Another study, by Ulla Kinnunen and Saija Mauno (1998) had been focusing on comparing the strength and prevalence of the work-family and family-work conflicts, in a comparative analysis upon different sexes and experiences. Work-family conflicts demonstrate the extent to which the wellbeing of the work will be over-emphasizing the family well-being. On the other hand, the family-work conflicts demonstrate the extent to which the wellbeing of the family will be over-emphasizing the work well-being. Different variables had been developed for measuring the difference between men and women within the work and family conflict. Regarding women, the main variables that had been deployed is considered to be the number of children, for measuring the family-work conflict, full-time jobs, and poor leadership relations. Regarding men, the main variables that had been deployed is considered to be the number of children and high education. As it had been suggested by Frone et al. (1996), throughout the identity theory, the socialization of the women and men had been conducted throughout different approaches regarding the work and family values. For instance, the perception of the women toward their families is considered to be positioning the family matters in higher positioning over the men. However, the conflict had been realized to be inevitable, the studies of Thomas & Ganster, 1995, suggested that the presence of the conflict would be leading to the enhancement of the psychological disorder and illness within psychological and physical systems (Mauno & Kinnunen, 1998).

The study of Russell, Frone, and Cooper (1992) sought for the measurement of the variations within the sexes, race, age, education, job type, job tenure, marital status, number of children, and age of youngest child, regarding the work family conflict. The results of the study ensured the following findings. First, differences in sexes, races don’t play any role in the perception the conflict. Second, the work to family conflict was not significant regarding family distress among white collars, while the family conflict was significant regarding family distress among blue collars. The study of these differences among the collar colors workers had been analyzed as a result of difference within the type and nature of the work. For instance, the blue collar workers are considered to be less forced to devote more time for their jobs. Instead they are working for fixed amount of hours daily. In contrast, white collars workers are devoted for their jobs, while the working hours are less important for them. Throughout the study it had been ensured that the quality of one of the domains is inherently tied to the quality of the other domain. For instance, the quality of life in one domain will suffer, if the time or the requirements of the second domain interfered with the time and requirements of the first domain. The failure of the individuals to control and manage the time and requirements of each of the domains would be leading to significant rates of dissatisfaction for the individuals not only regarding the harmed domain, but also regarding the individuals’ entire life. In addition, Bandura (1989) suggested that the failure of the individuals to achieve the self-image that they are seeking to maintain in work would be resulted from their inability to manage the