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Latent Profiles of Perceived Time Adequacy for Paid Work, Parenting, and Partner Roles

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This study examined feelings of having enough time (i.e., *perceived time adequacy*) in a sample of employed parents (N = 880) in information technology and extended-care industries. Adapting a person-centered latent profile approach, we identified 3 profiles of perceived time adequacy for paid work, parenting, and partner roles: family time protected, family time sacrificed, and time balanced. Drawing upon the conservation of resources theory (Hobfòll, 1989), we examined the associations of stressors and resources with the time adequacy profiles. Parents in the family time sacrificed profile were more likely to be younger, women, have younger children, work in the extended-care industry, and have nonstandard work schedules compared to those in the family time protected profile. Results from multinomial logistic regression analyses revealed that, with the time balanced profile as the reference group, having fewer stressors and more resources in the family context (less parent–child conflict and more partner support), work context (longer company tenure, higher schedule control and job satisfaction), and work–family interface (lower work-to-family conflict) was linked to a higher probability of membership in the family time protected profile. By contrast, having more stressors and fewer resources, in the forms of less partner support and higher work-to-family conflict, predicted a higher likelihood of being in the family time sacrificed profile. Our findings suggest that low work-to-family conflict is the most critical predictor of membership in the family time protected profile, whereas lack of partner support is the most important factor to be included in the family time sacrificed profile.

Keywords: latent profiles, perceived time adequacy, conservation of resources theory, work–family conflict, partner support

Time is generally conceptualized as a zero-sum resource; more time spent on one activity inevitably results in less time available for other activities. Yet, at the same time, time is also a psychological resource; the fixed amount of time is experienced and perceived differently between individuals living in different contexts (Daly, 2001). Compared with those in other developed countries, U.S. employed parents find it more difficult to perceive enough time in combining work and family roles, with two thirds feeling that they have too little time to spend with their partner and half feeling they have too little time for their children (Bianchi, 2009; Milkie, Mattingly, Nomacuchi, Bianchi, & Robinson, 2004; Milkie, Raley, & Bianchi, 2009). The extent that individuals feel as if they have enough time to carry out activities is called *perceived time adequacy* (Hill, Tranby, Kelly, & Moen, 2013). Examining employed parents' perceived time adequacy may shed light on its significance as a critical asset, because perceived time adequacy at the individual level is important for physical and mental health (Strazdins & Loughrey, 2007), and at the aggregate level is a crucial indicator of societal well-being (Gershuny, 2000).

Prior research has examined perceived time adequacy as a general resource that is associated with positive outcomes. Some researchers have averaged perceived time adequacy across several roles (e.g., having enough time to spend with family, community groups, and for themselves; Moen, Kelly, & Lam, 2013), while others have measured perceived time adequacy within each role (Dunst & Leet, 1987; Milkie et al., 2009). However, perceived time adequacy can be more fully understood in the context of multiple roles. For example, some parents may feel that they have enough time for work but that they do not have enough time for their partner, whereas others may feel they do not have enough time for work but do have enough time for children. To describe employed parents' relative patterns of perceived time adequacy across multiple roles, we first aim to identify their profiles of perceived time adequacy for work and family roles. By adapting a

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person-centered latent profile approach, we examine profiles of perceived time adequacy for two family roles—parent and partner—as well as the role of paid worker in that these three roles have the most salient impact on the lives of employed parents (Duvall, 1957).

Profiles of perceived time adequacy can also demonstrate differences between subgroups of employed parents in terms of factors that contribute to membership in the profiles. According to the conservation of resources (COR) theory (Hobfòll, 1989), variations in stressors and resources in work and family contexts may predict employed parents' perceived time adequacy profiles. Specifically, a group of employed parents may have a profile that is characterized by lower perceived time adequacy for family roles than other groups, if they are confronted with more stressors and fewer resources in their work and family contexts. Guided by the COR perspective, our second aim is to examine how a variety of stressors and resources in family, work, and work–family contexts is associated with employed parents' membership in particular perceived time adequacy profiles. By doing so, we also aim to find the strongest predictors of membership in each of perceived time adequacy profiles.

A New Approach: Latent Profiles of Perceived Time Adequacy

To examine profiles of perceived time adequacy for paid work, parenting, and partner roles, we adopt a person-centered latent profile approach. Whereas variable-centered approaches often mask individual differences by using aggregated data (i.e., a mean or a sum score), the person-centered latent profile approach can demonstrate meaningful differences across individual cases. For example, even though a mean of perceived time adequacy for work tells us that our sample as a whole perceives that they have a moderate amount of time for work, there may be some group of parents who feel they do not have enough time and some who feel they have enough time. Moreover, the person-centered latent profile approach is optimized to assess relative patterns of perceived time adequacy across work and family roles, especially when the time adequacy variables are continuous measures. For example, a moderate level of perceived time adequacy can be further differentiated using the person-centered latent profile approach into a group of parents who perceives high time adequacy for work but low time adequacy for family and a group who perceives moderate levels in both. Thus, the person-centered latent profiles of perceived time adequacy can give us an indication of role balance.

Using multiple dimensions of outcomes and combining the multiple dimensions into profiles have been rarely examined together in work and family studies (but see Cullen, Hammer, Neal, & Sinclair, 2009; Goodman, Crouter, Lanza, Cox, & Vernon-Feagans, 2011; Kossek, Ruderman, Braddy, & Hannum, 2012). Some previous studies have used cluster analysis (e.g., Cullen et al., 2009) to explore different groups that emerge in the sample. Compared to cluster analysis, however, latent profile analysis is model-based approach; it provides the statistical validity of identified profiles, including the Bayesian information criterion (BIC), entropy, and Vuong-Lo-Mendell-Rubin Likelihood Ratio Test (VLMR-LRT) (Pastor, Barron, Miller, & Davis, 2007). As such, using the person-centered latent profile approach will allow us to describe valid patterns of perceived time adequacy for paid work, parenting, and partner roles.

