



Work Family Conflict and Career Progression of Female School Teachers: A Pilot Study

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ABSTRACT

Maintaining a balance between aspects of family and work is pivotal considering the globalization and fast pace trends evolution. For a society to be successful and an individual growth it is vital to have harmony between the dual roles. Individual's growth and career progression is determined by the factors of family and work. If any conflict between two roles leads to conflict between work and family leading to an ultimate impact on the career progression. The aim of this paper is to validate the research instrument of the relationship of family characteristics, work characteristics, individual related factors, conflict between work and family and career progression of female schoolteachers. Preliminary (pilot) study was conducted to draw the conclusions and have basis for an in-depth analysis of the studied variables. A sample of 60 female schoolteachers was gathered by conducting a questionnaire survey. Childcare, elder care, housework, inflexible working schedule, job-spouse, job-parent were the factors analysed. This preliminary study not only tested the feasibility of the research design but also illuminated areas of potential ambiguity or sensitivity in the questions. The respondents were selected from schools of Karachi, Pakistan. Data analysis was conducted using Smart PLS 4 (SEM) software, based on quantitative analysis of the gathered responses. The results revealed there is a noteworthy association amongst characteristics of family, work family conflict and career progression of female schoolteachers.

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1. Introduction

In the recent era, (Poelmans & Caligiuri, 2008; Premeaux, Adkins, & Mossholder, 2007; Stockman & Weng, 1995) significant changes have been observed in both the demographics of the workforce and the arrangement of families around the world, which have served as the main drivers of the increased attention given to family and work issues. In some time, since women's rates of job market involvement have increased (Benson & Yukongdi, 2006; Hakim, 2006; Halford, Savage, & Witz, 1997; Rowley & Yukongdi, 2008), working moms and families with two incomes have been more prevalent (Winslow, 2020). Changes at work, however, frequently have negative effects outside of the office: (Bradley, McDonald, & Cox, 2023) "family and leisure time is eaten up by job life". According to Poelmans and Caligiuri (2008), family time is undermined as both men and women. Hence, the incorporation of work life and family life has become progressively difficult as a result of demographic changes, and more employees are finding it challenging to combine their multiple jobs (Premeaux et al., 2007). Researchers studying "work and family" in the 1970s came to the conclusion that things that happen at work affect matters at residence and the other way round (Campbell, 2000; Katz & Kahn, 1978).

Greenhaus and Beutell (1985) defined the tension between roles as a situation in which an individual must perform two competing roles consecutively. As a result, conflict between work and family arises when a person's dual social responsibilities—one at the job and other in

domestic—are inconsistent with one another and it is difficult for them to both be fulfilled (Igbaria, Parasuraman, & Badawy, 1994). The theory has long held that conflict between work and family might be exacerbated whichever the family or work responsibilities are prominent and essential to self-esteem an individual, and that the greater the effort and time someone puts into one job, the less commitment that person will make to other responsibilities (Greenhaus & Beutell, 1985). Between job and family life, women are far more probable than men to experience conflict, according to many studies on the topic (Lewis & Cooper, 1999; Wilson, 2017; Wirth, 2001). These research investigations also looked at how gender impacts conflicts between work and family.

Global works on conflict between work and family mostly supports the knowledge, an employee's level of job involvement and their family responsibilities involvement are correlated (Aryee, 1992; Lee Siew Kim & Seow Ling, 2001; Martins, Eddleston, & Veiga, 2002; Ngo & Lau, 1998; Pleck, Staines, & Lang, 1980; Premeaux et al., 2007; Venter, 2002; Wilson, 2017). According to Rowley and Yukongdi (2008), in countries of Asia a boom is witnessed in the female employment in result of rapid advancement of economies and education level of Asian females. The developing global norms and obligations of the twenty-first century point to a broad-based comprehension of different environmental, political and socio-economic issue areas, which aids in raising social awareness and protecting individual basic rights.

