

Work-Family Conflict International Comparison US Pilot

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Topics

- **Purpose**
- **Sample**
- **Measures**
- **Descriptive Statistics and Reliabilities**
- **Preliminary Comparisons**
- **Content Analysis**
- **Future Plans**

Purpose

- **To test out the survey:**
 - Applicability
 - Readability
 - Participant's concerns
- **Statistical tests:**
 - Item reliability
 - Item descriptive stats.
 - Differences between gender groups

Sample

- Working Graduate Students and their colleagues
- Participants - Working adults
- N=27
 - 11 Females
 - 15 Males
- Age
 - 20-35 years old (7 people)
 - 36-45 years old (12 people)
 - >45 years (6 people)

Sample

Number of Children

- None (3 people)
- 1-2 (18 people)
- >3 (5 people)

■ **Education**

- Bachelors (18 people)
- Masters (5 people)
- Doctorate (1 person)

Sample

■ **Level in Organization**

- **Executive (1 person)**
- **Managerial (10 people)**
- **Non-Managerial (15 people)**

■ **Income Levels**

- **\$30-\$45 thousand (6 people)**
- **\$45-\$75 thousand (9 people)**
- **>\$75 thousand (10 people)**

Measures

- The survey measures 18 constructs
 - **10 antecedent constructs**
 - » Time Orientation, Individualism and Collectivism, Gender-Role Ideology, Coping Strategies, Positive Spillover, Social Support, Involvement, Overload, Control, and Organizational Policies
 - **6 outcome constructs**
 - » Family Satisfaction, Guilt, Job Satisfaction, Turnover Intent, Life Satisfaction, and Psychological Well-Being
 - **2 W-F Conflict constructs**
 - » Work Influencing Family and Family Influencing Work

Descriptive Statistics and Reliabilities

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Alpha</i>
Time Orientation	3.10	5	.84	1.60	5.00	.64
Vertical Individualism	3.30	7	.60	2.14	4.71	.64
Vertical Collectivism	4.00	5	.74	2.40	5.00	.58
Horizontal Individualism (Home)	4.16	4	.98	1.50	6.00	.71
Horizontal Collectivism (Home)	4.75	8	.69	2.75	6.00	.85
Horizontal Individualism (Work)	4.45	4	.68	3.50	6.00	.37
Horizontal Collectivism (Work)	4.27	8	.88	1.50	5.25	.91
Gender Role Ideology	4.26	16	1.09	2.25	5.69	.94

Descriptive Statistics and Reliabilities

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Alpha</i>
Work Family Overload	3.62	4	1.02	2.00	6.00	.77
Family Work Overload	3.54	7	1.01	1.71	5.29	.84
Work Family Control	4.75	5	.62	3.60	6.00	.77
Family Work Control	4.53	5	.80	2.40	6.00	.88
Work Family Involvement	3.21	4	.60	1.75	4.00	.34
Family Work Involvement	4.84	4	1.06	2.25	6.00	.90
Work Influencing Family (Conf.)	3.15	6	.92	1.50	4.83	.80
Family Influencing Work (Conf.)	2.74	9	.63	1.56	3.78	.72

Descriptive Statistics and Reliabilities

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Alpha</i>
Work Influencing Family (PS)	3.00	6	.59	2.00	4.00	.76
Family Influencing Work (PS)	3.26	6	.72	1.83	5.00	.82
Organizational Culture	2.56	4	.88	1.00	4.75	.73
Family Satisfaction	3.74	5	.64	2.00	4.80	.83
Job Satisfaction	4.65	2	1.02	1.50	6.00	.89
Turnover Intent	2.30	3	1.30	1.00	6.00	.79
Life Satisfaction	4.26	5	.80	1.60	5.80	.84

Descriptive Statistics and Reliabilities

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Alpha</i>
Work Family Guilt	3.42	8	.97	1.25	5.00	.90
Family Work Guilt	2.73	6	.91	1.33	4.50	.87
Coping Strategies	3.55	17	.46	2.24	4.29	.61
Organizational Policies Available	2.26	10	.38	1.50	3.00	.66
Organizational Polices Used	1.43	10	.18	1.10	1.70	.56
Satisfaction with Org. Policies	4.62	2	.88	2.00	6.00	.77
Psychological Well-Being	1.21	9	.29	1.00	2.00	.88

Descriptive Statistics and Reliabilities

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Alpha</i>
Job and Family Demands	24.31	4	6.06	14.75	40.00	N/A
Support – Partner (Home)	4.60	12	.56	3.25	5.92	.80
Support – Relative (Home)	3.16	12	1.00	1.58	5.83	.87
Support – Coworker (Home)	2.83	12	1.29	1.00	5.83	.86
Support – Friend (Home)	2.64	12	1.17	1.00	5.50	.88
Support – Paid (Home)	4.21	12	2.11	1.00	6.00	.98
Support – Supervisor (Home)	2.81	12	1.66	1.00	6.00	.94

Descriptive Statistics and Reliabilities

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Alpha</i>
Support – Partner (Work)	3.73	7	.94	1.00	6.00	.82
Support – Relative (Work)	2.67	7	1.41	1.00	6.00	.91
Support – Coworker (Work)	3.38	7	.86	2.00	4.86	.81
Support – Friend (Work)	2.42	7	1.33	1.00	5.43	.89
Support – Paid (Work)	3.98	7	2.30	1.00	6.00	.97
Support – Supervisor (Work)	3.46	7	1.23	1.57	6.00	.90

