Chapter 1 : Work–family conflict - Wikipedia

The WFRN is an international membership organization of interdisciplinary work and family researchers. The WFRN also welcomes the participation of policy makers and practitioners as it seeks to promote knowledge and understanding of work and family issues among the community of global stakeholders.

Traditionally, while men do offer support to their families, women do more in the home, even though both parents work. Better health is reported by both working men and women once their children enter school. In addition, women who are self-employed tend to feel their time is better balanced as their schedules are more flexible than women who work for someone else. Further, African American parents who work report worse health when compared to working white parents. At that time, staying at home was so expected of a woman that historians have dubbed the era the "cult of true womanhood" Lerner, ; Wenter, , as cited in Kammeyer, et al. In fact, the U. Bureau of the Census reported that in "60 percent of mothers â€¦ were in the labor force" f, as cited in Kammeyer et al. Judith Warner, author of the book "Perfect Madness," and a working mother of two, knows from experience that the work and home-life dichotomy causes an unfair struggle for parents. She explains that "middle class life is now so â€¦ expensive that in most families both parents must work gruelingly long hours just to make ends meet" Warner, , par. She also notes that what Americans experience is not a universal condition. According to Warner, the workweek in the United States is one of the longest in the world; in , fathers worked about fifty-one hours per week and mothers worked just over forty Warner, ; however, the amount of hours both mothers and fathers work shifting dramatically. This data does not include the reasons why parents in the U. Several things need to be considered when addressing these issues. First, providing family income - now the responsibility of both parents - makes life very different than it was when previous generations were growing up. Moms are not always home when her children are released from school, and dads are not always home in time for dinner. Second, the time a parent spends away from his or her children causes conflict, either within the family structure itself or within the employment arrangement. Finally, children between the ages of infancy to six years when they generally attend school require more time from a care-taker than do children who go to school. As a result, conflicts stemming from the combination of care-giving and working outside of the home are at an increase during this time period. Indeed, Kammeyer and colleagues point out that while husbands are making strides to decrease the work required of women in the home by doing more housework , an imbalance still remains. While collecting data for the piece, Warner interviewed nearly American women born between and the early s. Most of the women in this generation, she writes, "grew up believing that we had fantastic, unlimited, freedom of choice" par. This disconnect turned out to be painful and conflicting, as Warner writes: The freedom Warner describes comes with a great deal of responsibility. And, rather than finding fault with employers who do not offer flex-time, or day-care providers that are inept, mothers blame themselves Warner, In turn, they make career decisions that can be limiting. For example, Curtis notes that women hold 42 percent of the college and university faculty positions in the United States; the numbers have increased slightly in the subsequent years. However, while that number is substantial when compared to statistics from the s, it denotes positions for women that do not compare in rank to male academics. Curtis reports that many women choose to accept positions in community colleges or in larger institutions without the possibility for tenure so that they do not have to put in the long hours required for higher ranks Further Insights Fathers Struggle Too The conflict experienced by working mothers has been public for years. That is not the case for fathers who want to be involved in the lives of their children. In addition to juggling work and family, men also confront the issue of tradition, which has promoted fathers as the family breadwinner for generations. According to Reeves , "[i]t is not just that most breadwinners are men, it is that, to be a man, you have to be a breadwinner" p. It is easy to misunderstand this legislation. It does not ensure that an employer will be happy about that person being away from work for three months. In addition, an employee does not get paid during that time. For households that require the income of two people to run sufficiently, any unpaid time causes additional conflict, especially if it is time that requires a court battle to acquire. The Employee Equal Opportunity Commission EEOC has filed several suits against employers who

have denied fathers the time automatically given to women after the birth of a child. Those suits received mixed results in court Armour, , but the fact that they were filed at all demonstrates how different families have become. In addition, Sun Microsystems adopted a program allowing employees to work "anywhere, anytime" so showing up at an office need not be a priority as long as work gets completed Armour, In a survey conducted by Monster. Of those surveyed, seventy percent stated that if money was not an issue, they would consider being the parent who stays at home; in addition, seventy-one percent noted taking on flexible work schedules when their employers offered it as cited in Armour, Indeed, traditional roles are changing, and many men would opt to remain at home, even on a part-time basis, if it were financially feasible to do so. The increased involvement in family life is a trend that is not limited to men in the U. In fact, in Great Britain, "the amount of time fathers spend with their children has tripled in the past few decades," Reeves, , p. It is possible that the increase is based on the fact that more than half of the "married or cohabiting [British] women with pre-school-age children" are currently in the workforce Reeves, , p. Such a policy would ensure that each new baby born to working parents has one of those parents home for the first year of his or her life. Using over twenty years of cumulative data from the General Social Survey in addition to ten years of data from the National Health Interview Survey, Schnittker documented the following conclusions with regard to the health of working American parents: The entire section is 5, words.

work -family research has indeed made. an applied impact, we also suggest that. a broader view of impact be adopted that. extends beyond application. Impact and the Role. of Researchers.

