

ABSTRACT

This study was conducted to find out the perspectives of women on work-family conflict at President Roxas, Capiz. There were (6) six informants in the study. They were the selected administrative aide I-III employees of the Municipal Hall of President Roxas, Capiz. The study adapted a descriptive qualitative approach research design. The study utilized a researcher-made interview schedule to gather the needed primary data related to their perspectives, experiences, effect and balancing strategies on work-family conflict. A voice recorder was used to record the responses of the informants. Based on the findings of the study, the conflicts experienced by the informants are categorized into two, namely time-based and strain-based conflicts. The informants perceived work-family conflict as having difficulty in balancing responsibilities, a belief that conflicts arise when you are trying to prioritize one role over the other, a feeling wherein their emotional health is impacted by the difficulties and demands of both home and work responsibilities and the experiences that brought about exhaustion or fatigue in their work. The inability to focus, feelings of guilt, and worries about family responsibilities increased stress levels and created challenges to the informants in maintaining a work-life balance. The strategies of the informants in handling the conflict include prioritizing stress management, maintaining a positive mindset, seeking spiritual guidance, seeking support from colleagues and practicing boundary management.

Keywords: work-family conflict, perspectives, balancing strategies, time-based conflict, strain-based and boundary management