

Using scenario B, we found that when deciding whether to take on a new project, people weight less heavily for the impact on a family goal in the long term—that is, having good quality of marriage in long run, $F(35,147)=2.45, p < .01, \eta_p^2=.37$ (see Table 3). To better illustrate, Figure 2 shows that individuals high on job insecurity would reduce work hours regardless of the expected impact on a family goal in the long run. Levels of job insecurity did not decrease the consideration given to work short-term goal—that is, performing work tasks efficiently.

Discussion. Results from this study showed that job insecurity did influence the way people make decisions at work. Specifically, people who cannot predict continuity of the job situation are significantly less likely to be affected by potential consequence in the future in the context of work family conflicting dilemmas. Unlike people with stable job situations, people high on job insecurity are less likely to withdraw from a decision at work even if it could cause a negative impact on lives in the future. The findings are consistent with arguments from resources scarcity theory, such that job insecurity diminishes the attention people paid to future consequences (e.g., Shah et al., 2012). It also suggests that job insecure individuals are more affected by horizontal conflict—that is, an action causes interference with goals at the same temporal domain, and less affected by vertical conflict—that is, an action causes interference with goals at temporally distant domains (Shaddy & Fishbach, 2018). Future studies should explore whether resource scarcity decreases the ability or decrease the motivation while considering future consequences.

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Planning for Parental Leave: Leveraging Total Worker Health to Support Pregnant Working Women

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Understanding the parental leave process is critical to support the optimal planning, well-being, and functioning of pregnant working mothers and the organizations that employ them (Fisher, Valley, Toppinen-Tanner, & Mattingly, 2016). This type of leave may introduce new stressors employees may not have faced before, such as the experience of stigma associated with being a working mother (Sabat, Lindsey, King, & Jones, 2016). The leave process can be stressful, which could have negative well-being outcomes (Alstveit, Severinsson, & Karlsen, 2011). Meanwhile, the health and supportive benefits of being an employed woman are far reaching (e.g., Gjerdingen, McGovern, Bekker, Lundberg, & Willemsen, 2001). Importantly, the Family Medical Leave Act (FMLA) only covers 40% of the workforce, many go without a mandated policy for preparing for and executing parental leave. Therefore, it is in both the employer's and individuals' best interests to support the parental leave process.

This inductive, exploratory study aimed to increase our understanding about the parental leave and return to work process by exploring the pre-leave stage. Pre-leave (i.e., working while pregnant) encompasses the time when the employee discovers she is pregnant and starts to anticipate working while pregnant and her leave experience. Fisher and colleagues (2016) noted that the "pre-leave stage involves the physical changes among mothers, as well as the social and psychological factors that become salient in anticipating and preparing for parenthood which affects both parents" (Fisher et al., 2016 p. 133). This stage of transitioning into motherhood impacts not only the mother's life, but has the potential to impact the child's well-being, and other stakeholders in the

workplace (e.g., coworkers, supervisors, subordinates). This notion is supported by research which suggests that planning for affordable and acceptable childcare contributes to the working mother's and child's well-being during later stages of the process (Fisher et al., 2016). We conducted semi-structured interview questions to address these research questions. Sixteen working pregnant adult women in the U.S. participated; the sample size was determined on the basis of reaching saturation regarding the research questions. Inclusion criteria were: paid employment, working at least 30 hours per week, not self-employed, and having a singleton pregnancy. Participants ranged in age from 21 to 39 years old ($M = 29.88, SD = 4.24$). Participants reported annual household income before taxes ranging from \$50,600 to \$200,000. Participants varied in pregnancy stages, ranging from 9 to 36 weeks pregnant with a mean of 24.31 weeks pregnant ($SD = 6.70$) at the time of the screening survey. Most participants were married. Participants worked in education and health services ($n=7$), finance and insurance ($n=3$), manufacturing ($n=2$), professional and business services ($n=2$), and other (2).

The research team used an exploratory qualitative analysis method to analyze the data. We coded the data through first-level and second-level strategies, and then identified major themes. The six main findings from the themes are 1) the monetary cost of things (e.g., childcare) in relation to household income played a major role in planning and decision making for parental leave, 2) participants varied in their perceptions on how much of a role their coworkers and supervisors play, 3) qualification for parental leave benefits (e.g., such as qualifying for FMLA benefits) or available sick or vacation time strongly influenced plans for when to take leave and for how long, 4) participants believe that supervisors and leaders in organizations can better support pregnant working women by supporting paid leave, knowing more about the policies and procedures around leave, and more flexibility around work hours and location, 5) participants expressed, and it became a clear theme, that each pregnancy and situation involved high levels of uncertainty and each context around parental leave is different, and 6) individual culture may or may not play a role in the experience of parental leave. Exemplars will be presented to give poignant examples of overarching themes and complexity of the data. These data highlight where stressors and strains may arise during planning for parental leave. Further, these data suggest that there may be a need for parental leave policies and practices based on a Total Work Health approach given the increased demands and perceived lack of resources women face when working while pregnant. These data may be a foundation to inform the development of interventions to help expectant mothers and their employers navigate this process successfully.

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How Does "Work as a Calling" Relate to OHP?

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