Raising Kids and Running a Household: As more mothers have entered the U. In economic terms, families with two full-time working parents are better off than other families. But as a new Pew Research Center survey shows, balancing work and family poses challenges for parents. The survey, conducted Sept. In households where the father works full time and the mother works part time or not at all, the distribution of labor when it comes to childcare and housekeeping is less balanced. These moms take on more of the responsibility for parenting tasks and household chores than those who work full time. Mothers in two-parent households, regardless of work status, are more likely to report that they do more on each of the items tested in the survey than fathers are to say their spouse or partner does more. For their part, fathers are generally more likely than mothers to say that these responsibilities are shared about equally. While mothers and fathers offer somewhat different views of the division of labor in their household, there is general agreement about who in their family is more job- or career-focused. Differences in the responses to this question between mothers and fathers in this type of household are modest. These differences hold even when controlling for the fact that college-educated parents are more likely to work full time. There is also a racial gap in these attitudes. White parents are more likely than those who are non-white to say it is difficult for them to balance work and family. For working parents, attitudes toward balancing their job and their family life are highly correlated with their experiences as parents. Three-in-ten say being a parent has made it harder for them to advance at work, and one-in-ten say being a parent has made it easier. These overall numbers mask the disproportionate impact women say being a working parent has on their careers. Mothers are twice as likely as fathers to say being a working parent has made it harder for them to advance in their job or career. And mothers who work part time are just as likely as those who work full time to say being a working mother has made it harder for them to move ahead in their job. For working mothers who have a spouse or partner who is more focused on his job than they are, being a working parent may have more of an impact on career advancement. But for many mothers who work full time, feeling rushed is an almost constant reality. In turn, mothers who do not work outside the home are about twice as likely as those who do to say they never feel rushed. And among those who are married or cohabiting, mothers who work full time are more likely than other moms to say they spend too little time with their partners. At least half in each group say they spend the right amount of time with their partners, while few say they spend too much time. Most parents who are married or living with a partner with whom they share at least one child say that, in their household, the mother does more than the father when it comes to certain tasks related to their children. Half say they and their partner share household chores and responsibilities about equally. The division of labor between mothers and fathers is more even when it comes to disciplining and playing or doing activities with children. In households where both parents work full time, mothers and fathers tend to share some responsibilities more equally. Perhaps not surprisingly, in households where the father is employed full time and the mother is either not employed or is employed part time, childcare responsibilities usually fall to the mother. Perceptions of Division of Labor Vary by Gender Mothers and fathers in two-parent households differ in their perceptions of how they split certain responsibilities. The gap is especially pronounced when it comes to household chores and responsibilities. Fathers, for their part, are more likely to say they and their partners share household chores and responsibilities about equally: In these areas, too, fathers are more likely than mothers to say they and their partners share responsibilities about equally. To varying degrees, these gender differences in perceptions of who does more are evident in two-parent households where both parents work full time as well as in households where the father is employed full time and the mother is employed part time or is not employed. Where there are differences, mothers are more likely to say they do more than fathers are to say that their partner does more, while fathers tend to say responsibilities are shared about equally. Mothers and fathers in these households generally agree about who is more focused on work. The situation is much different in households where the father works full

time and the mother works part time. Among fathers in two-parent households, there is a significant racial gap in terms of how focused they say they are on their job compared with their spouse or partner. While half of working parents say they and their spouses or partners are equally focused on their careers, the same is not true when it comes to compensation. Throughout this report, mentions of Pew Research survey respondents in two-parent households refer to couples who are married or cohabiting and have at least one child under 18 together. Non-white parents include those who are Hispanic or any race other than white.

Chapter 3 : Kanter Award | Center For Families

Work-Family Research Origins. Most I-O psychologists study how the work side of the work-family relationship affects individual performance at work more predominantly than employee effectiveness in other life roles or how the work affects the family or the community (Thompson, Beauvais, & Allen,).

