

T.C.
MARMARA ÜNİVERSİTESİ
SOSYAL BİLİMLER ENSTİTÜSÜ
İNGİLİZCE İŞLETME ANABİLİM DALI
ORGANIZATIONAL BEHAVIOR BİLİM DALI

**MULTIPLE ROLES, WORK-FAMILY CONFLICT
AND RELATED OUTCOMES**

Yüksek Lisans Tezi

RANA TUBİN

Istanbul, 2007

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RANA TUBİN

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Istanbul, 2007

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ABSTRACT

MULTIPLE ROLES, WORK-FAMILY CONFLICT AND RELATED OUTCOMES

The aim of this study was to investigate whether there is a relationship between having multiple roles and spending time in them and the dependent variables of job, life and marital satisfaction and turnover intention, given that work-family conflict (WFC) and family-work conflict (FWC) are intervening variables. Social support was examined as a moderator between roles (number and time) and WFC and FWC. Based on the role strain theory it was hypothesized that WFC and FWC would increase when the number of roles and the time spent in them increases. WFC and FWC were analyzed as intervening variables between roles (number and time) and the dependent variables. Furthermore, it was investigated whether there are any gender differences in how WFC and FWC explain life, job, marital satisfaction and turnover intention. Gender differences concerning the dependent variables were also examined. A questionnaire was administered and collected from 258 participants. According to the results only number of roles was found to have a significant effect on FWC. The moderating role of support could only be partially supported while WFC and FWC could not be found to be intervening variables. Significant gender differences were found in how WFC and FWC explain the dependent variables. For women WFC had a negative effect on life and job satisfaction along with increased turnover intentions while FWC had a negative effect on marital satisfaction. Men displayed higher turnover intentions when the levels of FWC increased. Likewise were gender differences to be found in the dependent variables.

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ÖZET

ÜSTLENİLEN ROLLER, İŞ-AİLE ÇATIŞMASI VE İLİŞKİLİ SONUÇLAR

Bu araştırmanın amacı, üstlenilen rol sayısının ve bu rollerde geçirilen zamanın, iş-aile çatışması üzerinden iş, hayat, evlilik tatminini ve işten ayrılma niyetinin nasıl etkilendiğini incelemektir. Bununla beraber alınan yardımın roller ve iş-aile çatışması arasındaki ilişkiyi etkileyip etkilemediği de incelenmiştir. Sayıca fazla rol üstlenerek ve bu rollerde uzun zaman geçirerek iş-aile çatışmasına zemin hazırlanacağı teorisine dayanarak rol sayısının fazlalaştığı ve rollerde geçirilen zamanın uzadığı durumlarda, iş-aile çatışmasının çoğalacağı ileri sürülmüştür. Ayrıca alınan sosyal yardımın da bu ilişkiyi etkileyeceği savunulmuştur. İş-aile çatışmasının üstlenen roller (sayı ve zaman) ve bağımlı değişkenler iş, hayat, evlilik tatmini ve işten ayrılma niyeti arasında ara değişken olarak etkili olup olmadığı araştırılmıştır. Ek olarak iş-aile çatışmasının, bağımlı değişkenleri açıklaması açısından, kadın ve erkekler için farklı olup olmadığına bakılmıştır. Ayrıca kadınlar ve erkekler arasında bağımlı değişkenler açısından manidar bir tutum farkı olup olmadığı araştırılmıştır. Analizlere göre "rol sayısı" ve "aileden işe" olan çatışma arasında manidar bir ilişki bulunmuştur. Diğer değişkenler arasında manidar bir sonuç bulunamamıştır.

Sosyal yardımın, rollerde geçirilen zaman ile birleştiğinde, "aileden işe" olan çatışmayı manidar bir şekilde etkilediği görülmüştür. İş-aile çatışmasının ara değişken olarak rolü ispatlanamamıştır. Kadın ve erkekler arasında, iş-aile

çatışmasının bağımlı değişkenleri açıklaması açısından, manidar farklar bulunmuştur. Kadınlar için "işten aileye" olan çatışma, hayat ve iş tatminini düşürürken işten ayrılma niyetini artırıyor. "Aileden işe" olan çatışmanın ise evlilik tatminini düşürdüğü bulunmuştur. Bulgular erkeklerde ise "aileden işe" olan çatışmanın işten ayrılma niyetini arttırdığı göstermiştir. Son olarak kadınların işten ayrılma niyetlerinin erkeklere göre daha yüksek olduğu bulunmuştur. Erkeklerin ise evlilik ve iş tatminleri, kadınlara göre daha yüksek bulunmuştur.

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1. INTRODUCTION

The work family area has become a subject of increased interest over the past 30 years. The involvements of women in the labor force and new technological improvements have contributed to major changes. The two once very separate spheres' borders have become permeable. The classical concept of the man being the breadwinner outside of the home while the woman fulfilled the responsibilities at home has changed into a concept where responsibilities are diffused. A woman may do a man's job and vice versa (Duxbury, Higgins, & Lee, 1994). Individuals are trying to "do it all" seeking fulfilment through a combination of multiple roles. Life satisfaction is sought through balancing career, marriage, parenting and care giving for elder members of the family. While women are expected to contribute financially to the family by working out of the home, men are expected to support their spouses through playing a more active part in sharing family responsibilities.

The growing number of women joining the labour force and new technological developments giving rise to the internet and mobile phones, have made a contribution to changes that erase the borders between work and home. Employees may do a part of their work at home or they may even have a home office. Geographical distances are no longer an obstacle but can easily be overcome through technology. The merge of the once two separate worlds of work and home has an impact on the concept of family. As time for the family is usually spent in the home, the merge between work and home affects the family very much. The conflict between work and family seems to be inevitable. Scarce resources like time and energy have to be divided between work and family responsibilities and this leads to conflict. Women and men taking up more than one social role find it difficult to balance the roles and resources.

This new source of conflict has been studied under the area of work-family conflict. At first the concept was studied as a uni-directional construct, trying to measure how work obligations affected family life. Later researchers found that work-family conflict has a bi-directional nature (Duxbury, Higgins & Mills, 1992; Frone, Russell & Cooper, 1992; Gutek, Searle & Klepa, 1991). Not only work

obligations affect family life but obligations within the family may also affect work. Time consuming job obligations which involve working late and stressful conditions in the job leaves the employee with little energy left for the family. Likewise tiring household chores and young attention craving children leave little resources left for the completion of the work task.

What can then be done to decrease the negative effects of pursuing multiple roles and experiencing work-family conflict?

Researchers have explored the effect of support. Support in the domestic area as well as in the area of work has been examined. Understanding and supportive family members who give both emotional and instrumental help along with family-friendly policies and flexible working schedules at work have been found to lower the negative effects of conflict (Allen, 2001; Aryee, 1992; Buttner & Moore, 1997; King, Mattimore, King, & Adams, 1995).

Although these findings show that the negative impact can be lowered by support, the effects of juggling multiple roles and enduring some type of conflict still lead to changes in our job, life, marital satisfaction and also our turnover intention. These concepts being central to our well-being play an important part in our lives.

The question is: Is the pursuit of happiness possible through balancing all these roles or is more lost attempting to "do it all"?

The answer to this question lies in the research on multiple roles. There are two major opposing theories on multiple roles named role strain and role accumulation. Role accumulation theory argues that engaging in multiple roles may enhance self-esteem, skills, mental and physical well-being, role privileges and status, and a sense of purpose in life (Grzywacz, & Marks, 2000; Wayne, Musisca, & Fleeson, 2004). Instead of feeling stressed the individual experiences greater fulfillment in life through taking up different roles. Role strain theory in contrast is based on the perception that multiple roles lead to more stress and excessive demands on time, energy, and psychological resources which in turn leads to poorer

psychological and physical well-being (Hughes & Galinsky, 1994; Waldron & Jacobs, 1989).

The present study has been based on the theory of role strain. While trying to fulfil the demands of many different roles the individual will feel torn between the responsibilities and may not find the energy to fulfil all roles in a satisfactory manner. Role strain will be seen as an antecedent of bidirectional work-family conflict. It will be argued that, the number of roles and the time spent in them will because of role strain result in bidirectional work-family conflict. As the number of roles and the time spent in them increase, work-family conflict levels may be expected to increase. The more responsibility a person takes upon himself/herself, the greater conflicts the person will probably experience between the two spheres which take up most of the time.

