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Work-Life Balance among Women in the Informal Sector: A Study of Hair Dressers in Abakaliki Metropolis, Ebonyi State, Nigeria

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Abstract

Entrepreneurs are often faced with many challenges world over. One of their greatest challenges is role conflict which has a devastating effect on organisational and family domains. This study underscored work-life balance among women hair dressers in Abakaliki metropolis, Ebonyi State Nigeria. The study was anchored on Border theory by Clerk S. C. Survey design was employed with the use of structured questionnaire. Data were purposively gathered from 384 female participants. Greater number of the participants had their First School Leaving Certificate and Senior Secondary Certificates (81.94%). Majority of the participants (49.17%) were married, while 36.11% were single. Most of them (86.11%) were Christians, while 1.66% was Muslim. Results show that hair dressing is labour intensive (83.33%), working hours in the salon are lengthy and demanding (81.94%) and does not spare one time for family and leisure (87.5%), work domain has significant and negative effect on the performance of women hair dressers ($r = -0.424$, P -value: 0.000). It is difficult to manage work and family responsibilities (83.33%), multiple work responsibilities contribute to slack in family responsibilities (91.67%), family life does not affect job efficiency (91.67%), family responsibility affect hair dressing business negatively (83.33%). This implies that family domain has significant and negative effect on the performance of women hair dressers ($r = -0.783$, P -value: 0.000). The study recommends that the hair dressers should have a work schedule that does not conflict with both their personal and family work domains as this would help to improve their work-life balance.

Keywords: Work-life balance, role conflict, family work domain

Background

For many women who choose to go into self-employment and business, the option of combining work and family life so as to achieve satisfaction in both domains is very important (Edeh and Agbo, 2019). The excessive and often strenuous demands of the workplace are widely believed to negatively impact the other spheres of life i.e. family, society and leisure (Nwebonyi, 2018). Intense competition for profits and markets is brought to bear on individuals who have to keep up with the high levels of productivity and efficiency. Usually this translates to long hours of work and overworking, and does not discriminate between men and women (Odinaka, 2019).

Work-life balance refer to the conflict between family and work (Orji, 2017); work life balance is the absence of work-family conflict or the intensity or rate of recurrence with family domain characteristics which family interfere with work and work domain interferes with family domain or responsibilities. The concept work life balance is commonly used in a comprehensive way to describe work arrangements that were previously known as family friendly, though they have been extended beyond the scope of the family to include individual domain and society at large (Obiageli, Uzochukwu and Ngozi, 2015). According to Greenhaus and Allen (2016) work–life balance is the degree to which an individual’s satisfaction and effectiveness in the roles of work, individual, and family domains are well matched.

Work domain characteristics have significant effect especially on family domain characteristics. Individual’s ability to achieve a balance between work and other life domains such as work demand, schedule, flexibility, nature of work, and work environment. Family domain is also the characteristics of the family that can affect other life domains especially work domain such as level of family responsibility, household demands, family support, and position occupied in the family. Personal (individual) domain describes personal priorities towards leisure, community, cultural, or religious activities and how it affects family and work domains.

Faced with a high unemployment rate, Nigeria, like many other developing economies have turned to entrepreneurship for solutions (CBN, 2019). Closely linked to this development is the increase in women participation in entrepreneurial activity with percentage of self-employed female reported at 86.83 % in 2020 (World Bank, 2021). Despite these encouraging trends toward women economic empowerment, Agha (2019) poignantly notes that the burden of domestic responsibility on women is neither removed nor lessened when women enter into self-employment. Women tend to engage in business activities that give them the flexibility to operate between the boundaries of home and work (Osondu, 2019).

One of the more common forms of business often engaged by women especially in Abakaliki is hairdressing. This is already ‘feminized sector’ (Obinna, 2018). In Ebonyi State the hair dressing industry, which continues to grow provides a vital source of employment to women who make up a large part of the informal economy (Obinna, 2019). Hairdressing industry is highly

competitive (Obinna, 2019) and this places more pressure on the women owners to run a successful and profitable enterprise.