Boundary theory and border theory are the two fundamental theories that researchers have used to study these role conflicts. Other theories are built on the foundations of these two theories. Seven dominant theories have been utilized to explain this relationship on the boundary-border spectrum; These theories are: However, it was not until the early 20th century that the first view of work-family theories started to shape. Structural-functionalism as one of the dominant sociology theories of early 20th century was a natural candidate. The structural functionalism theory, which emerged following WWII, was largely influenced from the industrial revolution and the changes in the social role of men and women during this period. This theory implies that the life is concerned mainly with two separate spheres: Structural functionalism theory believes in the existence of radical separation between work institution, workplace, or market and families. Greedy institutions[edit] It has been argued that the work-family conflicts, in particular role conflicts, can be interpreted in terms of Lewis A. These institutions are called "greedy" in the sense that they make all-encompassing demands on the commitment and loyalty of individuals, and tend to discourage involvement in other social spheres. On the other hand, also the family has been interpreted as a greedy institution in consideration of the demands placed on a caretaker. Segmentation[edit] Based on this theory work and family do not affect each other, since they are segmented and independent from each other. Supplemental and reactive compensation[edit] Supplemental and reactive compensation theories are two dichotomies of compensation theory which were developed during the late s and the early s. While compensation theory describes the behavior of employees in pursuing an alternative reward in the other sphere, supplemental and reactive compensation theories try to describe the reason behind the work-family compensation behavior of employees. Role enhancement theory[edit] According to this theory, the combination of certain roles has a positive, rather than a negative effect on well-being. This theory states that participation in one role is made better or easier by virtue of participation in the other role. Moreover, this theory acknowledges the negative effect of the work-family relationship, in which, only beyond a certain upper limit may overload and distress occur, however, the central focus of this perspective is mainly on the positive effects of work and family relationship, such as resource enhancement. Theoretically, spillover is perceived to be one of two types: Spillover as the most popular view of relationship between work and family, considers multidimensional aspects of work and family relationship. Work enrichment model[edit] This theory is one of the recent models for explaining the relationship between work and family. According to this model, experience in one role work or family will enhance the quality of life in the other role. In other words, this model tries to explain the positive effects of the work-family relationship. Work–family conflict Work and family studies historically focus on studying the conflict between different roles that individuals have in their society, specifically their roles at work, and their roles as a family member. Greenhaus and Beutell differentiate three sources for conflict between work and family: Conceptually, the conflict between work and family is bi-directional. Scholars distinguish between what is termed work-to-family conflict WFC , and what is termed family-to-work conflict FWC. This bi-directional view is displayed in the figure on the right. Family-to-work conflict occurs when experiences in the family interfere with work life. For example, a parent may take time off from work in order to take care of a sick child. This may because family demands are more elastic than the boundaries and responsibilities of the work role. Also, research has found that work roles are more likely to interfere with family roles than family roles are likely to interfere with work roles. For example, WFC has been shown to be negatively related to job satisfaction whereas the association is more pronounced for females. Therefore, the generalizability of their findings is in question. Fortunately, there is also literature studying WFC and its consequences in other cultural contexts, such as Taiwan [11] and India. Likewise, Pal and Saksvik also did not detect specific cultural differences between employees from Norway and India.