Multiple roles and time spent in them may be assumed to influence well-being outcomes such as job, marital, and life satisfaction and turnover intention through work-family conflict.

Job, marital and life satisfaction levels may be expected to decrease as the number of roles, time spent in roles and work-family conflict levels increase. The level of turnover intention on the other hand may be expected to increase as, the number of roles, time spent in roles and work-family conflict levels increase. The well-being of a person is expected to suffer from engaging in multiple roles which take up a lot of time, however via the conflict experienced between work and family. Work-family conflict thus acts as an intervening variable between the number of roles engaged in, the time spent in them and the well-being outcomes.

Additionally, because received social support has been found to reduce the level of work-family conflict, it will in this study be explored as a moderator. It will be put forward that social support moderates the relationship between the number of roles, the time spent in them and work-family conflict. As the amount of received support increases a decrease in the level of work-family conflict is expected, even if the individual is under the pressure of a variety of roles which consume much of his/her time.

Work-family conflict levels have been found to be different for men and women. One gender differentiated study has found that women experience more work interference with family than men, even when they work identical hours, while they do not show any difference with regard to family interference with work (Gutek et al., 1991). Other studies have shown that women experience more work family interference and family work interference than men (Duxbury et al., 1994, McElwain, Korabik & Rosin, 2005).

Considering the gender difference in how the work-family conflict levels affect the dependent variables job, life and marital satisfaction and turnover intention (in short well-being outcomes) will be researched and gender differences in the levels of well-being outcomes will be analyzed.

2. THEORETICAL FRAMEWORK

In the first section of the literature review, the two main theories on the effects of pursuing multiple roles, namely role accumulation and role strain theory will be summarized. Additionally, the effect of time spent in roles will be reviewed.

The concepts of work-family conflict and family-work conflict as well as theories related with these concepts will be introduced in the second section. Time, strain, and behaviour-based conflict types will be explained and studies conducted on these issues will be discussed. Furthermore, the theories of spillover, compensation, and resource drain will be briefly introduced. The third section will introduce the moderating variable of the study namely, support. Both aspects of support, family-specific and workplace support will be reviewed. In the fourth section, studies which emphasize the role of gender in relation to work-family conflict will be briefly discussed.

The fifth section reviews literature on the dependent variables, job satisfaction, turnover intention, marital satisfaction, and life satisfaction. A brief definition of the concepts will be given along with a summary of the research related to the variables specifically in connection with work-family conflict.

The final section presents the research model and the hypotheses of the study based on a discussion of the relationships among the independent variables (number of roles and time spent in roles), the moderating variable (received amount of support), the intervening variables (work-family and family-work conflict), and lastly the dependent variables (job satisfaction, turnover intention, marital satisfaction and life satisfaction).

2.1. Theories on Pursuing Multiple Roles

2.1.1. Role Accumulation

Studies on individuals holding multiple roles have found very different results. While all researchers are unified in their view that engaging in multiple roles creates a burden, they are not unified in their views on how this burden affects us.

Some studies which put forward that multiple roles foster role strain, focus on the increase in the amount of deprivation experienced by individuals holding multiple roles. Other researchers argue that multiple roles can be beneficial and that the amount of gratification that multiple roles bring about should be researched. Sam D. Sieber put forward the theory of role accumulation in 1974. Sieber argued that the rewards received from multiple roles may exceed the amount of burden that they generate. The theory put forward that there are four types of positive outcomes related with role accumulation: (1) role privileges, (2) overall status security, (3) resources for status enhancement and role performance, and (4) enrichment of the personality and ego gratification.

Sieber (1974) claims that as every role is attached to a certain amount of duties and rights, the greater the number of roles an individual has, the greater the number of privileges the individual will enjoy. The engagement in multiple roles also buffers against failures experienced in a role. In other words, an individual who has a wide array of roles does not put all the expectations on one role but can weigh failure against success in different roles. The individual with multiple roles does not put all the eggs in the same basket but distributes them to reduce the risk of experiencing failure.

Multiple roles also give the opportunity to receive perquisites such as "recommendations or introductions to third parties who might advance one's career or other interests..." (p.574). These perquisites are to be seen different from the privileges tied to the role. Perquisites are "non-institutionalized by-products of social relationships". (Sieber, 1974, p.574).

Last but not least, the buffering of multiple roles may lead to an enrichment of the personality and the enhancement of one's self-conception. An individual leading a life with multiple roles is enriched through contact with many other people, exposure to many different sources of information, and experience of a minimum level of boredom. This may lead the individual to gain more flexibility and tolerance towards different people and ideas. It may even be concluded that engagement in multiple roles leading to role accumulation may lead to better

mental and physical health (Baruch & Barnett, 1986; Parris, Franks, and Townsend, 1994; Verbrugge, 1983; Waldron & Jacobs, 1989).

Based on this theory and the theories of Coser (1974) and Marks (1977), many other researchers like Gove and Zeiss (1987), Kessler and McRae (1982), Nieva and Gutek (1981), Verbrugge (1983), Grzywacz and Marks (2000) and Wayne, et al. (2004) have conducted empirical studies which led to findings that engaging in paid employment is related with increased self-esteem, status, and life satisfaction.

In short, these studies and others have found that multiple roles can provide personal growth and development and that the benefits can outweigh the negative effects that might have been produced.

In contrast to these studies, other researchers have found that engaging in multiple roles creates such a burden that the individual suffers a decrease in overall well-being and experiences a range of ailments from headaches to major psychological depressions (Mui, 1995; Pearlin, 1989). These studies which focus on the negative aspects of engaging in multiple roles are grouped under the role strain theory.

2.1.2. Role Strain

One of the first researchers to look into the advantages and disadvantages of having multiple roles was Goode in 1960. Goode was the first to introduce the term role strain to explain the difficulty of shouldering multiple roles. He defines role strain as "the felt difficulty in fulfilling role obligations" (p.483). Goode bases his argument on individuals having a wide, distracting array of role obligations and role demands which force them to be at certain places at certain times and all of this at the cost of finite resources.

This theory concludes that role strain is a natural outcome of multiple roles. There are three dimensions: role overload, role conflict, and role contagion. Role strain theory is based on the assumption that role overload and role conflict occur when an individual is engaged in multiple roles. Role overload refers to an

individual facing the problem of distributing enough time to the demands of each role. As time is finite, the role strain theory argues that engagement in multiple roles eventually will lead to weaker performance in one role due to the limitations of time and energy.

Role conflict on the other hand, refers to the overlapping expectations of roles regardless of time. To elaborate, there are times when the expectations of A will be different from the ones of B and compliance with the ones of A will lead to conflict. Robert Merton (1957; cited in Sieber, 1974) states that ".....any one occupying a particular status has role-partners who are differently located in the social structure. As a result, these others have, in some measure, values, and moral expectations differing from those held by the occupant of the status in question." It may be concluded that as the number of roles engaged in increases, the burden of both role overload and conflict lead to a high probability of running out of resources and confronting role partners with different expectations.

The third dimension role contagion occurs when one is preoccupied with one role while performing another. To exemplify, a mother thinking about her sick child at home while working in the office experiences role contagion which may lead to difficulties in performing well in the engaged role.

Other researchers like Slater (1963) and Coser (1974) developed theories similar that of Goode. Slater based his theory on the claim of Freud (1961) that all human beings have limited energy which they try to divide between the civilization and lovers. As a result the two become antagonists in the struggle for the individual's scarce resource of energy. Slater generalizes the theory of Freud through replacing the civilization by libidinal diffusion meaning any process of distributing one's energy among a number of objects for a common purpose. Freud's concept of lovers is replaced by libidinal contraction a process of restricting one's energy to a narrow personal range of objects. Libidinal diffusion could be regarded as an individual engaged in a job while libidinal contraction could be interpreted as the private sphere "the family" of the individual.

Slater concludes that if we assume that we all have a finite quantity of energy, then it is natural that the more we are involved with one issue the more we will withdraw from another. In short, Slater suggests that as energy is scarce we all must make compromises between spending our energy on common purposes such as work and on personal purposes such as family.