Despite being a new nation, Pakistan's culture has remnants of the world's oldest civilization. The fundamental principles of Pakistani culture are shared self-worth, unbalanced relationships, and equality of gender (Lyon, 2002; Saher, 2010). These ideas serve as the foundation for interpersonal communication and the social distribution of labor. Men are often considered as the family's principal provider within these normative confines of Pakistani culture, whilst women are typically seen as the housewife (Malik & Khalid, 2008). Gender disparities in the workplace continue to exist in Pakistan as stated in Ministry of Pakistan Labour and Ministry of Labour and Manpower Pakistan (2009). Women's employment worth continues to be problematic (ILO, 2013b). The conventional sector of civilization of Pakistan thrives to make women off the employment (Arifeen, 2008), the most recurrent justification for not hiring women is the attitude of society against the idea of women's employment (Asghar, Wahid, Khalid, & Zaheer, 2009; Khan, 1989; Samih, 2009).

Literature of work family conflict is flourishing field of research and a great area of interest for the researchers, clinicians and organisations. The previous definition of the work family conflict was the point at which being successful in one area (like employment) had a detrimental effect on the other. According to Haslam, Filus, Morawska, Sanders, and Fletcher (2015), there are two bidirectional aspects of conflict between work and family that can be recognized as independent but linked categories that have different origins and impact. Martins et al. (2002) conducted an investigation to examine the moderating effect of personality variations and sources of support on the negative connection between career satisfaction and conflict between work and family. Results showed a strong correlation for men in later career stages. Results, however, showed that women of all ages had a significant impact. Individuals belonging to their minority gender groups appeared to have a greater association, whilst those with strong ties to their local communities appeared to have a smaller connection. An investigation carried out by Nurak, Thoyib, Noermijati, and Riana (2018) revealed, career development of women is not significantly affected by work-family conflict however, there is a significant impact on orientation of career success. Similarly, career's development of women is impacted significantly by orientation of career success.

The problem of the existing research is to identify the conflict between work and family female teachers face while handling aspects of family, individual, work and their career progression. The purpose of this study is to validate the research instrument and conduct a pilot study to examine the relationship between work-family conflict and career advancement. The research focuses on educators in Sindh, Karachi, Pakistan. However, the pilot study was conducted in schools in Karachi, Pakistan's south region. The Research Objective are to examine the dual role conflict among working women in Pakistan by investigating the association between career progression, family characteristics, work characteristics, and work-family conflict and to validate the research constructs through a pilot study utilizing a robust statistical approach, such as PLS-SEM.

The Hypotheses are;

- H₁: Family Characteristics have a noteworthy influence on Career Progression.
- H₂: Family Characteristics have an impact on Work-Family Conflict.
- H₃: Work Characteristics have a significant influence on Career Progression.
- H₄: Work Characteristics have a significant impact on Work-Family Conflict.
- H₅: Work-Family Conflict has a significant impact on Career Progression.
- H₆: Individual Related Factors have a significant impact on Career Progression.
- H₇: Individual Related Factors have a significant impact on Work-Family Conflict.

2. Literature Review

2.1. Conflict Between Work and Family

As mentioned in a study conducted in 2015 by Akkas et al., the conflict between work and family (WFC) refers to the incompatibility of an employed person's responsibilities to their family and their job. Conflict between work and family can arise when an individual juggles their responsibilities as a parent, employee, and spouse. Time, energy, and commitment are required to adequately perform these duties. According to Akintayo (2010), workload has increased dramatically in recent years, leading to spending less family time. According to Lin, Chen, and Sun (2015), the notion of conflict between work and family was initially proposed by Greenhaus and Beutell (1985). They characterized conflict between work and family as the role that imposes strain and conflict while managing these two roles and leading to imbalance at a point between the aspects of work and family. Allen (2012) proposed that conflict between work and family is divided into dual categories: conflict between work to family (WFC) and a conflict triggered by family to work (FWC). Researchers of this domain disagree over the aspects of individual factors (Kinnunen, Feldt, Mauno, & Rantanen, 2010; Zhao & Namasivayam, 2012). As a result, distinguishing WFC and FWC as two independent sides is crucial, and this study focuses on work-to-family role incompatibility.

