# Web-Based Assessment of Career Planning on Relationship Between Islamic Work Values and Anticipated Work-Family Conflict

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# WEB-BASED ASSESSMENT OF CAREER PLANNING ON RELATIONSHIP BETWEEN ISLAMIC WORK VALUES AND ANTICIPATED WORK-FAMILY CONFLICT

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## Abstract

The dynamics of medical education continue to innovate and specialized, it requires the graduates to choose a career well. They should not only consideration of ability, but also could manage roles for responsibilities at work and family in future. Career planning in Bandura's Social Cognitive Theory includes personal value factors, which in this study are Islamic work values (IWV). Decisions on career choices can be strengthened by looking at the factors of anticipated work-family conflict (AWFC). Therefore, expert knowledge is used as a rule for web-based assessment and forecasting factors that could reduce conflict in the future. So, its application could facilitate users anywhere and see at any time describe of AWFC, IWV, and career planning. The main aim of this study is to investigate the mediating effect of career planning between the IWV and AWFC of medical students. A quantitative approach was adopted in the study. Data were collected through a web-based online survey. Population of survey was estimated to be around 245 medical students from four grades in Department of Medical Education at Universitas Abdurrab, Indonesia and 85.3 percent response rate was achieved. A simple multiple regression was used to analyze the data. Five hypotheses were supported, confirming that there is mediation by career planning, as well as by web-based forecasting the dimensions between career planning and IWV toward AWFC. The result also demonstrated that IWV has significant effects on career planning. This study underlines that important to examine problem of work and life balance among medical personnel.

**Keywords:** Anticipated Work-Familiy Conflict, Career Planning, Islamic Work Values, Web Assessment

## INTRODUCTION

Relevant literature clarifies human resource management (HRM) as a practical approach to ensure presence of a prescribed structure within the frame work of an organization for appropriate factors like recruitment and selection, training and development, performance appraisal, career planning system, employee's participation and compensation system. Career

planning and exploration are actions or behaviors that are integral to the career development process. Career planning is associated with career decision self-efficacy and high levels of goal-setting, work experience, career expectations and goals, while career exploration is associated with career decision self-efficacy. Adolescents begin to clarify their career identity, develop an awareness of vocational interests and realities, and undertake career-related tasks, such as career planning and career exploration, as they increasingly think about their future career [1].

Students who are confident with making career decisions and who are motivated to set goals are likely to be more planful. Increasing awareness of the important role that these variables play in motivating career choice actions, despite the importance placed on career planning and exploration, these career preparation tasks have received little attention in the empirical and theoretical literature [2]. To reduce the possibilities of such students switching industries or feeling lost upon graduation, proper guidance throughout the curriculum and during the internship, including career planning, is essential to understand the factors affecting their career plans and provide appropriate career counseling [3]. Many attributing factors for this, but one factor can be lack of focus on giving due importance to Islamic Work Values (IWV) in Muslim country like Indonesia. Researchers have found that religious inspirations on HR practices are very significant but are a neglected area in research [4].

Two important implications emerged from this nascent study on Islamic values. First, the study's methodological framework can be useful as a guideline for future studies purporting to validate the variables before embarking on further analysis in examining the relationship with other dependent variables [5]. Second, the findings of this research highlighted that 13 IWV constructs were validated, suggesting that these validated scales can be used by the organizations in Malaysia and beyond in terms of integration of these values into their policy and assimilate them into their organizational values. Based on findings specific implications related to work environment, were identified strengthening Islamic perspective of business management, and enhancing conflict management strategies [6]. That past study is one of the few studies in the Islamic management field considering the Qur'an and the Sunnah as the main source of literature. Therefore, a starting point for this paper may not only lead to develop IWV aspect in conflict management, but also anticipated work-family conflict by considered career planning.

A specialty selection entails a transformation from the undifferentiated undergraduate stage to a completely differentiated professional enterprise where all future efforts would be focused to a single specialized field of medical discipline. It is often perceived that undergraduate medical students do not select their career specialty until they are graduated. Out of 220 respondents, 29 (13.2%) students selected General Surgery, 24 (10.9%) Pediatrics, and 18 (8.2%) selected Internal Medicine as their career specialties; whereas 24 (10.9%) students were not able to select a major specialty. The least popular specialties were Gynecology and Obstetrics, Oncology, Histopathology, Orthopedics, Genetics, Psychology, each selected by one student. One hundred and seventeen (53.1%) thought their selected specialty 'matched their capabilities' and 82 (37.2%) perceived their selection as ''innovative field in medicine" [7].

According to finding that work-to-life conflict mediates the relationships between two workplace characteristics—job pressure and supervisor support and psychological distress for medical workers [8], the research is needed to further explicate how anticipated future family

responsibilities relate to career planning for young women. Whether expectations about work–family conflict, as well as willingness to compromise career for future children, may play a role in young women's early career development (i.e., career choice traditionally, leadership aspirations, and occupational engagement), beyond the established role of instrumentality [9]. The purposed of this study was to found out the factors of AWFC in medical students, whether there are relationship between IWV with career planning, relationship between career planning with AWFC, relationship between IWV with AWFC, and known the effectiveness of career planning in mediating the impact of IWV on AWFC.

Another important factor is gender role orientation or one's feelings about the responsibilities of men and women both at work and at home. An individual with a traditional view of gender role orientation believes that men serving as breadwinners and women must be caretakers of children and housekeepers, but an egalitarian has a more relaxed view of the separation of gender in work and family, they believe that men and women can take various levels of responsibility in both fields. The WFC is the result of overwork, long and irregular working hours, pressure on performance, work discomfort which is a consequence of financial risk factors as the banking industry mingles with other industries [11] and jobs in the medical field [7]. WFC will usually have an impact on the relationship between employees in the family and the low quality of work. The low quality of work done by employees is often considered dangerous for the company because it can reduce productivity and have a negative effect on employee performance [12].