Coser (1974) stresses the same dilemma of distributing resources that are scarce. "...organized groups are always faced with the problem of how best to harness human energies to their purposes....competition for loyalty and commitment is a perennial problem because these are scarce resources..."(p.1). Like the theories of Goode and Slater, Coser also expresses the existence of competition between different roles for finite resources such as time and energy. Studies conducted, support these theories. Research done with employed mothers show that employment can be associated with role conflict, stress, dissatisfaction with life, and family tension (Cooke and Rousseau, 1984; Kandel, Davies and Ravies, 1985). Other findings support the view that multiple roles deprive the individual of his/her mental serenity as well as adds psychological strain and distress (Coser and Rokoff, 1971; Pearlin, 1989). Increased family demands have been associated with absenteeism (Lee, 1997), greater interrole conflict (Barling, MacEwen, Kelloway, & Higginbottom, 1994), and emotional exhaustion (Boles, Johnston, & Hair, 1997). The conflict that lies in the nature of shouldering multiple roles evidently affects the individual and his/her surroundings in a negative way. One of the factors affecting the outcome of shouldering multiple roles is the amount of time one spends in them. The next section will review research conducted which have included time spent in roles as a variable determining the level of work-family conflict.

2.2. Time Spent in Roles

Time plays an important role in the theory of role strain. One of the finite resources that causes stress and leads to strain is time. Research shows that the amount of time spent in one role may influence the level of work-family and family-work conflict. For example, the more time one spends on work-related activities, the

higher the level of work family conflict (WFC) one will experience (Greenhaus, Bedeian & Mossholder, 1987; Gutek et al., 1991). Spending excessive time in one area leads to problems in other areas. It follows that it is not necessarily only the number of roles that lead to conflict but also the time spent in these roles. For example, an individual holding only two roles, being full-time employed and being married, may experience conflict if the demands of the job or the spouse becomes too much time consuming. A workplace constantly demanding long working hours may not leave satisfactory time left for the demands of the spouse. On the contrary, an individual holding numerous roles which only take up a limited time may even experience less levels of conflict than the individual with a lower number of roles with greater time demands. Outcomes of juggling multiple roles seem to be more negative when the burden of responsibilities in both the work and family domain are heavy (Williams, Suls, Alliger, Learner, & Wan, 1991).

Lack of time and shouldering too many roles at a time may eventually lead to conflict. As work and family are the greatest consumers of our time, the conflict usually arises among these two areas. The next section will review findings that have been found in the work-family conflict area.

2.3. Work-Family, Family-Work Conflict

The overlapping role demands and strains may eventually result in work-family conflict (WFC) and in family-work conflict (FWC). Both the occupational role and the marital are as Coser (1974) states, greedy in terms of demanding time, energy and commitment thus leading to conflicts. WFC reflects the conflict felt when demands of the work life intercept with the demands of the family life and FWC just the opposite when demands of family life conflict with the demands of the work life. These conflicts may as studies have shown lead to stress which may eventually lead to both physical and psychological illnesses such as lower mental health, reduced life satisfaction, poor morale, decreased productivity, turnover and absenteeism (Greenhaus & Beutell, 1985; Kelly & Voydanoff, 1985). Conflict at work seems to be a stronger predictor of work-family conflict than family conflict because people have

less control over their work lives than over their family lives (Higgins & Duxbury, 1992).

At first the concept was studied as a uni-directional construct while later researchers found that work-family conflict has a bi-directional nature (Duxbury, Higgins & Mills, 1992; Frone, Russell & Cooper, 1992; Gutek et al., 1991). Conflicts arising in the family may have negative organizational consequences just as conflicts at work may affect the family life.

2.3.1. Time, Strain and Behavior Based Conflicts

Work-family conflict has been divided into three major types of conflict. These are time, strain and behaviour based conflicts (Greenhaus & Beutell, 1985). Time based conflicts arise from the lack of time to fulfil the demands of all roles in an equally satisfactory way.

It may organisationally arise from inflexible working hours such as shifts and excessive overtime (Schein, 1993) while its source in family life may be the responsibility of rearing younger children and shouldering household chores (Gray et al., 1990) and looking after other dependants such as ill relatives (Soldo & Myllyluoma, 1983). Research has shown that time-based conflicts are experienced more by married couples than those who are single (Herman and Gyllstrom, 1977). Likewise, parents have more conflict than non-parents (Netemeyer, Boles and McMurrian, 1996) and parents of younger children experience more conflict than parents of older children (Pleck, Staines and Lang, 1980).

Strain based conflict arises from one role being so strainful that it hinders one from completing the requirements of the other. Thus the strain in one role affects the performance of the other. There are both home and work stressors which lead to strain based conflicts. These stressors may lead to anxiety, fatigue, tension and depression (Hertz, 1986). Sources of strain based conflicts can have their roots in both the organizational environment as in the work itself. Antecedents of strain based conflicts are role ambiguity, low levels of social support from the organization and problems in the career development (Greenhaus & Beutell, 1985).

Home based sources of strain may for example be a sick child. The stress of taking care of an ill child may lead to difficulties in concentrating on the job.

The third type of conflict, behaviour based conflicts arise from an incompatible set of behaviours. Behaviours that may be appropriate for one domain may not be so for the other (Greenhaus & Beutell, 1985). For example the work may require a hold back of emotions whereas openness and exhibition of feelings may be expected and valued at home.

2.3.2. Spillover, Compensation and Resource Drain Theory

Parallel to the conflict types described above, Frone (2003) outlines three theories of how work-family conflict develops. Spillover theory is based on the view that a change in one sphere will affect the other. To exemplify, poor relations with co-workers will reflect upon the family life as conflicts and poor relations with family members. Compensation theory builds on the view that an inverse relationship between work and family already exists. As the wished success is not gained at work, the individual relocates his/her energy and resources towards family life leading to greater happiness there. Furthermore, resource drain theory is based on the idea that when finite resources are used in one domain, the other will suffer from lack of resources. Time or energy spent on work will lead to limited time and energy spared for the family. These theories have built a framework around which researchers have conducted their studies.

The next section will review studies that have been carried out to investigate the gender differences in multiple roles and work-family conflict.

2.4. Gender and Multiple Roles

As the role accumulation theory and the role strain theory shows that multiple roles can be both beneficial and harmful it appears interesting to search literature on the impact of gender on multiple roles. Do multiple roles affect women differently than men? Some researchers have found that employment is beneficial for women (Kessler & McRae, 1982; Rosenfield, 1980) while others have found no

significant difference in life satisfaction between employed wives and housewives (Aneshensel et al., 1981; Cleary & Mechanic, 1983).

These contrasting results may be explained through the examination of the psychological effects of different role configurations in men and women. Studies comparing men and women holding the same roles show that married and employed mothers are more distressed than married and employed fathers (Thoits, 1986). The reason for this outcome of the study may be that although women have become more active in working outside the home they are still continuing to shoulder a greater portion of the household chores and spending more time on the care taking of children than men (Fox & Nichols, 1983; Marini & Shelton, 1993) This greater responsibility may lead to time and strain based conflicts. Studies conducted in the United States show that men are only doing between 20 and 35% of the housework (Presser, 1994; Robinson, 1988).

Traditionally the meaning of work for women has been within the walls of the home, nurturing and giving emotional support whereas men have fulfilled the obligation of financially supporting the family outside of the home (Thompson & Walker, 1989). Based on this it is possible to conclude that women have more predispositions to experience role conflicts and feelings of guilt when combining work and family work.

Research on gender differences in work-family conflict (WFC) and family-work conflict (FWC) give inconsistent results. While some researchers have shown that women working identical hours with men, experience more WFC than men, however with no difference in levels of FWC (Gutek et al., 1991), others have found that women experience more WFC and FWC than men (Duxbury et. al, 1994). Fu and Schaffer (2001) on the other hand, found that women experienced greater levels of FWC while men experienced higher levels of WFC. Another study shows that a significant gender difference is to be found where women are more likely to have high levels of FWC when having high family demands, whereas the level of FWC in men living under the same circumstances does not increase (Mcelwain, Korabik and Rosin, 2005).

All in all results on gender and WFC and FWC are contrasting. Although some research has indicated that men are becoming more participative at home and that therefore the traditional roles appear to be modified (Duxbury et.al, 1994; Lero, 2003; Pleck, 1985), it still seems as if women are shouldering the greater burden of both working more at home and working outside of the home to contribute financially.