2.2. Conflict Between Work and Family Among Female Teachers in Schools

Wafula (2010) asserts that women's struggles to manage both their jobs and their families appears to be a universal issue. As per the theory of role despite of culture, females are prone to face strain when trying to accomplish their historically designated tasks as domestic custodians and contemporary function as workers. Theory of role claims that group members frequently establish norms to which they must adhere. Because of the benefits of conformity and the penalties of non-conformity, members often abide by these rules. According to role theory of gender, each gender is allocated specific roles. Individuals' identities are shaped by their roles. A Grandey, L Cordeiro, and C Crouter (2005), mentioned in Wafula (2015), females' shared identities have strong bonding/association with their family responsibilities. As a consequence, it may be argued that women may feel pressure if they think their job interferes with their role at home. Although there is a need for more research on how work and family life connect for teachers, Cinamon and Rich (2005), as mentioned in Wafula (2010), claim that this domain remains undiscovered in WFC research. It's often considered about teaching as a traditionally female-dominated field. Women who work in management and unconventional occupations are more likely to value both their professional and personal obligations. Contrarily, female teachers are more inclined to put their responsibilities to their families first. This line of thinking contends that the teaching profession is differentiated by its shorter workweeks and absence from the classroom over the summer. Most instructors can so do their work and personal responsibilities with little disruption. Consequently, WFC levels in individuals are anticipated to be lower. In the opinion of Cinamon and Rich (2005), female teachers might possess lower levels of WFC since duties in the domestic realm and the teaching profession are thought to be similar in nature.

2.3. Structural Theories of Work Family Conflict

According to boundary theory (Ashforth, Kreiner, & Fugate, 2000) and theory of resource conservation (Hobfoll, 1989), people may reallocate their assets among multiple responsibilities to carry out cross-domain switching when they perceive role overload in a domain. Therefore, a conflict between the two domains arises when a person discovers that he lacks the necessary energy and time to finish a task using the resources originally allocated from the other domain (such as energy or time). For instance, excessive resources devoted to work may interfere with preschool instructors' ability to fulfill their parental duties (Matthews et al., 2013). According to the Theory of Constraints (Ashforth et al., 2000), parental anxiety tends to make new teachers closer to their pre-determined resources and involve parents in the job. Matthews et al. (2013)

transport between work and home is considered a dual use: individual's travel from home to work and from job to home. The social sciences emphasize the interplay between man and nature. Rotter describes personality as a permanent set that can respond to situations in specific ways. Work-family conflict is present in many theories based on role theory. Furthermore, subcategories of the cognitive theory include competition modeling, conflict theory, performance development theory, boundary theory, identity theory, middle theory, and reward theory (Aryee, 1992; Edwards & Rothbard, 2005).

2.4. Family Characteristics and Work Family Conflict

According to Liao, Lau, Hui, and Kong (2019), transformations in family attributes, for example having one parent or two working parents (couples with two-incomes), along with the number of children, are likely to have an impact on or interfere with the work environment and make it challenging for a person to keep up with their work appropriately. As a result of the growing concerns, the framework and interactions of family and work have significantly changed on a global scale (Liao et al., 2019; Poelmans & Caligiuri, 2008; Premeaux et al., 2007; Stockman & Weng, 1995). As a result, scholars from all over the world have focused on work and family; however, there is little literature accessible in the context of Pakistan (Kashif & Israr, 2020; Khursheed, Mustafa, Arshad, & Gill, 2019). Greenhaus and Beutell (1985), its well established that the magnitude of conflict between work and family rises once the duty of work or family becomes significant and prevailing according to a person's perception of self-image, and the amount of effort spent in a role might be dependent on the significance a person maintains for that position, leading to a decreased allowance of energy and time for other aspects. At some time in their careers, the majority of workers can anticipate taking responsibility of an older family. By evaluating whether typical care (regular, weekly care) mediates the association between particular workplace features and work-family conflict, this study expands on prior research (Shin, Kim, Kim, & Son, 2021). It is suggested by Frone, Yardley, and Markel (1997) that work-family balance is likely to be multidimensional, with different conflicts and facilitators (e.g., work-family). - The family paradigm, including help at work and in the family. Unfortunately, work-family facilitation is conceptually and empirically advanced (Frone et al., 1997), and how it differs from conflict needs to be clarified. We focus on family work support (W F.F.) because the two forms of support (family work) can be different and come from different sources (Frone, Russell, & Cooper, 1992). For example, evidence suggests that family structure and processes are important antecedents for facilitating family work, while job characteristics are essential antecedents for (W F.F.) (Grzywacz & Marks, 2000).

