



Mediation Effect of Home Environment on the Association Between Role Conflict and Self-Efficacy

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ABSTRACT:

Role conflict and self-efficacy are crucial aspects of women's mental health, particularly in the context of changing societal expectations. This study investigates the mediation effect of home environment on the association between role conflict and self-efficacy among married women, comparing homemakers and employed individuals. A cross-sectional descriptive research method was employed, selecting 200 homemakers and 200 employed females from Chhattisgarh, India. The General Self-Efficacy Scale, Role-Conflict Scale, and Family Environment Scale were used to assess self-efficacy, role conflict, and home environment, respectively. The results showed that homemakers reported significantly higher self-efficacy ($\beta = 0.466$, $p < 0.001$) and lower role conflict ($\beta = -0.130$, $p = 0.009$) compared to employed individuals. In conclusion, the study found that employment status is a significant predictor of role conflict and self-efficacy, with homemakers experiencing better outcomes. These findings have implications for developing targeted interventions to support women's mental health and well-being.

1. Introduction

In today's quickly changing social and economic climate, the balance between work and home duties has become an important factor in figuring out how people, especially women, feel and perform. Because of its effects on mental health, job happiness, and perceived life balance, role conflict—especially between home and work environments—has attracted more and more interest. Growing pressures from both sectors cause people—most importantly women—often to struggle to keep balance, which causes psychological stress and lowers role effectiveness. Understanding and reducing inter-role conflict becomes crucial in both research and practical intervention efforts as more women seek professions alongside satisfying family duties (Lee, Zvonkovic, & Crawford, 2014).

Role conflict happens when the demands of a single role get in the way of fulfilling another. This can cause worry and poor performance in one or both areas. Self-efficacy was found to be a key mediator between role conflict and general well-being in a study by Houle et al. (2009) that looked at working moms. Women who had higher self-

efficacy were better able to deal with role-based issues, which lessened the effects on their mental health.

Bradley and Corwyn (2000) went into detail about how family conflict affects the home environment. They said that a lot of imagined family conflict can make a good home environment less safe. To put it another way, a caring home environment might lessen the effects of stress from the outside world, but only when there isn't a lot of conflict in the home.

Through his doctoral study, Mhlauli (2024) gave a more modern view, showing that mental exhaustion is highly connected to work-life conflict. The study's most important finding was that Family Supportive Organisational Perception (FSOP) mediated this link. When employees thought their companies supported family life, they felt less emotionally worn out, even when there was a lot of role tension. This was especially true when they were sure they could handle things on their own.

The changing roles of women in society have increased the importance of understanding these dynamics. Although gender roles have changed significantly in



recent years, married women still take on more domestic work and childcare than men. At the same time, they are working more than ever before. This "double burden" creates fertile ground for role conflict, particularly when home environments lack supportive structures that favor these multiple roles.

The complex interplay between role conflict, home environment, and self-efficacy is crucial to understanding the experiences of married women. Self-efficacy—the conviction that one can carry out the actions required to achieve performance outcomes—is especially important for married women, whose perceptions of themselves are frequently influenced by the complex dynamics of the home environment. This study aims to investigate the mediation effect of home environment on the association between role conflict and self-efficacy among married women, with implications for psychological interventions, family therapy approaches, and workplace policies.

The relationship between home environment, role conflict, and self-efficacy is a significant area for examining women's psychological adjustment in modern society. Role conflict, especially in the context of work-family dynamics, has been recognised as a significant stressor affecting both personal and professional spheres (Greenhaus & Beutell, 1985). The increasing demands on women to balance work and family responsibilities suggest that the quality of the home environment may serve as a mediating factor in mitigating the adverse effects of role conflict on self-efficacy. A stable and supportive home environment can enhance a woman's confidence in her capacity to handle competing demands, thereby reinforcing her self-efficacy.

2. Methods

The study employs a cross-sectional descriptive research method. Full-time 200 homemakers and 200 employed females were selected as study samples from Bilaspur, Ratanpur, Bhilai, Ambikapur, and Raigarh (Chhattisgarh). A random sampling technique was used for sample selection.

Inclusion and exclusion criteria for sample selection:

Inclusion & Exclusion for Homemakers: Married women who had been married for a year or longer and who had completed at least the 12th grade at an English-medium school were considered homemakers. Unmarried

women, people with jobs, and people who did not give their informed agreement were among the exclusion criteria for homemakers.