The next section will review the literature on the variable support which takes place as a moderator in the current study.

2.5. Received Amount of Support

Research on how to prevent and decrease work-family conflict shows that receiving support is important. Support can decrease the level of experienced work-family conflict and milder its effects. In this study, support is therefore analyzed as a moderator between roles (number and time) and work-family conflict.

Support can be divided into two different types: family-specific and workplace support. Both of them have proven importance in combating the negative effects of work-family conflict. The amount of help and support received from family and friends (Hobfoll, 1986; Home, 1993) and the existence of family-friendly policies at the workplace have proven to have an effect on whether the outcome of having multiple roles is negative or positive. Strong support can lower the effects of stress and role conflict according to studies conducted by Menks & Tupper and Dyk (1987).

2.5.1. Family-Specific Support

Family specific support can be categorized into three different types. It can be attitudinal, emotional or instrumental. Attitudinal support is the support a spouse gives his working wife through encouraging her to work outside the home. Instead of making her feel guilty about tasks that she may be neglecting at home, he supports a pro-feminist sex-role attitude which encourages men and women to have an equal right to pursue a career outside the home. This type of attitude from spouses can reduce work-family conflict for working wives (Burke & Greenglass, 1999; Erdwins, Buffardi, & Casper 2001; Greenhaus & Beutell, 1985). Emotional

support refers to caring, listening and sympathetic behavior. This includes taking interest in the work of the spouse and willingness to listen when needed. Instrumental support is the provision of actual help in task accomplishments such as taking care of the children or sharing household chores. This type of support can help to reduce time pressure and parental demands which may cause work-family conflict (King et al., 1995). It can be concluded that the spouse plays an important role in whether the requirement of both working at home and at work will end in work-family conflict or not.

Family-specific support is an important factor in Turkey. In countries like Turkey which are collectivist societies, strong ties to relatives and large family networks play an important role.

Family-specific support can be divided into free and paid for help. The unpaid domestic support includes the spouse, relatives, friends, neighbours who help out looking after the kids or do some of the household chores.

Families who do not have an available social network to rely on and have the necessary financial means, outsource this support and pay for it. Studies conducted in Turkey have shown that as in other developing countries with an unbalanced income distribution, unregistered labor is used. In particular, women are employed as unregistered labor for tasks like taking care of children and household cleaning (Kabasakal, Aycan, & Karakas, 2004). A majority of urban dual earning Turkish families pay women of lower social and financial status to clean, do the ironing and cook or/and take care of the children during the day time when the parents are working.

2.5.2. Workplace Support

Measures taken by the employer to decrease the level of conflict seem to be valued as well. Employee perceptions of the extent to which their employer adopted family-supportive policies were found to have significant relationships with work-family conflict, job satisfaction, organizational commitment, and turnover intentions (Allen, 2001). Family-supportive policies, supervisors, and environments help the

individuals to balance their resources between family and work. Flexible work practices such as flexible work hours, job sharing, and home telecommuting as well as supportive supervisors have been found to decrease levels of work-family conflict and job dissatisfaction (Christensen & Staines, 1990; Flynn, 1997; Thomas & Ganster, 1995). Providing assistance with child and dependent care, offering employee support programmes like counselling, and offering career path alternatives (Aycan et. al, 2004; Bardoel, Tharenou & Moss, 1998) are vital to minimize stress and maximize the employee's control over his/her life. Such family-friendly policies have been found to increase commitment to the organization and job satisfaction (Scandura & Lankau, 1997).

Support in all is seen as important. In this study, family support is studied. The moderating role of received support is examined to see if it moderates the relationship between roles (the number and the time spent in them) and work-family conflict.

The next section will review studies that have been carried out on the well-being outcomes of this study.

2.6. Well-being Outcomes

Well-being outcomes can be defined as outcomes that affect the general well-being of the individual. It is natural to assume that the general well-being of the individual will be negatively affected by conflict between the work and family or family and work.

In this study job, marital and life satisfaction as well as turnover intention have been studied under well-being outcomes.

Many studies have shown that work-family conflict has detrimental effects upon the well-being of the individual. Higher levels of work-family conflict lead to lessened job, marital, and life satisfaction (Bruck, Allen, & Spector, 2002; Stets, 1995; Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005,). It also leads to an increase in the turnover intention (Haar, 2004; Karatepe & Sökmen, 2006).

In this study the well-being outcomes have been examined as dependent variables.

The literature which links job satisfaction to WFC and FWC will be documented in the next section.

2.6.1. Job Satisfaction

Job satisfaction is the expression of how satisfied one is with one's employment. It can be defined as "an individual's cognitive, affective and evaluative reactions towards his or her job" (Greenberg & Baron, 1997). Other theories focus on the outcome of a job that people value (Locke, 1984). Satisfaction with the work is defined as the state where a person's needs and outcomes match well.

Job satisfaction is a concept which has been researched in numerous studies within the field of Organizational Behaviour. Hackman and Oldham developed a model in 1975, which they named as "Job Characteristics Model". This model is comprised of several dimensions, which are: job variety, job identity, job significance, job autonomy and job feedback. There are studies that show that job characteristics are the precursors of job satisfaction (Hackman & Oldham, 1975; Loher, Noe, Moeller, & Fitzgerald, 1985).

It has been found that people who have high job satisfaction do not change their jobs (Tett and Meyer, 1993), come to work on time (Koslowsky, Sagie, Krausz and Singer, 1997; as cited in Aamodt, 2004), and show a higher job performance when compared to those who have low job satisfaction (Judge, Thoresen, Bono and Patton, 2001; as cited in Aamodt, 2004). Low job satisfaction on the contrary is demonstrated to have outcomes like absenteeism and tardiness (Mitra, Jenkins & Gupta, 1992).

Most literature on job satisfaction is focused on the satisfaction people get from the work itself, the work environment, the pay, fringe benefits, the co workers and the supervision. In short, research on job satisfaction has been concerned with the evaluation of the time that is spent away from the family at work. Recent research has started to take the balance between work and family life into

consideration when evaluating job satisfaction. As the two areas are permeable and affect each other, the balance between the two must be taken into account as an antecedent of job satisfaction. Research on this area shows how important the balance can be. Some people have expressed satisfaction with company work-family balance policies even if they get less paid (Hammonds, 1996).

Early studies on work-family conflict and job satisfaction show an almost insignificant relationship between the two (Cooke & Rousseau, 1984; Thompson & Blau, 1993) while later research shows that the more conflict people experience between the two spheres the more their level of satisfaction drops (MacEwen & Barling, 1994; Parasurman, Greenhaus & Granrose, 1992). In a meta-analysis conducted in 1998, work-family conflict and its relationship to job satisfaction was analyzed bidirectional. The correlation was strongest for general or bidirectional measures, followed by work-to-family conflict and then family-to-work conflict (Kossek & Ozeki, 1998).

Job satisfaction has been found to have a close connection to turnover intention. Studies show that a decrease in job satisfaction levels lead to an increase in turnover intention (Greenberg & Baron, 1997; Tett & Meyer, 1993). An increase in turnover intention thus seems to be a natural outcome of lowered job satisfaction.

The literature which links turnover intention to WFC and FWC will be documented in the next section.

2.6.2. Turnover Intention

The intention to leave an organization is seen as an expression of dissatisfaction with one's employment. Although the intention to leave may change and is not necessarily a firm prediction of future behaviour, research on turnover has shown that an individual's reflections and intentions of leaving are the strongest antecedents of an actual decision to leave (Cotton & Tuttle, 1986; Lee & Mowday, 1987; Michaels & Spector, 1982; Rosin & Korabik, 1991; Steel & Ovalle, 1984).

The turnover process includes the following fundamental elements: characteristics of the individual, the organization and workplace factors. These contribute to attitudes of the employee towards the job such as job satisfaction and organizational commitment. Those attitudes affect the emergence of thoughts and intentions of leaving. All of this may then lead to the actual decision of leaving a position (Steers & Mowday, 1981).