Many ways could be done to be able suppressed conflicts because of work demands. One of them is religiosity can suppress the negative influence of WFC [13]. Religious activities especially prayer, are considered as one of tools that have positive effect in dealing with problems and personal development. Conflict could be anticipated if individuals have confidence in making work-family decisions. The results of research on anticipated work-family conflict [14] could provide awareness for medical students that demands of time in their medical career choices will have an impact on family life. Career development started after graduating from college. Used an integrated system on the computer could facilitate medical students in planning their future careers [15], [16]. Applications for decision-making systems (DSS) for human resource management practices are still being developed [17]. A series of DSS are applied for human resource planning (HR) for the U.S. Navy shipyard community. Bellone et al. presenting DSS, ISPM, for personnel career management for Italian steel mills [18]. Mohanty and Deshnmkh proposed a DSS for human resource planning at an Indian oil company. Because of DSS contributes a lot to HR practices, this paper also looked at expert systems forecasting approach based web, to assess AWFC in terms of medical career planning factors and IWV. Aspects of religious values are part of spiritual intelligence that can be applied to artificial intelligence [19] to solve problems. The development of spirituality in the workplace is proven to make work meaning more positive [20], [21].

Accordingly, the following research questions were posed to further examine the issue:
1.  Does IWV influence career planning and AWFC among Medical students?
2.  Does career planning influence AWFC among Medical students?
3.  Does career planning has mediating effects the relationship between IWV with AWFC through forecasting influence planned number of children and medical specialization toward career planning among Medical students?

## LITERATURE REVIEW

### Anticipated Work-Family Conflict

The construction that linked career development and work-family was the anticipated work-family conflict (AWFC). AWFC was defined as the belief that responsibility in future work role would impair responsibility in family role in one's future. This definition was adapted to the existing work-family conflict definition [14];[15];[22]. In framework of the social cognitive career theory (SCCT), AWFC could be characterized as "outcome expectations" [1]. The expectation of the outcome was a belief about the possible outcome of a decision. Thus, AWFC was a specific type of outcome hope centered on beliefs about the possible outcomes of roles in work and family roles in the future.

Researches were limited to construction of AWFC [23], produced six dimensions that reflected two-way conflict (work-interfered-family and family-interfered-work) of three types of conflict-based time, under pressure work or strain, and behavior [24]. In a previous study of AWFC [14], most studies have expressed AWFC as uni-dimensional of two dimensions: anticipated work interference with family (AWIF), and anticipated family interference with work (AFIW). In this study used six-dimensional factor structure suitable for AWFC assessment as followed:
1. AWIF-based Time: The belief that the time demands of the job roles will interfere with responsibilities in future family roles.
2. AFIW-based Time: The belief that the time demands of family roles will interfere with responsibilities in future work roles.
3. AWIF-based strains: The belief that the burden of tension from work roles will interfere with responsibilities in future family roles.
4. AFIW-based strains: The belief that the burden of tension from family roles will interfere with responsibilities in future work roles.
5. AWIF-based Behavior: The belief that the behavior needed in the work role will interfere with the responsibilities in the future family role
6. AFIW-based Behavior: The belief that the behavior needed in family role will interfere with responsibilities in future work roles.

### Islamic Work Values

Values in general have generated great interested for research, for example in organizations and cultures. However, there was little research that discussed religious values, especially Islam in Indonesia. The importance of religion as a determinant of work value attracted the attention of some scientists. The basic values were understood and acceptable, because almost country have a religious life. Islamic values are generally based on the principles outlined in the Qur'an and Hadith [5]. Values were the principle of assistance for behavior and could affected humans in terms of passing some values and norms to its followers. Thus, the values that existed could greatly influence follower behavior. Research about personal Muslim could moderated the relationship between work stress and employee well-being [13]. The validated Islamic work values (IWV) are Virtue, Competence, Cooperation, Devotional, Gratitude, Hard work and optimal effort, Perfectionism, Responsibility, Self-discipline, Self-criticism, Consultations-

Cooperatives, Competitions, and Patience-persistence [5]. Therefore, IWV could be used in human resource practices such as career development and employee recruitment [4]. IWV could be used in the context of conflict management [6] and anticipated work-family conflict (AFWC) in the future [25];[26];[20].

**Career Planning**

Social cognitive career theory (SCCT) as a framework to assess broader career constructs, and to test a direct relationship between person inputs and choice actions, using both cross-sectional and longitudinal designs have been done. The result showed students who are exposed to ''real world'' workplace experiences and opportunities reported more have career planning and thinking activities. Gender also did not emerge as a predictor of career planning or career exploration. Self-efficacy and career goals were associated with career planning, and self-efficacy was associated with career exploration [1]. Importantly, these results supported the SCCT model cross-sectional and longitudinally indicating the significant and stable role that self-efficacy and goals play in affecting career choice behavior. The concept of self-efficacy is at the Centre of Bandura's social cognitive theory. Bandura explained the important link between self-efficacy and behavioral outcomes, maintaining that those who are highly efficacious are able to approach tasks as challenges to be mastered rather than as threats to be avoided. Because career decision self-efficacy is a key variable for the study of an individual's career planning and career decisions, it is a central factor influencing human career development [3].