This study focused on female owners of salons in the hairdressing industry. The nature of this industry has been found to have limited schedule flexibility while being highly competitive (Uju, 2018). The consequence of this is that such entrepreneurs will invest more of their time in their businesses because of the inherent pressure and responsibility to ensure they survive (Benjamin, 2017). This high level of involvement threatens the work-life balance of the entrepreneurs because it limits their involvement in other life domains. Female entrepreneurs face a continuous challenge in managing the demands of work and family (Monday, 2016).

Nwebonyi (2018), argues that obtaining and maintaining an appropriate balance between domestic and business spheres of their lives remains a constant challenge and source of tension and stress for most women. With more and more women becoming economically active through involvement in small businesses, Eikhof, Warhurst and Haunschild (2017) contend that there is need for the renegotiation of domestic roles with the focus on encouraging men to increase their share of domestic responsibility. The significance of this is underscored by the fact that work-life balance acts as an important indicator of the wellbeing of women entrepreneurs and, more importantly, influences the survival of their businesses (Myrie & Daly, 2019; Williams, 2014). It is against this backdrop that an inquiry into work life balance and performance of women entrepreneurs using selected hair dressers in Abakaliki metropolis as reference point was initiated.

In the strong patriarchal African society, the domestic responsibilities of homecare and child rearing are fully entrusted upon the shoulders of women. Global averages show that “women devote one to three hours more a day to housework than men; two to ten times the amount of time a day to care for children, elderly and the sick; and one to four hours less a day to economic activity” (World Bank, 2019). This tends to limit the scope and intensity of the effort that women place in their businesses, according to Hundley (2018) and hampers their ability to participate more broadly in economic, political and social life (World Bank, 2017).

There is a popular perception that workplace demands impact negatively on other life domains like family or leisure (Orji, 2017). He further argues that the characteristics of the work domain have a significant effect on an individual’s ability to achieve a balance between work and other life domains; people who work long hours and whose work responsibilities intrude into family life are susceptible to feeling that they are unable to maintain balance in their lives and this in turn affects their efficiency at work place.

Studies has shown that more women entrepreneurs, as opposed to female professionals, combine parenting with entrepreneurship and therefore tend to have a greater level of work-family conflict because of the higher level of family responsibility (Obiageli, Uzochukwu and Ngozi, 2015). This means that women spend more time attending to family responsibilities and this reduces

the time available for work demands thereby resulting in higher levels of time-based conflict (and therefore poor performance).

At an individual level, it has also been observed that women typically take on the work of organizing and facilitating family activities including leisure and that they do this usually at the expense of their own personal leisure (Ogbonna, 2017). Women are also known to actively participate in community and societal engagements like religious activities; here in Abakaliki where most of them are Christians, some church activities are largely dominated by women (Ugochukwu, 2019). Women seem to have additional responsibilities such as community and cultural demands which affects entrepreneurial performance. This was common with women who came from closely knit communities with a strong cultural identity as in Ebonyi State (Igboji, 2019). The questions that call for attention in this study are: what are the effects of work domain on family responsibilities? What are the family domain characteristics and their effect on work domain? The study also addressed whether work domain characteristics do not have any negative effect on entrepreneurial performance of women hair dressers and whether family domain characteristics do not have any negative effect on the entrepreneurial performance of women hair dressers in Abakaliki Metropolis. In the light of these, this study determined the effect of work domain on family responsibilities. It also identified family domain characteristics and their effect on work domain in Abakaliki metropolis, Ebonyi state, Nigeria.

The study will help to bring attention to the work-life balance dilemma affecting women entrepreneurs in Abakaliki metropolis. This knowledge can be useful in helping these women devise strategies on how to ensure that they achieve satisfaction and success with their families and in their business ventures. Understanding the experiences of women business owners in Abakaliki metropolis will add value to the wider conversation about work-life balance. Little is known about how these women juggle the demands of work and life in their unique cultural context. Since they are largely an under-studied group, this study will provide another perspective of the work-life balance phenomenon.

