

ROLE STRESSORS, INTERROLE CONFLICT, AND WELL-BEING: THE MODERATING  
INFLUENCE OF SPOUSAL SUPPORT AND COPING BEHAVIORS AMONG EMPLOYED  
PARENTS. A REPLICATIVE STUDY

by

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ABSTRACT

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The purpose of this study was to examine the relationship among role stressors, interrole conflict, and well-being and the moderating influences of spousal support and coping behaviors among employed parents in dual-earner families (Aryee, 1999). This replicative study was composed to compare results obtained from this Midwest sample to those of Aryee (1999) in Hong Kong. The study included 103 participants who completed the Work and Parenting Survey.

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## CHAPTER I

### Introduction

The significant growth of workers, particularly female workers, who are married and / or have children, has led to an increase in attention and research addressing how such families coordinate work and family roles, and the impact one role has on the other. Past research has focused on understanding how occupying multiple roles within the occupational environment as well as within the family environment conflict and spillover on each other (Bedeian, Burke, & Moffett, 1988; Crouter, 1984; Crouter & Perry - Jenkins, 1986; Frone, Russell & Cooper, 1992; Greenhaus & Beutell, 1985; Voydanoff, 1980). Literature examining this interrole conflict has focused primarily on two domains of conflict: Work to family conflict (WFC), created when the work role interferes with performance within the family role, and family to work conflict (FWC), which is created when the family role interferes with performance within the work roles (Gutek, Searle & Klepa, 1991). For example, WFC would be observed when demands of work interfere with parenting responsibilities at home, while FWC would be observed when a birth of a child increased the rate of absenteeism and decreased productivity for such an employee within the workplace. Despite the reciprocal nature of this interrole conflict, research, historically, has emphasized to a greater extent WFC, with less attention toward to FWC (Crouter, 1984; Frone, Russell, & Cooper, 1992; Voydanoff, 1980).

Research examining interrole conflict and individual well-being has shown that individual coping behavior and social (spousal) support has a moderating effect on the experienced conflict between role stressors, interrole conflict, and well-being (Aryee, 1999; Frone, Russell, & Cooper, 1992; Osipow & Davis, 1988; Matsui, Oshawa, & Onglatco, 1995; Parasuraman, Greenhaus, & Granrose, 1992). Aryee's (1999) study, utilizing a Hong Kong population, controlled for both spousal support and coping behaviors and found that these factors significantly moderated the impact

of role stressors on job, family, and life satisfaction.

### Statement of Problem

The purpose of this study is to extend current research focusing on the work / family relationship through a replication of Aryee's (1999) study of work and family role stressors of employed parents in Hong Kong. This study will utilize the Work and Parenting Survey, used within Aryee's (1999) study, to assess role stressors, interrole conflict and well-being of a Midwestern population within the United States. The moderating influence of spousal support between role stressors and interrole conflict, as well as coping strategies moderating the strain from interrole conflict and well-being, will also be examined (Aryee, 1999).

### Research Questions

The following research questions provided a framework for this study:

1. Is there a moderating effect of spousal support on the relationship between role stressors and interrole conflict?
2. Is there a moderating influence of coping on the relationship between interrole conflict and well-being?

### Definition of Terms

#### **Coping:**

The active utilization of resources, tangible and intangible, which alter the severity of the stressor and / or strain.

#### **Family - Work Conflict (FWC):**

“Form of interrole conflict in which the general demands of time devoted to, and strain created by the family, interfere with performing work-related responsibilities” (Netemeyer, Boles, & McMurrian, 1996, p. 401).

**Interrole conflict:**

Stress produced as a result of performing conducting multiple roles simultaneously.

**Role overload:**

When the total demands on time and energy associated with the prescribed activities are too great to perform the roles adequately (Voydanoff, 1980).

**Social (Spousal) support:**

Assistance from social (spousal) networks.

**Spillover:**

The event where activities from one environment (e.g., family) intrudes and impacts the events and actions of the other domain (e.g., work).

**Work - Family Conflict (WFC):**

Effect of the work environment on the individual's family life, or when "participation in the family role is made more difficult by virtue of participation in the work role" (Greenhaus & Beutell, 1985, p. 77).

**Limitations of the Research**

Limitations within this study may impact the results found. They are:

1. Due to the cross-sectional, correlational data utilized within this study cause and effect inferences can not be made.
2. Participants within this study consisted primarily of middle class individuals and family members. Results may differ with a lower or higher socioeconomic sample population, compared to that used within this study.

## CHAPTER II

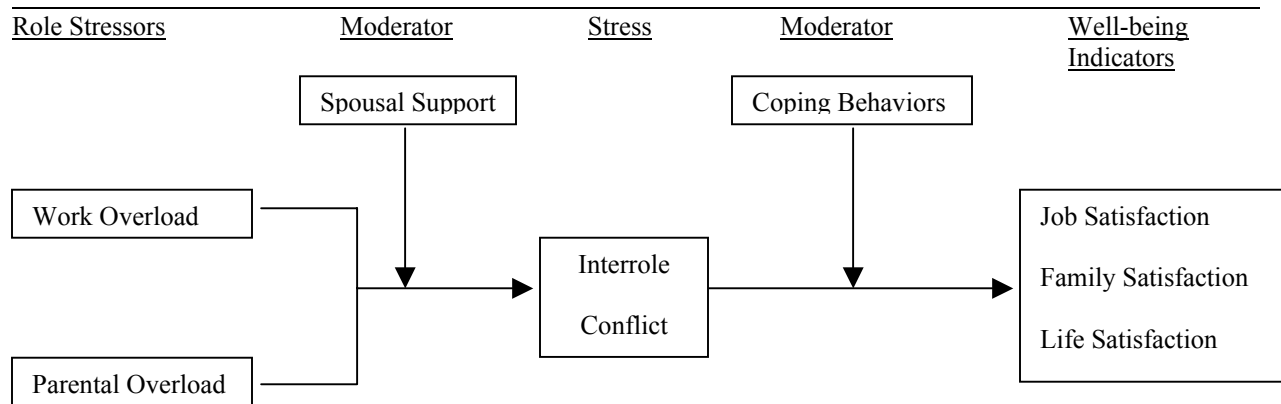
### Review of Literature

#### Introduction and Theoretical Orientation

This paper will utilize role theory to study how experiences in work and family roles impact individual well being. Perspectives within this theory, including role overload and spillover, suggest that occupying multiple roles may contribute to what researchers describe as role stress and interrole conflict. Interrole conflict, which occurs when work roles spillover to family roles and vice versa, has been the focus of considerable research during the last decade (Bedeian et al. 1988; Burke, Weir, & DuWors, 1980; Fox & Dwyer, 1999; Frone et al. 1992; Greenhaus & Beutell, 1985; Lorech, Russell, & Rush, 1989). Figure 1 presents a conceptual model incorporating work and parental overload, interrole conflict and well-being. This model suggests that the effects of role stressors, identified within this paper as work and / or parental overload, may be moderated by spousal support (Aryee, 1999). This model further suggests that the effects of the interrole conflict and the stress perceived by the individual, will be moderated by various coping behaviors utilized by that individual, effecting well-being, identified within this paper as job, family, or life satisfaction (Aryee, 1999). The remainder of this chapter focuses on reviewing literature specific to the variables demonstrated within figure 1.

Figure 1

A hypothesized model of stressors, social support, stress, coping behavior, and well-being (Aryee, 1999).



### Role Overload

Role overload has been described as the perception there is not enough time and / or resources to complete the numerous activities one has to complete (Caplan, Cobb, French, Harrison, & Pinneau, 1975). Role overload has been associated by researchers with both WFC and FWC (Parasuraman, Purohit, Godshalk, & Beutell, 1996; Frone, Yardley, & Markel, 1997). Specifically, parental overload, one form of role overload, has been related to both WFC and FWC (Frone, et al., 1997). Aryee (1999, p. 262) cites Greenhaus and Beutell (1985) who suggest that “role overload affects WFC through psychological preoccupation with a specific role.” This psychological preoccupation is described as high levels of perceived role overload leading to preoccupation with uncompleted tasks even while responding to the demands of another role (Aryee, 1999). This preoccupation can be observed when an employed parent, for example, becomes ‘psychologically preoccupied’ with work duties while engaging in family activities.