Inclusion and Exclusion for Employed: Married women with at least a year of experience as teaching professionals who met the requirements of a Bachelor of Education (B.Ed.) degree made up the employed group. Women without jobs, those who were recruited within a year, and those who did not give their informed consent were not included.

Tools

Checklist for demographic information:

The researcher employed this checklist to gather information on gender and age, level of education, marital status, place of residence, religion, category, and kind of family.

The General Self-Efficacy Scale (GSES):

Jerusalem and Schwarzer developed the 10-item GSES scale. There have been reports of GSE scale reliability ranging from .76 to .90. Emotion, optimism, and job satisfaction have all been linked to it. Research has shown that anxiety, burnout, health issues, stress, and depression are negatively correlated. The Likert scale has four points. The administration age range is twelve to sixty-four.

The Role-Conflict Scale (RCS):

The Role-Conflict Scale (RCS) developed by Dr. Ashok Kumar Pandey has been utilised for gathering data regarding the level of role conflict experienced by females in early adulthood. The scale consists of 30 items and utilises a 5-point Likert scoring system, which includes the options of strongly agree, agree, undecided, disagree, and strongly disagree. The statements are formulated in both positive and negative directions. The test-retest reliability coefficient demonstrated a notably high level of consistency. The split-half reliability coefficient is also found to be very high at 87.79. Criterion validity is measured at .81.

The Family Environment Scale:

The Family Environment Scale, created by Harpreet Bhatia and N.K. Chadha is utilised for evaluating the home domain. The specified age range is from 17 to 50 years. The collection comprises 69 items organised into



eight subgroups. 1. Unity 2. Articulation 3. Dispute 4. Acceptance and compassion (relationship dimension) 5. Autonomy 6. Active recreational orientation (dimension of personal growth) 7. Organisation 8. Control.

This encompasses both positive and negative aspects and is evaluated using a scale of extremely agree, agree, undecided, disagree, or strongly disagree. The highest score that can be awarded for a positive item is 5, while the lowest is 1. In the event of negative items, the scoring procedure should be reversed.

Ethical consideration

The present study was conducted according to the protocol suggested by the research committee of the Amity Institute of Behavioral & Allied Sciences, Amity University Chhattisgarh, Raipur. We obtained written informed consent from each participant. The information obtained was kept confidential.

Procedure

In this study, a random sampling method was used to select individuals based on the following criteria: We selected individuals based on two criteria: (a) sex, gender (female preferred), and (b) age between 20 and 40 years. (c) Must have been homemakers for the past year after getting married; (d) a minimum level of reading literacy (12th grade and English medium) is required. We approached potential participants through field surveys in colonies, apartments, and townships. The females who expressed interest in joining the research team signed the informed consent form, giving us permission to review and survey their data. We conducted the study in the first quarter of the year. We also emphasized that we would only use the collected information for research purposes and that participants could withdraw from the study at any time without compromising their integrity. They then signed the informed consent and provided a form containing the socio-demographic data. We then applied the self-report GSE scale, RCS and FES for assessment.

Statistical Analysis

Data was analyzed by using Jamovi software. In this study descriptive and mediation analysis were conducted.

3. Results

Table 1 illustrates the education-wise distribution of a sample of 400 women, categorized by employment status

(Employed and Homemakers) across four educational levels: 12th standard, Graduation, Postgraduate (PG), and Postgraduate Diploma. The data reveals that 39.3% (n=157) of the sample hold a Postgraduate Diploma, 32.0% (n=128) a Postgraduate degree, 19.5% (n=78) a Graduation degree, and 9.3% (n=37) a 12th standard qualification, indicating a highly educated sample. Among employed women, 25.8% (n=103) have a Postgraduate Diploma, significantly outnumbering homemakers (13.5%, n=54) at this level, while homemakers show a more balanced distribution, with 16.3% (n=65) holding a Postgraduate degree and 7.0% (n=28) a 12th standard qualification. This suggests a strong association between higher education, particularly vocational diplomas, and employment, while lower educational attainment correlates with homemaking. The findings highlight the influence of education on occupational roles, though socio-cultural factors and sample representativeness warrant further investigation.