Descriptive Statistics

<i>Variable Name</i>	<i>Mean</i>	<i>Item No.</i>	<i>SD</i>	<i>Minimum</i>	<i>Maximum</i>
Support Satisfaction - Partner	4.58	1	.76	3.00	6.00
Support Satisfaction - Relative	4.31	1	.84	3.00	6.00
Support Satisfaction - Paid	5.46	1	1.45	1.00	6.00
Support Satisfaction - Coworker	3.96	1	.72	3.00	5.00
Support Satisfaction - Supervisor	4.19	1	.98	2.00	6.00
Support Satisfaction - Friend	3.92	1	.81	2.00	5.00

Female to Male Comparisons

<i>Variable Name</i>	<i>Female Mean</i>	<i>Male Mean</i>	<i>Female SD</i>	<i>Male SD</i>	<i>t-test</i>	<i>df</i>
Horizontal Individualism (Home)	3.91	4.35	1.01	.94	-1.14	24
Horizontal Collectivism (Home)*	5.14	4.47	.32	.76	2.74	24
Horizontal Collectivism (Work)*	4.66	3.98	.46	1.01	2.30	20.72
Gender Role Ideology*	4.80	3.98	.46	1.22	2.34	19.72
Work Family Overload	3.43	3.75	.73	1.19	-.84	23.47
Family Work Overload	3.57	3.52	.80	1.13	.11	21
Work Family Control*	4.40	4.99	.53	.57	-2.59	23

Female to Male Comparisons

<i>Variable Name</i>	<i>Female Mean</i>	<i>Male Mean</i>	<i>Female SD</i>	<i>Male SD</i>	<i>t-test</i>	<i>df</i>
Family Work Control	4.40	4.61	.59	.93	-.64	23
Family Work Involvement	4.98	4.73	.68	1.28	.57	24
Work Influencing Family (Conf.)*	2.60	3.52	.65	.09	-2.79	23
Family Influencing Work (Conf.)	2.57	2.86	.51	.69	-1.15	23
Work Influencing Family (PS)	3.06	2.97	.61	.58	.40	24
Family Influencing Work (PS)	3.30	3.23	.49	.87	.24	24
Organizational Culture	2.32	2.75	.62	1.01	-1.24	23

Female to Male Comparisons

<i>Variable Name</i>	<i>Female Mean</i>	<i>Male Mean</i>	<i>Female SD</i>	<i>Male SD</i>	<i>t-test</i>	<i>df</i>
Family Satisfaction	3.82	3.69	.43	.75	.49	21
Job Satisfaction	4.50	4.77	.92	1.10	-.65	24
Turnover Intent	2.39	2.22	1.01	1.51	.33	24
Life Satisfaction	4.47	4.11	.49	.95	1.16	24
Work Family Guilt	3.54	3.34	.88	1.04	.49	23
Family Work Guilt	2.94	2.58	1.13	.72	.93	15.93
Satisfaction with Org. Policies	4.90	4.43	.81	.09	1.32	23

Female to Male Comparisons

<i>Variable Name</i>	<i>Female Mean</i>	<i>Male Mean</i>	<i>Female SD</i>	<i>Male SD</i>	<i>t-test</i>	<i>df</i>
Psychological Well-Being	1.15	1.24	.19	.34	-.87	22.78
Support – Partner (Home)	4.54	4.66	.71	.44	-.52	24
Support – Relative (Home)	3.42	2.96	.66	1.19	1.17	24
Support – Coworker (Home)	3.06	2.65	1.20	1.38	.77	23
Support – Friend (Home)	2.94	2.44	.89	1.32	1.04	23
Support – Paid (Home)	4.00	4.37	2.13	2.15	-.43	24
Support – Supervisor (Home)	3.05	2.64	1.25	1.91	.59	23

Female to Male Comparisons

<i>Variable Name</i>	<i>Female Mean</i>	<i>Male Mean</i>	<i>Female SD</i>	<i>Male SD</i>	<i>t-test</i>	<i>df</i>
Support – Partner (Work)	4.17	3.44	.78	.95	2.02	23
Support – Relative (Work)	3.21	2.26	1.20	1.46	1.75	23
Support – Coworker (Work)	3.44	3.34	.89	.87	.30	23
Support – Friend (Work)	2.84	2.08	1.31	1.30	1.45	23
Support – Paid (Work)	3.57	4.26	2.39	2.28	-.72	23
Support – Supervisor (Work)	3.48	3.44	.50	1.59	.001	17.64

Survey Assessment

- **Average time to complete survey – 42 minutes**
 - N=25, provided completion time estimation
 - Range of times: 25 minutes - 1 hour
- **Comments**
 - Negative comments:**
 - » Redundancy in questions
 - » Some questions were vague
 - » Men can't answer certain items

Survey Assessment

■ Comments

Positive comments:

- » Easy to answer
- » Good survey
- » Adequately and sufficiently detailed
- » Clear questions

Future Plans

- **Run a full scale survey on US sample**
 - **N-320 (160 Women & 160 Men)**
 - **Urban**
 - **White collar**
- **Compare the results found from within the US population with results from other Countries**
 - **N=10 countries**