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# Work-Family Conflict Assesment: Instrument Validity and Reliability Testing Using the Rasch Model

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**Abstract**
Work-family conflict (WFC) is a psychosocial problem that arises due to a mismatch between work and family role demands, which impacts an individual's psychological well-being. The high impact of WFC requires the availability of accurate, valid, and reliable measurement instruments. This study aims to test the validity and reliability of the Work-Family Conflict instrument using the Rasch Model. The study involved 60 married working women respondents. The instrument was developed based on the Greenhaus and Beutell framework, which includes time-based, strain-based, and behavior-based conflict dimensions with a Likert response format. Data analysis was conducted using Winsteps software to evaluate item suitability, reliability, and unidimensionality. The results showed that 19 of the 22 items were declared valid, item reliability was very high (0.94-0.95), and the unidimensionality assumption was met, although there was overlap in the middle response category. Overall, the instrument has good psychometric quality and is relevant for use in the context of Guidance and Counseling.

**Keywords:** Work-family conflict; Rasch model; Validity; Reliability; Guidance and counseling.



## Introduction

Work-family conflict (WFC) is a psychosocial phenomenon that has become increasingly prominent with increasing work demands, technology-based work flexibility, and changes in family structures and roles. WFC is defined as a form of inter-role conflict, in which pressures from work and family roles are incompatible, making participation in one role more difficult (Abrefa Busia, 2025; Chen et al., 2021; Ratnaningsih & Idris, 2025). Various international studies have shown that WFC is significantly associated with work stress, depression, emotional exhaustion, sleep disturbances, and decreased subjective well-being (Afdal et al., 2021; Afdal Afdal, Mailinda, et al., 2022), especially in professional worker groups such as health workers, educators, and security personnel (Petrino et al., 2025; Sun et al., 2024; Tutan & Kökalan, 2024).

The high negative impact of WFC makes it crucial to accurately measure this construct in various studies of work psychology, mental health, and organizational policy. Valid WFC measurement allows researchers to understand the mechanisms of the relationship between job demands and individual well-being, as well as evaluate the effectiveness of organizational interventions such as work flexibility and social support (Afdal Afdal, Ihsani, et al., 2022). However, previous studies have shown that WFC research results are often difficult to compare due to differences in instrument quality, factor structure, and psychometric characteristics of the measurement tools used (Hincapié Pinzón et al., 2022; Ugwu & Idemudia, 2024).

Most WFC instruments are developed and tested using the Classical Test Theory (CTT) approach, which has limitations, particularly in terms of the dependence of item parameters on the sample and the use of total scores based on ordinal data. This approach is not fully capable of detecting individual item functioning or potential measurement bias between respondent groups. Therefore, the use of the Rasch Model has become increasingly relevant because it can convert ordinal data to interval scales, evaluate item fit, test for unidimensionality, and detect Differential Item Functioning (DIF) based on demographic characteristics such as gender or type of employment (Nielsen et al., 2020; Strobl et al., 2015).

International research applying the Rasch Model to WFC indicates that not all items in WFC instruments function optimally across various work and cultural contexts (Chen et al., 2021; Kengatharan & Edwards, 2021). Some items have been shown to suffer from misfit or group bias, potentially leading to erroneous conclusions if continued use without further validation. These findings underscore the importance of retesting Rasch-based WFC instruments to obtain more precise, fair, and stable measurement tools across respondent groups (Hincapié Pinzón et al., 2022).

In the Indonesian context, research on WFC is still relatively limited and generally focuses on examining relationships between variables without in-depth evaluation of the quality of the instruments used. Several national studies have shown that WFC plays an important mediator in the psychological well-being of workers, especially career women. However, there is limited research providing robust evidence of the instrument's validity and reliability based on modern measurement models (Rabbani & Yuniardi, 2024). Therefore, this study aims to test the validity and reliability of the *work-family conflict instrument* using the Rasch Model. This is expected to produce an accurate, bias-free, and highly accurate measurement tool for use in scientific research and professional practice across various cultural and national contexts.

