Paradigm Shift: Analyzing Work-Family Conflict Trends with Bibliometric Analysis and Literature Review Highlighting the Future Role's of Father

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ABSTRACT

Work-family conflict (WFC) is an important area of study in the vocational and human resources professions. This article investigates the complex dynamics of work-family conflict, with a particular focus on the developmental role of fathers in balancing professional responsibilities and family duties. This research uses bibliometric analysis methods and literature reviews to analyze the dynamics, research activities, and trends in research topics related to work-family conflict in a more comprehensive namely from 1985 to 2023. This research uses the keywords "work-family balance" OR "work-family conflict" OR "work-family intervention" and uses the Scopus database as the ideal data source for this research. Documents were visualized with VOSviewer and Tableau Desktop software to perform bibliometric analysis on publications, citations, and keywords. A literature review was also carried out regarding research objects, future work, and research gaps in areas that have not been touched by work-family conflict research, especially regarding the role of fathers in work and family life. December 6, 2023, 4405 documents from various types of scientific papers. Research findings show that in the last 38 years, there has been a significant increase in the number of publications discussing work-family conflict. The United States is the most productive country in publishing research related to work-family conflict. Keyword analysis shows that work-family conflict research focuses on the topics of father involvement, work-family balance, and gender. Future research should focus on exploring the impact of corporate policies, demographics, technology, and fatherhood, aiming to develop comprehensive workplace regulations that promote a balanced work-family environment.

Introduction

Work-family conflict (WFC) is a significant area of study in the professions of vocational and human resources. In contemporary culture, individuals frequently encounter difficulties in effectively juggling their professional commitments and familial responsibilities, sometimes leading to conflicts between these two facets of their existence (Aura & Desiana, 2023) . Work-family conflict pertains to the challenges individuals encounter when their work responsibilities and duties impede upon their family obligations, and vice versa. The increasing complexity of work structures, evolving family dynamics, and societal shifts have intensified the relevance of understanding and addressing work-family conflict (Netemeyer et al., 1996). As organizations strive to enhance employee well-being, job satisfaction, and overall productivity, acknowledging and mitigating work-family conflict has become a key imperative (Weinshenker, 2015). The repercussions of work-family conflict extend beyond individual well-being to impact organizational effectiveness, employee performance, and the overall work environment (Aarntzen et al., 2023).

At a global level, conflict between work and family is an increasingly complex issue, with the role of fathers in this equation becoming the focus of increasing attention. The tradition that leads to the father's role as the main breadwinner has undergone significant changes, and today, fathers are also active in family responsibilities and support the balance between work and family (Janzen & Kelly, 2012). Research shows that more and more fathers are taking a more active role in raising children and helping with household chores. However, there are cultural and organizational obstacles that can still create conflict between the father's role as a worker and the father's role as a supportive family member (Veloso et al., 2022). Fathers often face a dilemma between their professional responsibilities and family responsibilities, often due to gender bias and societal skepticism (Rutjens & van der Lee, 2020). The traditional notion of fathers as primary providers has evolved, with fathers now actively participating in family duties and contributing to a harmonious balance between work and family life. This global conflict highlights the need for fathers to actively participate in their families and contribute to a more balanced life (Rutjens & van der Lee, 2020).

Swedish studies provide valuable information about the experiences of dads in a setting where the balance between work and family life is affected by the culture of the company. The results indicate a lack of assistance from supervisors and coworkers, highlighting a dominant corporate culture that separates work and family responsibilities (Biggart et al., 2010). However, the studies emphasize the significant role of strong organizational cultural support, particularly at the group level, in minimizing work-family conflict. These findings offer a detailed understanding of the

difficulties that fathers encounter and emphasize the importance of organizational cultural changes in advancing gender equality in the workplace (Lee, 2023).

An integrative case study approach, analyzing the discourses and practices of fathers from diverse backgrounds, unravels intricate identity struggles. This methodology provides a unique lens into the lives of fathers, encompassing factors such as race, class, education, and family structure. The research exposes the multifaceted challenges fathers encounter in managing the delicate balance between home and work (Petts et al., 2020). By employing poststructuralist feminist perspectives, the influence of language and identity portrayal on how fathers perceive and manage their roles as both professionals and caregivers is explored. An international outlook on fatherhood highlights differences in legislation around work-life balance and cultural expectations. The emotional repercussions suffered by the children of high-tech engineers and the difficulties faced by male lawyers also highlight the wider societal implications of work-family conflict for dads (Cooklin et al., 2022). As we explore this complex and multi-faceted subject, it becomes clear that having a thorough understanding of dads' perspectives is crucial for developing supportive policies, promoting inclusion, and ultimately improving the well-being of families worldwide (Yucel & Latshaw, 2021).

This article uses bibliometric analysis tools to assess the progress and patterns of Work-Family Conflict research. It offers a numerical perspective for understanding the scientific environment and adds to efforts to ensure high quality(Aarntzen et al., 2023). Bibliometrics facilitates the evaluation of research productivity and impact for researchers, institutions, and policy makers. The purpose of this paper is to uncover patterns, influential individuals, and new topics influencing discussions regarding work-family conflict with a focus on the role of fathers (Iztayeva, 2021).

Work-family conflict (WFC) is a significant issue, particularly for fathers who are increasingly involved in parenting and household duties (Davis, 2023). Despite these changes, cultural and organizational barriers persist, leading to conflicts between fathers' identity as workers and family members. Understanding fathers' perspectives is crucial for developing supportive policies and fostering global family well-being.

RESEARCH QUESTION:

RQ 1 : What is the quantitative distribution of the development of research publications related to the issue of Work Family Conflict?

RQ 2 : What are the prevailing citation patterns related to Work Family Conflict?

RQ3 : What is the distribution of keywords/co-occurrences in research on the topic Work Family

Conflict?

RQ4   : What is the research objects in Work Family Conflict research, especially the role of fathers in work and family?

RQ5   : What are the Future of Work and Family Conflict Research Gaps Work is related to fathers' roles in work and family?