Nevertheless, more cross-cultural research is needed to understand the cultural dimensions of the WFC construct. The research concerning interventions to reduce WFC is currently still very limited. However, other functions of mentoring, like the role model aspect, appear to have no effect on WFC. Therefore, the mechanisms how having a mentor influences the work–family interface remain unclear. In terms of primary and secondary intervention there are some results. Hammer, Kossek, Anger, Bodner, and Zimmerman [14] conducted a field study and showed that training supervisors to show more family supportive behavior, led to increased physical health in employees that were high in WFC. At the same time, employees having low WFC scores even decreased in physical health. This shows that even though interventions can help, it is important to focus on the right persons. Otherwise, the intervention damages more than it helps. Additionally, this training is more effective, if the partner of the focal person is also participating. Therefore, integrating the family into the intervention seems to be helpful too. There are various additional factors that might influence the effectiveness of WFC interventions. More research is still needed, before optimal treatments against WFC can be derived. There are several potential sources enrichment can arise from. Examples are that resources e. Most researchers make the distinction between what is termed work–family enrichment, and what is termed family–work enrichment. Work–family enrichment occurs, when ones involvement in work provides skills, behaviors, or positive mood which influences the family life in a positive way. Family-work enrichment, however, occurs when ones involvement in the family domain results in positive mood , feeling of success or support that help individuals to cope better with problems at work, feel more confident and in the end being more productive at work Wayne, et al. Several antecedents of work–family enrichment have been proposed. Personality traits , such as extraversion and openness for experience have been shown to be positively related to work–family enrichment Wayne et al. Next to individual antecedents, organizational circumstances such as resources and skills gained at work foster the occurrence of work–family enrichment Voydanoff, Work-life balance The emergence of new family models[edit] "Our review suggests that most of what is known about Work-Family issues is based on the experiences of heterosexual, Caucasian, managerial and professional employees in family arrangements" Casper et al. The role of organization and supervisor[edit] Research has focused especially on the role of the organization and the supervisor in the reduction of WFC. Results provide evidence for the negative association between the availability of family friendly resources provided by the work place and WFC. Further support for this hypothesis stems from a study conducted by Thompson and Prottas Similar as for organizational support, the meta-analysis by Kossek et al. Again, work–family-specific supervisor support has a stronger negative connection with WFC. Aside from support by the organization and the supervisor, research points out a third source of work-place support: In terms of work–family enrichment, supervisors and organizations are also relevant, since they are able to provide with important resource e. Research methods to investigate[edit] A methodological review by Casper, Eby, Bordeaux, Lockwood, and Lambert [26] summarizes the research methods used in the area of work-family research from to Their main findings are: In this respect, research on, for example, dyads and groups have been neglected. In light of these results, Casper, et al. They suggest, for example, that researchers should use more longitudinal and experimental research designs, more diverse samples, data sources and levels of analysis. A review and extension of the literature. Contemporary Research on Organization Management and Administration, 2, 6â€" Patterns of Undivided Commitment. The Free Press, New York Sacrifices in Greedy Universities: Gender and Education, , Vol. Work-Family Balance or Greedy Organizations? Asher Cohen, Bernard Susser: Women Singing, Cadets Leaving. Elisheva Rosman-Stollman, Aharon Kampinsky: Civilâ€"Military Relations in Israel: Essays in Honor of Stuart A. Straddling the worlds of family and education. A longitudinal and multi-source test of the work-family conflict and job satisfaction relationship. Journal of Occupational and Organizational Psychology, 78, â€" Work resources, work-to-family conflict, and its consequences: A Taiwaneseâ€"British cross-cultural comparison. International Journal of Stress Management, 16, Workâ€"family conflict and psychosocial work environment stressors as predictors of job stress in a cross-cultural study. International Journal of Stress Management, 15, 22â€" The supportive mentor as a means of reducing Workâ€"Family conflict. Journal of Vocational Behavior, 59, â€" Clarifying workâ€"family intervention processes: The roles of workâ€"family conflict and family-supportive supervisor

behaviors. Journal of Applied Psychology, 96, â€" Shift work interventions for reduced workâ€"family conflict. Employee Relations, 29, â€" When work and family are allies: A theory of workâ€"family enrichment. Academy of Management Review, 31, 72â€"

Chapter 4 : Retrospective Timeline of the Evolution of Workâ€"Family Research - Oxford Handbooks

"Editors Toby Parcel and Daniel Cornfield draw on two major themes for this volume. First, that essential to an understanding of the interplay between work and family is an acknowledgment of the varied ways time influences work and family processes and outcomes.

Foundation[edit] Work-family conflict was first studied in the late 19th century. Individuals have different roles and responsibilities in each section. There is a distinction between what is termed work-to-family conflict and what is termed family-to-work conflict. Family-to-work conflict occurs when experiences and commitments in the family interfere with work life, such as the presence of young children, primary responsibility for children, elder care responsibilities, interpersonal conflict within the family unit, or unsupportive family members. Family-to-work conflict is perceived to result in lower work productivity of employees. Time-based conflict entails competing time requirements across work and family roles, strain-based conflict entails pressures in one role impairing performance in the second role, and behavior-based conflict entails an incompatibility of behaviors necessary for the two roles. Research, largely attributed to the idea Ariel Russel Hochschild termed the "ideal worker", depicts the inelastic nature of work roles and responsibilities. Many employers expect that employees with families have someone tending to everything at home, leaving the worker unencumbered. Despite the fact that a majority of families in the U. S are dual earning, the image of the "ideal worker" persists, presenting work-family conflict. Excessive work prevents one from forming and maintaining intimate relationships and close friendships. Companies have since started seeing their employees not only as workers, but also as people with personal and home lives. Loehr and Schwartz compare the extreme demands experienced by an individual in the workplace to that of a professional athlete. Some of these policies include maternity, paternity, parental, sick leaves, and health care insurance. Organizations are now able to implement telecommuting policies which allow employees to work from home [11] and provide more flexibility and control over their schedules. Female representation in the workplace is a direct result of power operating covertly through ideological controls. Women in the workforce may be "inaccurately perceived to have less commitment to their organizations than their counterparts. Their advancement in organizations may be unfairly obstructed". Since the wife is the one who stays home and tends to the children, the husband is more present in the workforce, representing the higher percentage of males at the top of the organization hierarchy. Ironically, these are the individuals creating and reforming workplace policies. Not only do working mothers have the burden of balancing work and home life, but they also have to prove they are as dedicated as other employees.