Table 1. Education wise distribution of the sample

| | | Education | | | |
|------------|-----------|-----------|------------|-------|------------|
| | | 12th | Graduation | PG | PG Diploma |
| Employed | Frequency | 9 | 25 | 63 | 103 |
| | Percent | 2.3% | 6.3% | 15.8% | 25.8% |
| Homemakers | Frequency | 28 | 53 | 65 | 54 |
| | Percent | 7.0% | 13.3% | 16.3% | 13.5% |
| Total | Frequency | 37 | 78 | 128 | 157 |
| | Percent | 9.3% | 19.5% | 32.0% | 39.3% |

The religion-wise distribution of the sample reveals that Hinduism is the most prevalent religion, accounting for 31.5% of the total sample, followed by Sikhism (23.5%), Islam (17%), Christianity (15.5%), and other religions (12.5%). Notably, the distribution of religions differs between employed women and homemakers, with Hinduism being more prevalent among employed women (26%) and Sikhism being more prevalent among homemakers (18.3%). This variation may have



implications for understanding the cultural and social contexts of the participants and could influence their experiences, perspectives, and behaviors (table 2).

Table 2. Religion wise distribution of the sample

| Women | | Religion | | | | |
|------------|-----------|----------|---------|--------------|-------|-------|
| | | Hindu | Islamic | Christianity | Sikh | Other |
| Employed | Frequency | 104 | 29 | 27 | 21 | 19 |
| | Percent | 26.0% | 7.2% | 6.8% | 5.3% | 4.8% |
| Homemakers | Frequency | 22 | 39 | 35 | 73 | 31 |
| | Percent | 5.5% | 9.8% | 8.8% | 18.3% | 7.8% |
| Total | Frequency | 126 | 68 | 62 | 94 | 50 |
| | Percent | 31.5% | 17.0% | 15.5% | 23.5% | 12.5% |

The demographic analysis reveals that the majority of participants (55.5%) reside in urban areas, with a significant proportion also residing in semi-urban areas (28.7%). Employed women are more likely to reside in urban areas (31.8%) compared to rural areas (3.5%) (Table 3).

Table 3. Area of residence of the participants

| Women | | Residence | | | Total |
|------------|-----------|-----------|-------|------------|-------|
| | | Rural | Urban | Semi urban | |
| Employed | Frequency | 14 | 127 | 59 | 200 |
| | Percent | 3.5% | 31.8% | 14.8% | 50.0% |
| Homemakers | Frequency | 49 | 95 | 56 | 200 |
| | Percent | 12.3% | 23.8% | 14.0% | 50.0% |
| Total | Frequency | 63 | 222 | 115 | 400 |

| | | | | | |
|--|---------|-------|-------|-------|--------|
| | Percent | 15.8% | 55.5% | 28.7% | 100.0% |
|--|---------|-------|-------|-------|--------|

In terms of family type, the majority of participants (60.8%) belong to nuclear families, with employed women more likely to belong to nuclear families (41.3%) compared to joint or extended families. Homemakers, on the other hand, are more evenly distributed across nuclear and joint families. These findings suggest that the participants' demographic characteristics may influence their experiences and perspectives, and should be considered in further analysis and interpretation of the data (Table 4).

Table 4. Distribution of the sample as per their family type

| Women | | Family type | | | Total |
|------------|-----------|-------------|-------|----------|--------|
| | | Nuclear | Joint | Extended | |
| Employed | Frequency | 165 | 35 | 0 | 200 |
| | Percent | 41.3% | 8.8% | 0.0% | 50.0% |
| Homemakers | Frequency | 78 | 78 | 44 | 200 |
| | Percent | 19.5% | 19.5% | 11.0% | 50.0% |
| Total | Frequency | 243 | 113 | 44 | 400 |
| | Percent | 60.8% | 28.2% | 11.0% | 100.0% |

Mediation Analysis

The table and figure 1 present the results of a mediation analysis, examining the relationship between the independent variable Employment Status [Sample1, (contrasting Homemaker and Employed individuals) and the dependent variable RC (Role Conflict). The analysis investigates potential mediators, including Age, Education, Religion, Category, Residence, and Family type.

The indirect effects represent the relationship between Employment Status and RC through each mediator.

