Appendix 1.

*Means, Standard Deviations and Ranges of Score and Correlations between Time Resources, Personal-Family-Work Characteristics, and Work-to-Family and Family-to-Work Conflict*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | *M* | (*SD*) | *Range* | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 1. Time spent at work (hrs/wk) | 37.66 | (8.54) | 6-96 |  | -.03 | .03 | -.08 | .02 | .05 | .02 | -.04 | .00 | .03 | -.01 | .07 | -.02 | -.04 | .08 | .06 | .08 | .06 |
| 2. Time adequacy for work | 2.87 | (1.18) | 1-5 | -.06 |  | .00 | .07 | .00 | -.07 | -.03 | -.05 | -.06 | .04 | .07 | -.04 | .07 | **-.21** | .06 | .09 | **-.22** | -.04 |
| 3. Time spent with children (hrs/wk) | 42.68 | (24.39) | 0-155 | -.05 | .01 |  | .08 | -.05 | .00 | .06 | -.05 | -.04 | .04 | -.08 | -.07 | -.05 | -.04 | **.10** | .03 | -.02 | -.01 |
| 4. Time adequacy for children | 3.64 | (0.77) | 1-5 | **-.13** | **.15** | **.18** |  | .02 | -.07 | -.02 | .07 | .00 | .01 | -.05 | .01 | **-.14** | .01 | .00 | .06 | **-.23** | -.04 |
| 5. Age | 36.09 | (7.62) | 18-61 | .08 | -.07 | -.09 | -.03 |  | .07 | **.20** | .03 | .03 | .02 | **.55** | **.23** | .07 | .00 | .06 | .04 | -.05 | -.05 |
| 6. Race, White (vs. Non-white) | 0.63 | (0.48) | 0-1 | -.00 | -.01 | -.02 | .00 | .07 |  | .02 | .01 | **.10** | -.04 | **.12** | .08 | .03 | .00 | **-.13** | -.03 | -.03 | .00 |
| 7. Edu., College graduates or more  (vs. High school or less) | 0.11 | (0.32) | 0-1 | **.17** | .02 | -.05 | .06 | **.20** | .02 |  | **-.36** | **.10** | .02 | -.01 | **.31** | -.08 | .06 | -.08 | -.01 | .03 | -.06 |
| 8. Edu., Some college or tech.1)  (vs. High school or less) | 0.50 | (0.50) | 0-1 | -.02 | -.05 | .02 | **-.10** | .03 | .01 | **-.36** |  | .04 | -.06 | .04 | **.14** | -.04 | -.05 | .04 | .05 | .00 | -.02 |
| 9. Married / partnered (vs. Single) | 0.67 | (0.47) | 0-1 | .01 | .07 | -.00 | .05 | .03 | **.10** | **.10** | .04 |  | -.01 | **-.15** | **.47** | **-.14** | -.02 | .02 | -.06 | -.09 | -.06 |
| 10. Number of children | 2.09 | (1.01) | 1-6 | -.01 | .00 | **-.22** | .02 | .02 | -.04 | .02 | -.06 | -.01 |  | **-.18** | .03 | .01 | -.05 | -.03 | .05 | -.01 | .02 |
| 11. Youngest child’s age | 7.82 | (4.78) | 0-17 | **.15** | **-.11** | -.07 | .04 | **.55** | **.12** | -.01 | .04 | **-.15** | **-.18** |  | .06 | **.16** | -.01 | .02 | -.01 | -.01 | -.01 |
| 12. Household income range2) | 9.62 | (3.35) | 1-13 | **.19** | -.07 | .00 | .05 | **.23** | .08 | **.31** | **.14** | **.47** | .03 | .06 |  | **-.12** | .04 | -.02 | -.05 | .01 | .00 |
| 13. Standard work shift (vs. Not) | 0.61 | (0.49) | 0-1 | .09 | -.08 | .02 | **.26** | .07 | .03 | -.08 | -.04 | **-.14** | .01 | **.16** | **-.12** |  | **-.09** | .00 | -.02 | .05 | .03 |
| 14. Job demands | 4.22 | (0.72) | 1.5-5 | .03 | **-.27** | .02 | .04 | .04 | **-.16** | .09 | **-.09** | -.01 | .02 | -.07 | .03 | -.06 |  | -.05 | -.01 | .05 | -.02 |
| 15. Schedule control | 2.71 | (0.77) | 1-4.9 | **.22** | .04 | .01 | **.17** | .03 | .09 | **.23** | -.03 | **.11** | .07 | -.01 | **.29** | .04 | -.04 |  | .04 | -.09 | -.01 |
| 16. Supervisor support for family | 3.76 | (0.85) | 1-5 | .03 | **.16** | .02 | **.20** | .04 | .08 | .05 | -.03 | **.10** | .07 | .05 | **.13** | **.10** | -.06 | **.26** |  | **-.12** | -.02 |
| 17. Work-to-family conflict | 2.84 | (0.90) | 1-5 | **.15** | **-.34** | -.04 | **-.46** | -.08 | .04 | -.05 | .04 | .03 | -.03 | -.02 | -.04 | -.09 | **.15** | **-.19** | **-.21** |  | **.30** |
| 18. Family-to-work conflict | 2.10 | (0.59) | 1-4.2 | -.09 | **-.12** | .00 | **-.22** | -.07 | -.07 | -.04 | .03 | -.06 | -.04 | **-.10** | -.10 | -.04 | -.06 | -.08 | **-.13** | **.37** |  |

*Note. N* = 440; Numbers below diagonal indicate correlations at Time 1 and numbers above diagonal indicate correlations between Time 1 (for variables #5-14) and change scores (Time 2 – Time 1); 1 Some college or technical school; 2 Household income was a range variable where 9 signifies $40,000-44,999 and 10 signifies $45,000-49,999; Bolded correlation coefficients were significant at *p* < .05.

Appendix 2.

*Differences in Well-being between Employed Mothers in Each Time Profile*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Total  Sample  *N* = 440 | | Work-  Oriented  *n* =185 | | | Role-  Balanced  *n* = 202 | | | Parenting-  Oriented  *n* = 53 | | | *F-test* | |
|  | *M* | *(SD)* | *M* |  | *(SD)* | *M* |  | *(SD)* | *M* |  | *(SD)* |
| Job Burnout | 4.51 | (1.60) | 5.06 | a | (1.41) | 4.13 | b | (1.51) | 4.01 | b | (1.94) | 20.92 | \*\*\* |
| Job satisfaction | 4.21 | (0.63) | 4.10 | b | (0.68) | 4.23 | b | (0.57) | 4.49 | a | (0.58) | 8.34 | \*\*\* |
| Psychological distress | 11.97 | (4.32) | 12.97 | a | (4.49) | 11.35 | b | (4.09) | 10.83 | b | (3.90) | 9.18 | \*\*\* |

*Note.* Subscripts of a, b, c indicate the results of post-hoc analyses where a is higher than b and b is higher than c.

\* *p* < .05, \*\* *p* < .01, \*\*\* *p* < .001.