### Interrole Conflict

Two domains of interrole conflict, those of work to family conflict (WFC), and family to work conflict (FWC) have been observed to impact individuals' family, work, and personal lives in numerous ways. In addressing the perceived stress between these two roles, research has observed that 72% of females and 83% of males reported significant stress and conflict between the environments of family and work (Rosen, 1991).

Research addressing FWC has also identified numerous factors within the family that contribute to and effect work related activities. Such factors examined, specific to this study, include dependant care responsibilities and conflicts, as well as age and number of children within the home.

Crouter (1984) found that 67% of participants reported their family life was impacting their work life. Interestingly, those participants who reported no spillover from family to work were primarily young, unmarried men and women without children. Increased FWC was found to contribute to greater amounts of absences, tardiness, and inability to accept new responsibilities within the job. This trend of increased FWC, due to child care, was also observed by those families responsible for elderly and / or handicapped individuals. Frone et al. (1992) also observed how family stressors and family involvement were related to work distress and job dissatisfaction. This correlation was found to be mediated by family dynamics. These researchers suggest that such family-related factors influenced the quality of work life to a greater degree than work life influenced family life.

The age (Beutell & Greenhaus, 1982; Fox & Dwyer, 1999; Frone & Yardley, 1996; Kinnunen & Mauno, 1998) and number (Grandey & Cropanzano, 1999) of children within the home has also been found to significantly influence FWC. It was found that working mothers of children 12 years old and younger were observed to be at greater risk for perceiving negative spillover and greater

interrole conflict from family to the workplace than compared to those mothers without children 12 years old and younger (Crouter, 1984; Johnson, 1995). Within one study, 33% of mothers with children under 12 had a sick child within a one month period. Spillover was observed within these mothers by 51% missing work to care for that sick child. In regards to child care and subsequent breakdowns of such care, 25% of the women sampled had such breakdowns 2-5 times within 3 month period (Johnson, 1995). This breakdown of child care was found to increase the perceived level of FWC for those individuals. This trend in perceived negative spillover was observed to decline as the children's age increased.

Frone & Yardley (1996) specifically addressed child care programs and their impact on FWC. Child demographics of participants sampled were observed in relation to family supportive programs (FSP) (flextime, compressed work week, job sharing, child-care assistance, telecommuting, and reduced work hours) provided by employers. It was found that the number of children living at home was positively correlated to the perceived importance of FSPs, while the age of the youngest child living at home was negatively correlated to the perceived importance of FSPs. Therefore, with an increasing number and decreasing age of children within the home FSPs were deemed more valuable to the working parent(s).

Despite the general conception and stereotype that women are the prime source of care for children, the rapid growth of two-income families and divorce has promoted men to also fulfill such roles. Additionally, it was found that both men and women reported virtually identical conflicts between work and home (Aryee, 1999; Johnson, 1995; Eagle, Icenogle, Maes, & Miles, 1998).

The study of WFC reveals that numerous factors within the work environment have been found to contribute and impact the family environment. Studies which are relevant to the variables within this study have shown that certain work variables have been found to be related to increasing



interrole conflict between work and family (Aryee, 1999; Kinnunen & Mauno, 1998; Frone et al. 1992), parental overload (Aryee, 1999; Frone, et al., 1997), as well as family and life satisfaction (Aryee, 1999; Aryee, Fields, & Luk, in press).

In regards to job and family satisfaction, Burke et al. (1980) observed that work overload, job ambiguity, and employees autonomy in work activities were negatively correlated with family satisfaction. Adams, King, and King (1996) observed that employees who noted greater levels of job involvement also reported higher levels of job satisfaction. Their findings also revealed that “work interfering with family was negatively related to both job and life satisfaction” (Adams et al. 1996, p.416).

### Spousal Support

Throughout the literature social and spousal support has been identified as a significant resource in moderating work / family conflicts (Burk et al. 1980; Fox & Dwyer, 1999; Gilbert, 1984; Lorech et al. 1989). Spousal support has been found to reduce interrole conflict (Carlson & Perrewe, 1999; Polasky & Holahan, 1998), and be negatively related to FWC (Eagle et al., 1998). It has been proposed that spousal support may serve as a buffer against role overload experienced, originating either within the work environment or family environment (Aryee, 1999). Spousal support has also been observed to serve as a mediating role in response to work and family conflict (Burley, 1995), as well as enhancing career satisfaction (Aryee & Luk, 1996).

Specific types of support have been researched and found to impact interrole conflict. Adams, et al. (1996) observed a negative correlation between emotional sustenance (listening and empathy) as well as instrumental sustenance (tangible assistance aimed at problem solving) from the family, and work activities. In other words, when the family is less empathetic and less able to adequately problem solve the amount of perceived work conflict increases. The correlation between

emotional sustenance was found to be significant to both WFC as well as with FWC. However, instrumental sustenance was found only to be significant to the FWC, providing insight in to the impact problem solving skills within the family system has on perceived occupational conflict and stress.

Social support has also been found to benefit an individual threefold (Viswesvaran, Sanchez, and Fisher, 1999). Social support was observed to reduce strain (the feeling associated with the stress), reduce the intensity of the stressor (entity providing the stress), and alleviate the affects of the stressor on the strain. In other words, social support was found to minimize both the event and the feeling, while also diminishing the impact the feeling had on the event.

However, social support, if not appropriate, may actually magnify the role conflict experienced. Kaufmann and Beehr (1986) observed how social support actually made the relationship between the stressor and strains stronger, not improving or decreasing the stressful feelings. This finding was justified by explaining that negative social support could actually increase and intensify the negative environment, beliefs, and feelings proposed. Social support with negative and / or aggressive connotations could foster or magnify the present perceived stressor. This finding is important when addressing family support as a mediator for work conflict. Such support, if negative in nature, may magnify the present stressful situation, ultimately increasing role conflict and stress.

This study will look specifically at the role of spousal support as a moderating influence on interrole conflict and well-being.

### Coping Behaviors

Coping has been described as the active utilization of personal and societal resources in response to stress and strain (Gilbert, 1984) or as the cognitive and behavioral efforts to address

conflict (Lazarus & Folkman, 1984). Within the literature two types of coping strategies have been routinely identified: Problem-focused coping and emotion-focused coping. Problem-focused coping “refers to efforts directed at defining the problem and acting to eliminate or circumvent the source of stress” (Aryee, 1999, p. 264). Problem-focused coping utilizes problem solving methods directed specifically at the event which is producing stress, through negotiations and alterations of schedules, and limiting the amount of contact with a specific stressor. The second strategy, emotion-focused coping, however, attempts to manage the emotional distress and reactions, not at the problem itself (Gilbert, 1984, p.60). This coping strategy utilizes cognitive appraisals and understanding of the problem as a means to minimize the stressful situation.

This paper will study the effect of problem-focused coping and emotion-focused coping behaviors as a moderator between WFC / FWC and individual job, family, and life satisfaction.

#### Job, Family, and Life Satisfaction

Various aspects of individual satisfaction have been found to be related to both WFC and FWC. It has been found that job satisfaction is negatively correlated with WFC (Burke, 1988; Bacharach, Bamberger, & Conley, 1991; Thomas & Ganster, 1995; Adams et al. 1996), as well as with FWC (Wiley, 1987). It has also been found that family satisfaction was significantly impacted by WFC (Duxbury & Higgins, 1991; Higgins & Duxbury, 1992), as well as FWC (Wiley, 1987). Furthermore, WFC was found to have a substantial, negative relationship to life satisfaction (Adams et al. 1996). Relationships between the satisfaction variables have also been observed. Job satisfaction has also been found to be positively related to life satisfaction (Adam, et al. 1996; Bamundo & Kopelman, 1980; Rice, Near, & Hunt, 1980; Higgins, Duxbury, & Irving, 1992), while family satisfaction and life satisfaction have also been found to be significantly related (Kopelman, Greenhaus, & Connolly, 1983). The relationship between job and family satisfaction was also

examined by Crouter and Perry-Jenkins (1986), who found that when parents had high job satisfaction they also displayed high family satisfaction. Children of these parents were also found to function better, in general, then compared to children of parents not satisfied with their job.

