

## Summary in English

In contemporary society, work and home represent the two most significant domains in the life of a working individual. Thus, employed men and women are increasingly concerned about managing the conflicts experienced in fulfilling the dual demands and responsibilities of work and family roles. The unfolding changes in the composition of the workforce together with the growing proportion of workers in non-traditional family forms have focused heightened attention on the conflicts faced by employed men and women in balancing the competing demands and responsibilities of work and family roles. Work-Home Interference (WHI) and Home-Work Interference (HWI) are experienced when pressures from both domains are incompatible. This thesis explored the phenomenon of WHI/HWI from multiple methodologies and contributed to the field by the introduction of a more systematic approach to the measurement of the antecedents of both WHI and HWI.

Chapter 1 reviewed the important issues in the consideration of WHI and HWI. This section provided both a political, social, empirical and theoretical overview of the area. This chapter went some way to establishing the fact that WHI and HWI are potentially problems for everybody in society. Indeed, the historical and demographic trends suggest that women will increasingly participate in the workforce (and join their male counterparts), and as such the probability that WHI and HWI will become an ever-increasing problem for both sexes is surer than the ways in which it will express itself. Empirically, a review of the relevant literature revealed that antecedents had not been systematically assessed and little evidence had been found to establish a strong link between WHI/HWI and more objective 'structural' variables (e.g., age, sex). This introductory chapter provided the following conclusions; (1) WHI and HWI is a problem for both men and women, (2) the antecedents of WHI and HWI needed to be studied in a more systematic fashion, (3) a more comprehensive view of the phenomena can be ascertained by also examining positive spillover. Finally, this chapter introduced the main research questions to be examined in this thesis and the methods to be employed. The research questions were as follows:

- *Research questions one: What are the antecedents and outcomes of WHI/HWI?*



- *Research Question Two: Do WHI/HWI play a full or partially mediational role between work and home characteristics/demands and their respective consequences?*
- *Research Question Three: Do gender differences exist with regard to WHI/HWI? Do such differences reflect gender-role differences with regard to the domains of work and home?*
- *Research Question Four: Can WHI and HWI crossover from one partner to another?*
- *Research Question Five: What is the best way forward in elucidating the work-home nexus? Where do we go from crossover and longitudinal research designs?*

Chapter 2 tested a job and home demands model of WHI/HWI using a sample recruited from the Internet (N= 1264). More specifically, the study evaluated the mediational role of both WHI and HWI between demands and job burnout. Overall, this research made the following contributions: (1) It expanded upon our knowledge of the nature of the mediational effect of WHI and HWI on the demands-burnout relationship, (2) It offered a more precise specification of job and home demands likely to affect burnout, (3) explored possible gender differences in the network of demands, WHI/HWI, and burnout; and (4) It showed the utility of the internet in data collection. Results of this research found mediational evidence for the role of WHI/HWI between demands and burnout. At a specific level, the home demands of males contributed to their experience of burnout at work, while the relationship between WHI and burnout was more influential for women.

In Chapter 3, the previous model was extended and a more complete model of demands and resources among newspaper managers (N= 69) was tested. Managers are increasingly concerned about managing the conflicts experienced in fulfilling the responsibilities of work and family. The problem of balancing these domains arises from work to home interference, which reflects a mutual incompatibility between the demands of the work role and the demands of the home life. The central idea underlying the



theoretical model of this study was that work and home demands lead to work strain and decreased feelings of engagement, while work and home resources lead to increased feelings of engagement and reduced burnout. WHI and HWI were hypothesised to mediate these relationships. An innovation of the study was the assessment of both home demands and positive aspects of work to home interference. Results indicated that negative interference mediated between demands and outcomes, and positive interference mediated between resources and outcomes. This study highlighted the importance of measuring positive concepts in terms of constructing a more balanced picture of work and home interference.

In Chapter 4, the phenomenon of crossover was examined. Crossover - the transmission of stress and strain from one spouse to another – was examined in a sample of information technology (IT) professionals and their working spouses (N = 78). While the previous chapters highlighted the way that job and home stress can have a direct (or within-subject) detrimental effect on the well being of workers, this chapter examined the between-subject effects of stressors and strains. Results of hierarchical regression analysis indicated the following: (1) For IT professionals, work-home interference (WHI) was directly linked to work-related outcomes (i.e., burnout, turnover intention); (2) Crossover effects were found between the home-work interference (HWI) of the IT professional and the exhaustion and turnover intentions of their spouse. For IT professionals, negative affectivity (NA) was a significant predictor of all outcomes, whereas for the spouse NA was only a predictor for exhaustion and psychosomatic health. The relevance of these findings to crossover research is discussed.

In Chapter 5, longitudinal data concerning WHI were examined. A two-wave panel study was carried out to examine reciprocal relationships of job demands/resources and WHI with job burnout and job engagement. Hypotheses were tested in a sample of 193 employees from a pension fund company. Specifically, a job demands and job resources model was examined separately to investigate the causal role of WHI. Hypotheses were tested in a sample of employees from a pension fund company, using structural equation modelling (EM). Participants filled out the questionnaire twice, with a two-year time lag in-between. The results primarily showed that Time 1 job demands were causally related to WHI-negative and burnout at Time 2. Furthermore, reversed



causal effects were found for engagement at Time 1, which was causally related to WHI-positive at Time 2. The mediational effect of WHI was also tested. WHI-positive at Time 2 was found to mediate between job resources at Time 1 and Engagement at Time 2. The reversed effects found for our resources model suggests that positive spillover is antecedent (or triggered) by feelings of engagement at work. Conclusions and implications are discussed in relation to the WHI literature

In chapter 6, work, home and the interaction between the two domains has been recognized as an important issue at a political level, a public level and an academic level. The interface between the two domains has been recognized as a major problem for employees, employers, families, organizations and society at large. While WHI was found to be more prevalent (in agreement with previous research), HWI was identified as a significant problem among all employees' studies. Therefore, for employers to take a separate worlds approach to this issue is to fly in the face of the empirical and anecdotal evidence. The present thesis represents a response to those researchers who call for us to measure both WHI and HWI and also to measure positive spillover. A particular strength of the present research relates to the use of multiple methodologies to assess the phenomena of interest. Beyond this, future studies would benefit from also assessing WHI/HWI in relation to both strategic human resource indicators (at the organizational level) and the impact of increasing elder care (at the community level). This thesis has contributed to the WHI and HWI in terms of theory, methodology and potential future directions to be explored. It has done this by considering the balance and balancing the considerations.