2.5. Work Characteristics and Work Family Conflict

According to Greenhaus and Beutell (1985), an inflexible schedule indicates a person's inability to organize their work and fulfill deadlines for their family and work obligations that are unrelated to their job. The traditional 8-5 Monday through Friday work schedule may appear inflexible, yet it rarely causes problems in managing social and family connections. A non-standard work pattern, on the other hand, might lead to inflexibility and inconvenience for the person. According to a study (Behrens, Kichko, & Thisse, 2021), employees who work on a non-traditional schedule are more likely to get isolated from society and face social marginalization. They sometime find it difficult to join in social activities because regular social patterns still revolve around the traditional weekday cycle, thus excluding those who work shifts (Savic et al., 2019). A flexible schedule is defined as the creative use of time in the school day to meet the training time and schedule in training requirements for students.

Casey and Chase (2004) discussed that flexible work schedules were associated with lower intensity of work-family conflict. In the same, Anderson, Coffey, and Byerly (2002) and Carnicer, found that flexible work schedules negatively impact the work-family balance struggle. Extensive research has repeatedly demonstrated that social support from colleagues and supervisors is a crucial determinant of work-family conflict (Kan & Yu, 2016). Job demands, which can be characterized as organizational, cultural and physical elements of the job that are necessitated by the emotional and/or physiological (cognitive or emotional) skills of employees, are another element of work-family conflict (Schnettler et al., 2021). As a result, they can be described as psychological or work-related stress. Although job demands do not always impose negative effects, stress on the job may be created if achieving them necessitates a lot of effort from which employees haven't fully recovered (Meijman, Mulder, Drenth, Thierry, & De Wolf, 1992). Particularly career women, as working parents face more pressure and are more prone

to face stress due to the pressure of work. High Work expectations: High job expectations may be the most dependable sign of work-family conflict. Work shift, pressure from the job, excessive workload, job annoyance, and working fast or with frequent interruptions are certain job requirements linked to conflict between work and family. According to Abakah (2018), one of the major causes of stress in these places is people not having enough time to devote to both their jobs and their families.

2.6. Individual Related Factors and Work Family Conflict

It is essential to examine work-family conflict from a variety of perspectives in order to completely comprehend it and how it affects family traits. In addition to work-family factors, several individual factors may contribute to the occurrence of conflict between work and family. Personal values must be taken into account in work-family conflict studies because they play an essential role in the way employees organize their importance and behavior (Rosenholtz, 1989). Locus of control is a psychological characteristic that regulates family events (Shepherd, 2006), different people and critical situations; organizational and social plans (Denise, truss), creates a connection between it occurs as a result of conscious thinking, it reflects human behavior; and human experiences from the environment in the form of personal behavior, achievements and rewards (Lee-Kelley, 2006). People who have low self-esteem may actually suffer more stress at home and at work, which leads them to perceive higher levels of interference (Friede & Ryan, 2005) perfectionism, the tendency of an individual to adhere to standards that require high performance and achievement (Dunn, Dalgleish, & Lawrence, 2006), is also associated with coping strategies.

3. Definition of Key Terms

3.1. Work family conflict

According to French, Dumani, Allen, and Shockley (2018), when work interferes with the capability to cater the needs of family or when family interrupts with the ability to accomplish work duties is represented as work-family conflict. When there is difficulty in domains of work and family leads to conflict between work and family (Sultan & Akhtar, 2020).

3.2. Work-Characteristics

The amount and timing of work time, as well as job responsibilities, are work role features that may be associated to job/family conflict, according to (Voydanoff, 1988). The job demand-resources (JD-R) paradigm, which defines employment characteristics into two major categories: "job demands and job resources" (Bakker & Demerouti, 2007), was recently developed.