High levels of career planning instrumentality were associated with strong leadership aspirations and occupational engagement. An inverse relationship emerged between the selection of a more traditional career and less anticipation that work would interfere with time spent with family, and a positive relationship emerged between high leadership aspirations and more anticipation that family would be a strain on work. Additionally, anticipating that work would interfere with time spent with family had a positive relationship with occupational engagement [9]. Findings above captured salient career-related behaviors of college women in their present environment as the other variables included in the study focused more on anticipation of the future.

The theoretical framework used in the literature was Cognitive Social Theory for Career Development or Social Cognitive Career Theory (SCCT). In general, SCCT content were individuals would pursue and survive in careers that they believe they have succeed and would delivered the results they wanted. Research has been considerable to supported this [1]; [14], about two variables in career development and process. Previous research linked career needed with AWFC explained college challenges about work and family could predicted career development from assertive traits, risk taking, the willingness to compromise in family careers, family-work conflict issues, traditional career path choices, leadership aspirations, and job involvement. The results showed that the work to be done with the family, and a positive relationship between high leadership aspirations and more anticipation of the family would be a work load [9].

Given the facts that young adults today would be part of the dual role of working-families with having children, would have an impact on career achievement and that's why AWFC depend on career planning factors [14]: Positive self-evaluation, great confidence in making work-family

decisions, expectations could controlled working hours or completion of work, the importance of job responsibilities, the expectations of family responsibilities did not interfere work, job specialization required speed of work behavior, number of planned children, and certainty about family planned.

**Research Framework**

Figure 1 shows the proposed research framework, which consists of an independent variable (AWFC) and two dependent variables (IWV and career planning)
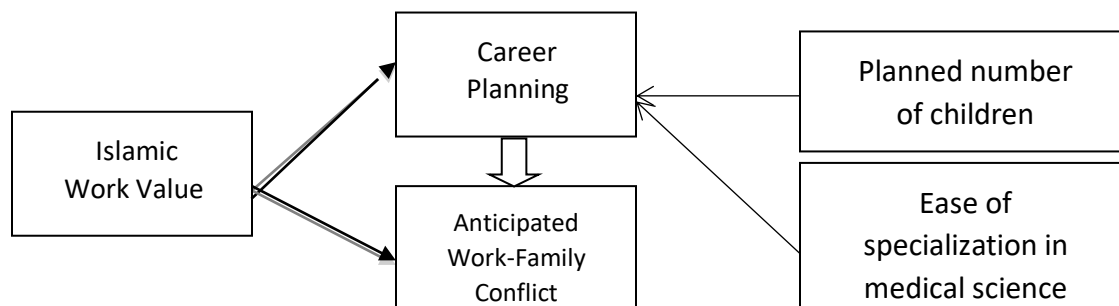


*Figure 1.* Research framework

Based on the above research framework, the following hypotheses were postulated:
H1:     IWV has a positive influence on career planning.
H2:     Career planning has a negative influence on AWFC.
H3:     IWV has a negative influence on AWFC
H4:     Planned number of children has a positive influence on career planning
H5:     Ease of specialization in medical science has a positive influence on career planning

**METHODOLOGY**

**Population and Sample Size**

The populations chosen for this study are the medical student registered at the Universitas Abdurrab in Province of Riau, Indonesia. Because there were Islamic Mentoring Program and Pre-Marital Training for medical student for internalization IWV, that could be factors value for reduced AWFC. As of March 2018, there were 245 medical students, so for determining the minimum sample size, this study follows Roscoe's rule of thumb, which states that "sample sizes larger than 30 and less than 500 are appropriate for most researchers". As such, 245 online questionnaires were distributed to the respondents at the Universitas Abdurrab. Judgment sampling was utilized as it involves the choice of subjects who are most advantageously placed or in the best position to provide the information required.

**Data Collection Procedure**

Data collection techniques were divided into several methods:
1. Qualitative study: a review of relevant literature on Islamic work values (IWV) and anticipated work-family conflict (AWFC), and then did in-depth interviews with two of Medical Doctor to obtained work-family conflict factors, and IWV factors in careers planning and AWFC. This data would be knowledge base into expert system was created web application of medical career planning for assess medical students by diagnosed AWFC risk factors from planned work-family consideration and IWV factors as AWFC solutions for career planning in the medical field, which named of the spiritual intelligence-based career expert system to analyze anticipated work-family conflict or SICES-AWFC.
2. Quantitative study: research questionnaires from categorized interviews were made in a questionnaire contained: 6 AWFC aspects, 13 IWV factors, 9 dimensions of career planning, number of child planned, weekly work-plan, intending to go to next college / specialization, and other careers planning factors. Forward Chaining method presented in this second study to explained the application of expert system and to obtained impact of Islamic work values in analysis of career planning for anticipated work-family conflict, through survey to medical students with number sampling of 209.

This study applied a self-administered questionnaire to collect data. The researcher approached the Dean of Medical Faculty to seek its permission to distribute the questionnaires to medical student while conducting scheduled learning activities. The questionnaires were distributed according to the scheduled activities. The scheduled activities were retrieved from administration staff in Medical Faculty. Data distribution was carried out from April 2018 to the end of Mei 2018 and then inputted into web application.