Method

This research uses bibliometric analysis and systematic literature reviews to analyze the dynamics, research activities, and trends in research topics related to Work Family Conflict in a more comprehensive and complete manner. Bibliometrics is a method for identifying scientific trends and systematizing research (Vílchez-Román & Mauricio-Salas, 2021). Most bibliometric analyses typically use Thomson Reuters' Web of Science (WoS), PubMed, and Elsevier's Scopus as primary data sources. In this research, the data source was taken only from the Scopus database. The reason for collecting data is because Scopus provides wider and better coverage compared to other databases (Falagas et al., 2008; Mongeon & Paul-Hus, 2016; Yeung, 2019). The research process consists of three stages. In Phase 1, search criteria were determined to identify records in the Scopus database, and the retrieved records were refined during the data collection phase. In Stage 2, documents were refined with inclusion criteria, and documents were exported to VOSviewer and Tableau Desktop software to perform bibliometric analysis on publications, citations, and keywords, thereby facilitating data visualization. Furthermore, after carrying out a bibliometric analysis, in stage 3, a literature review was carried out regarding the research object, future work, and research gaps in areas that had not been touched by the Work Family Conflict research, especially those related to the role of fathers in work and family life. This final step involves data analysis to identify the research conducted regarding the Work Family Conflict research especially the role of fathers in work and family. The research procedure is shown in Figure 1.

Data search is taken from the Scopus database and evaluation of the documents obtained is divided into three phases. Phase 1 of data collection was carried out on 6 December, 2023 using keywords namely TITLE-ABS-KEY ("work family balance" OR "work family conflict" OR "family work interference") AND PUBYEAR > 1984 AND PUBYEAR < 2024 AND (LIMIT-TO (LANGUAGE, "English")) AND (LIMIT-TO (SRCTYPE , "j")) with the amount of data obtained, namely 4405 relevant documents. The documents obtained have been filtered for data on the source type of journal and English language documents.
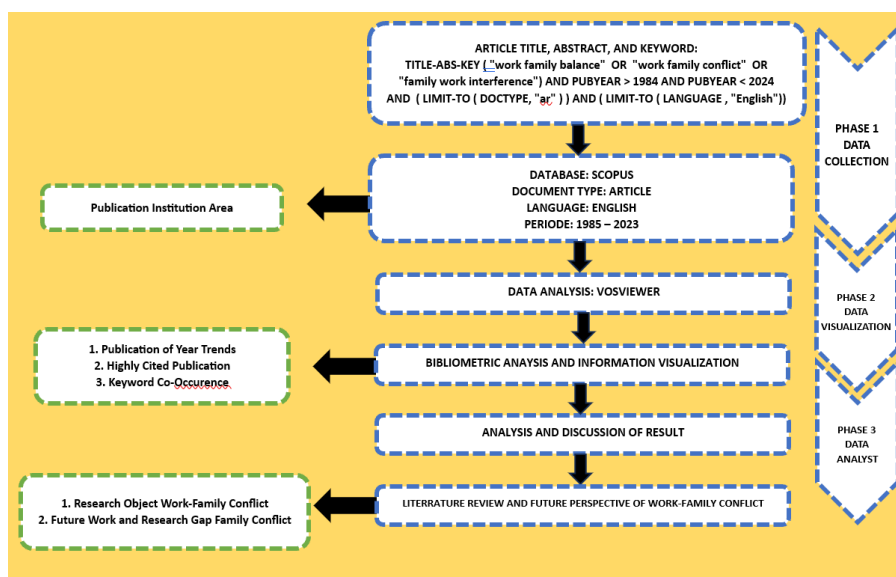
Fig 1: Research Procedure

There is no year limit for this research, with the aim of knowing publications related to Work Family Conflict from year to year. In addition, there were no restrictions regarding the type of article, so review papers, proceedings, conferences, and book chapters were also included in this analysis. This approach allows for more inclusive data collection and broadens the scope of research in bibliometric studies, thereby providing a more comprehensive picture of the development of Work Family Conflict research.

The search was carried out in the Scopus database, and the evaluation of the documents obtained was divided into three phases (Figure 1). Phase 1 is the search criteria to identify records in the Scopus database and refine the records taken in the data collection phase (data collection). The initial process of data processing goes through the stage of cleaning duplicate keywords with Thesaurus and *OpenRefine*, with the aim of ensuring that keywords are not duplicates to minimize inaccurate data in the analysis process.

Phase 2, namely documents, are exported to *VOSviewer* software for bibliometric analysis of publications, citations, and keywords, thereby facilitating the visualization of research data (data visualization phase). At the analysis stage, using bibliometrics, clustering will be carried out as an enrichment technique with the aim of creating thematic or social clusters adapted to the type of analysis being carried out.

Phase 3 of the data analysis carried out a literature review related to research objects, future work and research gaps in areas that have not been touched by the Work Family Conflict research, especially related to the role of fathers in work and family life. In phase 3, there is a literature review

of the database with the aim of finding out the object of research in the field of Work Family Conflict, especially on the role of fathers in the family, employment gaps, and future research directions related to family conflict, especially on the role of fathers in work and family.

Result and Discussion

Quantitative distribution of the development of research publications related to the issue of Work Family Conflict

Overall, there is a significant increase every year and reached 111 in 2008 and the increase continues to increase with a total of 545 documents in 2023. This growth is reflected in increasingly complex work demands, shifting gender roles, and efforts by society and organizations to understand their impact on individual well-being and work and family productivity. The COVID-19 pandemic has also become an indicator of increasing work-family conflict research because there have been many changes in work-family situations that have given rise to conflicts and problems, so researchers have discussed and conducted research on all aspects of the problem. Based on document type, 4405 publications were assessed as research articles (84.5%), review articles (4.1%), book chapters (6.1%), conference articles (3.2%), books (0.8%), conference reviews (0.1%), erratum (0.3%), recrated (0.1%), notes (0.4%), editorial (0.2%), and others (0.1%).