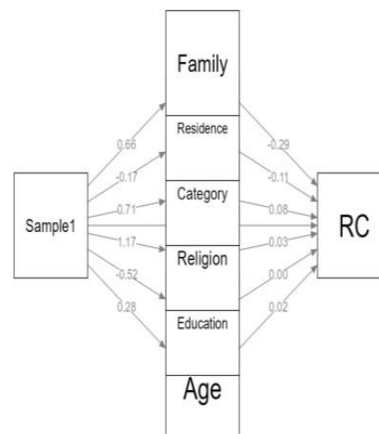


Employment Status does not have a significant indirect effect on RC through Age, Education, Religion, Category, or Residence ($p > 0.05$). The indirect effect through Family is marginally significant ($p = 0.116$), indicating a potential relationship.

The direct effect of Employment Status on RC is marginally significant ($p = 0.075$), indicating a potential direct relationship between Employment Status and RC. The total effect of Employment Status on RC is significant ($p = 0.009$), indicating that Employment Status has a significant overall effect on Role conflict.

This finding suggests that Homemakers tend to experience lower levels of role conflict compared to Employed individuals.

Figure 1. Path model of mediating factors in the relationship between Employment (Sample 1) Status and Role Conflict (RC)



[Sample1, (Employment Status contrasting Homemaker and Employed individuals); RC (Role Conflict)]

Table 1. Mediating Factors in the Relationship between Employment Status and Role Conflict (RC)

| Type | Effect | Estimate | SE | β | z | p |
|-----------|--|----------|--------|----------|---------|-------|
| Indirect | Employment Status \Rightarrow Age \Rightarrow RC | 0.00463 | 0.0107 | 0.00108 | 0.4346 | 0.664 |
| | Employment Status \Rightarrow Education \Rightarrow RC | -0.00176 | 0.0574 | -4.10e-4 | -0.0307 | 0.975 |
| | Employment Status \Rightarrow Religion \Rightarrow RC | 0.04028 | 0.0954 | 0.00937 | 0.4224 | 0.673 |
| | Employment Status \Rightarrow Category \Rightarrow RC | 0.05872 | 0.0753 | 0.01366 | 0.7797 | 0.436 |
| | Employment Status \Rightarrow Residence \Rightarrow RC | 0.01847 | 0.029 | 0.0043 | 0.6361 | 0.525 |
| | Employment Status \Rightarrow Family \Rightarrow RC | -0.1881 | 0.1197 | -0.04374 | -1.5716 | 0.116 |
| Component | Employment Status \Rightarrow Age | 0.27864 | 0.5532 | 0.02521 | 0.5037 | 0.614 |
| | Age \Rightarrow RC | 0.01662 | 0.0193 | 0.04273 | 0.8602 | 0.39 |
| | Employment Status \Rightarrow Education | -0.52111 | 0.097 | -0.25979 | -5.3737 | <.001 |
| | Education \Rightarrow RC | 0.00339 | 0.1102 | 0.00158 | 0.0307 | 0.975 |
| | Employment Status \Rightarrow Religion | 1.17136 | 0.1316 | 0.407 | 8.9004 | <.001 |
| | Religion \Rightarrow RC | 0.03439 | 0.0813 | 0.02302 | 0.4228 | 0.672 |
| | Employment Status \Rightarrow Category | 0.71224 | 0.103 | 0.32716 | 6.9156 | <.001 |
| | Category \Rightarrow RC | 0.08245 | 0.1051 | 0.04174 | 0.7847 | 0.433 |



| | | | | | | |
|---------------|--------------------------------------|----------|--------|----------|---------|-------|
| | Employment Status ⇒ Residence | -0.16975 | 0.0645 | -0.13053 | -2.6299 | 0.009 |
| | Residence ⇒ RC | -0.10881 | 0.166 | -0.03291 | -0.6555 | 0.512 |
| | Employment Status ⇒ Family | 0.65917 | 0.0602 | 0.48047 | 10.9434 | <.001 |
| | Family ⇒ RC | -0.28536 | 0.1797 | -0.09104 | -1.5881 | 0.112 |
| Direct | Employment Status ⇒ RC | -0.48659 | 0.2732 | -0.11316 | -1.7808 | 0.075 |
| Total | Employment Status ⇒ RC | -0.56 | 0.2133 | -0.13032 | -2.6256 | 0.009 |

The table and figure 2 presents the results of a mediation analysis, examining the relationship between the independent variable Employment Status (contrasting Homemaker and Employed individuals) and the dependent variable RC (Role Conflict). The analysis investigates potential mediators, including GSE (Self Efficacy), Home Environment (Cohesion, Conflict, Acceptance and Caring, Independence, Active Recreational Orientation, Organization, And Control).