Theoretically, this study is significant since studies pertaining to work-life balance and women entrepreneurs in Nigeria and the African context are relatively scarce. The number of women in developing countries participating in economic activity through entrepreneurship is increasing. Results from this study are reference points for scholars. It is significant to note that results of this study have further strengthened the position of Border theory (BT) which emphasizes on how workers create, preserve and alter boundaries so that they may simplify and classify the world that they experience. The management of role conflict especially as it affects work-life balance is key to organizational productivity and family stability.

Theoretical Framework

Border theory (BT) as brought forward by Clark (2010), Border theory emphasizes on the ways that workers create, preserve and alter boundaries so that they may simplify and classify the world that they experience (Ashforth, Kreiner & Fugate, 2010). The Border theory has its origins in the sociological work Nippert-Eng (2016) wherein he describes how people seek to find and assign meaning to work and home and ease the transition between the two. Border theory posits that there are psychological, physical and/or behavioural boundaries existing between the work and non-work aspects of individual's life which outline the two domains as being different and distinct from each other (Allen, Cho & Meier, 2014).

Basing her premises on the Border theory, Clark (2010) launched her idea of work/life border theory which posits that the individuals manage and negotiate the work and non-work domains in a way so that a balance may be attained between them. This idea is based on the assumption that 'work' and 'non-work' are two separate domains but that they affect each other. The border theory views this relationship between the domains on a continuum which ranges from segmentation to integration, such that on the pole of segmentation the two domains are mutually exclusive and on the pole of integration the two may be conceived as identical (Voydanoff, 2015a). The dialectic of segmentation and integration is further analysed by determining the permeability and flexibility of the boundaries between the two domains. Flexibility signifies the malleability of the borders between the two domains and permeability deals with as to what extent the boundaries allow psychological or behavioural elements to pass from one domain into another (Saarenpää, 2016).

The flexibility of the boundaries is seen in the policies like flexitime, job-sharing, part-time work and telecommuting (Cowan & Hoffman, 2017). In having described the boundaries according to permeability and flexibility, Clark (2010) asserts that the boundaries could be strong (impermeable and inflexible) to weak (flexible and blended), suggesting that the individuals accordingly can be characterized as 'border crossers' and 'border keepers'. Individuals are generally seen to be border-crossers who manage and negotiate the domains of work and family. The border crossers are characterized as Central Border Crossers and Peripheral Border Crossers. Central border crossers are greatly influential in both the domains and that they tend to affiliate with the central members of each domain. The border theory posits that central border crossers achieve greater work-family than the peripheral border crossers (Donald & Lington, 2018). Table no. 5 has some of the published research in the field of Border theory.

This study was anchored on border theory as brought forward by Clark (2010). The theory opens up a rich vein of analysis focusing on the nature of work and family domains, on the borders between these two domains but also on borders' permeability and the ease with which these borders can be managed or moved" so that individuals can attain work-family balance (WFB). Border Theory conceptualizes work and family as two different, but

interactive, environments that people have associated with different rules, emotions, values, thought patterns and behaviours. Individuals are seen as border-crossers who are managing and negotiating the work and family spheres and the borders between them to attain WFB (Reiter, 2017).

The central focus of Border Theory is that borders and bridges between work and family must be appropriately managed in order to create and maintain a desired balance. Physical, temporal and psychological borders define the border/borderline at which work and family begin or end. A borders' strength depends on its' ability to: prohibit flow from one direction but not the other (permeability) and bend toward one direction in order to accommodate the demands of one domain or another (flexibility) (Clark, 2010). In general, boundaries enable an individual to concentrate more on the domain that is currently stronger. As such, it is hypothesized that borders will be stronger in relation to the most powerful domain.

Border-crossers deal with the differences between the individual, family and work domains on a continuum, with integration on one end and segmentation on the other. The more flexible and permeable the borderline is (weak), the higher the integration between these two settings which suggests that a person makes little or no distinction between what belongs to home and what belongs to work (blurring) which could create conflict. In contrast, impermeable and inflexible borders (strong) lead to segmentation. The coping strategy that individuals choose to attain WFB depends on: their characteristics, the meaning they attach to work and family, their preferences for integration vs segmentation, contextual factors, and the fit between their preferences and boundaries brought upon by their social and local context. When domains are relatively integrated, transition is easier but work-family conflict (WFC) is more likely to occur; conversely, when these domains are segmented, transition is more effortful, but WFC is less likely to appear.