Figure 2 shows the development of scientific publication productivity related to Work Family Conflict in the period 1985–2023, or around 38 years. In 1985 there were two papers related to the keyword "Work Family Conflict" with the paper entitled "University of Toronto schools' gifted students' career and family plans" and "The effect of flextime on absenteeism and turnover for male and female employees, " in 1985. Both studies provide valuable insights regarding career and family planning and the impact of work time flexibility

Fig 2: Quantitative Distribution of Scientific Publications Work Family Conflict Between 1985 – 2023

. Research on gifted students at the secondary school level shows that both girls and boys have similar career and family plans, with girls showing non-traditional attitudes in contrast to previous findings (Ralston & Flanagan, 1985). On the other hand, research on working time flexibility highlights its positive benefits, especially related to reducing absenteeism rates, especially for employees who experience conflicts between work demands and family roles (Dolny, 1985). These two studies together provide an overview of how work and family policies and attitudes can shape individual decisions and their impact on employee well-being and organizational sustainability.

In addition to publication trends from each year, there is a visualization of the most productive countries in Work Family Conflict research. Figure 3 shows the results of the visualization of countries that are productive in conducting research in the field of Work-Family Conflict research.
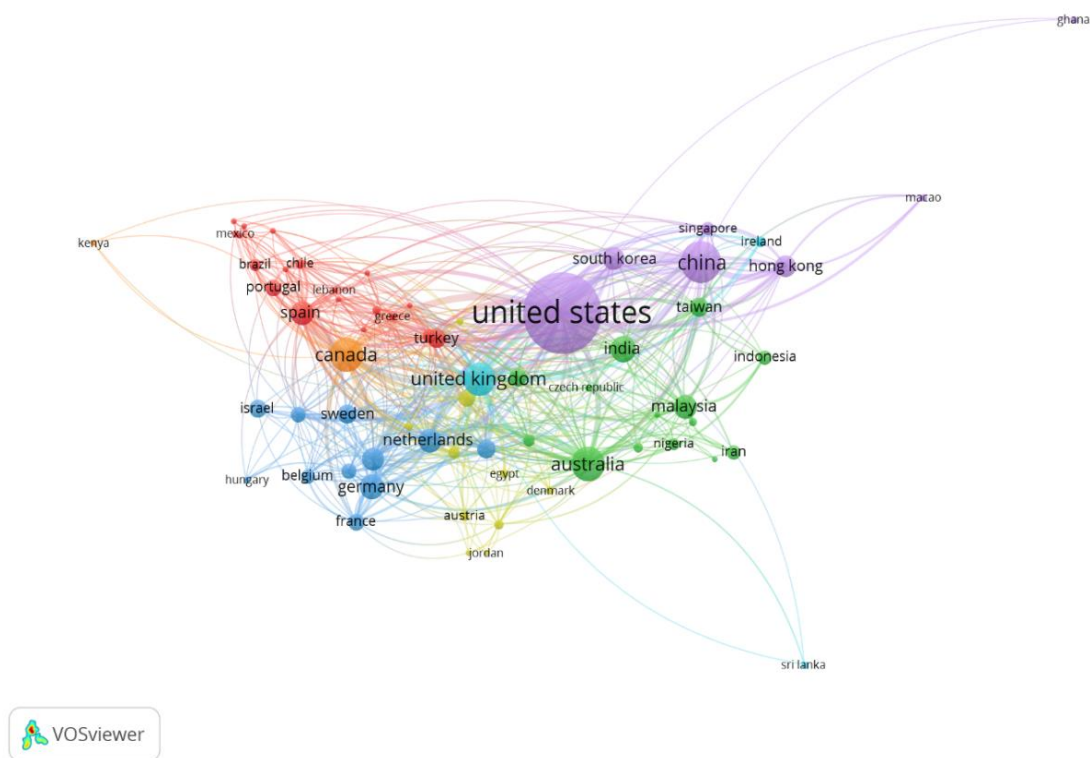

Fig 3: Network visualization of the most productive countries in the Work-Family Conflict Research

In the context of research productivity related to work-family conflict, the United States is a country that has high productivity in conducting research in the field of work-family conflict research, with a total of 1705 documents produced. Furthermore, the countries that have high productivity in this research are China with 456 documents and Canada with 303 documents.

Australia has a total of 274 research documents on work-family conflict research, and England has a total of 252 documents. The United States stands out as a leader in research on work-family conflict, with high levels of productivity driven by abundant resources, social and cultural diversity, and government support that improves balance between work and family life. (Davis, 2023). Meanwhile, China and Canada show high interest and commitment to this topic at the global level. This research reflects China's interest in facing rapid cultural transformation and economic development. The focus is not only on fathers as workers, but also how changes in gender roles and work demands affect the continuity of the traditional family (He et al., 2023). Good research covers the extent to which work-family policies contribute to organizational efficiency while prioritizing family well-being. These findings provide a basis for building a work environment that supports and provides benefits for family members (Yang et al., 2024).

Australia and the United Kingdom also play an important role in research as evidenced by the large circles in the visualization of productive countries in the Work Family Conflict publication. This research highlights the evolution of fathers' roles in dealing with work-family challenges, reflected in shifting gender norms. This research is part of efforts to develop policies that support gender equality in the workplace and in the domestic context (Cooklin et al., 2022). Spain shows a desire to understand work-family conflict as part of efforts to improve the quality of family life. The focus is primarily on how social support and organizational policies can help manage these conflicts, creating the basis for a more inclusive society (Pérez, 2013). Germany, India, and Italy illustrate a focus on implementing work-family policies that support balance. This research reflects a desire to understand the extent to which these policies can reduce conflict and create an inclusive work environment. Overall, work-family conflict research across countries provides an in-depth look at the complexity of work and family dynamics, creating a foundation for inclusive and supportive policies in the future (Yang et al., 2024).

Prevailing Citation Patterns Related to Work Family Conflict

The citation pattern shows a different pattern from the overall publication trend. Publications tend to increase every year, while the number of citations does not experience significant changes. However, there are publication years with a high number of citations, including publications in 2002 (3677 citations), 1996 (2221 citations), and 1992 (1740 citations). To further the development of the research theme of quality assurance in vocational education and training, Table 1 displays the 10 most cited articles.