## Method

### Respondents

This study involved 60 respondents who were working women with married status, who were selected as research participants because they were theoretically vulnerable to experiencing work-family conflict due to the demands of dual roles in the work and family domains. The number of respondents is considered adequate for Rasch Model-based analysis, because the Rasch approach allows stable item and respondent parameter estimates even with a relatively small sample size, as long as the data shows a good model fit (Bond & Fox, 2015).

### Procedure

The instrument used in this study was the Work-Family Conflict Scale which was developed based on the conceptual framework of Greenhaus & Beutell (1985), which includes time-based conflict, strain-based conflict and behavior-based conflict. The scale is presented in the form of closed-ended statements with a Likert-type response format. Data collection was conducted directly with respondents, explaining the research objectives and ensuring data confidentiality. All collected responses were then coded and prepared for psychometric analysis using the Rasch Model approach.

### Data analysis

Data analysis was conducted using the Rasch Model with the assistance of Winsteps software version 4.01. This approach was used to evaluate the psychometric quality of the instrument, including item fit, item and respondent reliability and separation, as well as mapping respondent abilities and item difficulty levels in a single linear measurement scale (logit). The Rasch Model was chosen because it is able to overcome the limitations of the Classical Test Theory approach by producing parameter estimates that are relatively independent of sample characteristics and allowing

for more in-depth testing of measurement accuracy and fairness (Boone et al., 2014). The results of this analysis provide a comprehensive description of the level of work-family conflict among respondents and ensure that the instrument used has adequate validity and reliability.

## Results and Discussion

### Scale Accuracy

Scale accuracy was evaluated using the Rasch Model with the help of Winsteps software. The results of the scale accuracy test are presented in the following table:

**Table 1. Results of the Work-Family Conflict Scale Accuracy Test**

| CATEGORY LABEL | SCORE | OBSERVED COUNT | % | OBSVD AVRGE | SAMPLE EXPECT | INFIT MNSQ | OUTFIT MNSQ | ANDRICH THRESHOLD | CATEGORY MEASURE | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 1 | 218 | 17 | -2.08 | -1.94 | 1.03 | .97 | NONE | ( -3.70) | 1 |
| 2 | 2 | 615 | 47 | -1.06 | -1.10 | .95 | .97 | -2.55 | -1.36 | 2 |
| 3 | 3 | 243 | 18 | -.31 | -.35 | .91 | .87 | .21 | .14 | 3 |
| 4 | 4 | 200 | 15 | .46 | .33 | .83 | .87 | .19 | 1.41 | 4 |
| 5 | 5 | 44 | 3 | .31* | .95 | 1.73 | 1.91 | 2.15 | ( 3.35) | 5 |

Based on Table 1, the change in the category threshold (Andrich threshold) on the work-family conflict scale shows that the transition from category 1 to 2 occurs at -2.55 logits, the change from category 2 to 3 is 0.21 logits, the change from category 3 to 4 is 0.19 logits, and the change from category 4 to 5 is 2.15 logits. These values indicate that the distance between categories does not increase consistently, especially in the middle categories (3 and 4) which have a very small range. This finding is supported by the Scale Accuracy Diagram (Figure 1), which shows that response categories 3 and 4 do not form a clear probability peak, while the other categories form their own peaks. This indicates an overlap in the function of the middle response category, so that the category is less than optimal in distinguishing respondents' levels of work-family conflict.