**Measures**

The measures were primarily adopted with an acceptable reliability. Scales developed by previous researchers [14], [24] were used to measure the six aspects of AWFC. The Cronbach's alpha for AWFC was 0.766 in this study. IWV was then assessed by the thirteen criteria validated [5]. The Cronbach's alpha was 0.865 in this study. Finally, career planning was measured using the 3-indicator Social Cognitive Career Theory [1] and six dimension of beginning career development [9]. In this study, the coefficient alpha was 0.795. Respondents were asked to rate the criteria using a 5-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree) for favorable item and from 1 (strongly agree) to 5 (strongly disagree) for unfavorable item. Ratings were made for all of the variables in this study. This study has used content validity with professional judgment were medical doctors have been interviewed. Through item correlated test, those score less than 0.3, so that item was deleted. This obtained for AWFC scale with 34 items into 17 valid items, IWV scale with 28 items becomes 22 valid items, and medical career planning (MCP) scale with 27 items becomes 12 valid items.

**Data Analysis**

The responses were analyzed with SPSS package. In the next step, Pearson Correlation was used for exploring the inherent linear relationship, and then this research includes soft engineering which named expert system (ES), created by inductive method using the Knowledge Base. The knowledge base is made with intention to detect new knowledge (based on interview and questionnaire) relevant for the decision making process. This new knowledge should be based on use of "soft methods" in assessment of significance of the individual Islamic work values, career planning, and anticipated work-family conflict components in order to improve decision-making process. For the research purposes, a prototype expert system will analyze 60 components, and to "suggest" the most informative criteria in relation to the functionality of decisions [27].

**FINDINGS**

**Descriptive Findings**

This section presents the demographic profiles of the respondents, 62 (29.6%) were male, while 147 (70.4%) were female. In terms of grade attainment, 48 (23%) obtained grade one, 66 (31.6%) obtained grade 2, 49 (23.4%) obtained grade 3, and 46 (22%) obtained grade 4 year of study. All 209 respondents in this study were medical student registered in Universitas Abdurrab. Table 1 summarizes the demographic characteristics of the respondents.

Table 1
*Demographic profile of respondents*

| Demographics | Categories | Frequency | % |
|---|---|---|---|
| Gender | Male | 62 | 29.6 |
| | Female | 147 | 70.4 |
| Level of grade | Semester 2 | 48 | 23.0 |
| | Semester 4 | 66 | 31.6 |
| | Semester 6 | 49 | 23.4 |
| | Semester 8 | 46 | 22.0 |
| Registered as Medical Student in Universitas Abdurrab | Yes | 209 | 85.3 |

**Model Testing**

To test the conceptual model of the study, this study uses a two-step approach. This approach involves first analyzing a measurement model and then a decision support system (DSS) model. The measurement models are evaluated in terms of their validity and reliability, which are the two main criteria used for testing the appropriateness of the measures. After analyzing the measurement model, the next step in SPSS is to analyze correlation and test of hypothesis. The proposed was tested to estimate the influence and significance of correlation coefficients. Figure

5 shows the expert system mode assessment, and Figure 7 shows the forecasting model based web application. Output from expert system could help user to describe AWFC, IWV, and career planning among medical students.

**Hypothesis Testing**

The relationships between independent variable and dependent variables are discussed in this section. Two hypotheses were postulated for the relationship between IWV and career planning as measured by IWV and AWFC. Tests of the hypotheses findings indicated that both were supported. In other words, IWV appears to have a positive correlation on career planning ($r = 0.766$, $p < 0.000$) and IWV appears to have a negative correlation on AWFC ($r = -0.250$, $p < 0.005$). Career planning was found to have a negative correlation on AWFC ($r = -0.246$, $p < 0.005$). In addition, analyze of medical career planning were postulated hypotheses for the relationship between planned number of children and medical specialization toward career planning. Planned number of children was found to have a positive correlation on career planning ($r = 0.236$, $p < 0.000$) and ease of specialization in medical science was found to have a positive correlation on career planning ($r = 0.254$, $p < 0.005$). These results are presented in Table 2.

Table 2
*Pearson Correlation coefficient for IWV, medical career planning (MCP), and AWFC*

| H | Relationship | Correlation Coefficient (r) | *Anova R²* | *p*-value | Decision |
|---|---|---|---|---|---|
| H1 | IWV ☐ MCP | 0.766 | 0.587 | 0.000** | Supported |
| H2 | IWV ☐ AWFC | -0.250 | 0.060 | 0.005** | Supported |
| H3 | MCP ☐ AWFC | -0.246 | 0.062 | 0.005** | Supported |
| H4 | Number children ☐ MCP | 0.236 | 0.056 | 0.000** | Supported |
| H5 | Ease specialization ☐ MCP | 0.254 | 0.065 | 0.005** | Supported |

These studies were resulted the SICES - AWFC software that is able to diagnose work-family conflicts (WFC) in the future and help medical students for career planning based on Islamic work values to anticipated work-family conflict.