In a recent study, Greenhaus, Parasurman and Collins (2001) examined the impact both directions of work-family conflict have on the withdrawal from a profession. The results showed that work-family conflict was positively related to withdrawal intentions while family-work conflict was unrelated to such intentions (Greenhaus et al., 2001). More specifically the study showed that feeling dissatisfaction with work, family and life lead to turnover intention. Furthermore, the same study investigated whether levels of family involvement and career involvement moderated the relationship between conflict and withdrawal with the result that only career involvement appeared as a moderator. Similar results were found by Haar (2004) who studied the influence of perceived employer family support in New Zealand. The researcher found that turnover intention could be predicted by both WFC and FWC although WFC explained a higher proportion of the variance. Perceived work-family support was not found to have any significant interaction effect neither with WFC nor FWC (Haar, 2004). Another study showed that both WFC and FWC are positively related to turnover intentions (Boyar, Maertz, Perason & Keough, 2003).

Literature shows that women who pursue careers experience a high amount of work-family conflict and occupational stress which may result in turnover (Davidson & Cooper, 1984). Work-non-work conflict is found to be an important contributor to women's organizational commitment and turnover intentions (Schwartz, 1989).

Further, as women according to Davidson & Cooper (1984) experience high levels of stress which can lead to turnover, it will be examined whether the effect of WFC and FWC, will be higher on women's turnover intentions than men's.

In the next section marital satisfaction and studies relating to the concept of WFC and FWC will be reviewed.

2.6.3. Marital Satisfaction

Marriage can be seen as “the most important and fundamental human relationship because it provides the primary structure for establishing a family relationship and rearing the next generation” (Larson & Holman, 1994 pp.)

Surveys conducted in America prove the desirability of marriage. Ninety percent of the participants stated that they wanted to marry at some point in their lives (Brubaker & Kimberley, 1993). A good marriage gives individuals a sense of meaning and identity (Aldous, 1996). Many studies have shown that people in general are happier and healthier when married (Kelly & Conley, 1987; Orbuch & Custer, 1995; White, 1994). Researchers have found that married couples have higher levels of psychological and physical well-being compared to single, separated or divorced people (Horowitz, McLaughlin & White, 1997; Lillard and Waite, 1995). There are various reasons to why marriage can be related to higher levels of well-being. Marriage can support mental health through giving people a chance of filling multiple roles which in return provides them with a sense of meaning in life (Burton, 1998). Furthermore, being married provides you with a spouse you can confide in when you need emotional support (Waite & Gallagher, 2000). Longitudinal research demonstrates that individuals’ emotional well-being improves significantly when they marry (Marks & Lambert, 1998). The physical health is linked to the stability of marriage. Being married gives a person structure and routines like eating regularly which help to increase physical health and keeps individuals away from harmful acts (Umberson, 1987).

Married couples do also have better financial means. Literature shows that married people can afford homes in safer neighbourhoods and better medical care (Ross, Mirowsky & Goldsteen, 1990).

In spite of the finding that happier people are selected into marriage (Mastekaasa, 1992) research has shown that half of the health benefits derive from marriage itself (Daniels, 1995).

Although there is overwhelming literature on the benefits of marriage, there are certain conditions under which these benefits materialize. The quality of marriage seems to have a big impact on whether the beneficial effects of marriage will take place or whether on the reverse the marriage will put the individual under strain. Individuals who are unhappy in their marriages tend to have low levels of global happiness (Glenn, 1998) and dissatisfaction with the marriage can spill over into other family relationships and affect life satisfaction (Booth & Amato, 1997). A research by Hawkins and Booth (2005) on the effects of long-term and low quality marriages on well-being shows that individuals in unhappy marriages have worse health, lower levels of life satisfaction, higher levels of psychological distress and lower levels of self-esteem compared to individuals in happy marriages.

As both marriage and work-family conflict concern families, the relationship between the two concepts has been well studied. Several studies demonstrate that WFC (Beutell, Greenhaus, 1983; Frone, Russell, & Barnes, 1996; Parasurman et al., 1991) and FWC (Frone et al., 1997) are linked to increased marital distress.

Other research findings state the existence of links between WFC and the intention to leave the family (Frone, Yardley, & Markel, 1997; Brotheridge, & Lee, 2005).

Some studies have shown that the nature of some jobs may in particular affect marital satisfaction. Engaging in jobs which include working in shifts and experiencing high levels of stress seem to have a more negative impact on marriage. An example of this is a study conducted with police officers which showed that they had higher divorce rates than the general population (Abdollahi, 2002).

Literature on life satisfaction will be reviewed in the next section.

2.6.4. Life Satisfaction

Life satisfaction can be described as an overall cognitive assessment of one's quality of life, or state of affairs (Shin & Johnson, 1978). An individual's life satisfaction is based on how she/he believes her/his life should be in relation to how it actually is. Higher levels of life satisfaction are related to high self-esteem, optimism, perceptions of having a good social support system, high levels of ego strength, self-efficacy and having an internal locus of control (Judge, Locke, Durham, & Kluger, 1998; Cook, Black, Rabins, & German, 2000). The importance of perceiving daily events as positive rather than negative and its relation to high levels of life satisfaction was found in a recent study (McCullough, Huebner, & Laughlin, 2000). Individuals with higher levels of life satisfaction are reported to have higher levels of job satisfaction and higher scores on psychological and physical health surveys.

The relationship between life satisfaction and work-family conflict is very much like the one between job satisfaction and work-family conflict. Research shows that when the level of work-family conflict increases, the level of life satisfaction decreases (Netemeyer, Boles & McMurrian, 1996). Although life satisfaction expresses the total satisfaction the individual feels towards her/his employment, financial status, family, in short her/his whole life, the most important contributors to satisfaction can be seen as family life and work life as most time is spent in one of these spheres.

2.7. Aim of the Research and Hypotheses

The purpose of the present study is to investigate whether there is a relationship between having multiple roles and spending time in them and the dependent variables of job, life, and marital satisfaction and turnover intention, given that WFC and FWC are intervening variables. Additionally, it will be examined whether support moderates the relationship between roles (number and time) and WFC and FWC.

2.7.1. Research Model

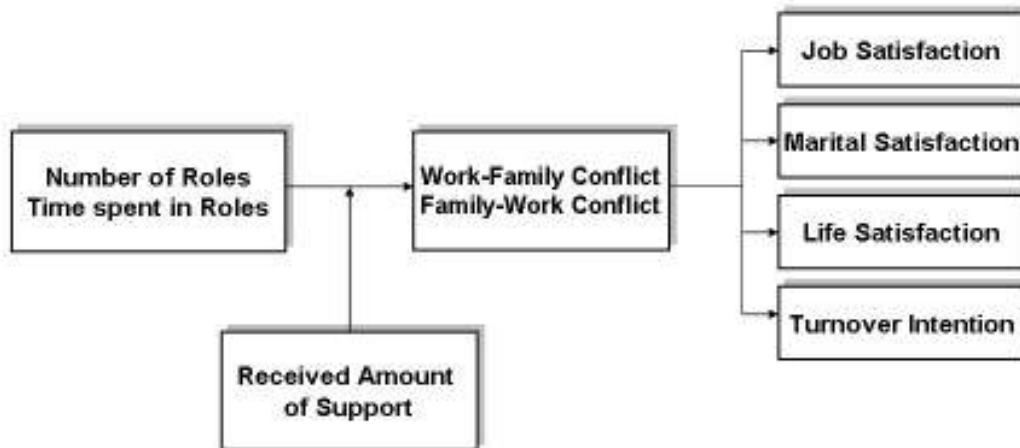


Figure 1. The proposed research model

2.7.2. The effect of Multiple Roles on WFC and FWC

The literature review shows that WFC and FWC emerge as a result of trying to fulfil the demands of multiple roles. The individual is active in both the work and family life and is not capable of juggling all roles connected to these domains without experiencing conflict (Greenhaus & Beutell, 1985; Sekaran, 1986; cited in Elloy & Smith, 2004). It is therefore hypothesized that:

Hypothesis 1a: As the number of roles increases, WFC and FWC will increase.

2.7.3. The Effect of Time Spent in Roles on WFC and FWC

Limited time spent in roles may lead to time-based conflicts. The more time an individual spends in various roles outside of the home, the less time s/he will have for the family life at home and vice versa (Guttek et al., 1991). The hypothesis is thus worded as follows:

Hypothesis 1b: As the time spent in roles increases, WFC and FWC will increase.