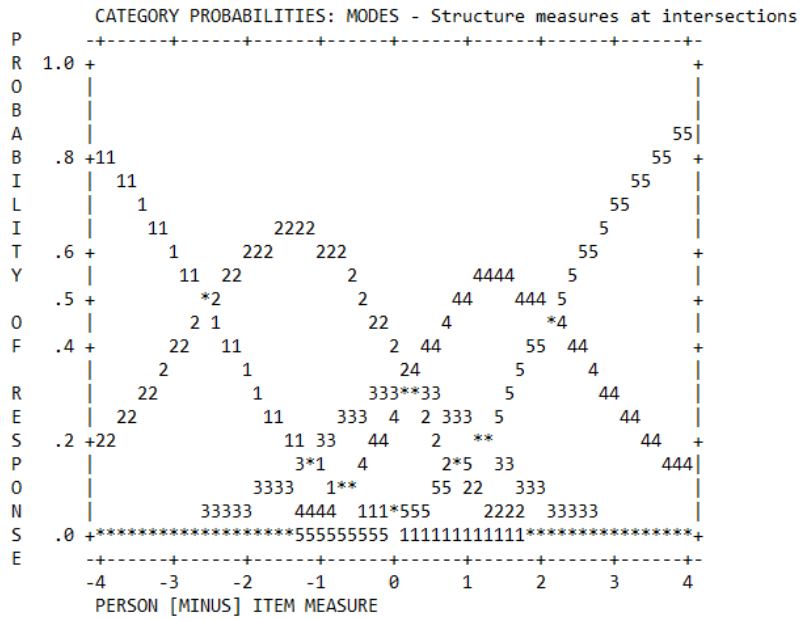


**Figure 1. Work-Family Conflict Scale Accuracy Diagram**

**Item Validity**

In the Rasch Model approach, item validity is evaluated based on the item's level of fit to the measurement model. Item validity criteria in the Rasch Model are determined based on the Outfit Mean Square (MNSQ) value in the range of 0.5–1.5, the Z-Standard (ZSTD) value in the range of −2.0 to +2.0, and the Point Measure Correlation (Pt Measure Corr) value in the range of 0.40–0.85, with certain acceptance limits indicating the item's fit to the measurement model (Boone, 2016).