Conservation of Resources Perspective: Stressors, Resources, and Perceived Time Adequacy

In his COR theory, Hobfòll (1989) argued that people strive to retain, protect, and build resources against external circumstances that threaten, tax, or exceed individual resources; when confronted with externally induced stressors, individuals strive to minimize the loss of their resources. In stress-free conditions, people strive to develop a resource surplus in order to offset the possibility of future loss. Hobfòll (1989) suggested four basic categories of resources: objects (e.g., house), conditions (e.g., marriage, job), personal characteristics (e.g., high self-esteem), and energies (e.g., knowledge, money, and time). Perceived time adequacy can be regarded as a psychological aspect of time resources.

We posit that employed parents who have greater stressors and fewer resources may perceive lower time adequacy. According to the COR perspective, first of all, parents may be deprived of time resources (both the actual time and perceived time adequacy) in stressful contexts. It is because parents might think that they wasted their time to deal with stressors and not investing their time in building other resources that are practically helpful for living. This perception may lead to feeling low time adequacy. Second, parents who have fewer other resources not related to time (e.g., finances, job opportunities) would be more likely to expend their time (i.e., actual time) to counteract stressors rather than losing other resources. To avoid more severe stressors from not protecting practical and limited resources, they might inevitably use their time and thereby feeling lack of time (i.e., perceived time adequacy). Therefore, having more stressors and fewer resources would be linked to perceiving lower time adequacy.

Although there are interdependent links between actual time and perceived time adequacy, we posit that perceived time adequacy is a more sensitive indicator of capturing the experience of stressors than the objective aspect of time resources. Hobfòll (1989) argued that individuals try to recoup the lost resources when freed from stressors. For instance, people may attempt to compensate for the loss of self-esteem in stressful conditions by regaining esteem in other favorable contexts that can facilitate positive feedback. Similarly, parents may try to invest more time on family pursuits when they have a respite from stressors. In this way, assessing actual time use that is changeable by situation may not precisely capture the experience of stressors. By contrast, perceived time adequacy may not be easily changed even if actual time investment is increased, because the psychological perception of time is context-dependent. Working parents who experience greater stressors may perceive lower time adequacy even though they put more time after the stressors are resolved. As such, assessing profiles of perceived time adequacy can provide a better window into whether and how parents subjectively experience stressors and resources across work and family contexts.

Individual Background Characteristics Associated With Profiles of Perceived Time Adequacy

Employed parents' characteristics, such as gender, age, number and age of children, and partner employment status, may be related

to different exposures to demands and resources in performing work and family roles. There are still differential expectations of mothers and fathers regarding parenting, placing a higher expectation on mothers than fathers in terms of time investment and quality activities with children (Hays, 1996). Because of the gender-specific expectations that add the emotional demand of mothers for children regardless of their employment status (Milkie et al., 2004), mothers may feel lower time adequacy for parenting than fathers. Parents' perceived time adequacy may also differ by their age, such that parents in their thirties are more likely to feel lack of time as they need to settle in their work role as well as in the family role. Moreover, parents may feel different levels of time adequacy by number and age of their children, as a result of their different time investments or changed beliefs about how much they should be involved in their children's lives (Galinsky, 1981). In addition, parents' perceived time adequacy in two-parent households may be influenced by their spouses' labor force commitments (Milkie et al., 2004). Although a spouse's full-time work can bring more financial resources into the family, we posit that it may be linked to the other partner's low perceived time adequacy for family roles, because the spouse is less likely to help balance time demands at home. As such, we hypothesize the following:

> *Hypothesis 1 (H1):* Employed parents who are women, young, have more and younger children, and a full-time working partner will be characterized by lower perceived time adequacy for parenting and for their partner than their counterparts.

Family Stressors and Resources Associated With Profiles of Perceived Time Adequacy

Parent–child conflict and partner support. Stressors and resources employed parents have in their family roles may have implications for their perceived time adequacy in the roles. Frequent parent–child conflict is a type of parenting stressor (Mash & Johnston, 1990) that may deplete perceived time with children as well as actual time. Parents who experience more parent–child conflict may drain enjoyable time with children because they may need to use their time to resolve the conflicts and also both the parents and children may not want to spend time together if there is constant bickering (Dubas & Gerris, 2002). Reduced amount of enjoyable time with children may be linked to parents' low perceived time adequacy for parenting, even when parents try to make up time for children. By contrast, a high level of partner support is a family resource that can counteract stressors from work and family roles. For example, Barnett et al. (2012) have shown that low family support, including partner support, has an indirect effect on psychological distress through conflict between work and family roles. This suggests that lack of partner support may make it difficult for parents to deal with stressful demands at home and hence they may perceive low time adequacy for parenting as well as for their partner. Thus, we hypothesize the following:

> *Hypothesis 2 (H2):* Employed parents who experience more parent–child conflict and less partner support will be characterized by lower perceived time adequacy for parenting and partner than those who report less parent–child conflict and more partner support.