Table 1. List of the 10 most cited publications

No	Author	Title	Insight	TC
1	(Meyer et al., 2002)	Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences	Three forms of commitment (affective, continuity, and normative towards the organization) have an interrelated relationship with job satisfaction, work involvement, and work commitment. Affective commitment and continuance commitment correlate with each other and affective commitment has the strongest and most favorable correlation with organizational relevance (presence, performance, and organizational citizenship behavior) and employee relevance (stress and work).	3677
2	(Netemeyer et al., 1996)	Development and validation of work-family conflict and family-work conflict scales	An important contribution to the understanding of conflict between work and family. The scale developed provides a more focused and measurable measuring tool, with the aim of being more precise in measuring and managing conflict. Management-model development focuses on the balance between work demands and family responsibilities in professional and organizational contexts.	2221
3	(Frone et al., 1992)	Antecedents and Outcomes of Work-Family Conflict: Testing a Model of the Work-Family Interface.	This study examines the complex relationship between work and family in the context of a complex multi-variate model of the work-family interface. The importance of distinguishing between W → F and F → W conflicts with and supports the use of multivariate models in future research on the work-family interface.	1740
4	(Clark S.C, 2000)	Work/family border theory: A new theory of work/family balance	Work/family boundary theory was designed to facilitate research that does not suffer from the shortcomings identified in some previous work (Zedeck, 1992). Work/family boundary theory is designed to focus on interpersonal relationship variables and meaning creation, as well as structural factors such as organizational policies regarding time and work.	1534
5	(Byron, 2005)	A meta-analytic review of work-family conflict and its antecedents	Overall the analysis supports the idea that WIF and FIW have unique antecedents, and require different interventions or solutions to prevent or reduce their occurrence. The analysis showed that demographic variables, such as gender and marital status, were the only poor predictors of work-family conflict.	1468
6	(Carlson et al., 2000)	Construction and Initial Validation of a Multidimensional Measure of Work-Family Conflict	The six conflict dimensions measured include a combination of three forms of work-family conflict (time, tension, and behavior) and two directions of work-family conflict (work, family interference, and family interference with work). All three studies assessed the adequacy of the content, dimensions, reliability, invariance of the factor structure, and construct validity of the scales.	1415
7	(Allen, 2001)	Family-Supportive Work Environments: The Role of Organizational Perceptions	Family-supportive organization perceptions (FSOP) mediate the relationship between available family-friendly benefits and the dependent variables work-family conflict, affective commitment, and job satisfaction. FSOP also mediated the relationship between supervisory support and work-family conflict. The results of this study underscore the important role that perceptions of the overall work environment play in determining employee reactions to family-friendly benefits.	1206
8	(Gajendran & Harrison, 2007)	The Good, the Bad, and the Unknown About Telecommuting: Meta-Analysis of Psychological Mediators and Individual Consequences	Telecommuting generally does not have a negative impact on the quality of workplace relationships. Telecommuting also has beneficial effects on more distant outcomes, such as job satisfaction, performance, turnover intentions, and role stress. Remote work has a very positive impact on work-family conflict, but has a negative impact on relationships with coworkers.	1204
9	(Thomas & Ganster, 1995)	Impact of Family-Supportive Work Variables on Work-Family Conflict and Strain: A Control Perspective	Organizations can take steps that can increase employee control over family responsibilities, and this control can help employees better manage the demands of work and family life. Family interventions can be expected to increase employees' perceptions of control, and such cognitive processing plays a central mediating role in an individual's ability to cope with competing demands.	1200
10	(Kossek & Ozeki, 1998)	Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research	WIF was more strongly associated with work-related outcomes compared with family-related outcomes, and FIW was more strongly associated with family-related outcomes compared with work-related outcomes.	1151
11	(Amstad et al., 2011)	When Work-Family Benefits Are Not Enough: The Influence of Work-Family Culture on Benefit Utilization, Organizational Attachment, and Work-Family Conflict	The importance of distinguishing between work-to-family and family-to-work conflict when examining the complex interrelationships between work and family life. It is also clear that future research should use integrative models of the work-family interface. Examination of bivariate relationships or relatively incomplete models risks developing erroneous and incomplete conclusions regarding the interaction of these two important life domains.	1121
12	(Thompson et al., 1999)	A Meta-Analysis of Work-Family Conflict and Various Outcomes with a Special Emphasis on Cross-Domain Versus Matching-Domain Relations	Gender role expectations muted the relationship between hours worked and perceived work-family conflict, and gender interacted with the number of hours worked and work-family conflict. Results generally support the usefulness of separate indicators of work–family conflict and aspects of the rational view and gender role view.	1004

All of the studies that have the most citations for the keyword work family conflict, there is a deep understanding of work-family conflict and the dynamics between work and family life. The overall findings show that work-family conflict has a significant impact on various aspects, including job satisfaction, work engagement, and employee well-being (Diniz et al., 2023). Several studies highlight the importance of perceptions of a family-friendly work environment, control over family responsibilities, and organizational support in reducing work-family conflict. Through the introduction of new theories, such as work-family boundary theory, and a focus on interpersonal

relationship variables, we can understand how company policies, family support, and work flexibility policies can help create a better balance between work and family (Dhungel et al., 2023). In this context, the role of fathers as family members and workers in companies can play a crucial role in creating an environment that supports the management of work-family conflict, providing a positive impact on their children's career and major choices (Lee, 2023).