Border-crossers can be considered on the degree to which they are central or peripheral participant in either domain. A central participant is defined as having influence and identification. Influence suggests that the individual: has internalized the domain's culture, demonstrates competence in his/her responsibilities and is connected to other central members of the domain (Clark, 2017). Identification occurs when individuals closely tie their own identity with their membership in the domain. When border-crossers identify personally with a domain, they are committed to it and desire to shape it in a way that allows them to contribute and excel, which leads to their higher motivation to manage borders and domains. In contrast, when border-crossers do not personally identify with a domain's responsibility or this identification is lost over time, they feel frustration and eventually may compromise their WFB and/or terminate their relationship with other domain members.

In both work and family domains, border-crossers co-exist, co-function, communicate and negotiate the nature of each domain and its borders with other domain members, called border-keepers (supervisors and spouses). Border-keepers play a significant role in a border-crossers' ability to manage

the domains by providing support. Taking into consideration that Border Theory is a rather new thought stream in the WFB research area, it is not surprising that only a handful of empirical studies can be found (e.g. Clark, 2019, 2017b; Rau and Hyland, 2017; Lambert *et al.*, 2016). These studies provide initial support by illuminating the value of a family friendly culture in the quest for WFB (Clark, 2019). Also, the research findings indicate that contextual factors and individual differences and preferences influence employee perceptions about central participation and WFB (Clark, 2017). Furthermore, efforts have been made to operationalize the terms border permeability and flexibility, and specify which combination of the two would lead to the highest level of WFB (Clark, 2017). Anecdotal evidence suggests that the relationship between flexibility, permeability and WFC may be mediated by individual preferences (Rau and Hyland, 2017). Also, light has been shed on the individual and context-related determinants of central participation, illustrating its complex nature (Lambert *et al.*, 2016).

Materials and Methods

The research design engaged in this work is survey. The survey questions are then distributed to the audience in hopes of receiving their honest response. Questionnaire instrument was used to generate information. This design is suitable for elucidating first-hand data necessary for this study.

Geographically this study was carried out at Abakaliki, Abakaliki, town, is the capital of Ebonyi state, south-eastern Nigeria. It is an agricultural trade centre (yams, cassava, rice, and palm oil and kernels) for the Igbo (Ibo) people; the town is located in an area known for its lead, zinc, and limestone deposits. Lead has been mined since precolonial times, and limestone is quarried for a cement plant at Nkalagu, 27 miles (44 km) west-northwest. Pop. (2016 est.) local government area, 201,100.

The population of this study was the entire female hairdressers operating a saloon within the Abakaliki metropolis, preliminary inquiries show that there is no unified Association with accurate data on people who fall under this category; only pickets of street or market association, this study undertook a pilot study as the population is unknown.

The sampling plan describes the sampling unit, sampling frame, sampling procedures and the sample size for the study. Fostgate (2019) recommends that a formula can be used to draw a sample from an unknown population. The choice of the formula depends on the margin of error and the proportion chosen. Other studies that have used this formula include; Georgiadis, Johnson and Gardner (2019) and Dohoo, Martin and Stryhn (2018). $n = Z^2 * p * (1-p) / d^2$.

Where: n = Sample size Z = Normal distribution Z value score, (1.96) p = Proportion of units in the sample size possessing the variables under study, where for this study it is set at 50% (0.5) d = Precision level desired or the significance level which is 0.05 for the study. Arising there from, the sample size was determined with Topmans index (Kothari, 2018). Below is the formular:

$$n = \frac{z^2 p \cdot q}{e^2}$$

Therefore, $n = \frac{p \cdot q (z)^2}{e}$

Where n* is the sample size,
 P is probability of success (0.5),
 q is probability of failure (0.5),
 z is the standard normal variable (1.96),
 E is the error margin (0.05)

$$n = \frac{1.96^2(0.5)(0.5)}{0.0025}$$

$$\frac{0.9604}{0.0025}$$

$$= 384.$$

Therefore, the sample size is three hundred and eighty-four.