## CHAPTER III

### Methodology

#### Introduction

This chapter describes the research questions, the subjects used within the study, method of data collection, sub-scale reliability and validity, controls, data analysis procedures, and ethical considerations.

#### Research Questions

The following research questions provided a framework for this study:

1. Is there a moderating effect of spousal support on the relationship between role stressors (work and parental overload) and interrole conflict (work-family conflict and family-work conflict)?
2. Is there a moderating influence of coping on the relationship between interrole conflict (work-family conflict and family-work conflict) and well-being (job, family, and life satisfaction)?

#### Participants

This study used a non-random, accidental sample of participants. These participants were obtained voluntarily and remained anonymous throughout the completion of this paper. The participants in this study were professionals employed in an internationally recognized drug and alcohol rehabilitation center, faculty of a suburban high school, medical personnel, and university professors. Only participants who had children were used within this study to maintain reliability with the replicative nature of this study.

#### Data Collection

Questionnaire packages were distributed to employees at the settings listed above through

interdepartmental mail. Each questionnaire (Appendix B) was prefaced with a letter (Appendix A) explaining the objectives of the survey and emphasized the confidentiality of responses and the voluntary nature of the participation. Completed questionnaires from respondents were returned in sealed, self-addressed and stamped envelopes provided by the researchers, and returned through the specific organizations interdepartmental mail, a personalized collection box, or via United States postal service.

### Instrumentation

The questionnaire consisted of two parts: General demographics and the Work Parenting Survey developed by Aryee (1999). Permission was given by Aryee for a replication of this study of the moderating influences of spousal support and coping behaviors on role stress, interrole conflict and well-being. The description of the Work and Parenting Survey and subscales (including reliability) are cited from Aryee's (1999) work.

### Subscales

*Well-being indicators.* *Life satisfaction* was measured with a 5-item Satisfaction With Life Scale utilizing a Likert scale from "strongly disagree" to strongly agree", developed by Diener, Emmons, Larson, and Griffin (1985). Sample items are "In most ways, my life is close to ideal" and "If I could live my life over, I would change almost nothing", located in Section AI items 1-5. The scale's  $\alpha$  reliability for the sample is .83. This scale has been found to possess acceptable psychometric properties (Pavot, Diener, Colvin, & Sandvik, 1991). A 5-item abbreviated version of Brayfield and Rothe's (1951) 18-item scale was used to measure *job satisfaction*, located within Section D3 items 1-5. Sample items are "I find real enjoyment in my job" and "I like my job better than the average person." The scale's  $\alpha$  reliability for the sample was .88. Agbo, Price, and Mueller (1992) provided validity and reliability evidence for a 6 item abbreviated version of Brayfield and

Rothe's (1951) job satisfaction scale. *Family satisfaction* was measured using the abbreviated 5-item version of Brayfield and Rothe's job satisfaction scale by substituting job with family, located within Section D3 items 6-10. A sample item is "I find real enjoyment in my family." The practice of substituting job for family in measures of family satisfaction is well established in research on the work-family interface (Parasuraman et al., 1992; Kopelman et al. 1983). The scale's  $\alpha$  reliability for the sample is .84. The indicators of well-being were measured on a 5-point response format that ranged from (1) "strongly disagree" to (5) "strongly agree" (Aryee, 1999).

*Coping behaviors.* An 8-item scale based on the work of Latack (1986), Pearlin and Schooler (1978) and Steffy and Jones (1988) were used to measure coping behaviors. Responses options ranged from (1) "never" to (5) "always." Through factor analysis with varimax rotation two factor loadings (each with four items) were identified. The first factor, labeled "*emotional-focused coping*" was made up of such items as "Told yourself that those difficulties were not worth getting upset about" and "Tried to put each task out of your mind when not engaged in it", located within Section D2 items 9-16. The scales  $\alpha$  reliability for the sample is .78. The second factor, labeled "*problem-focused coping*" was made up such items as "Planned, scheduled, and organized carefully" and "Tried to manage household chores and child more efficiently", located within Section D2 items 1-8. The scale's  $\alpha$  reliability for the sample is .74 (Aryee, 1999).

*Interrole conflict.* A 10-item scale developed by Netemeyer et al. (1996) was used to measure *WFC* and *FWC*. Response options ranged from (1) "strongly disagree" to (5) "strongly agree." A sample item for the 5-item WFC scale is "The demands of my work interfere with my home and family life", located within Section A2 items 1-5. A sample item for the 5-item FWC scale is "The demands of my family or spousal/parent interfere with work-related activities", located within Section A2 items 6-10. The  $\alpha$  reliability of the WFC scale for the sample is .89 and the FWC scale is

.82. Netemeyer et al. provided evidence for the scale's construct validity and reliability. Pertaining to reliability, Aryee (1999) reported an average  $\alpha$  reliability of .88 for WFC and .86 for FWC across samples.

*Spousal support.* A 5-item scale developed for this study but based on the extant literature (Matsui et al., 1995; Frone & Yardley, 1996; King, Mattimore, King, & Adams, 1995) was used to measure spousal support. Response options ranged from (1) "strongly disagree" to (5) "strongly agree." Sample items are "My spouse understands that I have to accomplish both work and family duties" and "My spouse looks after him/herself to reduce my share of household responsibilities", located within Section C3 items 1-5. The scale's  $\alpha$  reliability for the sample is .85 (Aryee, 1999).

*Role stressors.* *Work overload* was measured with a 5-item scale, two which were from Beehr, Walsh, and Taber (1976), and the remaining three were developed by Cammann, Fichman, Jenkins, and Klesh (1979). Response options ranged from (1) "strongly disagree" to (5) "strongly agree." A sample item is "I have too much work to do in my job to do everything well", located within Section B1 items 1-5. The scale's  $\alpha$  reliability for the sample is .84. Cook, Hepworth, Wall, and Warr (1981) reported adequate psychometric properties for the two scales. *Parental overload* was measured with a 5-item scale, one of which was developed by Frone et al. (1997), and the remaining 4 were specifically developed for Aryee's (1999) study. Response options ranged from (1) "never" to (5) "always." A sample item is "How often do you feel you have too much work to do as a parent", located within Section B2 items 1-5. The scale's  $\alpha$  reliability for the sample is .85 (Aryee, 1999).

*Controls.* As in Aryee (1999) gender, age, education, and monthly family income were employed as controls. Additional controls of marital status, years of marriage or cohabitation, and duration within current occupation were added beyond what was used within Aryee's (1999) study.



Gender was coded (1) for males and (2) for females. Age was measured with a single, closed-ended item with responses ranging from 24 to 59 years old. Marital status was identified by specifying “single”, coded with a (1), “married” (2), “divorced” (3), “widowed” (4), “separated” (5), “have live-in partner” (6). Number of years married / cohabitation was coded with single, closed-ended responses ranging from (1) “up to 5 years”, (2) “6-10 years”, (3) “11-15 years”, (4) “16-20” years, (5) “21-25 years”, (6) “26-30 years”, and (7) “over 30.” Education was measured with a single, close-ended response ranging from (1) “high school”, (2) “vocational/associates”, (3) “bachelors”, (4) “masters”, (5) “doctorate”, or (6) “other.” Number of years within current occupational setting was coded (1) “up to and including 1 year”, (2) “1-4 years”, (3) “5-8 years”, (4) “9-12 years”, (5) “13-16 years”, (6) “17-20 years”, (7) “21-24 years”, and (8) “25 and over.” Annual household income was identified by respondents checking 1 of 11 brackets (1) “0-10,000” (2) “10,001-20,000”, (3) “20,001-30,000”, (4) “30,001-40,000”, (5) “40,001-50,000”, (6) “50,001-60,000”, (7) “60,001-70,000”, (8) “70,001-80,000”, (9) “80,001-90,000” (10) “90,001-100,000”, and (11) “100,001 and over” (Aryee, 1999).