2.7.4. The Moderating Effect of Received Support on the Relationship between the Number of Roles and Time Spent in Roles and WFC and FWC

Having both multiple roles and spending a large amount of time in them may lead to conflict (Holahan & Gilbert, 1979). Receiving support has proven to decrease the effects of time pressure and parental demands on work-family conflict (King et al., 1995). Based on this finding, the received amount of support is analyzed as a moderating variable in this study and the second hypothesis is put forward as follows:

Hypothesis 2: Received support will moderate the relationship between the roles (number and time) and work-family conflict in such a way, that the lower the support, the stronger the relationship.

2.7.5. WFC and FWC as Intervening Variables between the Independent Variables (Number of Roles, Time Spent in Roles) and the Dependent Variables (Job, Marital, and Life Satisfaction and Turnover Intention)

Studies show that engaging and spending a large amount of time in multiple roles can lead to work-family conflict (Baltes & Heydens-Gahir, 2003) which affects well-being outcomes such as job, marital, life satisfaction and turnover intentions (Grant-Vallone & Ensher, 2001; Perrewé, Hochwarter & Kiewitz, 1999). The third hypothesis has thus been worded as follows:

Hypothesis 3: WFC and FWC act as intervening variables between roles (number and time) and the dependent variables of job, marital, life satisfaction and turnover intention.

2.7.6. Research Questions

Apart from the first three hypotheses put forward, the effect of WFC and FWC on the dependent variables for women and men have been examined as the first research question. Literature findings show that WFC and FWC are strongly linked to life satisfaction (Kossek & Ozeki, 1998), marital satisfaction (Frone et al., 1996), job satisfaction (Parasurman et al., 1992), and turnover intention (Boyar et al., 2003; Netemeyer et al., 1996). The findings show that the higher the levels of WFC and FWC, the lower the levels of life, job and marital satisfaction will be. The turnover intention levels increase as the levels of WFC and FWC increase. These results show differences when it comes to gender. Some gender related work-family conflict studies have shown that WFC and FWC have differential effects on women and men and their life, job, marital satisfaction and turnover intention. A study revealed that women are more likely to become depressed when they experience work-family conflict while men are more easily disturbed by family-work conflict (MacEwen & Barling, 1994). The results of another study conducted in Turkey shows that when participants experience imbalance in their work and family life, women, although displaying slightly higher levels of life satisfaction, are more depressed than men (Aycan & Eskin, 2005).

Based upon these findings the first research question has been worded as follows:

Research question 1: Are there any gender differences in how WFC and FWC explain life, job, marital satisfaction and turnover intention?

It is furthermore of interest to see whether there are any differences in the scores of women and men in terms of the outcome variables. The second research question has therefore been worded as follows:

Research question 2: Are there any significant gender differences in life, job, marital satisfaction and turnover intention?

3. METHOD

3.1. Sample

In this research the total number of participants was 258. The sample was composed of an almost equal number of women (n=128) and men (n=130). The average age of the participants was 35.5 years with a standard deviation of 10.23 and the range was between 19 and 70.

Of the participants, 51.6% reported that they were single while 44.8% were married. Out of the married couples 48% had children. The number of children was distributed as presented in Table 1.

Table 1. Frequencies of number of children

Number of children	Frequency	Valid Percent
No children	42	25.1
1 child	52	31.1
2 children	59	35.3
3 children and more	14	8.4
Missing Data	91	35.3
Total	258	100.0

The sample was composed of highly educated individuals. Approximately 70% of the participants were university graduates or had pursued further studies (see Table 2).

Table 2. Frequency of education level

Education level	Frequency	Valid Percent
Primary school	8	3.1
Middle school	13	5.1
High school	53	20.9
University	148	58.3
Master and higher education	32	12.6
Missing Data	4	1.6
Total	258	100.0

The respondents had an average tenure of 13 years and an organizational average tenure of 7 years. They reported working in mainly seven sectors and the distribution can be seen in Table 3.

Table 3. Frequencies of sectors participants were working in

Sector	Frequency	Valid Percent
Trade etc.	58	23.5
Engineering	41	16.6
Textile	36	14.6
Education	25	10.1
Tourism	22	8.9
Health	18	7.3
Media	13	5.3
Other sectors	34	13.7
Missing Data	11	4.3
Total	258	100.0

3.2. Instruments

Five different measurements were used in this study: The Satisfaction with Life Scale, Work – Family Conflict Scale, Turnover Intention Scale, Job Satisfaction Scale and the Comprehensive Marital Satisfaction Scale. All measures were used on a 6 point interval scale, ranging from strongly disagree (1) to strongly agree (6). The original measures were all in English. They were translated into Turkish and back translated into English by a group of English teachers with Turkish origin. A pilot study with 81 respondents was carried out to control the reliability scores of the scales.

Variables related to the number of roles, time spent in roles, and received support was measured by several items. *The number of roles* engaged in, were measured in Section 1 items 3,4,5,8,11 and Section 6 marital status question (See Appendix 1). The scores were calculated for each participant separately. One point was given for each role (full-time working, managerial, spousal, parental and caretaking of an elderly or ill relative). Part-time working participants' surveys were discarded. All participants included in the analyses were working full-time. In order to fully include the parental demand in the number of roles, the five-level scale developed by Bedeian, Burke and Moffett (1988) was used. Based on the ages and presence or absence of children, respondents were placed into one of the following five categories. Participants having both young and elder children were placed in the category of the youngest child.

- (1) no children
- (2) one or more children older than the age of 22 but none under the age of 19
- (3) one or more children between 19 and 22 but none under the age of 19
- (4) one or more children between six and 18 but none under six; and
- (5) one or more children under six

Time spent in roles was measured with Section1 items 10, 12,13, 14 and 15. These items covered the questions of how many hours per week the participants were working, spending with their children, on the household, on the care-taking of an elderly or ill relative as well as with elder relatives in general. The participants were asked to answer in hours per week.

The received amount of support was measured in Section 1 item 17. The participants were asked to rate how much of the household chores and caretaking of the children they themselves were doing and how much support they received from their spouse, relatives, others and paid helpers. The participants were asked to

allocate a total of 100 points among the named categories and also score their own effort. The total score was obtained by a summation of all received help.

3.2.1. The Satisfaction with Life Scale

The Satisfaction with Life Scale was developed by Diener, Emmons, Larsen, & Griffin (1985). The scale consists of 5 items (See Appendix 1, Section 2). Higher scores indicated greater satisfaction with life. Reliability score for this scale was .87 (Diener, et al., 1985).

3.2.2. Work – Family Conflict Scale

Work – Family conflict was measured with two four-item scales. The first four items assessing Work to Family Conflict (WFC) were developed by Kopelman, Greenhaus and Connolly (1983, cited in Gutek et al., 1991) (See Appendix 1, Section 3, items 1-4). The other four items, paralleling the WFC items were developed by Burley (1989; cited in Gutek, et al., 1991) to assess Family to Work Conflict (FWC) (See Appendix 1, Section 3, items 5-8). Higher scores indicated greater levels of conflict. The reliability scores for the WFC items were .81 and for the FWC items .79 (Kopelman, et al., 1983; Burley, 1989; cited in Gutek, et al., 1991).

3.2.3. Turnover Intention Scale

The original scale was developed by Netemeyer, Boles, McKee and McMurrian (1997). In the present study, the adapted version of this instrument which was developed by Brashear, Manolis, and Brooks (2005) was used (See Appendix 1, Section 4). The test consisted of three items. Higher scores indicated a strong intent to leave the job. The Cronbach-alpha was .92 (Brashear, et al., 2005).

3.2.4. Job Satisfaction Scale

The job satisfaction level of the respondents was measured with four items. The first two items were taken from Seashore, Lawler, Mirvis, and Cammann (1982). The Cronbach-alpha score of the original test consisting of three items was .77. The last two items were taken from Hackman and Oldham's (1975) General

Job Satisfaction Scale containing five items. The Cronbach-alpha was .76 for the original scale. Higher scores obtained indicated greater perceived job satisfaction (See Appendix 1, section 5).