Employment Status does not have a significant indirect effect of GSE (Self Efficacy) and Home Environment on RC ($p > 0.05$).

The component effects break down the indirect effects into two parts: the effect of Employment status on the mediator and the effect of the mediator on RC.

Employment Status has a significant positive effect on GSE ($p < 0.001$), indicating that Homemakers tend to have higher levels of general self-efficacy compared to Employed individuals.

Employment Status has a significant negative effect on Active Recreational Orientation ($p < 0.001$), indicating that Homemakers tend to have lower levels of active recreational orientation compared to Employed individuals. Employment Status has a marginally significant negative effect on conflict ($p = 0.049$), indicating that homemaker tend to have lower levels of conflict compared to Employed individuals

The direct effect and total effect of Employment Status on RC is significant indicating a direct relationship between Employment Status and RC.

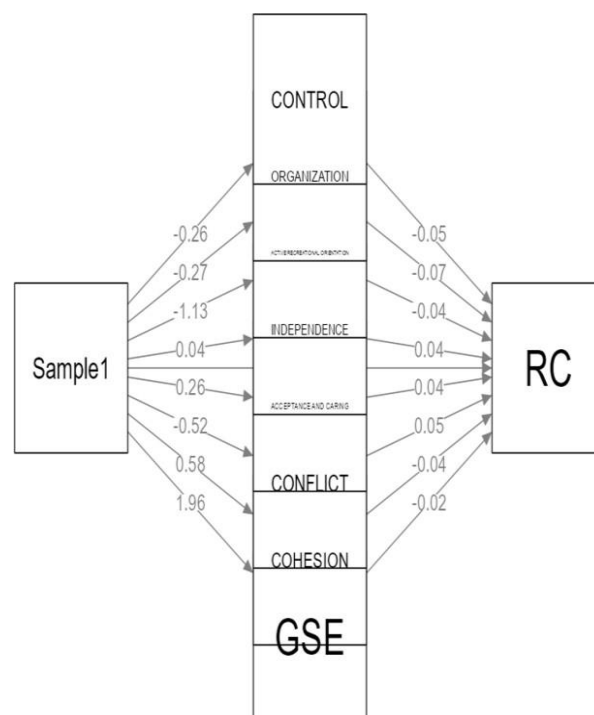


Figure 2. Path model of mediating factors in the relationship between Employment Status and Role Conflict

[Sample1, (Employment Status contrasting Homemaker and Employed individuals); RC (Role Conflict)]

Table 2. Mediating Factors in the Relationship between Employment Status and Role Conflict

| Type | Effect | Est im ate | SE | β | z | p |
|------------------|-------------------------------------|------------|-------|---------|--------|-------|
| Indir ect | Employment Status ⇒ GSE ⇒ RC | -0.0 | 0.115 | -0.0 | -0.286 | 0.775 |



| | | | | | | |
|------------------|---|----------------------|----------------|---------------------|----------------|-----------|
| | | 31 88 | | 07 42 | | |
| | Employment Status ⇒ COHESION ⇒ RC | - 0.0 23 62 | 0.0 22 8 | - 0.0 05 5 | - 1.0 35 | 0.3 01 |
| | Employment Status ⇒ CONFLICT ⇒ RC | - 0.0 28 34 | 0.0 25 5 | - 0.0 06 6 | - 1.1 13 | 0.2 66 |
| | Employment Status ⇒ ACCEPTANCE AND CARING ⇒ RC | 0.0 10 21 | 0.0 14 7 | 0.0 02 38 | 0.6 95 | 0.4 87 |
| | Employment Status ⇒ INDEPENDENCE ⇒ RC | 0.0 01 72 | 0.0 10 6 | 4.0 1E -04 | 0.1 62 | 0.8 71 |
| | Employment Status ⇒ ACTIVE RECREATIONAL ORIENTATION ⇒ RC | 0.0 42 13 | 0.0 39 1 | 0.0 09 8 | 1.0 78 | 0.2 81 |
| | Employment Status ⇒ ORGANIZATION ⇒ RC | 0.0 17 83 | 0.0 20 7 | 0.0 04 15 | 0.8 62 | 0.3 88 |
| | Employment Status ⇒ CONTROL ⇒ RC | 0.0 13 07 | 0.0 16 7 | 0.0 03 04 | 0.7 82 | 0.4 34 |
| Component | Employment Status ⇒ GSE | 1.9 6 | 0.1 85 9 | 0.4 66 32 | 10. 54 3 | <.0 01 |