Further demographic characteristics including number and age of children in and outside of the home, as well as housing of elderly persons within the home, were also addressed.

### Data analysis

A multiple regression was the principal data analysis technique. To adhere to the replicative nature of this paper, the following regression procedure was conducted. “The demographic variables were entered into the regression equation first to control for their effects. Second, the role stressors and spousal support were entered into the regression equation to examine the main effects. Last, the interaction terms of WFC and FWC and spousal support were entered into the regression equation” (Aryee, 1999 p. 267). Table 2 indicates the analysis for this above regression. To examine the

buffering effect of coping behaviors on WFC and FWC as they influence job, family, and life satisfaction a similar procedure as that mentioned above was utilized. Job, family, and life satisfaction were individually regressed first on the control variables. Second, interrole conflict variables, problem-focused and emotion-focused coping were entered into the regression as the main effects. The interaction terms of WFC and FWC and coping behaviors were then entered into the regression equation (Aryee, 1999). Please refer to tables 3 through 5 for regression findings pertaining to job, family, and life satisfaction, respectfully.

#### Ethical Considerations

Approval for the use of human subjects was received prior to data collection from the University of Wisconsin-Stout's Graduate College Protection of Human Subjects committee. Participants consisted of volunteers who remained anonymous. Participants were informed on the rationale, reasoning, and hypotheses prior to testing. Results of the study were provided to participants upon request. All specific employee, family, and supervisor information received was used only by these researchers and held confidential.

## CHAPTER IV

### Results

#### Introduction

This chapter will report results obtained from the Work and Parenting Survey. Analysis provided within this section includes demographics, means, standard deviations, correlations, and multiple regression analysis. Due to replicative nature to this study age was included within the correlations, however this variable is not interpreted due to its nominal status within the data set.

#### Demographic Information

Of the 403 surveys distributed 161 were returned, resulting in a response rate of 40%. To maintain the replicative basis of this study, only surveys reporting current or previous care of children were utilized within this study, resulting in 103 of the 161 returned, completed surveys being analyzed within this study. Of these 103 participants 75.7% were female and the average age was 43. In regards to socioeconomic status (SES), 36.9% reported an annual household, pre-tax income between \$50,000 - \$80,000, with 21.4% reporting an average household income greater than \$100,000. Average hours at paid work was 41.74. Regarding number of years within the present occupational position, 39.8% noted they had been within the same position for 1 to 4 years. Thirty two percent of respondents indicated having one child living with them, while 35.9% indicated having two children living within the home. Thirty seven percent were under the age of 12. In terms of educational attainment, 3.9% possessed a Doctoral degree, 35.9% possessed a masters, 27.2% possessed a bachelors, 19.4% possessed an associates or vocational degree. The observed characteristics within this sample suggests that this population possesses a higher than average SES, however also indicated a diverse population. The SES, age, and child care responsibilities of this sample population parallels that utilized by Aryee (1999).

## Correlations

Table 1 presents the means, standard deviations and correlations obtained through analysis of this study's variables. Correlations among demographic variables found that family income was positively related to education ( $p < .001$ ) and age ( $p < .01$ ), while education was positively correlated with age ( $p < .01$ ).

Correlations conducted between demographics and study variables indicated that work overload had a significant, positive relationship with education level ( $p < .01$ ). Parental overload was found to be positively related to gender ( $p < .05$ ) and family income ( $p < .01$ ). FWC was found to have a negative relationship with age ( $p < .05$ ), while education was observed to be positively related to FWC ( $p < .001$ ). Problem-focused coping was also found to be strongly correlated with education level ( $p < .001$ ).

Correlations between study variables found that work overload was positively related to both WFC ( $p < .001$ ) and FWC ( $p < .05$ ), while work overload was negatively related to job satisfaction ( $p < .01$ ). WFC was negatively correlated with job satisfaction ( $p < .001$ ), while FWC was negatively correlated to life satisfaction ( $p < .05$ ). Parental overload was negatively correlated to spousal support ( $p < .001$ ), life satisfaction ( $p < .05$ ), as well as family satisfaction ( $p < .001$ ). Spousal support was also positively correlated to problem-focused coping ( $p < .05$ ).

Table 1  
Means, Standard Deviations, and Correlations among Study Variables

Variables	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Gender (Female)			----												
2. Age	42.9	8.38	-.154	----											
3. Education	2.97	1.12	-.162	.284**	----										
4. Family income	7.13	2.89	-.117	.288**	.421***	----									
5. Work overload	3.02	1.08	-.008	.193	.306**	.113	----								
6. Parental overload	2.61	.85	.244*	.008	-.126	-.268**	-.028	----							
7. Spousal support	3.95	.89	.015	-.119	.065	.160	.116	-.359***	----						
8. Work-family conflict	3.07	.95	-.014	.010	.102	.049	.526***	.174	-.160	----					
9. Family-work conflict	2.08	.79	-.218*	.071	.405***	.152	.242*	.121	-.196	.324***	----				
10. Emotion-focused coping	3.44	.61	-.077	.053	.142	-.037	.222*	-.157	.054	.017	.030	----			
11. Problem-focused coping	3.53	.54	.061	-.107	.317***	.149	.104	-.079	.234*	-.103	-.024	.443***	----		
12. Job satisfaction	3.74	.78	-.106	.127	.149	.047	-.267**	-.023	.059	-.315***	-.057	-.008	.102	----	
13. Family satisfaction	4.30	.69	-.035	-.150	-.010	.137	-.112	-.338***	.163	-.114	-.005	.189	.051	.129	----
14. Life satisfaction	3.43	.77	.030	.087	.155	.054	-.079	-.020*	.102	-.177	-.049*	.080	.079	.189	.203*

\*  $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$  (two-tailed).

Underlined = Inconsistent with Aryee (1999)

**Bold** = Consistent with Aryee (1999)

### Regression Analysis

To test the first research question, “Is there a moderating effect of spousal support on the relationship between role stressors (work and parental overload) and interrole conflict (work-family conflict and family-work conflict)?” multiple regression analysis was used with the findings reported in tables 2 and 3. Analysis of individual effects reported that work overload was a positive predictor of WFC ( $t = 6.67$ ,  $p < .001$ ), while spousal support was found to be a negative predictor of both WFC ( $t = -2.08$ ,  $p < .05$ ), and FWC ( $t = -2.03$ ,  $p < .05$ ). The results indicate that the role stressors and spousal support set made a significant contribution to the explained variance in both WFC ( $F$  for  $\Delta R^2$

= 7.683,  $p < .001$ ) and FWC ( $F$  for  $\Delta R^2 = 5.574$ ,  $p < .001$ ). An analysis of the interactions between work overload, parental overload, and spousal support showed that such interactions highly contributed to both WFC ( $F$  for  $\Delta R^2 = 5.941$ ,  $p < .001$ ) and FWC ( $F$  for  $\Delta R^2 = 4.349$ ,  $p < .001$ ).