Distribution of Keywords/Co-Occurrences in Research on the Topic Work Family Conflict

The image visualization that shown on figure 4 provides an illustration of the emergence of keywords and the relationship between one keyword and other keywords regarding Work Family Conflict. The size of the circle for each keyword indicates how many times that keyword appears in the collected documents. Keyword analysis is divided into 5 clusters. Each has a special theme that is related to the other.
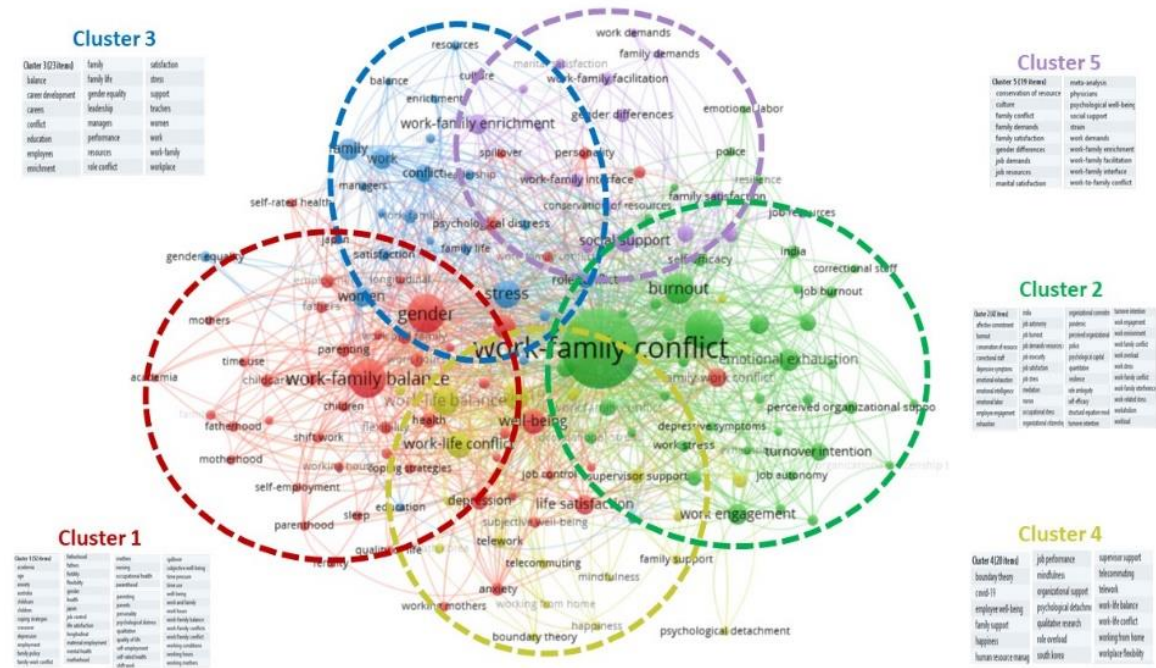

Fig 4: Network visualization based on keywords total link strength

Cluster 1 contains 52 dominant keywords related to the issue of father involvement in family dynamics and the level of work-family conflict. Factors such as gender norms in society and the father's level of involvement in household responsibilities play an important role (Huffman et al., 2014). The study of stressful mechanisms aimed at resolving individual conflicts and determining

effective methods for reducing disputes by considering variables such as gender, age, and anxiety level. A study of family policies was carried out to determine the impact on the level of conflict, with the aim of identifying policies that encourage a harmonious balance between work and family responsibilities so as to mitigate these conflicts (Lauzier-Jobin, 2021). Flexibility in the workplace is a key area of emphasis, as the level of flexibility can greatly influence the achievement of work-life balance. The significance of gender roles in this dispute lies in examining conventional societal expectations and the allocation of responsibilities within the household. Mental health is a crucial element that influences the occurrence of conflict between work and family due to increasing levels of stress, anxiety, and situations that cannot support the family, especially career achievement (Lauzier-Jobin, 2021).

Cluster 2 contains 42 keywords that are dominantly related to the issue of the dynamics of the father's role in the context of family and work. Parenting patterns highlight the responsibility of parents, including the role of fathers, in caring for and supporting children's development. Family policies on gender are important because they create the basis for policies and social norms that can influence the role of fathers in the family (Brandth & Kvande, 2016). The balance of work and family is the main focus to understand the extent to which the father's role can maintain a balance between work and family life. Flexibility, working conditions, and employment factors play a role in understanding the working conditions that can support or hinder this balance. Involving the father's role provides important insight into how a father manages dual roles in the world of work and family and its impact on work-family conflict and overall family well-being (Sztáray Kézdy & Drjenovszky, 2021).

Cluster 3 contains 23 keywords with dominant dynamic issues related to the context of the role of women, teachers, and the work environment in general, with the aim of achieving balance in work and family life. How women, especially teachers, can integrate their careers and family responsibilities is an important aspect. Career and leadership development can influence conflicts between work and family demands (Aarntzen et al., 2023). Support from the work environment and society is key to managing work-family conflict, especially for women who seek gender equality in work and personal life. Education can play an important role in understanding how workers, especially teachers, can manage the demands of their work and family (Tucker et al., 2021).

Cluster 4 has 20 dominant keywords related to the context of adaptation to the COVID-19 pandemic situation and changes in work patterns. The psychology of dealing with COVID-19 shows the importance of maintaining boundaries between work and family life in order to minimize

conflict between the two (Cooklin et al., 2022). The workplace is a key aspect that can reduce the level of work-family conflict, with organizational support and family support playing a central role. Worker well-being, happiness points, and work performance are the focal points, indicating that human resource management and organizational policies need to consider the interaction between work and personal life to improve balance and overall well-being (Cooklin et al., 2022).

Cluster 5 has 19 keywords with dominant dynamic issues related to work, exploring how workers manage resources, both at work and in the family, and its impact on the level of conflict between work and family (Scheibling, 2020). Factors such as gender differences, culture, and social support play an important role and job demands and job resources can shape the extent to which work contributes to conflict or balance. The direct impact of work-family conflict on relationships and satisfaction within the family is inversely proportional to the way in which work and family can mutually support and enrich each other (Aura & Desiana, 2023).