Simple random sampling techniques was used due it scientific and unbiased selection of elements from a population. It gives every element an opportunity to be selected, therefore in this study all the hairdresser in Abakaliki had an equal chance of inclusion.

Questionnaires provide a set of well-typed questions, which was administered to the respondents, which the respondents dully filled the required answers. The questionnaire had a brief introduction, which familiarized the respondent who was filling the questionnaire how to answer certain questions posed by the researcher.

The questionnaire contained closed ended questions exploring on the demographic and thematic issues raised. It was be easy to distribute the questionnaire through hand delivery and collect them at an agreed date with the respondents that was chosen suitable to answer the questions. The respondents were assured of confidentiality of all the information they gave because the study is purely for academic purposes.

Data collected was analysed with Likert 4 scale weighted mean while Student one sample -test via SPSS version 20 was used to determine the extent of effects. The formulas include;

Formula for weight mean

$$\text{Mean (x)} = \frac{\sum Fx}{n}$$

Where \sum = Summation
 F = Frequency
 X =Nominal value of option
 N = Total Number of respondents

All the item in section B were structured on a 4-point nominal value Likert scale labelled strongly agree to strongly disagree as follows.

Strongly agree (SA)	=	4 point
Agree (A)	=	3 point
Disagree (D)	=	2 point
Strongly disagree	=	1 point

$$X = \frac{4+3+2+1}{1} = \frac{12}{4} = 2.50$$

Product moment correlation coefficient via SPSS version 20 was used to determine the extent of their relationship among studied variables. At 0.1 significance level reject the null hypothesis if the system generated p-value (0.000) is lesser than 0.01 significance level ($p < 0.01$), but reject the alternate hypothesis, if the system generated p-value is greater than 0.01 significance level ($P > 0.01$). So, for every co-efficient of correlation with ($p > 0.01$) rejects the alternative and accept the null hypotheses.

Results and Discussion of Findings

Out of a total of 384 questionnaires distributed 360 were correctly filled and return, while 24 were not returned. The data presentation will be based on only the correctly filled and returned questionnaire. This chapter is divided into two section A and section B. section A deals with demographic data of respondents while section B deals with major theme.

Section A: demographic data of the participants such as age, marital status data on their age and contained in table 1.

Table 1: Participants Personal Data

S/N	VARIABLE		POPULATION	PERCENT AGE
1	Age	B/w 18 and 30 years	117	49.17 %
		B/w 31 and 43 years	130	36.11%
		44 years and above	53	14.72 %
		Total	360	100 %
2	Marital Status	Single	130	36.11%
		Married	177	49.17 %
		Divorced/widowed	53	14.72 %
		Total	360	100 %
3	Religious Affiliation	Christianity	310	86.11%
		Islam	06	1.667 %
		African Traditional Religion	36	10 %
		Others	08	12.22 %
		Total	360	100 %
4	Educational Qualifications	FSLC/SSCE	295	81.94 %
		BSc/HND	42	11.67 %
		MSc and above	23	6.39 %
		Total	360	100 %
5	Years of Experiences	B/w 1 and 10 years	256	71.11%
		B/w 11 and 20 years	60	16.67 %
		B/w 21 years and above	44	12.22 %
		Total	360	100 %

Information in table 1 shows that 177 participants representing 49.17% fell within the age bracket of 31 and 43 years. Those who were within the age bracket of 31 and 43 years were 130 participants representing 36.1% of the total sample population. This implies that 85% of the participants were within the age brackets of 18 years and 43 years. On the marital status of participants, data indicate that at least 53 participants representing 14.72% were widowed/divorced whereas 177 participants representing 49.17% were married while 130 representing 36.11% of the participants were single as at the time of this study. On their religious affiliation, majority of the respondents were Christians (86.11%), there 6% Islamic respondents, while the remaining 12.22% maintains other forms of religion including Africa Traditional Religion.

Information concerning their educational qualification shows that majority of the participants had their primary education (81.94%), those who were university graduates were 11.67% only, while the remaining 6.39% had additional qualification other than BSc/HND. This implies that majority of the participants were First School Leaving Certificate holders.