Table 2

Regression of Spousal Support on the Relationship between Role Stressors and WFC (N = 103)

<u>Work-family conflict (WFC)</u>						
Step	Variables	B	t	R <sup>2</sup>	ΔR <sup>2</sup>	F for ΔR <sup>2</sup>
1	Demographics					
	Gender (Female)	.002	-.009			
	Age	-.002	-.203			
	Education	.009	.916			
	Income	.004	.103	.011	.011	<i>F</i> (4, 98)=.269
2	Main effects					
	Work overload	<b>.511***</b>	6.67***			
	Parental overload	.182	1.75			
	Spousal support	<b>-.206*</b>	-2.08*	.361	.361	<i>F</i> (7, 95)= <b>7.683***</b>
3	Interaction terms					
	5 x 7	.031	.573			
	6 x 7	.019	.267	.365	.365	<i>F</i> (9, 93)= <u>5.941***</u>

Table 3

Regression of Spousal Support on the Relationship between Role Stressors and FWC (N = 103)

<u>Family - work conflict (FWC)</u>						
Step	Variables	B	t	R <sup>2</sup>	ΔR <sup>2</sup>	F for ΔR <sup>2</sup>
1	Demographics					
	Gender (Female)	<u>-.311</u>	-1.77			
	Age	-.006	-.611			
	Education	<u>.285***</u>	3.96***			
	Income	-.006	-.213	.192	.192	<i>F</i> (4, 98) = <u>5.82***</u>
2	Main effects					
	Work overload	<u>.127</u>	1.88			
	Parental overload	<u>.162</u>	1.77			
	Spousal support	<u>-.178*</u>	-2.03*	.291	.291	<i>F</i> (7, 95) = <b>5.574***</b>
3	Interaction terms					
	5 x 7	.028	.585			
	6 x 7	-.045	-.709	.296	.296	<i>F</i> (9, 93) = <b>4.349***</b>

\*  $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$  (two-tailed).Underlined = Inconsistent with Aryee (1999)**Bold** = Consistent with Aryee (1999)

In response to the second research question, “Is there a moderating influence of coping on the relationship between interrole conflict (work-family conflict and family-work conflict) and well-being (job, family, and life satisfaction)?” multiple regression analysis was again utilized with the results presented in tables 4 through 6. Table 4 presents data on the main effects of WFC, FWC, and coping behaviors, where in WFC revealed a significant, negative relationship with job satisfaction ( $t = -3.05, p < .01$ ). Emotion-focused coping, within table 5, was found to have a significant, positive correlation to family satisfaction ( $t = 2.48, p < .05$ ). Analysis of the main effect set found that within job satisfaction the main effects made a significant contribution the observed variance ( $F$  for  $\Delta R^2 = 2.08, p < .05$ ). This observation was not found within family or life satisfaction analyses.

Analysis of the hypothesized effects of coping behaviors on the relationship between role stressors (WFC and FWC) and the well-being indicators of job, family, and life satisfaction was conducted. The analysis revealed that the interaction terms of WFC, FWC, and coping behaviors made a significant contribution to the explained variance in job ( $F$  for  $\Delta R^2 = 1.97, p < .05$ ), family ( $F$  for  $\Delta R^2 = 2.01, p < .05$ ), and life satisfaction ( $F$  for  $\Delta R^2 = 2.19, p < .01$ ) (see tables 4 through 6, respectfully). Analysis of individual interactions revealed that within family satisfaction the interactions between WFC and emotion-focused coping had a significant, positive correlation ( $t = 2.23, p < .05$ ), FWC and emotion-focused coping produced a significant, negative relationship ( $t = -2.08, p < .05$ ), while FWC and problem-focused coping had a significant, negative relationship ( $t = -2.07, p < .05$ ). Analysis within life satisfaction also revealed that WFC had a significant, positive relationship with emotion-focused coping ( $t = 2.99, p < .01$ ) and FWC had a significant, negative relationship with emotion-focused coping ( $t = -3.18, p < .01$ ).



Table 4

Regression of Coping Behaviors on the Relationship between  
Interrole Conflict and Job Satisfaction (N=103)

Step	Variables	<u>Job Satisfaction</u>				
		B	t	R <sup>2</sup>	ΔR <sup>2</sup>	F for ΔR <sup>2</sup>
1	Demographics					
	Gender					
	(Female)	-.137	-.735			
	Age	.008	.848			
	Education	.009	1.15			
	Income	-1.06	-.348	.036	.036	$F(4, 98) = .918$
2	Main effects					
	WFC	<u>-.253**</u>	-3.05**			
	FWC	<u>-.037</u>	-.336			
	Emotion- focused coping	<u>-.089</u>	-.636			
	Problem- focused coping	<u>.103</u>	.604	.151	.151	$F(8, 94) = \mathbf{2.08^*}$
3	Interaction terms					
	8 x 10	-.101	-.612			
	8 x 11	-.166	-.987			
	9 x 10	.327	1.68			
	9 x 11	-.188	-1.00	.208	.208	$F(12, 90) = \mathbf{1.97^*}$

\*  $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$  (two-tailed).

Underlined = Inconsistent with Aryee (1999)

**Bold** = Consistent with Aryee (1999)

Table 5

Regression of Coping Behaviors on the Relationship between  
Interrole Conflict and Family Satisfaction (N=103)

<u>Family Satisfaction</u>						
Step	Variables	B	t	R <sup>2</sup>	ΔR <sup>2</sup>	F for ΔR <sup>2</sup>
1	Demographics					
	Gender					
	(Female)	-.079	-.482			
	Age	-.016	-1.90			
	Education	-.029	-.429			
	Income	.049	1.85	.059	.059	$F(4, 98) = 1.53$
2	Main effects					
	WFC	-.105	-1.42			
	FWC	.021	.212			
	Emotion- focused coping	<b>.310*</b>	2.48*			
	Problem- focused coping	-.168	-1.09	.130	.130	$F(8, 94) = 1.76$
3	Interaction terms					
	8 x 10	.325*	2.23*			
	8 x 11	-.132	-.894			
	9 x 10	-.357*	-2.08*			
	9 x 11	.342*	-2.07*	.211	.211	$F(12, 90) = 2.01*$

\*  $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$  (two-tailed).

Underlined = Inconsistent with Aryee (1999)

**Bold** = Consistent with Aryee (1999)

Table 6

Regression of Coping Behaviors on the Relationship between  
Interrole Conflict and Life Satisfaction (N=103)

<u>Life Satisfaction</u>						
Step	Variables	B	t	R <sup>2</sup>	$\Delta R^2$	F for $\Delta R^2$
1	Demographics					
	Gender					
	(Female)	.114	.605			
	Age	.005	.548			
	Education	.108	1.41			
	Income	-.005	-.180	.030	.030	$F(4, 98) = .762$
2	Main effects					
	WFC	-.148	-.171			
	FWC	-.062	-.545			
	Emotion- focused coping	.095	.647			
	Problem- focused coping	-.051	-.287	.074	.074	$F(8, 94) = .946$
3	Interaction terms					
	8 x 10	.492**	2.99**			
	8 x 11	-.025	-.152			
	9 x 10	-.614**	-3.18**			
	9 x 11	.250	1.35	.226	.226	$F(12, 90) = 2.19^{**}$

\*  $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .001$  (two-tailed).

Underlined = Inconsistent with Aryee (1999)

**Bold** = Consistent with Aryee (1999)

## Chapter V

### Discussion

#### Summary

The purpose of this study was to extend current research focusing on the work / family relationship through a replication of Aryee's (1999) research on work and family role stressors of employed parents in Hong Kong. This replicative study examined the moderating effect spousal support had on the relationship between role stressors and interrole conflict, while also examining the moderating effect coping behaviors had on the relationship between interrole conflict and well-being. Few studies that have examined spousal support and coping behaviors in a single study, thus, the results contribute to the extant literature by further addressing the impact such variables have on individual well-being (Aryee, 1999; Matsui et al., 1995; Scheck, Kinicki, & Davy, 1997). This chapter will compare findings of this present study to those found in Aryee's (1999) research, noting similarities and differences in significant findings.

#### Demographic Correlations

Within the demographic correlations it was observed that family income had the most impact on the other demographic variables. Family income was observed to have a significant, positive relationship with both age and education, both consistent with Aryee's (1999) findings. Education was also found to be positively related to age, however this observation was not found by Aryee (1999).

The examination of the correlations of demographic and study variables revealed that education was found to be positively related to work overload, consistent with Aryee (1999). Not surprisingly this may suggest that the higher education one obtains the more demanding the occupational responsibilities and expectations. Consistent with Aryee (1999), it was also observed

that parental overload was found to be negatively correlated to family income, suggesting that financial capabilities may have a significant effect on parents perceived level of stress and strain within the home. However, unlike Aryee (1999), this study did not find a significant relationship between parental overload and education.

Of the interrole conflict variables, only FWC was observed to be significantly correlated to demographic variables. Although inconsistent with Aryee's (1999) findings, FWC was found to be positively correlated to education, which might again be explained by the earlier observation that increased education might lead to an occupation that produces greater interrole conflict, in this case FWC.