Overall, the study emphasizes the intricate nature of fathers' responsibilities in the dynamics of both home and work, specifically focusing on aspects such as gender norms, techniques for resolving conflicts, and family policies based on gender. Additionally, it emphasizes the significance of women's involvement, namely in the field of education, and underscores the necessity for backing from both the workplace and society (Brandth & Kvande, 2016). The COVID-19 has underscored the significance of upholding boundaries between work and family, with the aid of organizational and family assistance (Iztayeva, 2021). The study also emphasizes the influence of resources in both the workplace and family settings, where variations in gender, culture, and social support contribute to the levels of conflict experienced (Petts & Knoester, 2019).

Research Objects in Work Family Conflict Research, Especially the Role's Fathers in Work and Family

The analysis was conducted using the identical database in Scopus, incorporating the keyword "Father" throughout the search for papers that align with the research objectives. Out of the total 4405 records that exist, a specific set of 70 documents were acquired which pertain to the topic of Work Family Conflict, specifically focusing on the father's involvement in both work and family. A study was conducted on the top 20 documents in the field of Work Family Conflict research, based on their citation count. The researcher does not have a specific time constraint for the research as they aim to have a comprehensive understanding of the global perspective and analyze papers from the early stages of work-family conflict research.

Table 2. Research Objects Work Family Conflict Especially the Role's Fathers in Work and Family