**Table 2. Item Validity Test with Rach Model**

| ENTRY NUMBER | TOTAL SCORE | TOTAL COUNT | MEASURE | MODEL S.E. | INFIT MNSQ | INFIT ZSTD | OUTFIT MNSQ | OUTFIT ZSTD | PT-MEASURE CORR. | PT-MEASURE EXP. | EXACT MATCH OBS% | EXACT MATCH EXP% | ITEM |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | 192 | 60 | -1.20 | .15 | 2.91 | 8.0 | 3.01 | 7.9 | A .18 | .59 | 21.7 | 41.1 | E2 |
| 20 | 200 | 60 | -1.38 | .15 | 1.88 | 4.4 | 2.32 | 5.8 | B-.06 | .59 | 41.7 | 41.4 | E20 |
| 9 | 179 | 60 | -.90 | .15 | 1.53 | 2.9 | 1.64 | 3.2 | C .27 | .59 | 35.0 | 40.6 | E9 |
| 21 | 189 | 60 | -1.13 | .15 | 1.14 | .9 | 1.27 | 1.5 | D .48 | .59 | 40.0 | 40.6 | E21 |
| 12 | 150 | 60 | -.21 | .16 | 1.07 | .4 | 1.22 | 1.2 | E .48 | .57 | 51.7 | 48.7 | E12 |
| 22 | 128 | 60 | .42 | .18 | .87 | -.6 | 1.14 | .7 | F .40 | .53 | 60.0 | 55.4 | E22 |
| 17 | 151 | 60 | -.23 | .16 | .94 | -.3 | 1.00 | .1 | G .62 | .57 | 60.0 | 48.6 | E17 |
| 10 | 108 | 60 | 1.15 | .20 | 1.00 | .1 | .94 | -.3 | H .50 | .47 | 65.0 | 58.1 | E10 |
| 11 | 141 | 60 | .03 | .17 | .94 | -.3 | .95 | -.2 | I .58 | .55 | 56.7 | 51.7 | E11 |
| 6 | 105 | 60 | 1.27 | .21 | .92 | -.3 | .86 | -.7 | J .70 | .46 | 61.7 | 57.8 | E6 |
| 14 | 131 | 60 | .33 | .18 | .89 | -.5 | .81 | -.9 | K .65 | .53 | 58.3 | 55.3 | E14 |
| 8 | 117 | 60 | .80 | .19 | .88 | -.5 | .80 | -1.0 | k .72 | .50 | 61.7 | 56.9 | E8 |
| 16 | 112 | 60 | .99 | .20 | .83 | -.8 | .82 | -.9 | j .55 | .48 | 61.7 | 57.5 | E16 |
| 13 | 136 | 60 | .18 | .17 | .81 | -1.0 | .75 | -1.3 | i .61 | .54 | 55.0 | 53.6 | E13 |
| 15 | 133 | 60 | .27 | .17 | .75 | -1.3 | .74 | -1.3 | h .58 | .54 | 58.3 | 53.8 | E15 |
| 4 | 164 | 60 | -.56 | .15 | .71 | -1.8 | .71 | -1.8 | g .72 | .58 | 55.0 | 44.4 | E4 |
| 1 | 166 | 60 | -.60 | .15 | .69 | -2.0 | .66 | -2.1 | f .72 | .58 | 55.0 | 42.7 | E1 |
| 19 | 152 | 60 | -.26 | .16 | .62 | -2.4 | .64 | -2.1 | e .79 | .57 | 60.0 | 48.4 | E19 |
| 3 | 168 | 60 | -.65 | .15 | .60 | -2.7 | .60 | -2.6 | d .78 | .58 | 51.7 | 42.9 | E3 |
| 18 | 144 | 60 | -.05 | .17 | .58 | -2.6 | .52 | -2.9 | c .76 | .56 | 66.7 | 50.7 | E18 |
| 7 | 107 | 60 | 1.19 | .21 | .58 | -2.3 | .57 | -2.5 | b .63 | .47 | 73.3 | 57.9 | E7 |
| 5 | 124 | 60 | .55 | .18 | .52 | -2.8 | .52 | -2.8 | a .79 | .52 | 71.7 | 55.4 | E5 |
| MEAN | 145.3 | 60.0 | .00 | .17 | .98 | -.3 | 1.02 | -.1 | | | 55.5 | 50.2 | |
| S.D. | 28.0 | .0 | .78 | .02 | .52 | 2.5 | .59 | 2.7 | | | 11.7 | 6.3 | |

Based on the item validity test conducted, it was found that most items met the validity criteria, but several items were invalid because they did not meet the model fit criteria. A summary of the item validity test results is presented in Table 3.

**Table 3. Results of the Work-Family Conflict Validity Test**

| No. | Description | Item Number | Total |
|---|---|---|---|
| 1 | Valid | E1, E3, E4, E5, E6, E7, E8, E10, E11, E12, E13, E14, E15, E16, E17, E18, E19, E21, and E22 | 19 |
| 2 | Invalid | E2, E20, and E9 | 3 |
| | | Total | 22 |

Based on the results of the item validity test using the Rasch Model, of the 22 items analyzed on the work-family conflict scale, there were 19 items that were declared valid and 3 items that were invalid. The invalid items were E2, E20, and E9, because they showed Infit and Outfit Mean Square values that were outside the acceptance range, high Z-Standard values, and low or negative Point Measure Correlation values. Meanwhile, the other items met at least one or two model fit criteria, so they were declared valid and suitable for use in measuring the work-family conflict construct.

**Instrument Reliability**

After undergoing item validity testing, the work-family conflict instrument was then tested for item reliability. In the Rasch Model, instrument reliability is evaluated through the reliability index and separation index at the item and person levels. According to Boone, a reliability value of ≥ 0.70 indicates adequate reliability, ≥ 0.80 is considered high, and ≥ 0.90 indicates very high reliability. In addition, a separation index of ≥ 2.0 indicates that the instrument is able to distinguish several levels

of respondent ability or item difficulty levels consistently and stably (Boone, 2016; Boone et al., 2014). The results of the work-family conflict item reliability test are presented in the following table.