3.3. Family Characteristics

Voydanoff (1988) examined "time spent on family activities, the spouse's hours at work, and the children's ages and number" are examples of family structure that maybe associated to work/family conflict.

3.4. Individual Related Factors

Individual factors and perceptions of the environment may have a direct impact on how an individual behaves, especially if they are extremely salient in the scenario, it is more probable that this influence will be indirect and mediated by how they respond to the circumstance (Lewin, 1943; Mathieu, 1991).

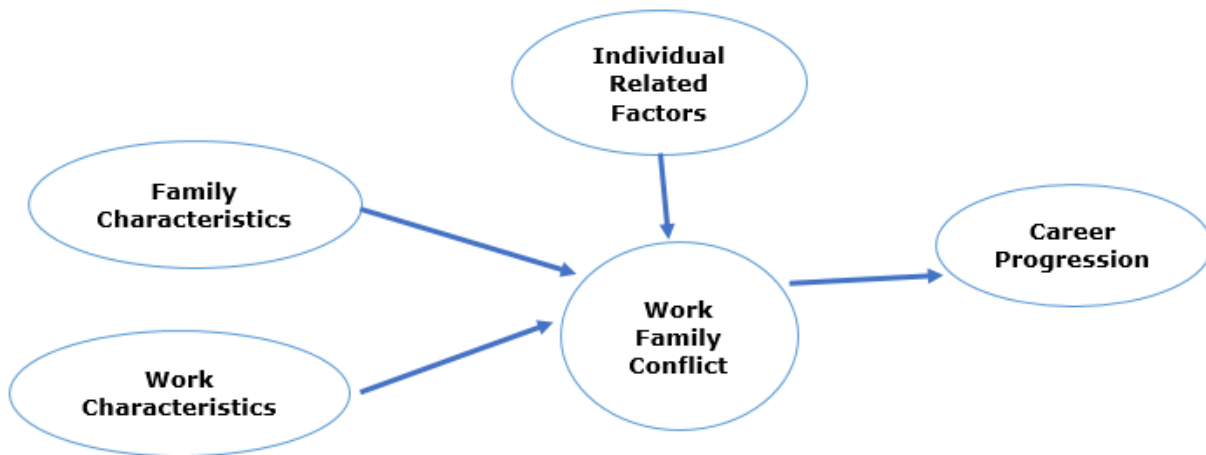
3.5. Career Progression

Since ages careers have been expressed to "plateau" right before retiring. "When upward shift/progression of career ceases is referred as career plateauing" as businesses stop advancing or gradually rewarding particular workers (FERENCE, Stoner, & Warren, 1977). According to recent studies (such as (Armstrong-Stassen & Schlosser, 2008), there are a lot of elderly workers whose targeted career advancement has stopped in the workplace. FERENCE's concept of career plateauing limits its significance to the end of future hierarchical advancement, although more recent theories might better explain the state of affairs now. For instance, Allen (2012) proposed the idea of job content plateauing, which happens when a person's position no longer offers opportunities for advancement and stops being personally demanding. As a result, career stagnation and advancement can be both objective (managed and evaluated by the company) and subjective (controlled and evaluated by the individual). Career success has typically been described in terms of occupational success or advancement (Cascio, 2006).

4. Conceptual Framework

This paper suggests a conceptual framework on the basis of current literature review, results and findings of work family conflict and career progression. On the basis of the conceptual frameworks presented by (Abakah, 2018; Akkas, Hossain, & Rhaman, 2015; Khursheed et al., 2019; Ren, 2010) current study framework was adapted.

Figure 1



4.1 Research Gap

The research gap refers to the existing void or lack of knowledge within a certain field of study. The study of dual role conflict among working women in Pakistan has highlighted a research gap characterized by its diverse nature and wide-reaching implications. Extensive scholarly investigations have been conducted to explore the phenomenon of work-family conflict across diverse worldwide settings. However, examining this subject in Pakistan, with a special emphasis on employed women, remains relatively scarce. The existing body of research frequently fails to provide an in-depth examination of the impact of socio-cultural elements in Pakistan, including familial norms, gender roles, and social expectations, on the intricate nature of work-family conflict experienced by employed women.