| | | | | | |
|--|----------------------|----------------|----------------------|----------------|-----------|
| GSE ⇒ RC | - 0.0 16 26 | 0.0 56 9 | - 0.0 15 91 | - 0.2 86 | 0.7 75 |
| Employment Status ⇒ COHESION | 0.5 8 | 0.4 47 1 | 0.0 64 72 | 1.2 97 | 0.1 95 |
| COHESION ⇒ RC | - 0.0 40 73 | 0.0 23 7 | - 0.0 84 94 | - 1.7 16 | 0.0 86 |
| Employment Status ⇒ CONFLICT | - 0.5 2 | 0.2 63 7 | - 0.0 98 1 | - 1.9 72 | 0.0 49 |
| CONFLICT ⇒ RC | 0.0 54 5 | 0.0 40 4 | 0.0 67 23 | 1.3 48 | 0.1 78 |
| Employment Status ⇒ ACCEPTANCE AND CARING | 0.2 6 | 0.2 65 7 | 0.0 48 88 | 0.9 79 | 0.3 28 |
| ACCEPTANCE AND CARING ⇒ RC | 0.0 39 28 | 0.0 39 7 | 0.0 48 63 | 0.9 88 | 0.3 23 |
| Employment Status ⇒ INDEPENDENCE | 0.0 4 | 0.2 43 5 | 0.0 08 21 | 0.1 64 | 0.8 7 |
| INDEPENDENCE ⇒ RC | 0.0 43 04 | 0.0 43 7 | 0.0 48 78 | 0.9 84 | 0.3 25 |
| Employment Status ⇒ ACTIVE RECREATIONAL | - 1.1 3 | 0.3 20 5 | - 0.1 73 6 | - 3.5 26 | <.0 01 |



| | | | | | | |
|--------|--------------------------------------|----------|--------|----------|--------|-------|
| | ORIENTATION | | | | | |
| | ACTIVE RECREATIONAL ORIENTATION ⇒ RC | -0.03728 | 0.0329 | -0.05647 | -1.133 | 0.257 |
| | Employment Status ⇒ ORGANIZATION | -0.27 | 0.1634 | -0.08231 | -1.652 | 0.099 |
| | ORGANIZATION ⇒ RC | -0.06603 | 0.0653 | -0.05041 | -1.011 | 0.312 |
| | Employment Status ⇒ CONTROL | -0.255 | 0.2147 | -0.05928 | -1.188 | 0.235 |
| | CONTROL ⇒ RC | -0.05126 | 0.0494 | -0.05131 | -1.038 | 0.299 |
| Direct | Employment Status ⇒ RC | -0.56112 | 0.2426 | -0.13059 | -2.313 | 0.221 |
| Total | Employment Status ⇒ RC | -0.566 | 0.2133 | -0.13032 | -2.626 | 0.099 |

4. Discussion

Addressing employed mothers, **Houle et al. (2009)** showed that role conflict adversely affected well-being; self-efficacy served as a partial mediator. The study focused on occupational difficulties, but it also acknowledged that home dynamics—such as marital

support and domestic division of labor—had a part in how moms saw and handled their role conflicts. Thus, a loving household indirectly helped to foster self-efficacy (**Smoktunowicz et al. 2017**). This study examined the ways in which job and family demands contribute to interrole conflict, adversely affecting stress levels in both work and family domains. The capacity to manage demands, which is based on self-efficacy, was influenced by contextual factors such as home support systems. The findings indicate that while the home environment is not the sole mediator, it plays a role in shaping efficacy beliefs in the context of dual-role stressors.