Additional demographic findings were found to be significantly related to the study variables of problem-focused coping and life satisfaction variables, however were not found to be so in Aryee's (1999) study. Problem-focused coping was found to be significantly correlated to education, suggesting that with increased education the utilization of problem solving methods of coping increases. Due to the previously mentioned correlation between education and income, this may also suggest that with greater education comes greater income and therefore the financial resources to solve the problem. Regarding life satisfaction, this study did not find a significant relationship between family income and life satisfaction, which was unlike Aryee's (1999) findings, as well as common Western thinking believing happiness comes with financial success.

#### Role Stressor Correlations

In comparison to Aryee's (1999) findings, respondents within this sample noted a higher level of perceived work overload (SD of 1.08 as compared to .78), suggesting that the population within the Midwest may perceive a higher level of work overload and stress than compared to the Hong Kong sample population used. Regarding the relationship between role overload and interrole

conflict, a strong, positive correlation was found between work overload and WFC, as well as between work overload and FWC, supporting previous findings (Aryee, 1999; Parasuraman et al., 1996; Frone et al., 1997). However, within this observation, work overload was more strongly related to WFC than to FWC, also consistent with previous research (Parasuraman et al.; Frone et al., Eagle et al., 1997). One significant, negative correlation between job satisfaction and work overload was found in this study, however was not found by Aryee (1999). This expected result suggests that an individuals' perceptions of high work overload is negatively related to job satisfaction has implications for employers concerned about employee morale. Looking at parental overload and interrole conflict, parental overload was not found to be related to either WFC or FWC, inconsistent with previous findings (Aryee, 1999; Frone et al., 1997).

#### Interrole Conflict Correlations

Consistent with previous research this study revealed that respondents perceived higher levels of WFC than FWC (Aryee, 1999; Grandey & Cropanzano, 1999; Frone et al., 1997; Eagle et al., 1998; Parasuraman et al., 1996). In a comparison with other variables within this study, it was observed that job satisfaction was negatively related to WFC, supporting Adams et al. (1996), while FWC was found to be negatively related to life satisfaction, also supporting previous research (Aryee, 1999; Aryee, Fields, & Luk, in press). These findings suggest that when work conflicts are perceived to impact the family the employee may experience an increase in job dissatisfaction, however if conflict from the family is perceived to impact the work environment the individuals life satisfaction decreases. These findings makes sense due to the perceived origin of conflict.

#### Well-Being Indicator Correlations

Supporting Aryee (1999) and Kopelman et al.'s (1983) findings, life satisfaction was found to be positively related to family satisfaction. Job satisfaction was observed to be related to life

satisfaction, however this relationship was not found to be significant, inconsistent with previous researchers (Aryee, 1999; Adams et al., 1996; Rice et al., 1980; Higgins et al., 1992; Crouter & Perry-Jenkins, 1986). It was also observed that job satisfaction was negatively related to WFC, supporting previous research (Burke, 1988; Bacharach et al., 1991; Thomas & Ganster, 1995; Adams et al., 1996), however was not found by Aryee (1999). It was also found that life satisfaction was negatively related to FWC, supporting Aryee (1999). This observation appears to correlate and strengthen the previously noted finding regarding the relationship between life and family satisfaction, in that when the family is in conflict with work, or the individual has low job satisfaction, life satisfaction appears to be impacted. This suggests that success and happiness within the family may be utilized by an individual as an internal cue to indicate possible life successes.

#### Moderator Correlations

Examination of significant correlations for the moderating variables of spousal support shows a significant, negative correlation of this variable with parental overload. This finding suggests that when spousal support is utilized as a coping technique perceived parental overload is significantly decreased.

An examination of the second moderating variable of coping behaviors shows a positive relationship between emotion-focused coping and work overload. While speculative in nature, it is possible, through commiseration around the problem, that increased time spent in emotion coping behaviors might actually increase the perceived level of work overload. This hypothesis supports previous research which addressed possible negative affects of social support (Kaufmann & Beehr, 1986). It was also found that problem-focused coping had a significant, positive relationship with the level of education obtained. Due to the absence in significance between problem-focused coping and education, this finding may suggest that individuals with increased educational backgrounds prefer to

utilize cognitive, problem-solving approaches (problem-focused) as their primary means to addressing problems.

Significant correlations were also found between the moderating variables. Spousal support was found to be positively correlated to problem-focused coping techniques, however was not found to be related to emotion-focused coping, implying that when a spouse is utilized as a means to cope with stress the resulting strategies are primarily oriented around solving the problem at hand (problem-focused), rather than to the emotions experienced (emotion-focused).

### Regression Findings

A primary objective of this study was to explain the moderating impact of spousal support between role stressors (work and parental overload) and interrole conflict (WFC and FWC). It was observed that demographic variables of gender, age, education, and income did not contribute to WFC, however education level appeared to be significant within FWC. Demographic variables were also not found to predict job, family, or life satisfaction, suggesting that variance is more likely to be explained by significances observed within the effects of the study variables. The main effects of role stressors and spousal support were also observed to predict both WFC and FWC. More specifically, work overload was observed to have a strong predicting factor in WFC, however was not a significant predictor of FWC. This suggests that individuals perceiving high levels of work overload may experience this overload impacting the family environment to a greater degree than on the work environment. The findings of this study strongly indicate that spousal support is an important moderating influence, buffering the affect of role overload on interrole conflict.

The second major objective of this study, to assess the role of coping in relation to interrole conflict and well-being. Our findings revealed that WFC, but not FWC, was a significant, negative predictor of job satisfaction, inconsistent with Aryee (1999). Understandably this finding suggests



that conflict experienced within the work place which impacts the home may reduce job satisfaction more than FWC's influence on job satisfaction. Neither WFC or FWC was observed to predict family or life satisfaction. Consistent with previous research (Aryee, 1999) concerning coping behaviors, emotion-focused coping was found to be related to family satisfaction, implying that when attention is given to how a problem is impacting the person, not what the problem is, but addressing feelings and emotions, family satisfaction was enhanced. In contrast to previous research (Aryee, 1999), emotion-focused coping was not found to be related to job or life satisfaction in this study. In addition, problem-focused coping was not found to be a significant predictor of job, family, or life satisfaction, as was the case with Aryee's (1999) findings. However, supporting Aryee (1999), the main effect set of WFC, FWC, and coping behaviors made a significant contribution to job satisfaction. Family and life satisfaction were not found to be impacted as was job satisfaction, inconsistent to previous research (Aryee, 1999).

Interactions between the interrole conflict terms (WFC and FWC) and coping behaviors (emotion and problem-focused) were also analyzed as impacting well-being. Within family satisfaction it was found that the combination of WFC and emotion-focused coping were positively related, suggest that problems within the work place may not be perceived as tenable through problem-solving techniques, therefore requiring the individual to seek emotional support. This may also suggest that, as was stated previously, emotion-focused coping may be utilized as a form of commiseration, actually enhancing the perceived conflict from work. Regarding FWC and coping, it was found that both emotion and problem-focused coping techniques were negatively related with FWC, possibly suggesting that due to the origin of the conflict (within the family) there is a greater tendency to attempt to solve such problems through problem-solving techniques, as well as with emotion-focused coping. It was found within life satisfaction that emotion-focused coping was

significantly related to both WFC and FWC. However, it was interesting to note that FWC was a negative correlation, while WFC was positive. This finding may possibly be explained by the tendency for individuals to actually be escalated by addressing feelings concerning work issues, rather than being helped through the process. This commiseration, as noted previously, may impact the success available within this specific coping technique.

### Organizational Implications

The results obtained from this study have direct implications for work organizations. Insights obtained regarding the relationship of role overload and interrole conflict to job satisfaction and the moderating effect of support and coping may have an impact on overall organizational success.