Fig. 2. Psychological scales was processed statistically to get valid items, so they have could be used as a knowledge base
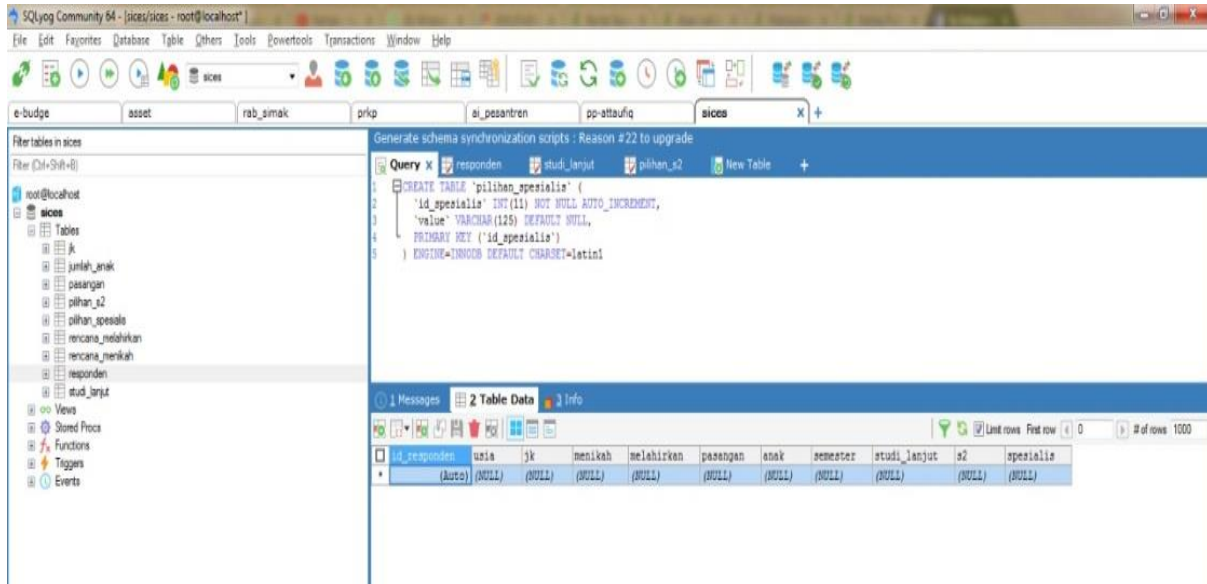


After the knowledge base has been successfully saved, then the algorithm developed and processed for career forecasting, so that it could determine rank of factors for anticipated work-family conflict (AWFC) in the future.

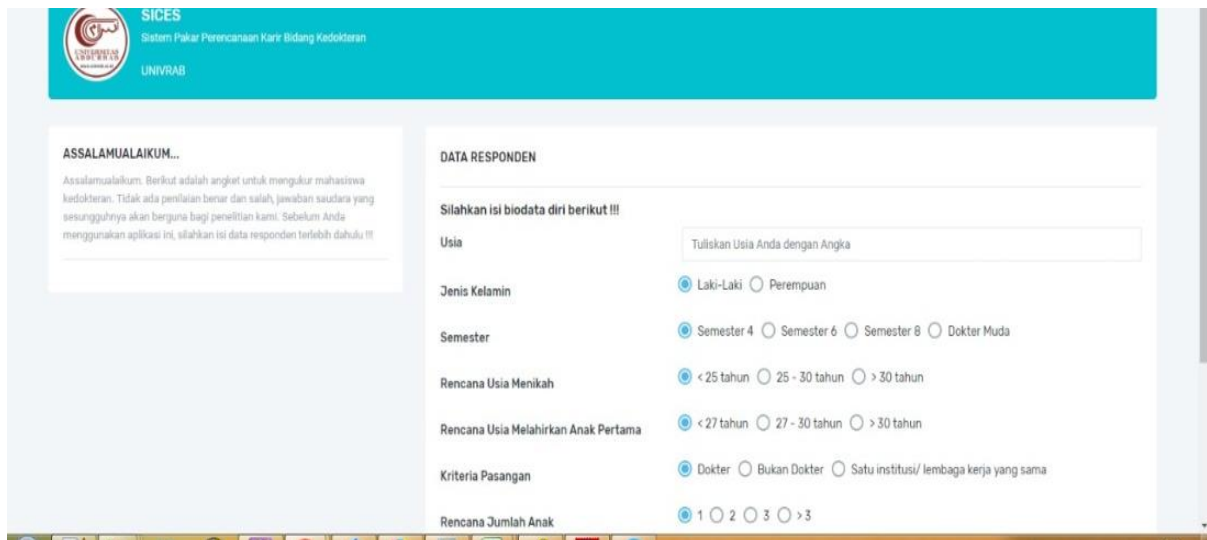Fig. 3. This application could be opened at the link sices.univrab.ac.id

Fig. 4. The SICES - AWFC application has a feature to view the respondent's input data through http://sices.univrab.ac.id/media.php?page=Dashboard-Admin



Fig. 5. Category of assessment resulted by method of forward chaining is data-driven because of inference begins with the information available and a new conclusion is obtained.
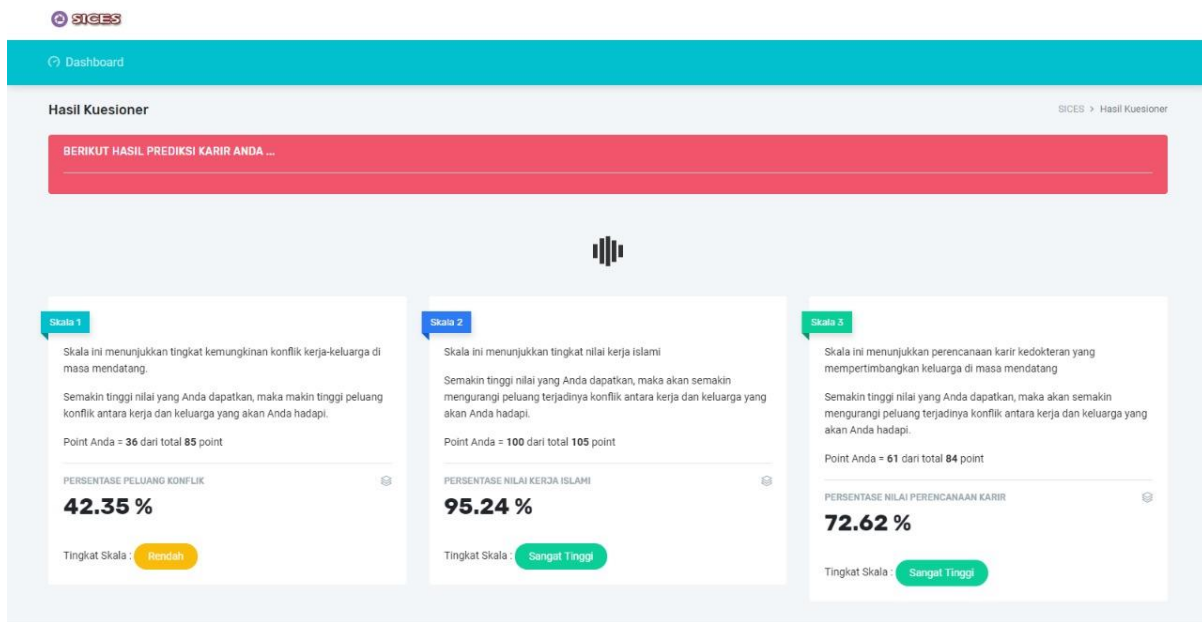


