

Chinese women and how they manage to balance family and work conflict

[Business](#), [Work](#)



An excellent case study should have adequate materials to define case settings and gives a deeper understanding of it. However, this study is steered by the capability approach. That focus on their abilities and freedom in social (health and education) political and economic dimensions. Besides the capability approach is applied to Chinese women and how they manage to balance family and work conflict. Therefore, where common focusing is observed, relevant data and information relating to those dimensions will be collected and used to provide adequate data for analysis and proper illustration to the audience. There are multiple sources and various manners in which data and information can be accessed and be obtained. According to Brown (2014), relevant information and data can be gathered in six ways such as interviews, participant observation, documents, direct observation, physical artifacts and archival records. For this study, interviews and questionnaires were used. Equally, there is relevant information that was obtained from the documented sources to help in this study.

Furthermore, the documents from official websites contain approved data that is acceptable and can be used in any research; these sources include National Bureau Statistics of China, newspapers, and word from other real estate companies. Since desk study and comparative case studies vary, secondary analysis is the materials that are mostly used around the globe is necessary. Brown (2014) also support the replication logic basing his argument on the collectively conducted study cases, this indicates that the inquirer should “ replicate the procedures for each case” to compile sufficient information relevant to the study. Thus, it brings out the appropriateness of content analysis as an essential tool for selecting and

gathering both data and knowledge needed to develop a comprehensive description of the case. Despite focusing on a particular case independently, this study aims at comparing the cases that relate to how Chinese women balance their work and family conflict. It will also compare them to how work-family conflict is balanced from a western context as mentioned above.

After providing adequate information on the cases' description, consisting of data and facts collected based on the three significant spheres, when compiling and making analysis, a researcher is required to conduct a holistic analysis regarding the whole case, or conduct an embed analysis targeting a few key issues on the themes of the case. A collective case study requires a provision of detailed pictures to illustrate each case study; this is classified within case analysis by Creswell, he also pointed out that the researcher should briefly focus on specific themes and conduct restricted analysis across the cases and give a sufficient elaboration on the matter of study. Through this guide, a researcher can obtain the analytical framework of comparative parts thus accomplishes the study based on an empowerment model involving significant aspects that are to be invest stage among working-class married Chinese women.

The study mainly focuses on " how married Chinese women employees balance work and family conflict." It gives an example of a multi-level approach corresponding to cross-cultural research that is similar to Ayman's, Korabik and Lero (Dyrbye et al., 2014). It is sorted specifically to balance the " macro-level" and prospects in the work-family interface analysis of the " macro-level" analysis which addresses the voice of the women who give

details on their experiences. Through the interview, the study also discovered that women engage in jobs that pay well, which will allow them to take care of their family obligation but they find it hard to balance their responsibilities both at work and home. Focusing on individual and group interviews, we managed to gather the perceptions of professional women in Qingdao from Yuexiu Real Estate Company Limited. The language used for the interview was English and translation was also necessary where there was a language barrier.

The study managed to interview more than 50 Chinese working women who are employed at the company. Most participants in the study were full-time employed while few participants were partially employed. The range of their age was from 19-52, and with a mean of 33 years. 34% of the participants had a Bachelor degree, 18% had masters, while 12% had diplomas. Almost 30% of the participants had one to three children, and 57% of the sample was made up of single women. The working hours were calculated per week which ranges from 9 to 66 averagely 50 hours a week. The main aim was to investigate the relationship between work and life for Asian women, in the varying context of the cultural environment compared to the western culture. The interview was divided into five sections: work/family issues, work/life issues of gender stereotypes, family-friendly policies, couple dynamics and duties and work for women.

Consideration of Credibility

The triangulation method is mostly used to improve the credibility of the findings of the study. Triangulation is described as a validity method where

researchers try to converge among themselves different and various sources of information from the study themes. This is always an approach typically used to improve the consistency and validity of research findings. Therefore, it strengthens the study by merging different methods. The collected data, especially from documented sources were retrieved based on the available reports to the public. It was also accessed by other readers and systems used to analyze the data as illustrated to show the readers an end of the observation and the beginning of interpretation. Remarkably, this makes the research credible and standard to the readers, as they will have confidence in the findings and conclusion. Using various methods of collecting data such as interviewing and online questionnaires, also contributed to a more reliable and valid structure of realities.

Ethical Issues

Before the study was done, consultations were made with the relevant stakeholders like the government officials and school authorities including the library officials who provided relevant information and the accessibility of the appropriate materials and tools. This helped in identifying possible problems and made it possible to revise the documents and data collection methods where adjustments were required, especially in a situation where relevant materials were not available. The research questions were constructed in a particular manner that did not interfere with the rights of the population under study. Consequently, permission was asked at the Yuexiu Real Estate Company Limited before their employees were interviewed. Even after given, person to interview their employees, only those who were willing participated in the study. However, they participated

after it was explained to them the main reason for the study and what they were expected to do. Similarly, their data were to be protected for them to feel comfortable. The only downside, was that the participants were revealing their personal information.