictors bother more the male respondents than the female respondents.
21. Work mediators of inter role conflicts are more appreciated by the female respondents. Flexible working hour is considered as the most effective by the female executives whereas good working condition is considered more effective by male respondents
22. Supportive spouse is considered as the most effective family mediators of conflict.
23. Its' apparent that work interference with other domain of life i.e. family and leisure is most common as work to family conflict and work to leisure conflicts are most prevalent.
24. In general, work interferes with family is much more intense than family interference with work. Male respondents experience work to family conflict most and family to work conflict least.
25. Work interference with family is also highest for the female respondents.
26. Female respondents' experiences more inter role conflicts than the male respondents in all forms inter role conflicts. Its' proved that the nature and gravity of work to family conflict is different for male and female respondent.
27. Female executives experience higher level life satisfaction than the male respondents. However, the gender difference in life satisfaction is not found statistically significant
28. The greatest impact on life satisfaction of the male respondents caused by work to family conflict and family to work conflict and on life satisfaction of the female caused by work to leisure conflict and work to family conflict.

29. Work family conflict does not vary in respect to different categories of actual working hour and home making time for both the male and female respondents. However, work family conflict varies in respect to availability of free hour for both gender.

FINAL COMMENTS

Kuroda (2010) showed that Japanese people's average sleeping time is declining since 1970s. Compared to 30 years ago Japanese men and female sleep four and three fewer hours respectively. OECD 2009 reports also showed that Japanese average sleeping hour is the second shortest after South Korea among 18 countries, which signals extended working hour in Japanese society for both male and female employees. This signals that Japanese executives are over worked and over stressed, which force them to sleepless night. This study finds also proves like previous studies (Watai et al,.2008) that flexible time is helpful for the workers to maintain work life balance. This research also traced the presence of work family conflict in the lives of Japanese executives. Greenhaus & Beutell (1985) first introduced the concept of work family conflict to denote the work interference with family and vice versa. Frone et a., (1992) identified different predictors and outcome of work family conflict. This study also finds that extended work hours and nature of work are predictors of work family conflict and flexible time and convenient work locations are mediators of conflict.

At the end it can be said that though this study explores the issues of inter role conflict in the lives of Japanese executives, further research is required with bigger sample size to identify different dimension of inter role conflict not only for executives but also for different other professionals groups. Its' seen that out of six possible types of conflict, work family conflict is most researched. So future research should focus more on other types of inter role conflicts.

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Appendix 1 **Japan At A Glance**

Population	127,253,075 (July 2013 est.)
Age structure	**0-14 years:** 13.4% (male 8,808,568/female 8,204,514) **15-24 years:** 9.7% (male 6,394,809/female 5,958,408) **25-54 years:** 38.3% (male 24,149,308/female 24,588,409) **55-64 years:** 13.8% (male 8,785,719/female 8,786,968) **65 years and over:** 24.8% (male 13,656,792/female 17,919,580) (2013 est.)
Dependency ratios	**total dependency ratio:** 61.6 % **youth dependency ratio:** 21.1 % **elderly dependency ratio:** 40.5 % **potential support ratio:** 2.5 (2013)
Median age	**total:** 45.8 years **male:** 44.4 years **female:** 47.2 years (2013 est.)
Population growth rate	-0.1% (2013 est.)
Birth rate	8.23 births/1,000 population (2013 est.)
Death rate	9.27 deaths/1,000 population (2013 est.)

Net migration rate	0 migrant(s)/1,000 population (2013 est.)
Urbanization	**urban population:** 91.3% of total population (2011) **rate of urbanization:** 0.57% annual rate of change (2010-15 est.)
Major cities - population	TOKYO (capital) 36.507 million; Osaka-Kobe 11.325 million; Nagoya 3.257 million; Fukuoka-Kitakyushu 2.809 million; Sapporo 2.673 million (2009)
Sex ratio	**at birth:** 1.06 male(s)/female **0-14 years:** 1.08 male(s)/female **15-24 years:** 1.06 male(s)/female **25-54 years:** 0.98 male(s)/female **55-64 years:** 1 male(s)/female **65 years and over:** 0.76 male(s)/female **total population:** 0.95 male(s)/female (2013 est.)
Mother's mean age at first birth	29.4 (2007 est.)
Infant mortality rate	**total:** 2.17 deaths/1,000 live births **male:** 2.4 deaths/1,000 live births **female:** 1.92 deaths/1,000 live births (2013 est.)
Life expectancy at birth	**total population:** 84.19 years **male:** 80.85 years **female:** 87.71 years (2013 est.)
Total fertility rate	1.39 children born/woman (2013 est.)
Contraceptive prevalence rate	54.3% **note:** percent of women aged 20-49 (2005)
HIV/AIDS - adult prevalence rate	less than 0.1% (2009 est.)
HIV/AIDS - people living with HIV/AIDS	8,100 (2009 est.)
HIV/AIDS - deaths	fewer than 100 (2009 est.)
Drinking water source	**improved:** urban: 100% of population rural: 100% of population total: 100% of population (2010 est.)
Sanitation facility access	**improved:** urban: 100% of population rural: 100% of population total: 100% of population (2010 est.)
Nationality	**noun:** Japanese (singular and plural) **adjective:** Japanese
Ethnic groups	Japanese 98.5%, Koreans 0.5%, Chinese 0.4%, other 0.6% **note:** up to 230,000 Brazilians of Japanese origin migrated to Japan in the 1990s to work in industries; some have returned to Brazil (2004)
Religions	Shintoism 83.9%, Buddhism 71.4%, Christianity 2%, other 7.8% **note:** total adherents exceeds 100% because many people belong to both Shintoism and Buddhism (2005)

Languages	Japanese
Literacy	**definition:** age 15 and over can read and write **total population:** 99% **male:** 99% **female:** 99% (2002)
School life expectancy (primary to tertiary education)	**total:** 15 years **male:** 16 years **female:** 15 years (2010)
Education expenditures	3.8% of GDP (2010)
Maternal mortality rate	5 deaths/100,000 live births (2010)
Health expenditures	9.3% of GDP (2011)
Physicians density	2.14 physicians/1,000 population (2008)
Hospital bed density	13.7 beds/1,000 population (2009)
Obesity - adult prevalence rate	5% (2008)

Source: CIA World Factbook