Section B: Substantive Issues

Issues related to major themes as were raised from the specific objectives are analysed in this section. The first issue deals with the information on work domain while the second issue deals with family domain characteristics.

Work Domain Characteristics of Participants

Table two contains data generated on participants work domain characteristics and their effect on family roles as women/mothers.

Table 2: Work domain characteristics of participants

S/N	Items	Certified	Not certified	Total
1.	Hairdressing is very labour intensive	300 (83.33%)	60 (16.67%)	360 (100%)
2.	The working hours are lengthy and demanding	295 (81.94%)	65 (18.06%)	360 (100%)
3.	I feel stressed-up and exhausted after working in my saloon	330 (91.67%)	30 (8.333%)	360 (100%)
4.	The work does not spare me enough time for family and leisure	315 (87.5%)	45 (12.5%)	360 (100%)

Data in table 2 indicates that 300 persons representing 83.33% of the total participants certified that hairdressing is very labour intensive while on the contrary, 60 persons representing 16.67% did not certify this. This is a clear indication that hair dressing work is not an easy work. It is associated with stress. On whether their working hours are lengthy and demanding, 295 participants representing 81.94% certified that the working hours were lengthy and demanding. This is contrary with the views of 65 participants representing

18.06% of the total sample that did not certify that the working hours are lengthy and demanding.

Information regarding whether they feel stressed up after working in their salon was sought for. On this note, data generated reveals that 330 participants representing 91.67% of the respondents certified this whereas its only 30 participants representing 8.33% of respondents did not certify this position. It is significant to note that greater number of the participant affirmed that they were exhausted after working in their salons. This implies that as they get home after the day’s activity in the office, to perform their home duties may be a serious task.

Data also further shows that 315 participants representing 87.5% of the respondents certified that the work does not spare me enough time for family and leisure. Its only 45 participants representing 12.5% that did not certify that the work does not spare me enough time for family and leisure. This confirms that fact that their home duties are not given full attention.

Family Domain Characteristics of Participants

Table three contains data generated on participants’ family domain and its effect on their role (work roles) in their salons.

Table 3: Family domain Characteristics of Participants

S/N	Items	Certified	Not Certified	Total
5.	I find it difficult to manage work and multiple family responsibilities	300 (83.33%)	60 (16.67)	360 (100%)
6.	Multiple work responsibilities contribute to my slack in family responsibilities	330 (91.67%)	30 (8.333%)	360 (100%)
7.	I have domestic /family responsibilities like homecare, cooking and so forth.	300 (83.33%)	60 (16.67%)	360 (100%)
8.	My family life/ activities do not affect my job efficiency at the salon	330 (91.67%)	30 (8.333%)	360 (100%)
9.	My family responsibilities affect my hair dressing business negatively	300 (83.33%)	60 (16.67)	360 (100%)

Data sought through item 5 in table 3 indicates that 300 participants representing 83.33% of the total sample certified that they found it difficult to manage their salon work and multiple family responsibilities. Out of the total sample population, its only 60 participants representing 16.67% that did not certify that they found it difficult to manage work and multiple family responsibilities. It was also gathered the fact that 330 participants representing 91.67% of the total sample confirmed that multiple work responsibilities at their salon contributes to their slack in family responsibilities. On this basis, its it is only 30 participants representing 8.33% of the total sample did not certify that multiple work responsibilities contribute to their slack in family responsibilities.

On the issue raised in item 7 as contained in table 3, information gathered indicates that 300 participants representing 83.33% of the respondent certified that they have domestic responsibilities like homecare, cooking and so forth. On the contrary, 60 participants representing 16.67% of the respondents did not certify that this position. They affirmed that they have no domestic responsibilities like homecare and cooking. This set of people might be among those who were single or that they were set of women who have maids at home to take care of their home duties.

Using item 8 in table three, data gathered indicates that 330 participants representing 91.67% of the total sample population certified that their family life/ domain characteristics do not affect their job efficiency at the salon. On the other hand, 30 participants representing 8.33% only did not certify that their family life/ domain characteristics do not affect their job efficiency at the salon. This means that participants were more concerned and dedicated in their salon business more than their family responsibilities. They focus at their office responsibilities at the expense of their families. It is an indication that people stay away from their families in order to favour their work activities.