Organizations have implemented various programs in an attempt to address job satisfaction, interrole conflict and role stressors including flextime, compressed work week, job sharing, child-care assistance, telecommuting, and reduced work hours. This findings of this present study suggest a continuing need for work-life initiatives. The observed significance of spousal support on work variables reported in this study, coupled with earlier research, suggests that it may be beneficial for such organizations to implement programs that address this significant moderator.

In addition to spousal support, parental overload and coping behaviors have also been observed to impact work related variables. Therefore, it is recommended that organizations would benefit through the implementation of programs that enhance these positive parenting skills and coping techniques of their employees. It is suggested that one method to provide such aid is through preventive education as well as family therapy. Enhancing present employee assistance programs to incorporate family therapy may serve to address such moderators and variables identified within this study. Such family friendly programs have shown to be a benefit to both occupational and family systems. Johnson (1995) found how companies who did not have family-work friendly programs

observed that employees were twice as likely to report occupational and interrole stress, resulting in burnout, voluntary turnover, and decreased productivity.

The parental overload reported in this study could also be addressed by businesses through child care programs. The findings of this study reporting a relationship between parental overload, work overload, job satisfaction, and the presence of children 12 years of age and under, suggest that child care programs may serve as a significant resource to promote and maintain employee satisfaction. A conclusion consistent with previous research reporting child care programs as the most consistent, noted benefit by employees (Christensen & Staines, 1990; Ralston & Flanagan, 1985).

### Conclusion

This replicative study supports and extended previous research by Aryee (1999) suggesting that spousal support is an important moderating variable on the relationship between role stressors (overload) and interrole conflict. The current study found that spousal support does buffer the effects of role overload, particularly that of work overload on WFC.

Based on the current study's findings there is only limited support for the coping behaviors moderating between interrole conflict and well-being. The present data suggests that, in particular, emotion-focused coping behaviors contribute to increased family satisfaction.

It is recommended that future research on the relationship of role stress, interrole conflict, well-being, and moderating influence of support and coping address differing SES levels, cultural backgrounds, and geographic locations.

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## Appendix A

### RESEARCH PARTICIPANT

This research project, a component of the University of Wisconsin-Stout's Marriage and Family Therapy Master's program, is being conducted to better understand how individuals coordinate their work and family roles.

The growing number of employees with family responsibilities has led to increased interest in the relationship between workers' lives on and off the job. Both employers and family therapy professionals are interested in understanding the fit between what is good for employers and for employees and their families. This understanding includes knowledge of what elements within the family most significantly affect job performance and satisfaction. Your participation in this research is important. The findings of this survey will be of interest to employers, enabling them to better provide employee assistance and support.

We are asking for approximately ten minutes of your time to express your opinions on this topic. This research is completely voluntary; you do not need to participate. All responses are anonymous. Only the university researchers listed below will read your anonymous answers.

When you finish the survey, please put it in the return postage-paid envelope provided and drop in any mailbox. Do not write your name on the survey.

Thank you very much for your time and help with the research study. If you have any questions or would like a report of the findings, you may contact Tony Tatman at 715-232-1356 or E-mail at [tatmant@post.uwstout.edu](mailto:tatmant@post.uwstout.edu) or Denise Skinner, Ph.D. at 715-232-2522 or E-mail [skinnerd@uwstout.edu](mailto:skinnerd@uwstout.edu).

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## Appendix B

**WORK AND PARENTING SURVEY**

## Demographics

- 1) **AGE:** \_\_\_\_\_ 2) **SEX:** male \_\_\_\_\_ female \_\_\_\_\_
- 3) **CURRENT MARITAL STATUS** (check one):  
       \_\_\_\_\_ single        \_\_\_\_\_ married        \_\_\_\_\_ divorced        \_\_\_\_\_ widowed  
       \_\_\_\_\_ separated        \_\_\_\_\_ have a live-in partner
- 4) **IF MARRIED / COHABITING, NUMBER OF YEARS** (if applicable check one):  
       \_\_\_\_\_ Up to and including 5 years        \_\_\_\_\_ 21 - 25 years  
       \_\_\_\_\_ 6 - 10 years        \_\_\_\_\_ 26 - 30 years  
       \_\_\_\_\_ 11 - 15 years        \_\_\_\_\_ over 30 years  
       \_\_\_\_\_ 16 - 20 years
- 5) **HIGHEST DEGREE EARNED** (check one):  
       \_\_\_\_\_ High school diploma        \_\_\_\_\_ Master's Degree  
       \_\_\_\_\_ Vocational certificate        \_\_\_\_\_ Ed.D. or Ph.D.  
       \_\_\_\_\_ Bachelor's Degree        \_\_\_\_\_ Other (please specify) \_\_\_\_\_
- 6) **PLEASE INDICATE YOUR OCCUPATION:** \_\_\_\_\_  
       Briefly describe what you do \_\_\_\_\_
- 7) **PLEASE INDICATE NUMBER OF YEARS IN PRESENT POSITION:**  
       \_\_\_\_\_ Up to and including 1 year        \_\_\_\_\_ 13 - 16 years  
       \_\_\_\_\_ 1 - 4 years        \_\_\_\_\_ 17 - 20 years  
       \_\_\_\_\_ 5 - 8 years        \_\_\_\_\_ 21 - 24 years  
       \_\_\_\_\_ 9 - 12 years        \_\_\_\_\_ > 25 years
- 8) **HOW MANY HOURS DO YOU SPEND WORKING FOR PAID EMPLOYMENT?** Hours per week \_\_\_\_\_
- 9) **APPROXIMATE PRESENT ANNUAL HOUSEHOLD PRE-TAX INCOME FROM ALL SOURCES:**  
       \_\_\_\_\_ 0 - 10,000        \_\_\_\_\_ 60,001 - 70,000  
       \_\_\_\_\_ 10,001 - 20,000        \_\_\_\_\_ 70,001 - 80,000  
       \_\_\_\_\_ 20,001 - 30,000        \_\_\_\_\_ 80,001 - 90,000  
       \_\_\_\_\_ 30,001 - 40,000        \_\_\_\_\_ 90,001 - 100,000  
       \_\_\_\_\_ 40,001 - 50,000        \_\_\_\_\_ > 100,001  
       \_\_\_\_\_ 50,001 - 60,000
- 10) **NUMBER OF CHILDREN LIVING WITH YOU:** \_\_\_\_\_
- 11) **PLEASE INDICATE THE AGES OF YOUR CHILDREN** (all children you are responsible for): \_\_\_\_\_
- 12) **DO YOU HOUSE AND CARE FOR ELDERLY PERSONS?** \_\_\_\_\_ yes        \_\_\_\_\_ no

## SECTION A

I. The statements below describe satisfaction with life as a whole. For each statement, circle the response that reflects your agreement or disagreement.

- 1=strongly disagree  
2=disagree  
3=neither agree nor disagree  
4=agree  
5=strongly agree

	strongly disagree		strongly agree		
1. In most ways, my life is close to ideal.	1	2	3	4	5
2. The conditions of my life are excellent.	1	2	3	4	5
3. I am satisfied with my life.	1	2	3	4	5
4. So far I have achieved the important things I want in my life.	1	2	3	4	5
5. If I could live my life over, I would change almost nothing.	1	2	3	4	5

II. The statements below describe the extent to which work interferes with family life and vice versa. For each statement, please circle the ONE response which reflects the extent of your agreements or disagreement.

- 1=strongly disagree  
2=disagree  
3=neither agree nor disagree  
4=agree  
5=strongly agree

	strongly disagree		strongly agree		
1. The demands of my work interfere with my home and family life.	1	2	3	4	5
2. The amount of time my job takes up makes it difficult to fulfill my family responsibilities.	1	2	3	4	5

	strongly disagree		strongly agree		
3. Things I want to do at home do not get done because of the demands my job puts on me.	1	2	3	4	5
4. My job produces strain that makes it difficult to fulfill my family duties.	1	2	3	4	5
5. Due to work-related duties, I have to make changes to my plans for family activities.	1	2	3	4	5
6. The demands of my family or spouse interfere with my work-related activities.	1	2	3	4	5
7. I have to put off doing things at work because of the demands on my time at home.	1	2	3	4	5
8. Things I want to do at work do not get done because of the demands of my family and/or spouse.	1	2	3	4	5
9. My home or family life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks and working overtime.	1	2	3	4	5
10. Family-related activities interfere with my ability to perform my job-related duties or activities.	1	2	3	4	5

- I. Below are statements that describe perceptions of the amount of work to be performed in one's job within a given period of time. For each statement, indicate the extent of your agreement or disagreement.