3.2.5. The Comprehensive Marital Satisfaction Scale

The original scale developed by Blum and Mehrabian (1999) consisted of 35 items. In this study, the short version (14 items) which was created by the same authors, and one item from the long version was used. These 15 items were composed of 6 negatively and 9 positively worded statements. The Cronbach Alpha reliability of the long version was .94 (Blum & Mehrabian, 1999)(See Appendix 1, Section 6). The 6 negatively worded statements (3,4,6,8,10,12) were scored reverse hence high scores indicated high levels of marital satisfaction.

3.3. Procedure

A questionnaire including above mentioned scales and demographic questions was distributed to the respondents who participated in the study. Respondents were assured about the confidentiality of their answers as they were told not to write their names on the booklet. The procedure took approximately 20 minutes.

3.4. Statistical Analyses

The collected data was analyzed in the following manner:

- 1 To determine the internal consistency of the instruments Cronbach Alpha coefficient was computed.
- 2 The factor structure of the marital satisfaction scale was analyzed through Principal Components analysis and varimax rotation method.
- 3 The relationships among the variables were examined by Pearson's Product Moment correlation.

- 4 Multiple regression analysis was conducted to test the effects of the independent variables (number of roles and time spent in roles) on WFC and FWC.
- 5 The moderating effect of support was tested, by using hierarchical multiple regression analysis.
- 6 A three stage multiple regression was conducted to test the hypothesized effect of the intervening variables.
- 7 Simple regressions were conducted to test the explanatory power of WFC and FWC on the outcome variables for women and men separately.
- 8 T-tests were carried out to examine the difference between the scores of women and men on the outcome variables.

The SPSS (Statistical Program for Social Sciences) 13.0 for Windows was used in all data analyses.

4. RESULTS

In this section, first of all, the reliability coefficients and factor analyses of scales will be shown. Then, the correlation matrix of the scales and the results of the regression analyses conducted to test the hypotheses will be demonstrated. Finally, regression analysis and t-test results will be given to demonstrate gender related differences.

4.1. Reliability Analysis Findings of Measures

The Cronbach alpha scores of the six measures are ranged from .76 to .91. The internal consistency coefficients are shown in Table 4.

Table 4. The Reliability Scores For The Scales

Measurement	Cronbach α
Work-Family Conflict	.78
Family-Work Conflict	.76
Job Satisfaction	.90
Turnover Intention	.90
Marital Satisfaction	.89
Life Satisfaction	.91

4.2. Factor Analysis Findings

Factor Analysis was conducted for the marital satisfaction scale. The results of the factor analysis shows that the marital satisfaction scale has two dimensions (see Table 5). The Kaiser-Meyer-Olkin sampling adequacy test was calculated for each variable and gave a result above the minimum level (.50). The Bartlett's test of sphericity showed that the correlation matrix of the variables were qualified for the factor analysis.

Table 5. The Results of Factor Analysis of Marital Satisfaction Scale

Marital Satisfaction	Factor Loadings	
	1	2
Factor 1: Marital Harmony		
11. I am pleased with my relationship with my spouse.	.849	
7. I am very happy with my marriage.	.839	
5. My spouse and I communicate well with each other.	.830	
2. My spouse and I have similar ambitions and goals.	.815	
1. My spouse is very loving and affectionate.	.810	
9. My spouse and I agree on how to spend our leisure time.	.784	
15. My spouse and I agree on household chores.	.667	
13. My spouse and I agree on our dealings with our in-laws.	.465	
Factor 2: Marital Discontent		
6. My marriage is not as good as most marriages.		.936
12. I often contemplate ending my marriage.		.935
3. My spouse and I have marital difficulties.		.892
4. My spouse really gets on my nerves.		.854
8. My spouse and I seldom laugh together.		.787
10. My spouse and I often argue about finances.		.730
Percentage of explained variance	34.37	32.78
Total variance	67.15	
Factor's Cronbach alpha score	.89	.92
Kaiser-Meyer-Olkin (KMO) sampling adequacy	.882	
Bartlett's test of Sphericity	1502.64*	

*P<.001

As can be seen from Table 5, the marital satisfaction scale was composed of two factors. The items loaded under the first factor indicate a pleasing relationship between spouses. Therefore this factor has been named marital harmony. It has been found to explain 34.37% of the variance. This factor is composed of eight items and its Cronbach-Alfa reliability score is .89. The second factor of the scale contains items that express marital distress, conflict in financial matters and irritation. Therefore, it is named marital discontent. This factor explains 32.78% explains of the variance. It contains six items and has a reliability of .92. Both factors explain a total of 67.15% of the variance.

One item (no 14) was discarded after the first rotation of the factor analysis because it loaded under both factors (.614 and .580).

4.3. Correlation Matrix of the Scales

The correlation matrix was calculated after the factor analysis had been conducted. Its results are displayed in Table 6 which shows the means, standard

deviations and correlation coefficients among the scales. The significant correlations found, were ranged between .12 and .39. All correlations found were in the expected direction, in other words parallel to previous findings in the literature. As expected, work-family conflict was found to have significant positive correlations with family-work conflict ($r=.36$) and turnover intention ($r=.23$) while it had a negative correlation with job satisfaction ($r=-.18$). Family-work conflict displayed negative correlations with marital harmony ($r=-.25$), marital discontent ($r=-.19$), life satisfaction ($r=-.23$), and job satisfaction ($r=-.12$). The variable had a positive correlation with turnover intention ($r=.25$). Apart from these correlations, the strongest correlation found, was negative and between turnover intention and job satisfaction ($r= -.63$). Other significant correlations can be seen in Table 6.

Table 6. Descriptive Statistics and Correlation Matrix of the Scales

Scale	N	Mean	St. Dev.	1	2	3	4	5	6	7
1 Work-family conflict	256	3.15	1.22	-						
2 Family-work conflict	258	1.78	0.95	.36**	-					
3 Job Satisfaction	255	4.22	1.36	-.18**	-.12*	-				
4 Turnover intention	258	2.18	1.48	.23**	.25**	-.63**	-			
5 Marital Harmony	146	4.85	1.02	-.10	-.25**	.26**	-.14	-		
6 Marital Discontent	145	4.47	1.64	-.09	-.19*	.17*	.16	.26**	-	
7 Life Satisfaction	253	3.73	1.22	-.11	-.23**	.48**	-.39**	.38**	.16*	-

* $P < 0.05$ ** $P < 0,01$

* Variables are scored on a 1 to 6 scale

* Reverse scoring was done for some items in the marital satisfaction scale

4.4. Multiple Regression Analysis Findings

The first hypothesis (1a) of the research stated that WFC and FWC would increase as the number of roles increased. The results of the multiple regressions conducted show that there is no significant relationship between number of roles and WFC (see table 7). On the other hand, number of roles and FWC show a significant negative relationship. That is, as the number of roles increases FWC decreases. Results showed that hypothesis 1a was not confirmed.

It was assumed in the second hypothesis (1b) that WFC and FWC would increase when the time spent in roles increased. The results displayed in Table 7 show that time spent in roles have no significant effect on WFC and FWC so that hypothesis 1b was rejected.

Table 7. The Effect of Number of Roles and Time Spent in Roles on WFC and FWC

Predictors	Work-Family Conflict	Family-Work Conflict
Number of Roles	-.089	-.141*
Time Spent in Roles	.093	.038
R²	.019	.023
Adjusted R²	.011	.015
F value	2.433	2.969*

Independent variables: Number of roles, Time spent in roles,

Dependent variables: Work-Family Conflict and Family-Work Conflict

*P<0.05

4.5. The Role of Received Support as a Moderating Variable between Number of Roles, Time Spent in Roles and WFC & FWC

In order to test the moderating effect of received support on the relationship between number of roles, time spent in roles and WFC and FWC (See Figure 2) hierarchical regression analyses were conducted. It had been hypothesized that the lower the support, the stronger the relationship between roles (number and time) and work-family conflict would be.

