

Appendix B. Summary of Antecedents of WHI

Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
<u>Job Involvement</u>				
Adams, King & King (1996): Employees attending after-work education	.28**	Kanungo (1982:5)	Kopelman et al. (1983:4)	163
Eagle, Icenogle, Maes & Miles (1998): Employees attending evening after-work education	.25**	Kanungo (1982:5)	Frone et al. (1992:2) Gutek et al. (1991:4) Wiley (1987:7)	386
Fox & Dwyer (1999): Nurses	.03	Lodhal & Kejner (1965:7)	Self-developed (1)	113
Frone, Russell & Cooper (1992): Random sample of employed adults	.05	Kanungo (1982:5)	Self developed (2)	631
Hammer, Allen, & Grigsby (1997). Dual-earner couples: bank employees	.22**(females); .04 (males)	Quinn & Staines (1979:3)	Goff et al (1990:16) NDA	399
Parasuraman et al., (1996): Entrepreneurs	.22*	Lodhal & Kejner (1965:4)	Kopelman et al (1983:6)	111



Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
<u>Workload</u>				
Frone, Yardely & Markel (1997) Employed Adults	.47**	Cannann, Fichman, Jenkins & Klesh (1979:3)	Frone et al. (1992:2) Gutek et al. (1991:4)	
Geurts, Rutte & Peeters (1999): Medical residents	.54***	Veldhoven et al (1997:11)	Kopelman et al (1983:5)	166
Parasuraman, Purohit & Godshalk, Beutell (1996): Entrepreneurs	.61***	Caplan et al (1975:4)	Kopelman et al (1983:6)	111
Wallace (1999): Lawyers [Males = 180, Females = 158] reported p<.10	Males (sbc)(tbc) (.32)(.64) Females(sbc)(tbc) (.42)(.64)	Caplan et al (1975:4)	Kopelman et al (1983:3) Fimian, Fastenau & Thomas (1988:3) Sbc = strain based conflict Tbc = time based conflict	338



Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
<u>Work schedule inflexibility</u>				
Aryee (1992): Married professional women	(JP)(JS)(JH) (-.11)(.09)(.11*)	Staines & Pleck (1986:2)	Small & Riley (1990: 15) JP = job-parent, JS = job spouse, JH = job home	354
Aryee (1993): Dual-earner couples	Husband(.16)(.02) Wife (.12)(.01)	Staines & Pleck (1986:2)	Small & Riley (1990: 15) JP = job-parent, JS = job spouse	95
Eagle, Icenogle, Maes & Miles (1998): Employees attending after-work education	.23**	Johnson (1982:4)	Frone et al. (1992:2) Gutek et al. (1991:4) Wiley (1987:7)	386
Geurts, Rutte & Peeters (1999): Medical residents	-.36***	Jansen (1987:9)	Kopelman et al (1983:6)	166
Parasuraman, Purohit & Godshalk, Beutell (1996): Entrepreneurs	.22*	Greenhaus et al (1989:3)	Kopelman et al (1983:6)	111
Thomas & Ganster (1995): Health professionals	-.09	Self-developed (2)	Bohen & Viveros-Long (1981:16); Kopelman, Greenhaus & Connelly (1983:8)	398



Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
Job stress				
Bernas & Major (2000): Employed Adults	.68*	Self-developed (12)	Kopelman et al. (1983:4)	206
Frone, Russell & Cooper (1992): Random sample of employed adults	.31*	Job Stressor Index (based on lit. review: 20)	Self developed (2)	631
Commitment				
Casper, Martin, Buffardi & Erdwins: (2002): Employed mothers	Continuance (.26*) Affective (.11)	Meyer & Allen (1984:16)	Kopelman et al (1983:4)	143
Frone, Yardely & Markel (1997): Employed Adults	.31**	Self-developed (1)	Frone et al. (1992:2) Gutek et al. (1991:4)	372
Frequency of Stress				
Fox & Dwyer (1999): Nurses	.24*	Motowidlo, Packard & Manning (1986:45)	Self-developed (1)	113



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<u>Supervisor support</u>				
Fox & Dwyer (1999): Nurses	-.19*	Beehr, King & King (1990: 12)	Self-developed (1)	113
Frone, Yardely & Markel, 1997 Employed Adults	-.10*	Cutrona & Russell (8)	Frone et al. (1992:2) Gutek et al. (1991:4)	372
Geurts, Rutte & Peeters (1999): Medical residents	.44**	Self-developed (6)	Kopelman et al (1983:5)	166
Senecal, Vallerand & Guay (2001): Professionals with at least one child	-.09	Pelletier (1992:3)	Bohen & Viveros-Long (1981:2)	786
<u>Co-worker support</u>				
Frone, Yardely & Markel (1997): Employed Adults	-.08	Cutrona & Russell (8)	Frone et al. (1992:2) Gutek et al. (1991:4)	372
<u>Career priority</u>				
Hammer, Allen, & Grigsby (1997): Dual-earner couples: bank employees	.06(females) .14**(males)	Greenhaus et al (1989:1)	Goff et al (1990:16)	399



Author(s) and date of study/ Sample Characteristics	Bivariate r	Antecedent measure	WHI measure	N
<u>Time Commitment to Family</u>				
Parasuraman, Purohit & Godshalk, Beutell (1996) Entrepreneurs	.51***	Self-developed (1)	Kopelman et al (1983:6)	111
<u>Organisational climate</u>				
Swanson et al, 1998 Male & female doctors	.37***	Cooper, Sloan & Williams (1988:11)	Cooper, Sloan & Williams (1988:5) NDA	779
<u>Managerial role</u>				
Swanson et al, 1998 Male & female doctors	.54***	Cooper, Sloan & Williams (1988:11)	Cooper, Sloan & Williams (1988:11) NDA	779
<u>Feeling valued by one's partner</u>				
Senecal, Vallerand & Guay (2001): Professionals with at least one child	-.12**	Self-developed (3)	Bohen & Viveros-Long (1981:2)	786

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