**Table 4. Results of the Work-Family Conflict Item Reliability Test**

SUMMARY OF 60 MEASURED PERSON

| | TOTAL SCORE | COUNT | MEASURE | MODEL ERROR | INFIT MNSQ | INFIT ZSTD | OUTFIT MNSQ | OUTFIT ZSTD |
|---|---|---|---|---|---|---|---|---|
| MEAN | 53.3 | 22.0 | -.82 | .28 | 1.10 | .0 | 1.02 | -.2 |
| S.D. | 11.3 | .0 | .87 | .04 | .69 | 1.9 | .61 | 1.8 |
| MAX. | 81.0 | 22.0 | 1.05 | .41 | 3.61 | 5.0 | 3.17 | 4.5 |
| MIN. | 32.0 | 22.0 | -2.97 | .25 | .32 | -2.8 | .29 | -3.0 |

| | | | | | |
|---|---|---|---|---|---|
| REAL RMSE | .34 TRUE SD | .80 | SEPARATION | 2.36 | PERSON RELIABILITY .85 |
| MODEL RMSE | .29 TRUE SD | .82 | SEPARATION | 2.86 | PERSON RELIABILITY .89 |
| S.E. OF PERSON MEAN = .11 | | | | | |

PERSON RAW SCORE-TO-MEASURE CORRELATION = .99
CRONBACH ALPHA (KR-20) PERSON RAW SCORE "TEST" RELIABILITY = .89

SUMMARY OF 22 MEASURED ITEM

| | TOTAL SCORE | COUNT | MEASURE | MODEL ERROR | INFIT MNSQ | INFIT ZSTD | OUTFIT MNSQ | OUTFIT ZSTD |
|---|---|---|---|---|---|---|---|---|
| MEAN | 145.3 | 60.0 | .00 | .17 | .98 | -.3 | 1.02 | -.1 |
| S.D. | 28.0 | .0 | .78 | .02 | .52 | 2.5 | .59 | 2.7 |
| MAX. | 200.0 | 60.0 | 1.27 | .21 | 2.91 | 8.0 | 3.01 | 7.9 |
| MIN. | 105.0 | 60.0 | -1.38 | .15 | .52 | -2.8 | .52 | -2.9 |

| | | | | | |
|---|---|---|---|---|---|
| REAL RMSE | .18 TRUE SD | .76 | SEPARATION | 4.14 | ITEM RELIABILITY .94 |
| MODEL RMSE | .17 TRUE SD | .76 | SEPARATION | 4.41 | ITEM RELIABILITY .95 |
| S.E. OF ITEM MEAN = .17 | | | | | |

UMEAN=.0000 USCALE=1.0000
ITEM RAW SCORE-TO-MEASURE CORRELATION = -.99

Based on the reliability test results above, the work-family conflict instrument demonstrated excellent item reliability. Item reliability values were 0.94 (real) and 0.95 (model), with item separation indices of 4.14 and 4.41, respectively. These results indicate that the instrument's items have high internal consistency, thus the instrument is considered reliable for use in measuring work-family conflict.

**Dimensionlessness Test**

To ensure that the instrument measures one main construct, namely work-family conflict, a unidimensionality test was conducted using the Rasch Model. This test aims to assess whether all items contribute to the same measurement dimension, which is a key prerequisite in the Rasch Model to ensure consistency in measuring latent constructs (Boone, 2016). (Boone, 2016) . The results of the unidimensionality test for the work-family conflict scale are presented in the following table.