5. Methodology

5.1. Research Method

Quantitative research has been carried out; data gathering was through questionnaire survey. The data gathered was to run a pilot test to validate the research instrument.

5.2. Research Design

Research approach applied in the study was quantitative, utilizing structural equation modeling (SEM) through Smart PLS 4 software (J. Hair, Joe F, Sarstedt, Matthews, & Ringle, 2016).

5.3. Sample and Population

The research sample was drawn from a population of schoolteachers working in both public and private educational institutions in Karachi, Pakistan. Total sample size was 60 respondents.

5.4. Data Collection Methods

The data were gathered using a printed survey instrument tailored to the unique dynamics of schoolteachers in Karachi. The survey included a broad spectrum of Likert-scale items ranging from 1 to 5. Physical printed surveys were administered in various schools to maintain consistency and minimize potential biases.

5.5. Time Orientation

It is cross-sectional due to the limited time.

5.6. Measurement Tools

The constructs were measured using validated scales, and the analysis was performed using Smart PLS 4 (SEM) software. The reliability and validity of the measurements were assessed through various checks available in Smart PLS 4, including Cronbach's alpha, composite reliability, and Average Variance Extracted (AVE) for ensuring the internal consistency and construct validity (J. Hair, Hollingsworth, Randolph, & Chong, 2017).

6. Results Analysis and Discussion

A pilot study with 60 participants was conducted to refine the survey instrument and adapt it to the specific cultural and professional context of Karachi's schoolteachers (Vasileiou, Barnett, Thorpe, & Young, 2018). This preliminary study not only tested the feasibility of the research design but also illuminated areas of potential ambiguity or sensitivity in the questions. The results of the pilot study guided necessary adjustments to the main survey (Vasileiou et al., 2018).

Table 1: Preliminary results (Pilot Testing)

Construct	Cronbach's		
	Alpha	Composite Reliability	(AVE)
Career Progression	0.862	0.888	0.59
Family Characteristics	0.839	0.867	0.56
Individual Related Factors	0.845	0.874	0.558
Work Characteristics	0.832	0.863	0.543
Work Family Conflict	0.85	0.882	0.571

The table above presents an analysis of the validity and reliability of five key constructs that underpin the investigation of dual role conflicts among employed women in Pakistan, based on the findings of a preliminary study. The obtained values for Cronbach's Alpha ($\alpha = 0.862$), Composite Reliability (CR = 0.888), and Average Variance Extracted (AVE = 0.59) collectively suggest that the Career Progression scale exhibits strong internal consistency and satisfactory convergent validity. This implies that there exists a notable level of correlation among the variables employed for assessing Career Progression, indicating a substantial overlap in their variability. This implies that there exists a notable level of correlation among the variables employed for assessing Career Progression, indicating a substantial overlap in their variability.

In a similar vein, the Cronbach's Alpha coefficient for the Family Characteristics construct is determined to be 0.839, while the Composite Reliability (CR) is calculated to be 0.867. These values suggest a notable degree of internal consistency for the measurement of this particular construct. Furthermore, providing additional support for the adequacy of the items in this construct to accurately represent the underlying latent component is the Average Variance Extracted (AVE) value of 0.56. The Cronbach's Alpha and CR values for the individual factors under consideration are 0.845 and 0.874, respectively. These values indicate a notable level of internal consistency. The construct's convergent validity is substantiated by the Average Variance Extracted (AVE) value of 0.558.