Greenhaus and Beutell (1985) identified time-based, strain-based, and behavior-based conflicts between work and home roles. This helped us understand conflicts better. These kinds of dispute can make a woman feel less capable of handling her tasks in different areas, which could lower her self-efficacy. But the study also suggested that things in the environment, like support services might lessen these effects.

Adding to this, **Azar and Vasudeva (2006)** looked at married women in Iran who were working and married women who were not working. They found that the working women had better self-efficacy and self-esteem, which suggests that structured roles and helpful environments might help psychological resources. This shows how a healthy home setting might help balance the connection between outside stress (role conflict) and personal beliefs (self-efficacy).

Wang, Lawler, and Shi (2010) used cross-cultural data from Asia to show that work-family tension had a big negative effect on self-efficacy. It's important to note that women who had more family support or better home systems were more resilient. This backs up the idea that the home setting acts as a cushion or mediator when there is role conflict.

Gupta and Pandey (2025) talked about how self-efficacy, sleep quality, and adjusting to marriage are all linked in married working women. Their research showed that unstable home settings, like those with bad marriages or lots of caring, had a negative effect on mental health and lowered perceived self-efficacy.

The studies indicate that role conflict has a detrimental impact on emotional and psychological well-being,



especially among working women balancing dual responsibilities. **Houle et al. (2009)** found that women possessing strong self-efficacy beliefs are more adept at managing role conflict, thereby mitigating its negative effects on well-being. **Mhlauli (2024)** established that self-efficacy mediates the relationship between work-life conflict and emotional exhaustion, while organisational support structures can moderate these effects.

Bradley and Corwyn (2000) introduce an important environmental aspect, indicating that family conflict diminishes the positive elements of a supportive home, thereby highlighting the necessity of examining both work and home contexts in role conflict studies. The findings emphasise the complex nature of role conflict, revealing the importance of individual psychological resources, such as self-efficacy, alongside contextual supports, including organisational and family dynamics, that affect outcomes.

Previous studies have consistently highlighted the complex interplay between role conflict, self-efficacy, and the home environment, particularly among women balancing multiple responsibilities. **Khulasi et al. (2023)** found that dual-role women often face significant household tensions, which exacerbate role conflict and can undermine personal confidence. **Greenhaus and Beutell (1983)** further emphasized that coping strategies are essential in managing the integration of work and home roles, with self-efficacy playing a pivotal role in successful adjustment. **Nevill and Damico (1975)** showed that marital status can influence the degree of role conflict experienced, while **Gani and Ara (2010)** noted that unresolved work-home tensions negatively impact psychological well-being. Importantly, research by **(Froyen et al., 2013; Ezurike et al., 2024)** highlighted that a supportive and emotionally expressive home environment contributes to higher marital satisfaction and stronger self-efficacy, creating a buffer against the negative impacts of role conflict.

Collectively, these studies underscore the multidimensional nature of role conflict and its impact on women's experiences of role efficacy and life satisfaction. **Wiersma (1990)** revealed how internalized gender roles influence career-related choices under the strain of role conflict. **Lee et al. (2014)** emphasized the emotional toll of such conflict on perceived role balance.

Sheikh et al. (2018) confirmed that demands from work and home domains serve as antecedents to role conflict, ultimately disrupting work-life balance. Lastly, **Thomas et al. (2019)** highlighted those strategic interventions, such as technology use, can buffer the adverse effects of role conflict.

Together, these findings suggest that the home environment acts as a critical mediator between role conflict and self-efficacy, supporting the central hypothesis of the present study. The findings of this study have implications for psychological interventions and family therapy approaches. By recognizing the complex interplay between role conflict, home environment, and self-efficacy, policymakers and practitioners can develop targeted interventions to support women's mental health and well-being.

5. Conclusion

This study highlights the complex dynamics of role conflict, home environment, and self-efficacy among married women. The findings suggest that employment status significantly predicts role conflict and self-efficacy, with homemakers experiencing lower role conflict and higher self-efficacy. The study's results have implications for psychological interventions and family therapy approaches, emphasizing the need for targeted support to promote women's mental health and well-being.

Conflict of Interest

The authors declare that there are no potential conflicts of interest regarding the research, authorship, and publication of this article.

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