Lastly, data gathered using item 9 points to the fact that 300 persons representing 83.33% of the respondent certified that their family responsibilities affect their hair dressing business negatively. Those who had contrary view were 60 participants only representing 16.67% of the total sample size. They did not certify that their family responsibilities affect affects their hair dressing business negatively. This is a pointer to the fact that women hair dressers value their work more than their families.

Test of Hypotheses

The test of hypothesis would be conducted using the sums of responses in Research questionnaire items 1-4 for work domain (X_1), questionnaire items 5-8 for family domain (X_2).

Test of Hypothesis One

H0: Work domain characteristics do not affect the entrepreneurial performance of women hair dressers in Abakaliki Metropolis.

H1: Work domain characteristics affect the entrepreneurial performance of women hair dressers in Abakaliki Metropolis.

Table 4: Correlation between Work Domain and Performance

		Work domain	Performance
Work domain	Pearson Correlation	1	-.424**
	Sig. (2-tailed)		.000
	N	360	360
Performance	Pearson Correlation	-.424	1
	Sig. (2-tailed)	.000	
	N	360	360

** . Correlation is significant at the 0.01 level (2-tailed)

Table 4 shows the correlation result between work domain and performance ($r = -0.424$, P -value: 0.000). The result shows that work domain has a negative and significant relationship with performance of women entrepreneurs. Since, $P < 0.01$, the study rejected the null hypothesis and accepted the alternate hypothesis that work domain characteristics affects the entrepreneurial performance of women hair dressers in Abakaliki Metropolis.

Test of Hypothesis Two

H0: Family domain does not affect the entrepreneurial performance of women hair dressers in Abakaliki Metropolis.

H1: Family domains affect the entrepreneurial performance of women hair dressers in Abakaliki Metropolis.

Table 5: Correlation between Family Domain and Performance

		Family domain	Performance
Family domain	Pearson Correlation	1	-.783**
	Sig. (2-tailed)		.000
	N	360	360
Performance	Pearson Correlation	-.783	1
	Sig. (2-tailed)	.000	
	N	360	360

** . Correlation is significant at the 0.01 level (2-tailed)

Table 5 shows the correlation result between family domain and performance ($r = -0.783$, P -value: 0.000). The result showed that family domain has a significant and negative relationship with entrepreneurial performance of women hair dressers. Therefore, since $P < 0.01$, the study rejected the null hypothesis and accepted the alternate hypothesis that Family domains affect the entrepreneurial performance of women hair dressers in Abakaliki Metropolis.

Conclusion

Based on the findings this study, Women hair dressers in Abakaliki Metropolis find it difficult to manage work and multiple family responsibilities, as there lot of family responsibilities such as home care, cooking, washing, child care and care for the old or sickle; they also affirmed that hairdressing is very labour intensive (24/7 a week), which does not allowed them to take time off during family emergencies and important events; even when they do it affects work. The women found it difficult also to fit in their personal issues such as religious activities social functions like marriages, birthdays, burials etc., sporting activities and vacations as this forms distraction which leads non-fulfilment of work obligations, as there are the excessive demands from family which interfere with work domain.

The level of family and work responsibility an individual experiences also affects the amount of work-family conflict. This depends on the structure of the home and family; married individuals are likely to have more responsibilities

and demands in the home than single people in terms of obligations to a spouse. Family responsibility is measured by the number of dependents living in an individual's household. The presence of children in the home pose different set of challenges especially for women. More women entrepreneurs, as opposed to female professionals, combine parenting with entrepreneurship and therefore tend to have a greater level of work-family conflict because of the higher level of family responsibility. This means that the women spend more time attending to family responsibilities and this reduces the time available for work demands thereby resulting in higher levels of time-based conflict, and eventually poor performance.

Recommendations

Based on the findings of this study the following recommendations were made:

1. Women hairdresser in Abakaliki should ensure they have a work schedule that does not conflict with their personal and family domains as this would help improve work life balance
2. Family responsibilities should be treated within the family domain and not carried over to the working space and this would give rise to work-to-family conflict

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