


## Chapter 6

# Relation Between Work–Family Life Conflict and Organizational Cynicism in Women: A Research in Banking Sector

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### ABSTRACT

*The quantity and quality of women's employment has long been a worldwide issue and has particular resonance in Turkey. In Turkey, the banking sector is of particular significance due to its high number of female employees. Thus, owing to this phenomenon, the main focus of the chapter is on the banking sector. One of the greatest problems facing working women in life is work-family conflict, kind of role conflict. Furthermore, in recent years, organizational cynicism has long been a central plank in many studies. This study thus examines women's conflict with work and family life along with organizational cynicism and its numerous lower dimensions. Data gathered from 182 female bankers was analyzed using SPSS (Statistical Program of Social Sciences) software. Analysis of the results would suggest that some demographic variables have a significant impact upon organizational cynicism and the conflict between work and family life conflict. Also, there is a positively significant correlation in medium level between the variables.*

### INTRODUCTION

Women's unemployment and low job quality remain a problem all over the world. Especially when considered in conjunction with developed and developing countries, this problem is becoming more prominent for Turkey. Women's employment rate is significantly below the EU average. Therefore, existing governments are trying to increase these rates. In the National Employment Strategy for 2014-2023, the female labor force participation rate is targeted as 41% in 2023. With the support given, this

DOI: 10.4018/978-1-5225-9171-9.ch006

ratio increased to 37.6% in 2017 with 6.8 points increase in the last 3 years. It does not seem easy to reach the employment targets set out for Turkey. Despite many policies, the increase in employment rates remains limited. Turkey has many negative variables in solving the case. The high unemployment rates, low growth rates, international migration movements, regional developmental disparities, the size of informal employment, gender inequalities, the lack of education of women, social perspectives to women, the family responsibilities imposed on women, the lack of child and elderly care services are one of the first ones among these negatives.

In most societies, the need for women in the care and education of children, and the values attributed to motherhood in society is of great importance in the decision of women to participate in the work life.

The situation of women in working life has undergone significant changes in the historical process. Today, she is in the middle of important discussions and regulations. The duties imposed on women have made it a workforce that needs protection and positive discrimination. Because women have difficulty in entering labor market and the difficulties continue while working. After entering work life, it is seen that especially the policies that harmonize work and family life prolong the period of stay of women in workforce and increase productivity. Many research shows that work-family conflicts cause many negative organizational behaviors. One of these is organizational cynicism.

## **WOMEN LABORFORCE**

### **History of Women's Employment**

Women's place in production is as old as the history of mankind. In this long period, the place of the woman changes according to the characteristics of the period. Social scientists state that; In hunter-gatherer societies living as nomads, the share of the workload for women in the family is more and important. In these societies, the first economic division of labor, which is based on biological differentiation was made. Men hunting, while women undertook the collection (Yorgun, 2010, p. 120). In the later periods, radical changes in the economic, social and political structure have occurred due to the abandonment of the nomadic life. Socio-cultural changes and developments in the way of production have deepened the discrimination based on gender. These developments have led the woman to a more passive situation and their position became less important than men. Women have taken care of traditional home-related tasks such as food, cleaning, childcare, sewing and embroidery, and have been drawn to their homes from the active production process. Thus, the patriarchal family order emerged (İşler, 2004, p. 77). With the industrialization movement, women started to be involved in industrial production with the use of machines in the production process. The industrial social order has changed the place of women, wage female labor has been used widely in today's sense (Yorgun, 2010, p.170). In the years following the industrial revolution, the number of females in the labor force increased rapidly in parallel with the developments in the weaving sector, the technical developments, the simplification of the production technique, the division of labor and the specialization of female labor makes it easier to benefit from female labor, and the female labor force in the weaving sector to be more successful and cheaper than men, increased the importance of female labor force in employment (Ertürk, 2008, p. 9). The fact that the current economic understanding was based on a rigid liberal understanding led to the female labor force working under low wages and very harsh conditions. However, starting from the middle of the 19th century, especially the Western countries, where the industrial revolution was experienced, protective social policies such

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