THE EFFECT OF WORK FAMILY CONFLICT AND SOCIAL SUPPORT ON TEACHER FEAR OF SUCCESS IN GUNUNGKIDUL DISTRICT

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ABSTRACT

This objective of this study is to investigate the relationship between Work Family Conflict and Social Support on the Fear of Success. To test the hypotheses a survey data collected from 90 of female teachers in Gunungkidul district. The multiple regression analysis were executed by employing SPSS version 26. The results show that Work Family Conflict has a positive effect on Fear of Success, Social Support has a negative effect on Fear of Success, Work Family Conflict and Social Support simultaneously effects on fear of success.

Keywords:(Work Family Conflict, Social Support, Fear Of Success

INTRODUCTION

For women who are married and have families, working outside the home means they have an additional role not only as employees but also as housewives. With this increased role, it will lead to many demands for roles for female employees, female employees who have this additional role tend to create tension, causing anxiety and fear, one of these fears is the fear of success or often called fear of success (Lestari, 2017)

Dewi (2017) states that there are two things that hinder the development of the potential of female employees, namely from within and from outside, from within are arising from women themselves who r efuse to improve their achievements within the company for fear of negative consequences from the success achieved, such as afraid of not being able to divide time and responsibilities between family and work, while from the outside it is the view of society that still considers women to be inferior to men.

The first fear of success factor that attracted the researchers' attention was work-family conflict, this is because married women and still working are required to have two roles that must be carried out at once. Astuti & Suharto (2021) stated that adult women who are married and working have a tendency to feel dual role conflict, because women will be required to remain productive in their place of work and household affairs simultaneously. If a woman tries to stay focused on two or more roles, the accuracy of her focus will tend to decrease, meaning that women who have multiple roles to work and take care of their household cannot carry out their obligations to the fullest.

The second factor is the social support factor, social support such as husband's support for the wife is an important factor for women who are working. Women who are having careers are quite influential in the household because they can help the family economy, but this can also cause conflict in the household related to the dual roles played by women (Astuti & Suharto, 2021). If women do not get support from those closest to them, then the woman will feel uncomfortable and pressured in carrying out dual roles (Astuti & Suharto, 2021).

As is well known , teachers also play an important role in human resources which are assets for schools in creating quality students. The emergence of fear of success

in teachers can be high or low depending on the teacher who experiences work family conflict and receives social support during his work.

Based on the problems stated above , then researcher feel need for study and study more carry on about work family conflict and Support social status of women under review from fear of success.

THEORETICAL BASIS

Fear of success is a fear experienced by a person because of the conflict he feels that causes an employee to choose to refuse or accept a higher position than the position he is currently doing. Rahmawati, et al (2019) said that fear of success is a form of anxiety or tension that arises due to conflicts experienced by individuals, this conflict arises because on the one hand the individual wants to excel and achieve success, but is worried that the success that will be achieved can lead to unintended consequences. expected.

Rahmawati, et al (2019) stated that there are 6 factors that influence fear of success, namely: background behind social culture, orientation role type, situation competition, conflict role double, support social, level education .

Work family conflict is a conflict between roles where the roles cannot run in a balanced way so that it disrupts the balance between work and time and responsibilities carried out in the family. Greenhause & Beutell (1985) work family conflict is a form of interrole conflict, which is an imbalance between roles at work and roles in the household.michelle, cobra, et al (2010), revealed that there are several factors that become the background of work family conflict, namely: factor work and factors individual

Social support is the support that a person gets from others and has a positive impact on that person, support can be obtained from family, partners, friends and coworkers. Sarafino & Smith (2002) define social support as a form of support in the form of comfort, attention, appreciation or assistance received from family, friends, co-workers, etc. Hobfoll, (1986) suggests that there are main factors that encourage a person to provide social support to an individual, namely: empathy , norms and values social and exchange social.

HYPOTHESIS

Carlson (2000) defines work-family conflict as an interrole conflict (opposite pressure that comes from the individual himself in different roles) in which some work and family responsibilities do not have a suitable time and performance match. Work family conflict is something that is difficult for employees to avoid, especially for female employees, this conflict occurs when work interferes with time and responsibilities with family so that there are two roles that are being carried out by a female employee simultaneously. As a result of the imbalance of these roles which cannot run in a balanced manner, this causes the fear of success to be high. This is the reason why female employees refuse offers to receive training or occupy a higher position than her current position.

H1: it is suspected that there is a significant positive effect between work family conflict and fear of success.

