

Abstract #: 315

Presented by: Ryan Johnson, MA, Graduate Student

Work-Family Conflict and Flexible Work Arrangements: Deconstructing Flexibility

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Keywords: flexible work arrangements, telecommuting, work-family conflict, negative spillover, meta-analysis

Objective: The study meta-analytically investigates the relationship between work-family conflict (WFC) and flexible work arrangements (FWA). These relationships were explored in detail by examining flextime, flexplace, as well as availability and use of each, separately. Furthermore, WFC was broken down into work interfering with family (WIF) and family interfering with work (FIW).

Methods: Academic databases, conference programs, and existing meta-analyses and reviews were searched using keywords (e.g., flexibility, telecommuting, work-family conflict). 61 samples from 58 articles were included. Each study was coded by two study authors, and analyses were conducted using the Comprehensive Meta-Analysis software package using a random effects model.

Results: We found that the direction of work-family conflict (WIF vs. FIW) and the specific form of flexibility (flextime vs. flexplace; use vs. availability) make a difference in the effects found. We also found that sample characteristics (single vs. multiple organizations; within the U.S. vs. outside the U.S.) served as moderators. Overall, the significant effects were small in magnitude with effects associated with WIF being stronger than FIW.

Conclusion: Our results demonstrate that the relationship between FWA and WFC may be smaller than assumed, and influenced by several factors including type of flexibility (flextime vs. flexplace; use vs. availability), direction of conflict (WIF vs. FIW), and sample characteristics. These findings also indicate that flexibility is not a reliable way to help mitigate work-family conflict, and demonstrate the importance of disaggregating flexibility to clarify the relationship between FWA and WFC.

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Presented by: Cristina Kawamoto, BS, Graduate Student

Linking Nonwork Stressors to Work Outcomes via Negative Mood and Event Appraisals

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Keywords: Nonwork Stressors Mood Events Work

Objective: This study aims to investigate the relationship between non-work related stressors (e.g. marital and financial) and work outcomes as mediated by the individual's mood. Borrowing from concepts of the Affective Events Theory (Weiss & Cropanzano, 1996) and the Spillover Hypothesis (Edwards & Rothbard, 2000), it is suggested that negative mood at home (created by nonwork stressors) will transfer to the work domain where it will cause the employee to appraise various work events more negatively. These appraisal s will contribute to a negative mood experienced at work which in turn will influence job satisfaction and performance dimensions. Lastly, social support is hypothesized to moderate this model by reducing chance of negative mood from home spilling over into the work domain.

Methods: Data collection of married, working adults who are head or co-head of their own households is currently in progress. Those who choose to participate are asked to complete a survey consisting of nonwork stressors, mood at home and at work, appraisals of work events and various work outcomes. In addition, their immediate supervisors are asked to complete measures of the employee participants' job performance.

Results: Data has not yet been analyzed, but will be done through correlational analyses and structural equation modeling.

Conclusion: If hypotheses are supported, this research is expected to expand upon previous research linking the work and non-work domains (especially with regard to the effects of negative mood). Additionally, it could have implications for areas such as employee assistance programs at work that deal with stress monitoring and coping as well as financial management (Garman, Leach & Grable, 1996; Sulsky & Smith, 2005).

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