Work Stressors and Resources Associated With Profiles of Perceived Time Adequacy

Industry, work schedule, and work hours. Employees in different work contexts are exposed to different levels of stressors that may be linked to profiles of perceived time adequacy. Specifically, some industries involve greater exposure to operational and organizational stressors (e.g., demands for around-the-clock service) than others. We use the information technology (IT) and extended-care (EC) industries as examples to account for such differences. The EC industry refers to providing direct care for older residents in nursing home facilities. It is one of the most female-dominated industries (approximately 78% are women; Census Supplemental Reports, 2000) and the stressful nature of these positions due to the dual demands as caregivers at both work and home is well-documented (Hochschild, 1983; Pearlin, Mullan, Semple, & Skaff, 1990). Occupations in this industry also tend to offer less control to their employees and reserve more control for the employers and care-recipients. By contrast, IT in the U.S. has been predominantly a male-gendered and middle-class occupation (Michie & Nelson, 2006), and thus employees in these jobs tend to have some level of control over their work and decision latitude that can protect their perceived time adequacy. Another aspect to consider is work schedules. Working nonstandard schedules is common in the EC industry and some nurses leave their jobs because shift work and other scheduling issues often interfere with their childcare and family responsibilities (Brewer, Kovner, Greene, Tukov-Shuser, & Djukic, 2012). In addition, work hours need be considered, because parents who work long hours may perceive that they usually do not have enough time to get their work done. Long work hours may also make the parents feel exhausted, and thus they may need time for recovery and not be able to enjoy time with their children and spouse. As a result, they may perceive low time adequacy for family (Milkie et al., 2004). As such, we expect that working in the EC industry, nonstandard schedules, and long work hours would expose parents to greater stressful demands in combining work and family roles, and thereby have implications for a low perceived time adequacy profile overall. Therefore, we hypothesize the following:

> *Hypothesis 3a (H3a):* Employed parents who are exposed to more work stressors (i.e., work in the EC industry, nonstandard schedules, and long hours) will have a lower perceived time adequacy profile overall, compared with those who are exposed to less work stressors.

Schedule control, decision authority, company tenure, and job satisfaction. Resources obtained from paid work can protect perceived time adequacy against work-related stressors. For example, Kelly, Moen, and Tranby (2011) demonstrated that changing workplaces to give employees greater schedule control predicted positive changes in perceived time adequacy. Employees may also need to obtain a certain level of decision authority independently from schedule control, such that they have the ability to make task-related decisions, in order to feel high time adequacy for their work. Similarly, the length of company tenure may also affect employees' perceived time adequacy for work, because employees who have been working longer at a company may have more control and authority on their work compared with those who have shorter tenure because the members of the former

group have proven themselves (Becker & Moen, 1999). Furthermore, higher job satisfaction would be associated with higher perceived time adequacy for work, because employees who are satisfied with their job may perceive more resources, including time resources, than stressors at work. In addition to the links between work resources and perceived time adequacy for work, having more work resources may save one's time to accomplish work-related tasks, and saved time in turn may be spent for family or used to replenish energy to enjoy time with family, thereby perceiving high time adequacy for family. Therefore, we hypothesize the following:

> *Hypothesis 3b (H3b):* Employed parents who have fewer work resources (i.e., less schedule control, lower decision authority, shorter company tenure, and lower job satisfaction) will have a lower perceived time adequacy profile overall than those who have more work resources.

Stressors in the Work–Family Interface Associated With Profiles of Perceived Time Adequacy

Work-to-family conflict. Work-to-family conflict denotes psychological carryover of stress from the workplace to one's family life (Greenhaus & Beutell, 1985). The increasing number of hours that people work and the amount of time that they spend on work-related activities during off-hours have implications for high work-to-family conflict among contemporary employed parents. Employed parents who experience high work-to-family conflict may report low perceived time adequacy for family, because they may draw on family time and devote more time to resolve work issues even after returning from work (Barnett et al., 2012). Even though they may protect or try to make up family time (i.e., actual time), they may still feel there was not enough time for family (i.e., perceived time adequacy). It is also possible that those with high work-to-family conflict may be preoccupied with work concerns when they interact with family members at home, and thereby feeling lack of time to enjoy with family. Therefore, we hypothesize the following:

> *Hypothesis 4a (H4a):* Employed parents who report higher work-to-family conflict will be characterized by lower perceived time adequacy profile for family roles than those with lower work-to-family conflict.

Family-to-work conflict. Family-to-work conflict also occurs when stress experienced at home leads to stress at work. For instance, Barnett (1994) examined family-to-work conflict in a sample of fulltime employed women in dual-earner couples. When marital and parent–child relations were strained, there was a strong, positive association between job experiences and distress; there was no association when family relationships were positive. It is likely that employed parents who have many stressors at home also experience stress at work, and thus fail to perceive high time adequacy for work. Therefore, we hypothesize the following:

> *Hypothesis 4b (H4b):* Employed parents who report higher family-to-work conflict will be characterized by lower perceived time adequacy for paid work role than those with lower family-to-work conflict.

Furthermore, we posit that work-to-family and family-to-work conflict will be the most salient factors in relations with perceived time adequacy profiles, given that the primary source of work-family conflict is *time-based conflict* (Edwards & Rothbard, 2000; Greenhaus & Beutell, 1985). For example, if employed parents experience high work-to-family conflict and the main reason of the conflict is in time (i.e., work demands interfering with family time) they would inevitably feel low time adequacy for family roles. By contrast, if parents have high family-to-work conflict in that family concerns (e.g., sick kids) do not allow them to focus on work or get to work on time, they would feel low time adequacy for work. Note also that work–family conflict will be intensifying in years to come (Nomaguchi, 2009) and low work–family conflict has been shown to be the most important predictor of employees' perceived well-being (Boles, Johnston, & Hair, 1997; Leiter & Durup, 1996). As such, we expect that low work-to-family and family-to-work conflict would be the most important factors that protect employed parents' perceived time adequacy for the family or work roles. Our last set of hypotheses is as shown below:

> *Hypothesis 5a (H5a):* Lower work-to-family conflict will be the most important predictor of the membership in latent profiles of higher perceived time adequacy for family roles.