Chapter 5 : Home - Work and Family Researchers Network

Work and Family Commons (WFC) is the open access subject matter repository of the Work and Family Researchers Network created to gather and preserve the intellectual output of the work and family research community and to offer immediate, permanent and free online access to the full text of research articles for anyone, worldwide.

With over attendees from 42 countries, just about every work and family topic imaginable was on the conference program. Blurring gender boundaries and the evolving roles of dads: In The New Dad: This past June, the White House hosted an event on working dads to "explore the outdated stereotypes of fathers. The Families and Work Institute found that dads experience more work-life conflic t than moms. Lastly, much has been written about how Gen Y dads, our youngest generation of dads, expect to have jobs where they will work hard, but also will prioritize family and non-work pursuits. Technology impacts our ability to manage our work and family lives: The use of information and communications technology ICT can be both a stress reliever as well as a stress producer. ICT can blur the boundaries between home and work. For some, it may be helpful to catch up on work in the evenings or on weekends, while for others it may feel like a burden or dreaded expectation. ICT allows family and friends to stay connected via various devices, but can also create distance by interfering with our being fully present with each other and promoting superficial rather than meaningful connections. Noelle Chesley found that increased ICT usage results in more worker distress , particularly when employees are working during non-work hours. In Modern Day Communication Technology: In fact, the ability to set firm boundaries around work and non-work time helped to reduce work-life conflict. These feelings of work overload can have a negative impact on organizational commitment as well as on significant others. It seems clear that there are tradeoffs implicit in the use of ICT. While ICT promotes increased connectivity with our work colleagues and flexibility in where and when we work, ICT has also created new stresses and new demands. Nancy Rothbard noted that ICT blurs boundaries that can create difficulties as workers struggle to figure out how to effectively manage these new ways to work. More on the impact of technology here and here. In Overwhelmed , Brigid Schulte articulates how difficult it is, if not impossible, to handle our work and non-work demands. In an interesting experiment at the high-powered Boston Consulting Group, Leslie Perlow Sleeping with your Smartphone found the benefits of disconnecting from work one night included both greater well-being and productivity. However, it is important to keep in mind that although many employees have too much work , many low wage workers struggle to secure sufficient hours and predictable work schedules which goes without saying is extremely difficult and stressful. And last but not least yawn , Sleep, health and productivity: The Harvard Medical School Division of Sleep Medicine reports that "sleep plays a critical role in immune function, metabolism, memory, learning, and other vital functions. Given the topics mentioned above - parents experiencing considerable work and family conflict, many of us using devices that blur the boundaries between home and work with limited time for family interaction and relaxation, plus many having too much work and not enough time to do it, or stressed by not finding enough work to manage financial demands - it is not surprising that sleep takes a hit. Yet the evidence is compelling that sufficient sleep is necessary for creativity, productivity and well-being. I wonder what will be on the docket for the WFRN conference

Chapter 6 : How Working Parents Share Parenting and Household Responsibilities

Balancing work and family is a challenge that a majority of American parents experience. Traditionally, while men do offer support to their families, women do more in the home, even though both.

Chapter 7 : Work–life interface - Wikipedia

When I was the Director of the Work and Family Researchers Network (WFRN), I was often asked about the cutting edge or latest research on work and family issues. As we celebrate National Work and.

Chapter 8 : Balancing Work & Family Research Paper Starter - blog.quintoapp.com

The Center's research focuses on how organizational leadership, culture, and human resource practices increase workforce engagement, productivity and commitment while also improving the quality of employees' lives.

Chapter 9 : How parents balance work and family when both work: 5 key findings

This will not only ensure that African research is easily accessible to other work-family researchers and policymakers, but it will also facilitate the development of a work-family research community in the continent, and the participation of sub-Saharan African researchers in the global work-family and research community.