We could print an excel report by clicking the link http://sices.univrab.ac.id/media.php?page=Dashboard-Admin, then click the print result query button. Here is an example of a questionnaire that has been generated from the software.

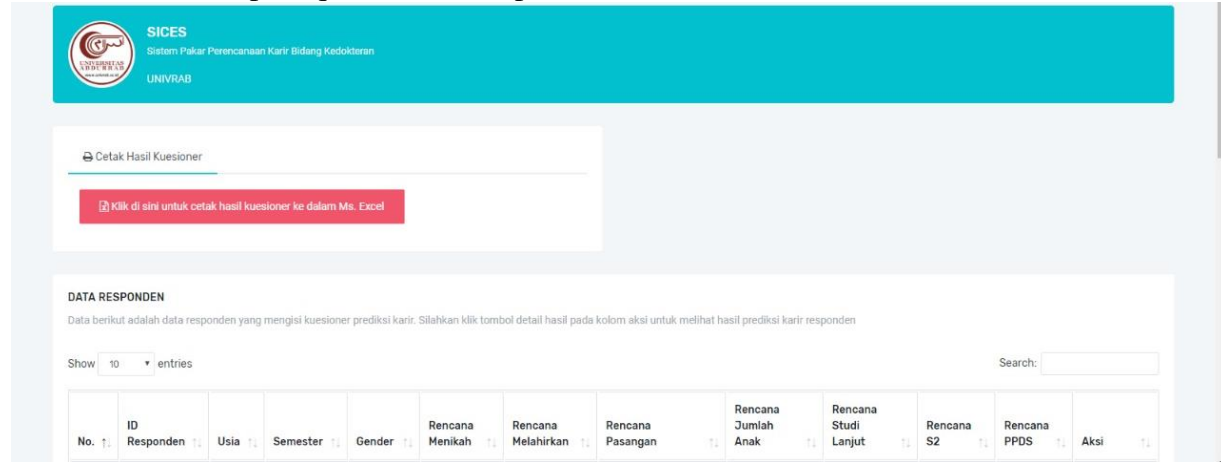Fig. 6. Feature of export questionnaire reported to excel file



Fig. 7. The results of SICES - AWFC application analysis could be seen directly at the link http://sices.univrab.ac.id/media.php?page=Analisis



From the explanation above, it was clear that the SICES - AWFC software is able to diagnosed AWFC and help students' decisions to considered work that reflected IWV, so as to prevent future family conflicts.

**DISCUSSION**

This paper began with an explanation of the main objectives of the study. The first objective is to investigate whether IWV influences career planning. The second objective is to investigate whether IWV influences AWFC. The third objective is to investigate whether career planning influences AWFC. The fourth objective is to investigate whether planned number of children influences career planning and the fifth objective is to investigate whether ease of specialization in medical science influences career planning. So, we could assess mediating effect of career planning on relationship between IWV and AWFC based web application, which named of spiritual intelligence-based career expert system for analyze AWFC (SICES-AWFC).

First, IWV appears to have a positive correlation on career planning (r = 0.766, $p < 0.000$). This finding implies that IWV affects as much as 58.7% to career planning ($R^2$=0.587). In line with the earlier findings of past scholars [4], [28]–[30]. These authors opined that Islamic values at workplace have found encouragement, in pursuit of a highly prestigious and well-paid career. Work has given them great satisfaction because they gained a career opportunity and senior positions within it. These respondents in order to upgrade their position to registered medical doctor, need a careful career selection by undergraduate medical students becomes vitally important as students may dropout from their selected specialties or due to incompatible aptitude or psychomotor limitations, students may be urged to change their choice of specialty after spending few years in training [7].

A number of Islamic values were consistently highlighted by the participants as playing a role in management practice in Morocco [31]. These included: honesty, transparency, family, helping others, self-improvement, fraternity, trust, respect and cooperation. Likes in King Saudi Arabia as Islamic Country, there was a shortage of jobs for those qualifying in the new medical schools. So while most of the women doctors were pleased with the progress they had made in their careers, and felt optimistic about their futures, their Saudi women doctors described their careers in terms defined by the interplay of Saudi law and customs, Islam, and western values. The Saudi women doctors varied in the degree to which they held religious beliefs and accepted the prevailing order [28].

Second, it was discovered that IWV had a negative influence on AWFC (r = -0.250, $p < 0.005$). This finding implies that IWV affects as much as 6.2% to decrease WFC in future ($R^2$=0.062). Individuals who have well values like religion which is IWV often feel particularly excited or interested in their role in work and family. Past study was examined religiosity is a common strategy for all Muslims to cope with life problems and that turning to religiosity through faith, forgiveness, supplication, reading the Holy Quran, trust in God, remembrance, praying, patience, and gratitude to God are effective strategies to cope with life stressors [13]. The role of religiosity showed in reducing stress and achieving employee well-being among academic and administrative staff in Malaysian universities.

