

Appendix C. Summary of Antecedents of HWI

Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
<u>Family Involvement</u>				
Adams, King & King (1996): Employees attending after-work education	.05	Frone et al (1992:5)	Burley (1989:4)	163
Eagle, Icenogle, Maes & Miles (1998): Employees attending after-work education	-.02	Yogev & Brett (1985:11)	Frone et al. (1992:2); Gutek et al. (1991:4); Wiley (1987:7)	386
Frone, Russell & Cooper (1992): Random sample of employed adults	.01	Kanungo (1982:5)	Self developed (2)	631
Hammer, Allen, & Grigsby (1997): Dual-earner couples: bank employees	.13**(females), .04 = (males)	Lodhal & Kejner (1965:4)	Goff et al (1990:16) NDA	399
Kirchmeyer (1992): Employed Adults	(p)(w)(r) (.39*)(.31*)(-.09)	Lodhal & Kejner (1965:5)	Self-developed (15): HWI: parenting(p), community work(w), recreation(r)	110



Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
Kirchmeyer (1993): Managers	(p)(w)(r) (.47***)(.38***)(.50***)	Lodhal & Kejner (1965:4)	Kirchmeyer (1992:8) HWI: parenting (p), community work (w), recreation (r)	221
Parasuraman, Purohit & Godshalk, Beutell (1996): Entrepreneurs <u>Parental Stress</u>	-.32**	Lodhal & Kejner (1965:4)	Kopelman et al (1983:4)	111
Bernas & Major (2000): Employed Adults	.29*	Abidin (1995:13)	Burley (1989:4)	206
<u>Family Stress</u>				
Frone, Russell & Cooper (1992): Random sample of employed adults	.29*	Kessler (1985:6)	Self developed (2)	631



Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
<u>Spouse social support</u>				
Frone, Yardely & Markel (1997): Employed adults	-.14**	Curtona & Russell (8)	Frone et al (1992:2) Gutek et al (1991:4)	372
<u>Parenting overload</u>				
Frone, Yardely & Markel (1997): Employed adults	.42**	Kessler (1985:2) Frone et al (1992:2)	Frone et al (1992:2) Gutek et al (1991:4)	372
<u>Information/emotional support from Family</u>				
Adams, King & King (1996): After-work education for employees	.30**/.39**	King, Mattimore, King & Adams (43)	Burley (1989:4)	163
<u>Domestic work</u>				
Swanson et al (1998): Doctors	.17*	Self-developed (1)	Cooper, Sloan & Williams (1988:11)	779



Author(s) and date of study/ Characteristics	Sample	Bivariate r	Antecedent measure	WHI measure	
<u>Home Stress</u>					
Swanson et al (1998): Doctors		.45*	Self-developed (1)	Cooper, Sloan & Williams (1988:11)	77 9
<u>Time Commitment to Work</u>					
Parasuraman et al.(1996): Entrepreneurs		-.06	Self-developed (1)	Kopelman et al (1983:4)	11 1

*Note. *p<.05, **p<.01, ***p<.001; NDA = WHI/HWI measured, but not distinguished in the analysis. Numbers in parentheses after year refers to the number of items in that measure*