1=strongly disagree  
2=disagree  
3=neither agree nor disagree  
4=agree  
5=strongly agree

	strongly disagree			strongly agree		
1. I have too much work to do in my job to do everything well.	1	2	3	4	5	
2. The amount of work I have to do in my job is unfair.	1	2	3	4	5	
3. I never seem to have enough time to get everything done in my job.	1	2	3	4	5	
4. It often seems like I have too much work to do in my job for one person to do.	1	2	3	4	5	
5. I am responsible for too many activities in my job.	1	2	3	4	5	

- II. The statements below describe the amount of work a person has to do regarding his or her role as a parent. For each statement, indicate the frequency with which you feel you have too much or too little to do as a parent.

1=never  
2=seldom  
3=occasionally  
4=often  
5=always

	never			always		
1. How often do you feel that your child(ren) is/are making too many demands on you?	1	2	3	4	5	
2. How often do you feel that the amount of work you have to do as a parent is too much?	1	2	3	4	5	

	never			always		
3. How often do you feel that the amount of time you devote to looking after your child(ren) leaves you with little time for much else?	1	2	3	4	5	
4. How often do you feel you have too much work to do as a parent?	1	2	3	4	5	
5. In general, how often do you feel overwhelmed by the demands of parenting?	1	2	3	4	5	

## SECTION C

- I. Below are statements that describe the flexibility a person enjoys in scheduling his/her work activities. For each statement, indicate the ease or difficulty in altering or changing your work schedule.

1=impossible or very difficult  
2=fairly difficult  
3=difficult  
4=not at all difficult

	impossible or very difficult			not at all difficult		
1. How difficult would it be to make adjustments concerning the time you go to work and the time you leave work?	1	2	3	4		
2. How difficult do you think it would be to get the days you work changed if you wanted them changed.	1	2	3	4		
3. How difficult do you think it would be to have flexible work schedule?	1	2	3	4		
4. How difficult is it for you to take time off during your work day to take care of personal or family matters	1	2	3	4		

II. Below are statements that describe one's intentions or likelihood of looking for a job with another organization within the next year. For each statement. Indicate the extent of your agreement or disagreement.

	strongly disagree					strongly agree				
	1=strongly disagree					5=strongly agree				
	2=disagree									
	3=neither agree nor disagree									
	4=agree									
	5=strongly agree									
1. I plan to quit my job within the next year.	1	2	3	4	5					
2. I often think about quitting my job.	1	2	3	4	5					
3. I will probably look for a new job within the next year.	1	2	3	4	5					

For the next item, use the response options below

	1=not at all likely					5=extremely likely				
	2=unlikely									
	3=somewhat likely									
	4=quite likely									
	5=extremely likely									
	not at all likely					extremely likely				
4. How likely is that you will actively look for a new job in the next year?	1	2	3	4	5					

III. Below are items that describe support from one's spouse in combining work and nonwork roles. For each item, indicate the extent of your agreement or disagreement.

	1=strongly disagree					5=strongly agree				
	2=disagree									
	3=neither agree nor disagree									
	4=agree									
	5=strongly agree									
	strongly disagree					strongly agree				
1. My spouse is very supportive of my participation in the work force.	1	2	3	4	5					
2. My spouse understands that I have to accomplish both work and family duties.	1	2	3	4	5					

	strongly disagree					strongly agree				
3. If my job gets very demanding, my spouse usually takes on extra household or child care responsibilities.	1	2	3	4	5					
4. My spouse looks after him/herself to reduce my share of household responsibilities..	1	2	3	4	5					
5. I can depend on my spouse to help me with household or child care responsibilities if I really need it.	1	2	3	4	5					

IV. Below are statements that describe job expectations. For each item, indicate the extent to which it is false or true of your job.

	1=very false					5=very true				
	2=false									
	3=neither true nor false									
	4=true									
	5=very true									
	Very false					Very true				
1. I have to do things in my job that should be done differently.	1	2	3	4	5					
2. I work with two or more groups who operate quite differently.	1	2	3	4	5					
3. I receive conflicting job-related requests from two or more people.	1	2	3	4	5					
4. I do things on my job that may be accepted by one person and not accepted by others.	1	2	3	4	5					

- I. Below are statements that describe performance in the family role. For each statement, indicate the frequency with which you perform that activity.

1=never  
2=seldom  
3=occasionally  
4=often  
5=always

	Never					Always				
1. On average, how often do you feel you fulfill your family responsibilities?	1	2	3	4	5					
2. On average, how often do you feel you fulfill responsibilities that your family expects of you?	1	2	3	4	5					
3. On average, how often do you feel you adequately fulfill your family responsibilities?	1	2	3	4	5					
4. On average, how often do you feel you fulfill responsibilities that are essential to your role as a member of your family (e.g. parent; spouse)?	1	2	3	4	5					
5. On average, how often do you feel you neglect to fulfill responsibilities that you are obligated to perform as a member of your family?	1	2	3	4	5					

- II. Below are strategies that employed parents like yourself may use to manage the challenges and difficulties of combining a job and parenting. Think about your experiences over the past year and indicate the frequency with which you have used each of these strategies.

1=never  
2=seldom  
3=occasionally  
4=often  
5=always

	Never					Always				
1. Planned, scheduled, and organized carefully.	1	2	3	4	5					
2. Set priorities so that the most important things get done.	1	2	3	4	5					

3. Openly discussed conflicts in delegating household chores and child care with spouse.

Never						Always
1	2	3	4	5		

4. Tried to be very organized so that you could keep on top of things.

1	2	3	4	5
---	---	---	---	---

5. talked to others to find a solution to your problems.

1	2	3	4	5
---	---	---	---	---

6. Enlisted assistance such as babysitters, domestic helper to do daily household chores.

1	2	3	4	5
---	---	---	---	---

7. Coordinated household work schedule with spouse and children (if applicable).

1	2	3	4	5
---	---	---	---	---

8. Tried to manage household chores and child care more efficiently.

1	2	3	4	5
---	---	---	---	---

9. Told yourself that those difficulties were not worth getting upset about.

1	2	3	4	5
---	---	---	---	---

10. Accepted the situation because there was little you could do about it.

1	2	3	4	5
---	---	---	---	---

11. Tired to put each task out of your mind when not engaged in it.

1	2	3	4	5
---	---	---	---	---

12. Tired to make yourself feel better by eating, exercising or shopping.

1	2	3	4	5
---	---	---	---	---

13. Tired to see the positive side of the situation.

1	2	3	4	5
---	---	---	---	---

14. Told to see yourself that time takes care of situations like those.

1	2	3	4	5
---	---	---	---	---

15. Reminded yourself that work was not everything.

1	2	3	4	5
---	---	---	---	---

16. Tried not to get concerned about it.

1	2	3	4	5
---	---	---	---	---



III. Below are statements that describe attitudes toward job and family. For each statement, indicate the extent of your agreement or disagreement.

1=strongly disagree

2=disagree

3=neither agree nor disagree

4=agree

5=strongly agree

	strongly disagree			strongly agree	
1. Most days I am enthusiastic about my job.	1	2	3	4	5
2. I feel fairly well satisfied with my job.	1	2	3	4	5
3. I find real enjoyment in my job.	1	2	3	4	5
4. I like my job better than the average person.	1	2	3	4	5
5. I am seldom bored with my job.	1	2	3	4	5
6. I feel fairly well satisfied with my family.	1	2	3	4	5
7. I find real enjoyment in my family.	1	2	3	4	5
8. I like my family better than the average person..	1	2	3	4	5
9. I am seldom bored with my family.	1	2	3	4	5
10. Most days I am enthusiastic about my family.	1	2	3	4	5