The lack of confidence in managing emotional tension in future work-family role for the Strain-based AWIF aspect showed in SICES-AWFC application that the highest score as a factor for the possibility of future work-family conflicts, with items in AWFC scale were 'My mind would be disturbed, if later when I am on home, there are patients problems' and 'Doing service to patients would make my emotions tense, because I would being busy communicated with staff, when I'm already at my house in the future'. In line with this, effectuation and causation strategy mediate the positive relationship between WIF and new venture legitimacy, and the negative relationship between FIW and new venture legitimacy [33]. The effect of job strain on well-being were significant for employees and that personal religiosity of employees contributed to alleviating job strain and enhancing well-being [13]. That study concludes that Islamic personal religiosity moderates the relationship between job strain and employee well-being. Several studies have been abble to supported use of applications in human resource practice. The combined use of software technologies and statistical methods for assessing and analyzing competences in human resource information systems have been done [34]. Based on a standard competence model, which is called a Professional, Innovative and Social competence tree, the

proposed framework were offer flexible tools to experts in real enterprise environments, either for evaluation of employees towards an optimal job assignment and vocational training or for recruitment processes. In other work-family conflict research, to determine the weight of the factors through identified based on lack of independence by used Fuzzy AHP and Fuzzy Type-2 DEMATEL have been applied [35].

Third, it was discovered mediating effect that career planning had a negative influence on AWFC (r = -0.246, $p < 0.005$). This finding implies that career planning affects as much as 6% to decrease WFC in future ($R^2 = 0.060$). Previous study stated that being highly engaged or holding high leadership aspirations is linked to higher perceptions of conflict—which indicates that work–family concerns are salient when young women are invested in their future careers [9]. That study selected behavioral outcome measure of career planning to capture salient career-related behaviors of college women in their present environment as the other variables included in the study focus more on anticipation of the future. A similar construct to AWFC is that of anticipated work and family barriers. Barriers originated from the career development literature and are defined as, ''any factor that interferes with progress in [a person's] job or career plans'' [15]. It suggest that while most students have some awareness that work and family roles may conflict in the future, most expect that it will impact their career, but work will conflict with family more than family will conflict with work. Likewise, structural and social requirements of the family (number and age of children, care for children, care for elders, marital status, and quality of family member relationships) are associated with higher levels of family interferer work conflict [12].

In career planning literature, the mean score for willingness to compromise career for children was higher for participants who wanted to start having children earlier than for participants who wanted to start having children starting in their 30's [9]. In this sense, planned number of children was found to have a positive correlation on career planning (r = 0.236, $p < 0.000$) and to influence the level of 5.6% ($R^2 = 0.056$) to support the fourth hypotheses. Several factors have been consistently shown to be related to functional well-career planning related with having children. Past study [12] found that individuals receiving spouse or family support can concentrate on work to develop their career, which creates positive feelings among them. The other study showed that the effects of job strain (i.e. workload, long working hours, work overload, irregular work schedule, number of children and their ages, and time spent with family activities) are considered sources of job stress and strain that might influence the well-being of academic and administrative staff [13]. Individuals planned to enter careers with their choice of medical specialization and their intended number of children who anticipated more conflict would be less certain about their work and family roles [14]. Therefore, the result of this fifth hypothesis test contributes to the literature with the finding that ease of specialization in medical science was found to have a positive correlation on career planning (r = 0.254, $p < 0.005$) and contributed to influence as 6.5% ($R^2 = 0.065$). So, we can speculate that our students were more accurate about objective specialization characteristics in related with prediction of future work and family experiences.

## LIMITATIONS AND IMPLICATIONS

There are limitations to this study that should be noted. First, a significant limitation is the small sample size that was utilized. Moreover, only medical students from Universitas Abdurrab at Pekanbaru city have been included in this study. Thus the findings cannot be generalized. Besides, the sample size is considerably low. Therefore, future research should be conducted on a larger scale by considering more University from all over Pekanbaru to authenticate the relationship between IWV and career planning toward AWFC among the medical students. Second, to determine the sample size and respondents statistically accepted techniques should be utilized. This study has focused on AWFC from an Islamic perspective and career planning. Implication could be applied by career counselors should be encouraged to design and implement interventions that focus on strengthening career decision, confidence and increasing goal-setting behaviors during the final years of school. Therefore, medical student needs optimism to feel confidence to manage their work-family role in the future. In subsequent research, researchers can find out the influence of IWV variables on AWFC, so it can be suggested to students to design career planning by considering work and family plans.

## CONCLUSION

While the majority of the previous literature on work-family conflict has originated from western countries, this paper is one of the few studies that investigated the interaction between IWV and AWFC in the Indonesian context. Specifically, this paper aims to contribute to the literature regarding the relationship between IWV and career planning (as measured by SSCT and AWFC) for medical students at Universitas Abdurrab, Indonesia. The findings of this study support the notion that IWV influences career planning and AWFC. We can design interventions that enhance work–family self-efficacy to help individuals make effective work and family decisions, and continually instilling students awareness in regarding the importance of religiosity is an important and effective factor for managing stress. Career planning influences AWFC, implies that medical student who are more likely to engage in career and family in the future are also more likely to be put more effort in managing their role in careers and marital through reinforce the IWV. This also indicates that medical doctor who are committed to the job do not frequently complain about their family. In addition, the findings of this study should encourage medical institution to have a high level of career planning.