**Table 5. Test of Non-Dimensionality of Work-Family Conflict Items**

Table of STANDARDIZED RESIDUAL variance (in Eigenvalue units)

| | -- Empirical -- | | Modeled |
|---|---|---|---|
| Total raw variance in observations = | 39.2 | 100.0% | 100.0% |
| Raw variance explained by measures = | 17.2 | 43.8% | 45.5% |
| Raw variance explained by persons = | 4.7 | 12.0% | 12.5% |
| Raw Variance explained by items = | 12.5 | 31.8% | 33.0% |
| Raw unexplained variance (total) = | 22.0 | 56.2% 100.0% | 54.5% |
| Unexplned variance in 1st contrast = | 3.9 | 9.9% 17.6% | |
| Unexplned variance in 2nd contrast = | 2.5 | 6.5% 11.6% | |
| Unexplned variance in 3rd contrast = | 2.2 | 5.6% 9.9% | |
| Unexplned variance in 4th contrast = | 1.7 | 4.3% 7.7% | |
| Unexplned variance in 5th contrast = | 1.5 | 3.8% 6.8% | |

Based on the results of the unidimensionality test using the Rasch Model in Table 5, the unidimensionality of the work-family conflict instrument was analyzed through Principal Component Analysis (PCA) on the residuals (Boone, 2016). The analysis results showed that the raw variance explained by measures was 43.8% (empirical ) and 45.5% (modeled), which has exceeded the

minimum limit of 40% to indicate that the data variance is largely explained by one main construct. This finding indicates that the instrument items consistently measure the same latent construct, namely work-family conflict. In addition, the unexplained variance in the first contrast was only 9.9% with an eigenvalue of 3.9, which is still within the acceptable limit (<15%), thus not indicating the presence of a dominant secondary dimension. The unexplained variance in the subsequent contrasts (the second to fifth contrasts) was also relatively small, namely below 10% each, indicating that the residual pattern is random and does not form an additional latent construct. Thus, the work-family conflict instrument meets the unidimensionality assumption and is suitable for measuring one primary construct. A Rasch instrument is said to meet unidimensionality if the variance explained by the measure is sufficiently large and there is no dominant first residual contrast, indicating the absence of a significant secondary dimension (Christensen et al., 2017; Yang et al., 2023; Yim et al., 2024).

Based on the overall results, namely the scale accuracy, validity, reliability, and unidimensionality tests using the Rasch Model, the work-family conflict instrument shows good psychometric quality and is suitable for use. The response categories on the scale have functioned adequately after adjustment, the majority of items meet the Rasch fit criteria, and item reliability shows very high consistency in differentiating levels of work-family conflict . In addition, the results of the unidimensionality test indicate that the variance explained by the measure is quite large and there is no dominant second latent dimension, so this instrument consistently measures one main construct.

These findings are in line with the Rasch measurement principles that emphasize the importance of accuracy, validity, reliability, and unidimensionality in producing objective and meaningful measurements (Aryadoust et al., 2021; Avinç & Doğan, 2024; Mohd Dzin & Lay, 2021). In the context of Guidance and Counseling, this instrument has practical implications as an assessment tool that counselors can use to identify the level of work-family conflict in working adults, design role-balance-based counseling interventions (Keshf & Khanum, 2021; Syapitri et al., 2023; Tang et al., 2021), and evaluate the effectiveness of career and family counseling services on an ongoing basis (A Afdal et al., 2014; Fitriana et al., 2021; Jannah et al., 2024).

## Conclusion

Based on the analysis results using the Rasch Model, the work-family conflict instrument was proven to have good measurement quality, reviewed in terms of scale accuracy, item validity, reliability, and unidimensionality. The majority of items met the model fit criteria, the response scale functioned adequately after adjustment, and item reliability showed very high consistency. Furthermore, the results of the unidimensionality test confirmed that the instrument consistently measures one main latent construct. Thus, this instrument is declared valid, reliable, and suitable for use as a measurement tool for work-family conflict in the context of research and Guidance and Counseling practice.

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