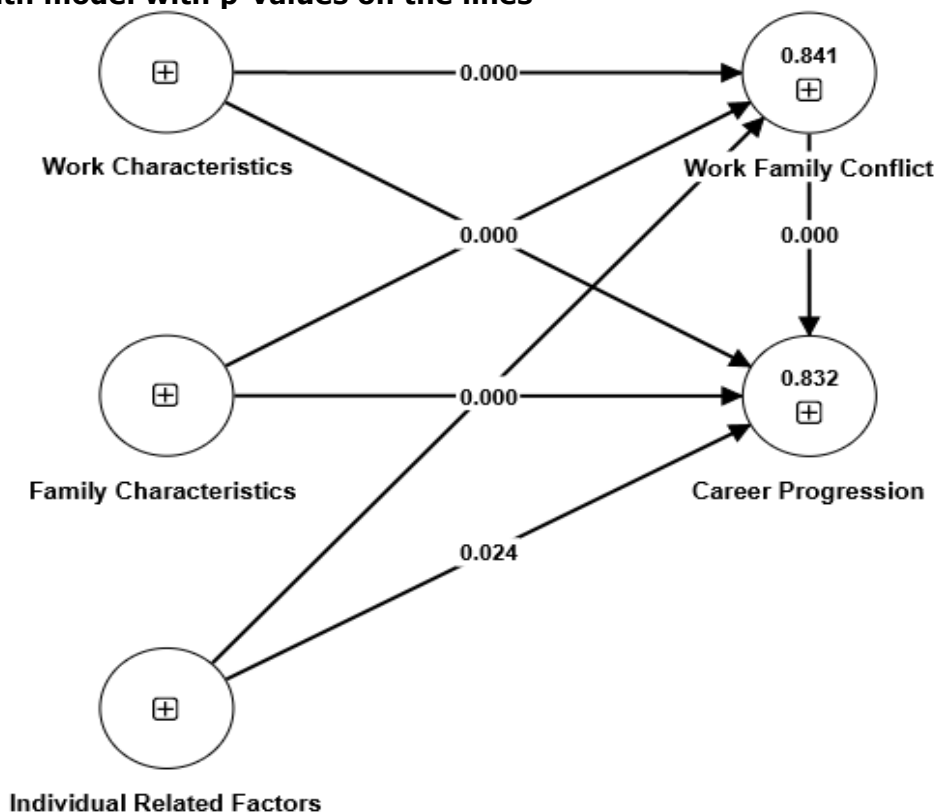
The Cronbach's Alpha coefficient for Work Characteristics is found to be 0.832, whereas the Coefficient Omega (CR) of 0.863 suggests that the internal consistency of the measure is excellent. A mean average of 0.543 serves as an indicator of the dependability of the convergent validity. The Cronbach's Alpha coefficient for the construct of Work Family Conflict is 0.85, while the Composite Reliability (CR) is 0.882, suggesting a high level of internal consistency. The construct's reliability is demonstrated by the high average variance explained (0.571) among the items. The pilot investigation yielded positive results, suggesting that the constructs align with the underlying theoretical concepts. The reliability and validity of all constructs have been determined to exceed the commonly accepted thresholds, suggesting their suitability for a comprehensive investigation of the research issue.

Table 2

Path	t-value	p-value
Family Characteristics -> Work Family Conflict	2.145	0.034
Individual Related Factors -> Work Family Conflict	1.983	0.049
Work Characteristics -> Work Family Conflict	2.376	0.019
Work Family Conflict -> Career Progression	5.232	0.001

The table presented above displays the path coefficients, t-values, and p-values pertaining to the connections among the dimensions of Family Characteristics, Individual Related Factors, Work Characteristics, Work Family Conflict, and Career Progression within the context of the pilot project. The results of the t-test indicate a significant correlation between familial characteristics and workplace tensions ($t=2.145$, $p=0.034$). The data provides support for the notion that Family Characteristics have a considerable influence on Work-Family Conflict, as indicated by a statistically significant probability of 3.4% that the relationship between the two variables is due to chance alone.

Figure 2: Path model with p-values on the lines



The t-value observed for the Individual Related Factors is 1.983, indicating a statistically significant relationship. Additionally, the p-value associated with the influence of Individual Related Factors on Work Family Conflict is 0.049, suggesting a significant impact. The observation that this particular discovery may solely be attributed to random chance, with a margin of 4.9 percentage points, underscores the significance of personal circumstances in contributing to work-family conflicts. The obtained t-value of 2.376, along with the associated p-value of 0.019, indicate a statistically significant relationship between job characteristics and work-family conflict, suggesting a substantial impact of work characteristics on the occurrence of work-family conflict. Hence, substantial evidence exists to substantiate the hypothesis positing a correlation between work qualities and work-family conflict. The likelihood of this discovery occurring by chance alone is merely 1.9 percent.