> *Hypothesis 5b (H5b):* Lower family-to-work conflict will be the most important predictor of the membership in latent profiles of higher perceived time adequacy for paid work role.

Method

Participants and Procedure

Data for the current analyses are from the Work, Family, and Health Study, a study of workers in IT and EC industries (Bray et al., 2013). Worksites in each industry were recruited across the U.S. by nonprobability sampling method but using specific selection criteria, such as worksite size and the corporate leadership's endorsement to facilitate the study in all the different locations. Employees in each of the recruited worksites were invited to participate in the study. Trained interviewers conducted a computer-assisted personal interview with employees at the workplace. Data collection began with informed consent/assent procedures, and then interviewers read questions to employees about their work experiences, individual well-being, and their family relationships and entered their answers into laptop computers. The interview averaged 60 min. Employees received $20 for their time.

One-thousand and 44 employees from 13 worksites in the IT industry and 1,708 employees from 30 facilities in the EC industry completed the interview (N = 2,752). The response rates were 78% for the IT employees, 87% for the EC industry workers. Only parents who lived with a spouse or permanent romantic partner were eligible for this study to respond about experiences in all the three social roles. Therefore, 549 employees from the IT and 649 employees from the EC industry were included in the analyses (N = 1,198). However, one of our analytical methods, latent profile analysis (LPA) does not allow missing values on grouping variables; thus we excluded missing responses on perceived time adequacy for the three social roles. Finally, 880 employed, partnered parents were included in our analyses. Four-hundred and 16 employees were the IT employees and 464 employees (52.73%) were the EC industry workers.

With both industry samples combined, 64% were mothers and the mean age was 39.31 (SD = 7.75). The majority were White (63%) followed by Asian Indian (11.36%), Hispanic (8.66%), and African American (7.39%). All parents had at least one child; the mean age of the youngest child was 7.58 (SD = 4.71). Forty-eight percent had 4 or more years of college education and 33% had some college (1–3 years) or were technical school graduates. The average company tenure was 8.61 years (SD = 6.24). The mean annual personal income was in the range of $90,000–$99,999 for the IT employees and $35,000–$39,999 for the EC employees. Seventy-five percent of the IT employees were dual-earners with the mean annual household income range in $130,000–$139,999; 81% of the EC industry workers were dual-earners with the mean annual household income range in $50,000–$54,999.

Measures

Perceived time adequacy for paid work, parenting, and partner roles was measured by three separate questions, which were derived from part of the larger Family Resource Scale—Revised (Van Horn, Bellis, & Snyder, 2001) for family roles and the psychological job demands subscale (Karasek et al., 1998) for the work role. The three items were: "To what extent is there enough time (1) to get your job done, (2) to be with your children, and (3) to be with your partner?" Responses were coded as 1 (*never*), 2 (*rarely*), 3 (*some of the time*), 4 (*most of the time*), and 5 (*all of the time*).

Family context. A parent–child conflict scale was adopted from the work of Smetana (1998). It included five items assessing the frequency of parent–child arguments around household chores, school, free time activities, and problem behavior. A sample item is, "During the past month, how often did you have conflicts with your child about his or her homework or grades?" Partner support was measured by five items adopted from a scale used in the Midlife in the United States study, originated from a study by Schuster, Kessler, and Aseltine (1990). A sample item is "How much does your partner really care about you?" All responses ranged from 1 (*not at all*) to 4 (*a lot*). The Cronbach's alpha of parent–child conflict was .81 and partner support was .86.

Work context. In terms of variables related to different exposure to work stressors, parents were asked about industry they were employed (1 = *IT*, 2 = *EC*), how long they have worked at the company (in years), what types of their work schedules (1 = *standard*, 2 = *fixed nonstandard*, 3 = *varying nonstandard work schedules*), and how many hours they usually work per week on average. With regards to work resources, the schedule control scale (eight items) by Thomas and Ganster (1995), the decision authority subscale (three items) by Karasek et al. (1998), and job satisfaction scale (three items) by Cammann, Fichman, Jenkins, and Klesh (1983) were assessed. A sample item of the schedule control scale is "How much choice do you have over when you begin and end each work day?" An example item of the decision authority scale is "On your job, you have freedom to decide how you do your work." Job satisfaction questions were about whether or not respondents like working at their job, asking such as "You are generally satisfied with the kind of work you do in this job." Responses for the three scales ranged from 1 (*very little*) to 5 (*very much*). The Cronbach's alpha of schedule control was .73, decision authority was .66, and job satisfaction was .86.

Work–family conflict. Work-to-family and family-to-work conflict were measured by work–family conflict scales (Netermeyer, Boles, & McMurrian, 1996). An example item of work-to-family conflict (five items) is "The demands of your work interfere with your family or personal time." A sample item of the family-to-work conflict (five items) is "Your home life interferes with your responsibilities at work, such as getting to work on time, accomplishing daily tasks, and working overtime." Each response ranged from 1 (*strongly disagree*) to 5 (*strongly agree*). The Cronbach's alpha of work-to-family conflict was .90, and family-to-work conflict was .83.