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Appendix of the research questionnaire

Scale 1. Anticipated work-family conflict

| No. | Aspect | Dimension Definition Sample items (adapted from Carlson et al., 2000) | Item |
|---|---|---|---|
| 1 | Time-based AWIF | a. The belief that the time demands of the work role will interfere with effective participation in the role of the family in the future | I have confidence after graduating from college, I will miss family activities because of my working time |
| 2 | | | In my opinion, my working hours will not interfere with my time for family |
| 3 | | b. Not confident in managing work-family time | I don't have the capacity to be able to control my working hours in the future |
| 4 | | c. Not able to anticipate long working hours | When I will work, I will make a schedule so it will not disturb my holidays for the family |
| 5 | | | Time for family is forced to be taken because my profession in the future will require me to work extra |
| 6 | Strain-based AWIF | a. The belief that tension from the work role will interfere with effective participation in the family's role in the future. | If I'm tired later, I will often get emotional at home when I get home from work |
| 7 | | | The burden when working later will reduce my contribution to the family in the future |
| 8 | | | My work will be the top priority, so my emotions will be more depleted for my profession than my family in the future |
| 9 | | b. Negative self-evaluation will make the individual feel weak | I will not be able to work under pressure |
| 10 | | c. Not confident in managing emotional tension in work-family roles | My mind will be disturbed, if later when I am at home there is a patient problem |
| 11 | | | Patient service will make my emotions tense, because I am busy communicating with staff, when I am at my future's home |

| 12 | Strain-based AFIW | a. The belief that tension from the role of the family will interfere with effective participation in future work roles. | If I'm busy with housework, it will hamper my productivity at work later |
|----|----|----|----|
| 13 | | | Because I will often be stressed out with responsibilities in my family later, I will have difficulty concentrating on my work. |
| 14 | Behavior-based AWIF | a. The belief that the behavior needed in the work role will interfere with effective participation in the role of the family in the future. | Effective communication and friendly service such as at work, will not be applicable in my future household. |
| 15 | | | I feel that my role is wiser at work later, rather than playing a role in the family in my future. |
| 16 | | | What I will do when I work later, will be as valuable as the acts of worship that I do for my family in the future |
| 17 | | b. Not confident in managing work-family behavior | I feel that I will not be able to make a wise decision to consider my future work and family |

Scale 2. Islamic work value

| No. | Aspect | Item |
|----|----|----|
| 1 | Self discipline | I did not plan to reach my priorities. |
| 2 | | It is important for me to work with professionalism. |
| 3 | | I appreciate time, so I use it efficiently. |
| 4 | Thank you | I remind myself to be humble and not display my achievements. |
| 5 | | I forgot to praise God (say Alhamdulillah) for the good things that happened to me. |
| 6 | | The blessings that I received in my life encouraged me to perform better |
| 7 | Hard work and optimal effort (Mujahadah) | I am willing to do a task until it's finished, even if it means coming early or staying slower than usual. |
| 8 | | I will pray and return it to God to decide the end result of the task, after that I use all my abilities to achieve it. |
| 9 | Benevolence (Ihsan) | I will feel fine, if I don't do a better job than before |

| 10 | | I develop myself continuously in my profession. |
|---|---|---|
| 11 | Perfectionism (Itqan) | I always try to be knowledgeable |
| 12 | | I enjoy learning new assignments that help me overcome change |
| 13 | Continuous criticism (Muhasabah an-nafs) | I always introspect myself to make sure that I am on the right path |
| 14 | Competence | I have good competence for my work. |
| 15 | | I am confident about my ability to do my work |
| 16 | Patience (Sabr) | I put my trust in God for whatever happens. |
| 17 | | I prefer the right solution, even though it's hard to do |
| 18 | Continuous criticism (Muhasabah an-nafs) | Religious beliefs and practices are important to me. |
| 19 | Consultation (Shura) | Consultation allows me to overcome obstacles and avoid mistakes. |
| 20 | | Need to be consulted when making big decisions. |
| 21 | Cooperation (Ta 'awun) | I always help when someone in the group asks me to do it. |
| 22 | Responsibility (Mas'uliyyah) | I feel guilty if I don't do the work that has been entrusted to me. |

scale 3. planning a medical career that considers the family in the future

| No. | Aspect | Indicator / Dimension | Aitem |
|---|---|---|---|
| 1 | Cognitive Career Theory (positive self-evaluation) | a. Self-efficacy / trust has the ability to succeed | I believe if we have tried / endeavored, then the results will be good, God willing |
| 2 | | b. Yield expectations (salary, prsetise, self-satisfaction) | The course that I choose for this career obviously will work as a doctor |
| 3 | | | My job satisfaction will be due to being able to help many people |
| 4 | Early career development | a. Non-work attitude and trust (ambition, assertiveness, risk taking) | My motivation to become a doctor is to worship and be a useful human being |

| | | | |
|---|---|---|---|
| 5 | | b. Ability to compromise in a career - family | I have great faith that later I can work with my partner to make work-family decisions |
| 6 | | | I will discuss the number of children planned with my future spouse so as not to burden my work |
| 7 | | | When I have children, I will consider the workload that can prevent me from taking care of children |
| 8 | | | I am not sure I can compromise my profession with my family in my future |
| 9 | | c. Anticipating work-family conflicts | I will not be able to control my working hours later |
| 10 | | | I am sure that I can try to ensure that the role of responsibility in the family will not interfere with my work later |
| 11 | | | I am sure that I can finish my work later, so that it does not interfere with my family time in the future |
| 12 | | d. Job involvement | I will be committed to my profession, given the importance of the role of responsibility at work |