Man is creature needy social help others in his life. Social support is the perception or actualization of care or assistance from a person, it can be emotional, real, informational, or subjective friendship. perceived or accepted objectively (Aliu , 2016). Support social is the comfort you get somebody from other people in the form of family , environment social or the person he love . Support social can be obtained from other people _ direct nor no direct and deep form certain , for example in the form of Support or trust from others who can give energy positive about yourself our alone .

H2: Suspected of being significant negative effect between social support on fear of success.

Based on the theory of the relationship between work family conflict and social support that partially affects fear of success, it can also be seen that there is a chance that these variables are related simultaneously (together). In the research of Astuti, & Suharto (2021) it shows that the variables of work family conflict and social support have a relationship with fear of success. Based on the conclusions of the previous research evidence above, the researcher suspects that these two factors simultaneously affect the fear of success. Therefore, the researchers put forward a hypothesis. Based on the description above, the hypothesis of this study is

H3: It is suspected that work family conflict and social support have a simultaneous effect on fear of success.

METHOD

Study this is study quantitative, as for the variables in study this is variable dependent (Y) fear of success, while variable independent (X1&X2) is work family conflict and support social. Subject study this is a female teacher who has family in third schools in Gunungkidul namely in senior high school N 1 Playen, elementary school & junior high school Muhammadiyah Al-Mujahidin totaling 90 respondents.

On fear of success variable this will be measured with scale developed by Shawn & Constanzo (1982) which consist from 3 aspects namely : loss of femininity, social rejection, loss of social self-esteem. While the work family conflict variable this will be measured with with scale developed by Netmeye, et al (1996) which consists of from 2 aspects that is pressure work and pressure family. And support social alone will be measured with scale developed by Sarafino & Smith (2002) which consists of of 5 aspects namely : support emotional. Support appreciation, instrumental support and support information.

RESULTS AND DISCUSSION

Study held in the month February – March 2022. Subject study as many as 90 women who have family in third school which is located in Gunungkidul . Researcher spread questionnaire 90 pieces and a questionnaire it's Back with intact as much as 90.

Instrument Test

Instrument test consist from the validity test and reliability test for know whether it is valid or not something questionnaire and also for knowing that instrument can be trusted for used as tool data collector . In the validity and reliability test conducted with SPSS 26. Based on the validity test could seen that work family conflict consists of 12 question items declared completely valid, on support question item social as many as 16 items, 15 items are valid and 1 item is invalid and on the fear of success item questions as many as 12 items stated entirely valid. While the results of the reliability test carried out on the work family conflict variable , support social and fear of success stated that whole questionnaire reliable because Cronbach's alpha on the third variable > 0.60.

Technical Data Analysis

Technical test data analysis used in research this is analysis multiple linear regression , t test, F test and coefficient test determination . In study this analysis multiple linear regression used for measure big influence between each independent variable on variable dependent , on test this is obtained results The regression coefficient for fear of success (Y) is 3.399 , the regression coefficient for work family conflict (X1) is 0.326 and the coefficient for social support (y) is -0.213 .

t test on research this used for test influence variable independent to variable dependent by parsia . On testing this is obtained results that work family conflict has significant value of 0.000 . with thereby could conclusion that H1 is accepted . On testing Support social obtained results that

Support social have score significant at 0.035 , with thereby could conclusion that H2 is accepted .

F test on research this useful for knowing the effect of the independent variable to the dependent variable simultaneously. On testing this obtained results that score significant F of 20,130 with level significant of 0.000. With thereby could concluded that H3 is accepted .

Coefficient test determination This test is useful for measuring the extent to which the independent variable can explain the dependent variable . On testing this obtained results that R Square value is 0.316. it means that 31.6% fear of success for female teachers in Gunungkidul Regency is explained by work family conflict and social support .

CONCLUSION

Based on results study could concluded that Work family conflict has a significant positive effect on fear of success (for female teachers who are married) in the third schools in Gunungkidul . So if the employees at the school have a high level of work family conflict, the higher the fear of success felt by the teacher, and vice versa.

Social support has a significant negative effect on fear of success (for female teachers who are married in all three schools in Gunungkidul Regency) . It can be concluded that the teacher at the school has a low level of social support, causing the teacher to have a high level of fear of success.

Work family conflict and social support simultaneously affect the fear of success in all three schools in Gunungkidul Regency . So if the teacher at the school has work family conflict and high social support simultaneously, then the three variables can increase the fear of success variable.

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