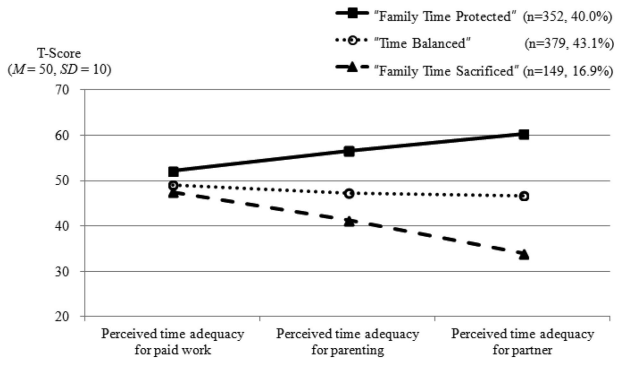
Analytic Strategy

First, we conducted LPA in MPlus 6.0 to identify underlying subgroups in our sample by different levels of perceived time adequacy across the three social roles (Muthén, 2001). Before executing LPA, we transformed the raw scores of perceived time adequacy in the three social roles into T scores (M = 50, SD = 10) to adjust for different variances in perceived time adequacy scores in order to compare different levels across the three roles. Second, we used chi-square tests and ANOVA to describe characteristics of the identified time adequacy profiles in terms of individual characteristics, and stressors and resources in family context, work context, and work–family interface. Third, based upon the characteristics of each profile, we tested multinomial logistic regression models to assess the effects of combined set of characteristics on the membership of each perceived time adequacy profile.

Results

Descriptive statistics of perceived time adequacy for each role showed that, on average, employed parents reported that they occasionally had adequate amount of time for work (M = 2.81 on each 5-point scale where 5 means almost always adequate), but had some amount of time for their partner (M = 3.28), and had enough time to be with their children for the most of the time (M = 3.57). Although the means provided information about the average level of time adequacy that our sample as a whole perceived for a specific role (i.e., variable-centered approach), this information alone was not useful to understand patterns of perceived time adequacy across the three social roles within a group of employed parents. By executing the person-centered LPA, we found that our sample of parents reported relatively different patterns of perceived time adequacy across the roles, demonstrating differences between subgroups.

Specifically, the results from LPA suggested a three-profile model of perceived time adequacy based on model fit and parsimony (see Figure 1). Forty-three percent of employed parents were characterized by average level of perceived time adequacy in each social role and labeled as time balanced. Two additional profiles were distinguished based on their relatively high or low mean scores on three dimensions of perceived time adequacy, particularly on time adequacy for a partner. Forty percent responded that they had relatively enough time for parenting and partner roles compared to the paid worker role; they were labeled as family time protected. The other 16.9%, who felt that they did not have enough time for partner and children relative to paid work, were labeled as family time sacrificed.



	BIC	*Adjusted BIC*	*Entropy*	*VLMR-LRT, P-Value*
2-Profile	19365.90	19334.15	0.69	0.00
3-Profile	19025.76	18981.30	0.99	0.00
4-Profile	17224.37	17167.21	1.00	0.54

Figure 1. Latent profiles of perceived time adequacy across three social roles. The model fit indices suggested that a three-profile model is most appropriate. The identified three profiles are distinguished by perceived time adequacy for family roles (particularly by perceived time adequacy for partner role).

Table 1 shows results from chi-square and ANOVA tests, which compare characteristics of employed parents in each time adequacy profile. Out of five background characteristics, there were significant group differences in parents' age and gender and youngest child's age. Employed parents in the family time sacrificed profile were more likely to be younger and women and have younger children than those in the family time protected profile. However, the three profiles did not differ in number of children and partner employment status (The *F* test for number of children was significant, but there was no difference by the three profiles in the post hoc test). Therefore, our H1 was partially supported.

With regard to family context, employed parents in the family time protected profile reported less parent–child conflict than those in the family time sacrificed and the time balanced profiles. The three profiles were very distinctive in the level of partner support, in that the family time protected profile reported the highest level of partner support, followed by the time balanced and the family time sacrificed profiles. Thus, H2 was supported.

With respect to work context, those in the family time protected profile were more likely to work in the IT industry and have a standard work schedule compared with those in the family time sacrificed profile, but parents in the two profiles did not differ in terms of work hours. Parents in the family time protected profile reported longer company tenure, more schedule control, more decision authority, and higher job satisfaction than the other two profiles. Therefore, H3a was partially supported and H3b was supported. With regard to work–family interface, employed parents in the family time sacrificed profile reported significantly higher work-to-family and family-to-work conflict than the other two profiles. Thus, H4a was supported, however, H4b was not supported because the identified profiles did not significantly differ in the levels of perceived time adequacy for paid work and hence we could not test whether higher family-to-work conflict is linked to lower perceived time adequacy for paid work role.

Table 2 presents results from multinomial logistic regression models. In all models, we controlled for parents' age, gender, and youngest child's age as they were significant background characteristics that distinguished perceived time adequacy profiles. We also included parents' race (*0 = non-White, 1 = White*) and education (*1 = Grade 1 through 8* to *5 = college graduate or more*) to account for socioeconomic factors. In addition, industry and work schedule were controlled to examine independent effects of specific (and practically modifiable) stressors and resources in family and work contexts on the probability of belonging to each profile. The odds ratio (*OR*) indicates probability of being included in the family time sacrificed or family time protected with the time balanced profile as the reference group, such that the *OR*s higher than 1 represent a higher probability and the *OR*s less than 1 indicate a lower probability of belonging to each of the two profiles.