No	Title	Research Object	Research Methods
1	Revisiting the gender gap in time use patterns: Multitasking and well-being among mothers and fathers in dual-earner families (Offer & Schneider, 2011).	Fathers do not experience the negative impact that multitasking contributes to gender inequality, with mothers feeling more burdened and stressed than fathers. Despite similar workloads, mothers spend more time multitasking, particularly in housework and childcare, leading to increased negative emotions, stress, psychological pressure, and work-family conflict.	Data from the 500 Family Study, including surveys and the Experience Sampling Method, examines activities parents simultaneously engage in and how they feel when multitasking.
2	Competing scenarios for fathers in Europe: Applying Sen's capabilities and agency framework to work-family balance (Hobson & Fahlén, 2009).	The study examines the tension between European policies promoting work-family balance and father roles and the need for global economic competitiveness. It uses Amartya Sen's capability framework to reveal agency inequality in achieving this balance. Comparative data reveals differences in fathers' capabilities and agency in EU countries.	Researchers used the European Social Survey for 2004 (ESS),3 which includes work and family modules. ESS allows to compare Downloaded from parents across Europe taking into account several dimensions of working time, flexibility, employment situation, and perceived economic.
3	Paternity Leave Taking and Father Involvement (Petts & Knoester, 2018).	Paternity leave participation is linked to increased father involvement, particularly in developmental and parenting tasks during infants and early years. The length of parental leave influences father involvement patterns, and fathers' attitudes towards parenthood may influence its contribution.	Quantitative national longitudinal data. For this study as these are the only waves that contain information about father engagement.
4	Family-Supportive Organizational Culture and Fathers' Experiences of Work-family Conflict in Sweden (Allard et al., 2011).	The study surveyed 377 Swedish fathers about work-family conflict and their perceptions of supportive organizational culture. Results showed that a minority experienced conflict, but less family-to-work conflict. Fathers felt they had less support from managers and coworkers. However, good organizational culture support, particularly at work group level, can reduce conflict, potentially promoting gender equality.	The data came from a mail survey of 377 fathers who, in 1997–1998, worked in six large companies located in south-west Sweden with different approaches to issues of work–family balance for fathers for details of the sample).
5	Gender role beliefs, work-family conflict, and father involvement after the birth of a second child (Gonçalves et al., 2018).	The study examines father involvement in two-child families, focusing on family structure, gender role beliefs, and work-family conflict. Results show that fathers increase involvement with infants but decrease it with firstborn children. Dual-earner fathers are more involved, but work-family conflict limits involvement. Gender role beliefs predict father involvement for dual earners but not single earners.	Evaluate fathers' relative involvement in 2-child families as a function of family structure, gender role beliefs, and work-family conflict in 222 dual- and single-earner families from the Midwestern region of the United States following the birth of a father.
6	Renewing organizational people: An examination of fathers' involvement in the workplace (Ladge et al., 2015).	The study highlights the role of fathers in the work context, suggesting that involvement in child rearing can lead to job satisfaction, work-family enrichment, and reduced conflict. It suggests managerial support can help balance fatherhood and employment.	Drawing on qualitative and quantitative studies, we explore the complexities associated with how men experience fatherhood in the context of their work, and examine workplace and professional norms that may inhibit them from being the kinds of involved fathers they espouse a desire to be.
7	Academic fathers pursue tenure: A qualitative study of work-family conflict, coping strategies, and department culture (Reddick et al., 2012).	This qualitative study explores how junior men in the teaching field balance work and family responsibilities. Findings show that they use compartmentalization, time management and communication strategies, but have minimal use of university policies. This study provides insight into these dynamics in the context of academia.	This qualitative study addresses this gap by examining how junior men working as teachers with children negotiate work and family responsibilities.
8	Building work-life balance and fatherhood: Men's framing of the meaning of work and family(Duckworth & Buzzanell, 2009).	The study found that fathers prioritize family and work-life balance, focusing on negotiation and problem-solving. This reconceptualization of fatherhood and masculinity suggests an ideological shift in fatherhood, potentially impacting contemporary understandings of men's roles and work-life policies and practices. This shift in fatherhood and masculinity may influence contemporary understandings.	Using the constant comparative method, we explored 18 fathers' interviews to locate how they constructed work-family balance and their fatherhood roles within their particular life contexts.
9	Change and stability in work-family conflict and maternal and paternal mental health: Long-term evidence from an Australian cohort study (Cooklin, Dinh, et al., 2016).	The Longitudinal Study of Australian Children revealed that work-family conflict (WFC) in working mothers and fathers can change by 12-16%, with chronic WFC leading to poorer mental health. Decreased WFC is linked to improved mental health. Factors like job quality, skills, number of children, and gender influence WFC transitions.	Using 5 waves of population cohort data from parents of young children participating in the Kinder garten, cohort of the Longitudinal Study of Australian Children (LSAC).
10	What's important for working dads? Job characteristics, work-family conflict and enrichment, and postnatal mental health of fathers in an Australian cohort (Cooklin et al., 2015).	One in ten father's experiences mental health difficulties in the first year postpartum due to long working hours, job insecurity, and lack of autonomy. Job security, autonomy, and prestigious jobs improve mental health.	Data were drawn from the Longitudinal Study of Australian Children (LSAC), a nationally representative cohort study of Australian children and families.
11	Flexible paternity and parental leave (Brandth & Kvande, 2016).	explores the experiences of fathers in Norway who use flexible parental leave. The use of flexible leave quotas strengthens fathers' roles as secondary caregivers rather than empowering them as primary caregivers.	Based on interviews with 20 fathers, the findings show that although flexible leave arrangements provide more choice, they tend to result in multiple stressors and encourage half-assed fatherhood
12	Fathers at Work: Work–Family Conflict, Work–Family Enrichment, and Parenting in Groups in Australia (Cooklin, Westrupp, et al., 2016).	The results showed that high work-family conflict was associated with irritability, lack of warmth, and inconsistent parenting. On the other hand, work-family enrichment is related to more optimal parenting behavior. These findings highlight the importance of supportive working conditions for all parents, including fathers, to support their dual roles of work and childcare.	Secondary data from fathers of 4–5 years old children in Australia to explore the relationships between work–family conflict, work–family enrichment, and fathering behavior.
13	The influence of fathers on working mothers' work-family balance (Fagan & Press, 2008).	The study reveals that fathers' work-family intersection negatively impacts mothers' work-family balance, with mothers experiencing lower levels of balance when fathers bring more work stress, and higher balance when flexible.	This study uses as multiple regression analysis systems perspective and gender ideology theory to examine the influence of fathers' paid family involvement on self-reports.
14	Father Identity, Involvement and Work-Family Balance: An In-Depth Interview Study (Campbell, 2008).	This study explores the meanings associated with fathers' life roles in the context of changing work and family roles. Variations were found in the commitment and meaning that fathers gave to their roles. There is a tension between the expectations of being a "new father" and the reality of the practice of fatherhood. These findings highlight the complexities of navigating the demands of new and traditional roles as well as the influence of masculinity, work, and broader culture.	In-depth interviews were conducted with 15 fathers, and the results were analyzed using grounded theory principles.
15	The impact of fathers' work and family conflict on children's self-esteem: The case of Hong Kong (Graham & Dixon, 2014).	The study reveals that work-family conflict in Hong Kong fathers negatively impacts father-child interactions, potentially harming children's self-esteem. Risk factors include low income, large children, and teenaged children. However, active mother involvement and father's job complexity are protective. Solutions include maintaining a healthy work-family balance in working fathers.	To examine the impact of work and family conflict on the quality of father-child interactions in Hong Kong, a cross-sectional survey was conducted.
16	Coaching fathers in conflict: A review of the tensions surrounding the work-family interface (Lau, 2010).	Work-family interface is an important area of research with both positive and negative impacts. Although most research in the field of sport management focuses on coaches' mothers, recent research suggests that fathers also experience tension between work and family. This article explores the work–family interface in the context of father coaching, highlighting the need for more research in this area.	this article examines the work–family interface in father coaching, with a focus on developing a further research agenda.
17	"You try to be superhuman and you don't have to be superhuman": Gaya's adoptive father's challenges and tensions in balancing work and family (Richardson et al., 2012).	This study explores the work-family balance experiences of gay fathers through interviews with 70 gay adoptive fathers. The results suggest that gender roles and sexual orientation influence the challenges faced and the strategies gay men use to cope with work-family tensions. This study provides new insights into the complex dynamics of role balance in the context of gay families.	This study explores the work-family balance experiences of gay fathers through interviews with 70 gay adoptive fathers.
18	If I [Take] away, will you stay? Paternity leave and relationship stability (Petts et al., 2020).	Paternity leave, especially relatively short ones, contributes to the stability of the parental relationship. Data from the Early Childhood Longitudinal Study-Birth Cohort shows that fathers taking leave, particularly two weeks or less, is associated with greater relationship stability in the United States. These findings provide insight into the potential benefits of paternity leave and are relevant for family policy development.	This study uses longitudinal data from the Early Childhood Longitudinal Study-Birth Cohort (ECLS-B)
19	Paternity Leave and Parental Relationships: Variations by Gender and Maternal Employment Status (Petts & Knoester, 2019).	The study reveals that paternal leave in the US positively correlates with parental relationship satisfaction, but it differs based on gender and maternal employment status. Longer leave was positively correlated with relationship satisfaction, particularly among unemployed mothers. Conversely, longer leave negatively correlated with relationship conflict among working mothers. The study underscores the complex relationship between paternity leave, relationship satisfaction, and conflict.	sample questioner Multilevel models were used to assess the associations between paternity leave and relationship satisfaction and conflict and whether these associations varied by gender and maternal employment status.
20	Making the most of work-family balance: how to support fathers by combining work and caregiving (Moran & Koslowski, 2019).	Workplace support for fathers' roles in child rearing is still limited, even though many formal and informal work policies and practices are gender neutral. Using a capabilities approach, this study highlights a number of factors, including workplace culture, manager relationships, coworker behavior, and gender-based leave practices, that influence fathers' feelings regarding the use of work-family balance policies. These findings indicate the need to further address these aspects to increase workplace support for fathers to be more active in caring for their children.	Qualitative data sources Using a capabilities approach, this study highlights a number of factors, including workplace culture, manager relationships, coworker behavior, and gender-based leave practices, that influence fathers' feelings regarding the use of work-family balance policies.

All studies provide insight into the intricate difficulties of fatherhood at the junction of job and family. Significantly, it is evident that moms frequently experience a greater load of multitasking responsibilities, resulting in heightened levels of stress and conflict between their job and family

obligations (Richardson et al., 2012). The study also examines the influence of European policies on the roles of fathers, revealing discrepancies and emphasizing the necessity for a well-rounded approach. Furthermore, observations about paternity leave highlight its positive association with heightened father engagement (Sztáray Kézdy & Drjenovszky, 2021). Overall, the results highlight the changing intricacies of fathers' responsibilities and the need of supportive policies in attaining a harmonious equilibrium between work and family life (Blanco Castro et al., 2022).