The obtained t-value of 5.232 and the corresponding p-value of 0.001 provide evidence that the relationship between Work Family Conflict and Career Progression is the most robust among the variables under investigation. This study provides evidence of the substantial impact of Work Family Conflict on the variability in Career Progression, with a minimal probability (0.1%) that this association is due to chance.

7. Discussion

For this study family characteristics, individual related factors and work characteristics were treated as individual variables. Work family conflict was a mediating variable analyzing career progression of female schoolteachers. In general, the results of the pilot study reveal significant associations among the examined variables, underscoring the complex interaction of multiple factors that impact the experience of conflict between work, family and professional

progression for employed females. The obtained results validate the formulated hypotheses, so establishing a robust basis for further investigation within the broader scope of the project. The observed relationships exhibit statistical significance, so providing empirical support for the suggested theoretical framework and presenting opportunities for future investigations into their manifestation across the broader population. The initial hypothesis examined in the study proposed a direct correlation between family dynamics and occupational achievement (H1). This observation aligns with the research conducted by Powell and Greenhaus (2010), wherein they discovered that familial bonds could exert a significant influence on one's career achievements.

The second hypothesis (H2), titled "Family Characteristics Influence Work-Family Conflict," was examined and shown to have a strong relationship which is supported by Eby, Casper, Lockwood, Bordeaux, and Brinley (2005) research, which demonstrated that family dynamics have a significant role in the emergence of work-family conflict. The statistical analysis revealed that there was a significant relationship between workplace characteristics and professional growth (H3). In accordance with the research conducted by Arthur, Khapova, and Wilderom (2005), it can be inferred that work characteristics have a significant role in influencing an employee's career progression. The study revealed existence of a substantial and direct relationship between work characteristics and work-family conflict (H4). This finding is consistent with the research conducted by Byron (2005), which demonstrates that certain workplace circumstances significantly contribute to the occurrence of work-family conflict. Work-family conflict has a significant relationship with career progression (H5).

The statement above corroborates the conclusions drawn from a meta-analysis conducted by Amstad, Meier, Fasel, Elfering, and Semmer (2011), which revealed a noteworthy adverse impact of work-family conflict on outcomes connected to one's professional trajectory. The values obtained of t-statistics and p-value revealed there's a relationship between individual related characteristics and career progression (H6). This finding is coherent with the investigation conducted by Ng, Eby, Sorensen, and Feldman (2005), which validated the significant role of personal qualities and attributes in the determination of professional achievement. Characteristics pertaining to individuals and work family conflict have significant connection (H7). This aligns with prior scholarly investigations that have underscored the significance of personal attributes in the occurrence of work-family conflict, as exemplified by the study conducted by (Michel & Hargis, 2008).

8. Conclusion and Policies

Family characteristics, work characteristics, individual related factors, work family conflict and career progression Composite Reliability (CR) values revealed notable degree of internal consistency for the measurement of these particular constructs. Average Variance Extracted (AVE) values proved to have strong internal consistency and satisfactory convergent validity. Research instrument is validated and proved to be accurate for further in-depth analysis and study at a larger scale. The t-statistics and p-value revealed to have significant coherence and displayed strong relationship amongst the variables. Work-family conflict and career progression are two domains of great interest for researchers. The study can benefit the researchers and the organizations to devise strategies to overcome the impact of conflict between work and family and for professional development. The current study was limited to education sector therefore it couldn't explore and cater to diverse cultural and organizational aspects. The study was cross-sectional, and it is recommended to conduct a longitudinal study to provide more in-depth analysis of the relationships how they evolve overtime. Higher Education Commission (HEC) Pakistan can greatly benefit from the study as to deal with the career progression and overcome work to family conflict in order to make the education sector flourish. When educationists are happy and satisfied, they impart quality of education. For research to be conducted in future varied samples can be considered.

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