Model 1 included family context variables, and the result indicated that employed parents who experienced less parent–child conflict and more partner support were more likely to be included in the family time protected profile than the time balanced profile. For the family time sacrificed profile, only less partner support significantly predicted the probability of the membership. Work context variables were added in Model 2, and company tenure, schedule control, and job satisfaction (but not decision authority) significantly predicted the probability of belonging to the family time protected profile. Employed parents who worked 1 year more than the average company tenure of our study sample ($M = 8.61$ years), had more control over their work schedule, and experienced higher job satisfaction were more likely to belong to the family time protected profile, compared with the time balanced profile. However, there was no significant effect of work context variables on the probability of belonging to the family time sacrificed profile. The effects of the family context remained significant for both profiles.

Lastly, in Model 3, work-to-family and family-to-work conflict were added and tested beyond the effects of the stressors and resources in the family and work contexts. The result showed that, relative to the time balanced profile, the probability of belonging to the family time protected profile was predicted by lower work-to-family conflict beyond the effects of more partner support and longer company tenure, and the probability of belonging to the family time sacrificed profile was predicted by higher work-to-family conflict on top of the effect of less partner support. Family-to-work conflict was not significantly associated with profile membership. We calculated BIC values from Wald tests to compare the effect size of each predictor (Pampel, 2000). For the family time protected profile, low work-to-family conflict was the strongest predictor (BIC = 22.56) on the probability of the membership. For the family time sacrificed profile, the BIC of partner support was the highest (BIC = 28.02), suggesting that lack of partner support is the strongest predictor of the membership in the family time sacrificed profile. Therefore, H4a was supported, but H4b was not supported.

Discussion

Our findings indicate the importance of considering different configurations of perceived time adequacy across multiple roles. Applying a person-centered latent profile approach, we identified three latent profiles by levels of perceived time adequacy across paid work, parenting, and partner roles: family time protected,

Table 1
Characteristics of Employed Parents in Each Latent Profile of Perceived Time Adequacy

	Total sample (N = 880) M (SD) or %	Family time protected (n = 352) M (SD) or %	Time balanced (n = 379) M (SD) or %	Family time sacrificed (n = 149) M (SD) or %	F/x^2
Individual background characteristics					
Employees' age	39.31 (7.75)	$40.30\ (7.76)_a$	$38.98\ (7.54)_b$	$37.83\ (7.99)_b$	5.99**
Employees' gender (%)					
Men	35.3	42.0	34.3	22.1	18.45***
Women	64.7	58.0_c	65.7_b	77.9_a	
Youngest child's age	7.58 (4.71)	$8.49\ (5.01)_a$	$7.14\ (4.47)_b$	$6.57\ (4.20)_b$	11.94***
Number of children	2.01 (0.94)	1.92 (0.87)	2.06 (0.95)	2.11 (1.04)	3.15*
Partner's work (%)					4.04
Full-time	60.7	58.8	61.7	62.4	
Part-time	17.6	20.7	15.6	15.4	
Unemployed	21.7	20.5	22.7	22.1	
Family context					
Parent–child conflict	2.57 (0.90)	$2.39\ (0.80)_b$	$2.64\ (0.91)_a$	$2.80\ (1.00)_a$	13.72***
Partner support	3.58 (0.53)	$3.73\ (0.41)_a$	$3.60\ (0.45)_b$	$3.22\ (0.77)_c$	53.94***
Work context					
Industry (%)					
Information tech.	47.3	51.7_a	46.7_a	38.3_b	7.68*
Extended-care	52.7	48.3	53.3	61.7	
Work schedules (%)					
Standard, daytime	65.1	75.0_a	60.2_b	54.4_b	29.81***
Fixed nonstandard	14.9	9.1	17.1	22.8	
Variable schedule	20.0	15.9	22.7	22.8	
Work hours	41.77 (8.36)	41.67 (7.27)	41.93 (8.46)	41.58(10.32)	0.13
Company tenure	8.61 (6.24)	$9.51\ (6.37)_a$	$8.08\ (5.76)_b$	$7.80\ (6.83)_b$	6.33**
Schedule control	3.11 (0.92)	$3.33\ (1.05)_a$	$3.03\ (0.78)_b$	$2.80\ (0.79)_c$	20.40***
Decision authority	3.66 (1.08)	$3.83\ (0.94)_a$	$3.57\ (1.11)_b$	$3.47\ (1.25)_b$	8.33***
Job satisfaction	4.08 (0.72)	$4.24\ (0.61)_a$	$4.01\ (0.70)_b$	$3.92\ (0.90)_b$	14.57***
Work–family interface					
Work-to-family conflict	3.03 (1.03)	$2.62\ (0.82)_c$	$3.21\ (1.06)_b$	$3.53\ (1.02)_a$	58.63***
Family-to-work conflict	2.16 (0.66)	$2.01\ (0.60)_b$	$2.25\ (0.65)_b$	$2.31\ (0.74)_a$	17.35***

Note. Subscripts of a, b, and c indicate the results of post-hoc tests where a is higher than b and b is higher than c. Means with no subscripts do not significantly differ. Percentages with no subscripts are the reference category.
* $p < .05$. ** $p < .01$. *** $p < .001$.

family time sacrificed, and time balanced. Parents in the family time protected profile perceived relatively more time for parenting and for their partner than for work, whereas the family time sacrificed profile perceived relatively more time for work than for parenting and a partner. Such relative difference in perceived time adequacy across work and family roles could be masked if we used variable-centered approaches.

The identified time adequacy profiles of employed parents showed two important features. First, the time adequacy profiles were primarily shaped by perceived time adequacy for partner, rather than for paid work or for parenting. This implies that most employed parents do not compromise their time for work or for children, but some of them do compromise their time for partner role, thus inevitably feeling lack of time for their partner. Previous studies have reported that time for partner (i.e., actual time) is often compromised due to high demands from work or children (Bianchi, 2009; Milkie et al., 2009). Our finding adds an implication that perceived time for partner is more malleable and vulnerable to external circumstances than that for other roles, showing substantial variations in perceived time adequacy for partner between subgroups of employed parents.