From fathers' limited understanding of the challenges and benefits of fatherhood to the complexities between fathers' work and childcare involvement, these findings provide an in-depth look at the dynamics of fatherhood in the modern context (Dunatchik & Özcan, 2021). Organizational support, collaboration, and gender understanding in the workplace appear to be key to creating an environment that supports a healthy work-family balance and promotes overall family well-being (Cooklin et al., 2022).

Future of Work and Family Conflict Research Gaps Work is related to fathers' roles in work and family

Examining studies on Work Family Conflict allows for an evaluation of accomplishments, difficulties, and potential consequences for future undertakings. When examining the current state of research, it is crucial to acknowledge the advancements made in comprehending and improving the phenomenon of work-family conflict. Further research is needed to investigate the impact of corporate policies on work-family conflict, specifically focusing on organizational intervention. According to Greenhaus and Allen (2011), the organization can develop a work environment that helps people balance their personal and professional life by suitable and long-lasting intervention (Greenhaus & Allen, 2011). Further investigation is required to examine the impact of characteristics such as age, gender, and education on work-family conflict. (Zhao et al., 2021) made a similar argument, stating that a thorough examination of demographic characteristics can offer a more precise understanding of how individuals feel this conflict in various settings.

It is crucial to examine the influence of technology on the conflict that arises between job and family. Comprehensive understanding of the impact of contemporary technology on the demarcation between professional and personal life is crucial for the formulation of corporate policies that align with current advances (Boyer-Kelly, 2020). Additionally, it is worth investigating the impact of fathers on work-family conflict and the changing societal perspectives on father engagement, as both areas hold significant potential for further research. Stating that research exploring the influence of fathers and shifting cultural standards can offer a comprehensive

understanding of the development of contemporary family relations (Iztayeva, 2021).

Revising perspectives on the responsibilities of fathers can serve as the foundation for implementing more comprehensive workplace rules. According to (Scheibling, 2020), implementing policies that promote fathers' participation in family duties can establish a more equitable work environment and enhance the quality of family life. The father's involvement in work-family conflict can impact the general well-being of the family, not just in terms of corporate policy (Tanquerel & Grau-Grau, 2020). Thorough investigation into the function of fathers can enhance our understanding of how parent engagement impacts the balance between work and family. Father's role encompasses not just physical involvement but also emotional and psychological support (Lau, 2010).

Additionally, it is crucial to examine how workplace rules might facilitate and promote fathers' involvement in fulfilling their family obligations. As societal norms progress, implementing regulations that establish a perception of entitlement to work hours and provide assistance to fathers during their leave may be crucial. (Zhao et al., 2021) proposes that these measures can contribute to the establishment of new societal standards regarding the involvement of fathers in both work and family responsibilities. In addition to future research on work-family conflict, particularly on the involvement of fathers in balancing work and family responsibilities, there exists a research void that could serve as a focal point for future investigations. First, there is a need to understand the impact of changing gender norms on father involvement. How the evolution of society's views on the role of fathers influences their expectations and responsibilities needs to be examined further (Harvey & Tremblay, 2020).

The subsequent gap concerns the impact of the work environment on paternal engagement. An examination of corporate culture, paternity leave regulations, and work-time welfare can offer a more thorough understanding of how organizational policies might promote the involvement of fathers in their families (Fernández-Cornejo et al., 2020). Furthermore, understanding the impact of cultural disparities on attitudes and behaviors related to paternal engagement might offer valuable information into the contextual elements that contribute to diverse cultural settings. Furthermore, the impact of technical advances, such as contemporary communication technologies and remote work, on fathers' interactions might offer valuable understanding of how technology influences the dynamics between work and family (Gartzia et al., 2018).

Further research is required to examine the effects of fathers' engagement in both work and family responsibilities on their mental and physical health. A comprehensive understanding is

needed to explore the progression of father engagement as children mature and the corresponding shifts in work-family dynamics (Strazdins et al., 2017). Investigating this gap in research is expected to yield more comprehensive understanding of the intricacies of fathers' engagement in work-family conflict and contribute to the formulation of more comprehensive and supportive policies (Geszler, 2016).

Conclusion

This research provides a comprehensive picture of work-family conflict (WFC), with a focus on the evolution of the father's role. The bibliometric results illustrate the growth and continuation of research in this domain. It was found that the role of fathers in the context of WFC is becoming increasingly significant, reflecting the changing dynamics of modern families. There is a trend of increasing publications regarding fathers' contributions to managing work-family conflict each year, indicating a shift in norms and expectations regarding fathers' roles at home and in the workplace. The United States is the most productive country for conducting research related to work-family conflict. In-depth case studies and analyses of father identity provide rich insight into the challenges fathers face in achieving a balance between work demands and family responsibilities. The research with the most citations also provides clear literature regarding the existence of cultural and organizational barriers by emphasizing the need for change in supporting a more active father role. This research underscores the urgency of understanding and supporting the role of fathers in overcoming work-family conflict in order to create a balanced and inclusive work and family environment.

Based on an analysis of the most cited keywords, Father involvement, Work-family balance, and Gender are three of the themes that are widely discussed in scientific articles with work-family conflict research. Researchers focus on conducting research related to family, gender, and work conflicts, which are closely related to the development of work-family conflict research. Acknowledging progress in understanding this phenomenon is important. Future research should focus on exploring the impact of corporate policies, demographics, technology, and fatherhood, aiming to develop comprehensive workplace regulations that promote a balanced work-family environment. Addressing the gaps in understanding changing gender norms, the influence of work environments, cultural gaps, technological advances, and the impact of fathers' involvement on their well-being will contribute to a more nuanced understanding of work-family conflict dynamics and facilitate the development of supportive policies.

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