Second, the identified profiles showed a monotonic pattern, rather than fluctuating configurations across roles. Employees in the family time sacrificed profile reported that they have less perceived time for all three roles compared with employees in the other two profiles. Although we are more interested in discussing relative levels of perceived time adequacy for the three social roles within each profile, it is worth mentioning between-profile differences in overall perceived time adequacy. We argue that the between-profile differences in the total amount of perceived time adequacy are due to different background characteristics of employed parents. In particular, working parents in the family time sacrificed profile were more likely to be younger, women, and have younger children than those in the family time protected profile. These characteristics may indicate a high likelihood of facing many demands and few resources, such that a working mother in her thirties with an infant needs to meet childcare responsibilities while she has not accumulated sufficient resources

Table 2
Results of Multinomial Logistic Regression Models Predicting Membership in the Latent Profiles of Perceived Time Adequacy

Effects	Model 1			Model 2			Model 3		
	Exp(B)	Wald	BIC	Exp(B)	Wald	BIC	Exp(B)	Wald	BIC
Family time protected profile									
Family context									
Parent–child conflict	0.74***	11.78	5.00	0.76**	8.87	2.09	0.84	2.96	−3.58
Partner support	1.91***	12.07	5.29	1.84**	10.53	3.75	1.81**	9.47	2.69
Work context									
Company tenure				1.03*	3.92	−2.86	1.04*	5.17	−1.61
Schedule control			1.31*	5.82	−0.96	1.19		2.28	−4.50
Decision authority				1.10	1.05	−5.73	1.09	0.82	−5.96
Job satisfaction			1.48**	9.51	2.73	1.24		2.57	−4.21
Work–family interface									
Work-to-family conflict							0.56***	29.34	22.56
Family-to-work conflict						0.88		0.74	−6.04
Family time sacrificed profile									
Family context									
Parent–child conflict	1.10	0.76	−6.02	1.08	0.46	−6.32	1.02	0.04	−6.74
Partner support	0.37***	36.00	29.22	0.37***	34.51	27.73	0.36***	34.80	28.02
Work context									
Company tenure		1.01		0.43	−6.35	1.01		0.34	−6.44
Schedule control		0.84		2.26	−4.52	0.87		1.39	−5.39
Decision authority		1.01		0.01	−6.77	1.01		0.01	−6.77
Job satisfaction		0.87		0.98	−5.80	0.94		0.18	−6.60
Work–family interface									
Work-to-family conflict							1.51**	10.68	3.90
Family-to-work conflict						0.85		0.98	−5.80
Fit statistics									
−2 log likelihood	1,648.08			1,603.76			1,535.23		
Chi-square	163.07***			207.39***			275.92***		
Adjusted *R*-square	0.19			0.24			0.31		

Note. BIC = Bayesian information criterion. Time balanced is the reference group; age, gender, race, education, youngest child's age, industry, and work schedule were controlled; BIC = Wald - LN(N): 0 ≤ BIC < 2 "small effect," 2 ≤ BIC < 6 "medium effect," 6 ≤ BIC < 10 "large effect," 10 ≤ BIC "very large effect."
* $p < .05$. ** $p < .01$. *** $p < .001$.

on her job. However, we must caution against making a prediction that parents who have such characteristics will have a low time adequacy profile. The links could depend on certain factors in background characteristics that may explain who or when they feel they sacrificed family time in the face of high family and work demands. For example, women are more likely to do multitasking than men (Offer & Schneider, 2011), and by doing so, they may perceive lack of time for family due to the feeling that they are not doing their best even though they juggle their jobs, children's needs, and housework.

Guided by the COR theory (Hobfòll, 1989), we expected that having more stressors and fewer resources in work and family contexts would be linked to employed parents' time adequacy profiles characterized by lower perceived time adequacy for family or work roles. Consistent with our expectation, parents in the family time sacrificed profile tended to have more parent–child conflict and less partner support, less schedule control, and higher work-to-family and family-to-work conflict than those in the family time protected and time balanced profiles. This suggests that the experience of stressful demands and limited resources in work and family domains is more likely to drain perceived time resources for family. Note also that work hours did not significantly distinguish the time adequacy profiles. Prior research led us to expect that long work hours would represent high work demands that drain employed parents' psychological resources. However, our findings indicate that actual work hours per se do not interfere with protecting perceived time adequacy for family. Rather, qualitative aspects of work, such as less schedule control and high work-to-family conflict, are important factors that make employed parents lose their perceived time resources for family.

Moreover, among stressors and resources in work and family contexts, low work-to-family conflict was the most crucial predictor of membership in the family time protected profile, whereas lack of partner support was the most important factor to be included in the family time sacrificed profile. First, the strongest effect of low work-to-family conflict on the probability of membership in the family time protected profile suggests that employed parents perceive work-to-family conflict as a critical issue even when they have comparatively sufficient resources in the family as well as in the workplace. Lower work-to-family conflict predicted the probability of the membership above and beyond the effects of higher partner support and better work conditions. This indicates that those resources in the family and work may not be utilized effectively if employed parents experience high work-to-family conflict. As such, decreasing work-to-family conflict seems critical to protect perceived time resources for family. Second, the significant link between lack of partner support and the family time sacrificed profile may be interpreted as this group of parents has fewer resources in the family to utilize. Although work–family researchers and practitioners may not be able to practically help

this group of employed parents in increasing resources in the family, they could help them in gaining and utilizing more resources in the work domain. Parents in the family time sacrificed profile had fewer resources in their work context, such as less schedule control, than the other profiles. Increasing resources at work could be helpful for them in developing resources in the family, such as perceived time adequacy for family roles, because a resource surplus in one domain may decrease the possibility of future loss in the other domain, as the COR theory suggests (Hobfòll, 1989). Taken together, our findings suggest the necessity of future interventions to increase resources at work as well as decrease work-to-family conflict in order to protect employed parents' perceived time adequacy for family.

Workplace interventions may assist employees in obtaining more resources via schedule control (Kelly et al., 2011) or family supportive supervisor behavior (FSSB) that may give informal support to employees who have work–family issues. In one of the few work–family intervention studies to date that conducted a randomized controlled design, Hammer, Kossek, Anger, Bodner, and Zimmerman (2011) found when supervisors were trained to exhibit FSSBs, the employees with high family-to-work conflict reported higher job satisfaction, higher perceived health, and lower intentions to leave the organization. Such increased resources may, in turn, allow the employees to enjoy high perceived time adequacy in performing work and family roles. Organizations may want to support their employees to create synergies between work and family life, as there could be a return-on-investment.

Limitations and Suggestions for Future Research

The current study has limitations. First, in classifying the underlying subgroups, our sample of employed parents did not substantially differ by levels of perceived time adequacy for work and children, but they were significantly different by levels of perceived time adequacy for partner. This may hinder the interpretation of our findings that the three profiles were different by the amount of partner support and the lack of partner support was the most important predictor of the membership in the family time sacrificed profile. Some may argue that the perceived amount of partner support would be highly correlated with perceived time adequacy in the partner role. However, the correlation between partner support and perceived time adequacy for a partner was moderate ($r = .31$), and the correlations between perceived time adequacy in the three social roles and the predictors used in the models did not suggest multicollinearity ($r \leq .45$). Nonetheless, this study may not be free from critiques regarding interrelations between the constructs. Moreover, findings on the importance of partner support for overall perceived time adequacy suggest the necessity of future research on couples. Without analyses at the couple level, we do not understand the underlying mechanism of why some partners are more or less supportive. Future studies on couples would be helpful, for example, if they find that working parents perceive more partner support when their partners experience lower work–family conflict, and vice versa.

Second, our models could be improved by using scales, rather than single items, of perceived time adequacy in the three roles. Although we used three items assessing perceived time adequacy for paid work, parenting, and partner roles to demonstrate different latent profiles and did not use each item in our analyses, future studies may need to develop and/or improve the reliability of measures of perceived time adequacy. Third, the fact that these are cross-sectional data constrains our ability to identify any causality. Although our statistical models imply that stressors and resources in family and work contexts predict the probability of the membership in the family time sacrificed or family time protected profile, our research design is descriptive and causality can operate in both directions. For example, one could argue that low work-to-family conflict is an outcome (rather than a predictor) of the membership in the family time protected profile. Similarly, some might view lack of partner support as an outcome of being in the family time sacrificed profile. Thus, future research should include multiple time points to identify causality. Fourth, because our sample of employed and partnered parents was purposely selected from the IT and EC industries, our findings may not be generalized to the whole population of employed and partnered parents. In addition, nonprobability sampling of worksites from each industry also limits generalizability of our results to the population of employed and partnered parents in the IT and EC industries.

In examining the effect of performing multiple roles on perceived time adequacy, we used a limited number of work and family characteristics. Although we found that partner support and work-to-family conflict were among the most important predictors of membership in different profiles of perceived time adequacy, we acknowledge that there can be other variables and other links that we did not take into account in the current analyses, such as coparenting, role stress, and role salience. For example, the quantitative and qualitative aspects of coparenting can be predictors of perceived time adequacy profiles, and both the extent of coparenting and time adequacy profiles may, in turn, be related to specific types of role stress, such as parenting stress, marital stress, and work stress (e.g., Guelzow, Bird, & Koball, 1991). Also, considering that an individual's behavior can be seen as purposeful and oriented toward reaching personally meaningful life goals (Cook, 1994), role salience, including prioritization and commitment, can play a role in shaping the profiles of perceived time adequacy. In other words, we do not know whether parents in the family time sacrificed profile want to spend more time with their partner but they cannot do it because of high demands from other role, or, they do not spend their time with a partner because they think it is not as important as parenting or work role. Future research on multiple roles and perceived time adequacy may need to incorporate such diverse concepts. Moreover, this study examined perceived time adequacy only for the three social roles. Although we believe that the roles of paid worker, parent, and partner have the most significant impact on the lives of employed parents, it is necessary to explore other roles, such as parental care, as was done by Cullen et al. (2009) in their study of sandwiched generation couples. Furthermore, gender may moderate the associations between stressors and resources in work and family and perceived time adequacy profiles. Based on our finding that women were more likely to be in the family time sacrificed profile, future analyses could attempt to identify separate time adequacy profiles for men and women.

In conclusion, we identified three profiles of perceived time adequacy—family time protected, family time sacrificed, and time balanced—in a sample of employed parents in the IT and EC industries, and examined factors that are associated with parents'

membership in one of the three profiles. This study fills gaps in prior literature by looking at relative levels of perceived time adequacy across work and family roles and applying more rigorous approach to identify who fits the various time adequacy profiles. Findings from this study may contribute to increasing our understanding of how having more stressors and fewer resources in work and family contexts are linked to perceptions of having not enough family time. Future studies may need to examine consequences of perceiving lack of family time, whether there are changes in membership in time adequacy profiles over time, and what factors result in the changes.

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