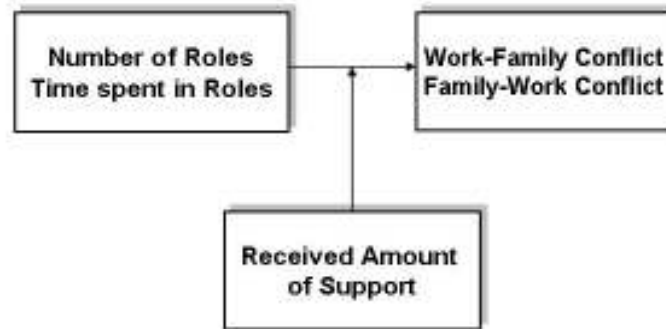


Figure 2. The role of received support as a moderator

Before entering the variables into the hierarchical regressions, in order to avoid Variance Inflation Factor (VIF) (Bowerman & O’Connell, 1997; Hair, Anderson, Tatham & Black, 1998) the variables were centred. Each variable was transformed into a new centred variable by subtracting the mean of the variable from every single score (Aiken & West, 1991).

In the hierarchical regression, the moderating effect of a variable is tested through the creation of an interaction term. The interaction term is formed by the multiplication of the independent variable(s) and the moderator(s). “A significant change in the variance explained by the regression step and a significant Beta Coefficient for an interaction term constitutes a moderating effect” (Aiken & West, 1991; Baron & Kenny, 1986 as quoted in Grandey, Fisk & Steiner, 2005, p. 898).

The results of the conducted analysis demonstrated that the interaction term of “time spent in roles X received support” predicted FWC ($\beta = -.209, p < .05$). As seen in Table 8 none of the other interaction terms or independent variables have an explanatory power on either FWC or WFC. In hypothesis 2, it was assumed that as the amount of received support increased the effect of roles (time and number) on WFC and FWC would decrease. The findings show that the interaction term of “time spent in roles X received support” only predicted a decrease in FWC and not in WFC. The results do not support the model as only the beta of the interaction term

of “time spent in roles X received support” (beta=.019) is significant. Based on these findings hypothesis 2 could only be partially confirmed.

Table 8. Received Support as a Moderating Variable Between Number of Roles, Time Spent in Roles and WFC & FWC

<i>Dependent variable: Work Family Conflict</i>				
Independent Variables	Beta	R²	R² Change	F
Step 1				
Number of Roles	-.117	.014	.014	1.687
Received support	-.093	.022	.009	1.071
Step 2				
Number of roles X Received Support	-.078	.028	.006	.743
Step 1				
Time Spent in Roles	-.090	.008	.008	.986
Received support	-.099	.018	.010	1.197
Step 2				
Time Spent in Roles X Received Support	-.132	.035	.017	2.157
<i>Dependent variable: Family Work Conflict</i>				
Independent Variables	Beta	R²	R² Change	F
Step 1				
Number of Roles	-.207*	.043	.043	5.445*
Received support	-.115	.056	.013	1.695
Step 2				
Number of roles X Received Support	.034	.057	.001	.146
Step 1				
Time Spent in Roles	.101	.010	.010	1.255
Received support	-.126	.026	.016	1.979
Step 2				
Time Spent in Roles X Received Support	-.209*	.070	.044	5.612*

*P<0.05 Entries for all independent variables are standardized Betas

In order to measure whether the moderating role of received support was significant when the amount of received support was high or low, an additional analysis was made. The median of received support of the sample was calculated as 70 of 100. Subsequently, a regression of time spent in roles and family-work conflict was made for low social support (scores lower and equal to 70) and high

social support (scores higher than 70). The results showed that when the support was high there was no significant result but when the support was low, the moderating role of received support between time spent in roles and family-work conflict was proven (beta = 0.241 at the significance level $P < 0.05$). Thus, the second hypothesis was partially accepted.

4.6. The Role of WFC and FWC as an Intervening Variable Between Number of Roles and Time Spent in Roles and the Dependent Variables of the Research: Three Stage Multiple Regression

In order to test the intervening effect of WFC and FWC a three stage multiple regression analysis was conducted (Caliguiri, Hyland, Joshi & Bross, 1998). In this analysis, first the effect of the independent variable on the intervening variable is examined. If the result is significant, the effect of the independent variable on the dependent variables is analyzed in the second step; the third step is carried out if the results are significant. In the third step the independent variable and the intervening variable are entered into the model together. If the intervening variable predicts the dependent variables significantly, and the significance value of the independent variable drops to insignificance, then the intervening effect of the intervening variable is accepted.

In this study, the results of the first step of the three stage multiple regression analyses had already been obtained while testing Hypothesis 1 (a and b). The results of the tests showed a partial significance. The analysis demonstrated that number of roles and time spent in roles has no significant relationship with WFC, however, number of roles has a significant relationship with FWC (see Table 7). Following this result, the second step of the analysis could only be continued with number of roles and FWC.

The conducted analyses showed no significant relationship with the dependent variables except for marital discontent. The third step of the analysis was conducted with the independent variable number of roles, FWC as intervening variable, and marital discontent as dependent variable. The results showed that FWC had an insignificant effect on the outcome variable. Thus, it became clear that FWC did not

have an intervening effect on the relationship between number of roles and marital discontent. Based on this result the third hypothesis was rejected.

4.7. The Testing of the Research Questions

The first research question was put forward in order to examine whether there are any gender differences in how WFC and FWC explain the dependent variables. The results of the simple regression (see Tables 9, 10 and 11) showed that, for women WFC explained 7.8% of the variance of life satisfaction, 18% of job satisfaction and 29.4% of the turnover intention levels. As WFC increased the life and job satisfaction of women decreased while their turnover intention increased. Further, FWC explained 21.8 % of the marital harmony (see Table 10). As FWC increased the marital harmony of women decreased. For men only FWC had an explanatory power. FWC explained 13.7% of the turnover intention (see Table 11). As FWC increased the turnover intention of men increased. No other significant relationship was found.

Table 9. Regression of WFC on Life Satisfaction, Job Satisfaction and Turnover Intention for Women

Predictor	Life Satisfaction	Job Satisfaction	Turnover Intention
Work-Family Conflict	-.280*	-.424*	.542*
R²	.078	.180	.294
Adjusted R²	.062	.165	.281
F Value	4.755	12.472	23.706

*P<0.05

*Entries for all independent variables are standardized Betas

Table 10. Regression of FWC on Marital harmony for Women

Predictor	Marital Harmony
Family- Work Conflict	-.467*
R²	.218
Adjusted R²	.194
F value	8.942

*P<0.05

*Entries for all independent variables are standardized Betas

Table 11. Regression of FWC on Turnover Intention for Men

Predictor	Turnover Intention
Family- Work Conflict	.370*
R²	.137
Adjusted R²	.123
F value	9.968

*P<0.05

*Entries for all independent variables are standardized Betas

The second research question of the study was whether there was any difference between women and men in terms of the dependent variables of the study (life, marital, job satisfaction and turnover intention). In order to see the difference a t-test analysis was conducted. Findings showed that there was a significant difference in turnover intention, job satisfaction and marital harmony. There was no significant difference in life satisfaction. The t-test results showed that the level of turnover intention was higher in women than in men while the levels of job satisfaction and marital harmony were higher in men than in women (see tables 12, 13 and 14).

Table 12. Mean Differences in Turnover Intention in Women and Men

Variables	Sex	N	Mean	Std. Dev.	t	df.	Sig.
Turnover intention	Women	128	2.43	1.56	2.60	255	0.01
	Men	129	1.95	1.38			

Table 13. Mean Differences in Job Satisfaction in Women and Men

Variables	Sex	N	Mean	Std. Dev.	t	df.	Sig.
Job Satisfaction	Women	128	4.05	1.34	-1.97	252	0.05
	Men	126	4.39	1.37			

Table 14. Mean Differences in Marital Harmony in Women and Men

Variables	Sex	N	Mean	Std. Dev.	t	df.	Sig.
Marital Harmony	Women	57	4.49	1.30	-3.39	143	0.001
	Men	88	5.00	.70			

5. DISCUSSION

The aim of this research was to investigate the relationship between having multiple roles and well-being outcomes. Researchers have put forward that having multiple roles can lead to an enrichment of life which leads to positive outcomes (Greenhaus & Powell, 2006). The literature supporting this view can be summarized under the term theory of role accumulation or work-family enrichment.

On the other hand, other researchers have shown that balancing numerous roles can have negative effects on both the psychological and physical well-being of the individual (Lee, Walker & Shoup, 2001; Scharlach, 2001) . The theory of role strain puts forward that individuals suffer when they are engaged in multiple roles. Based on the role strain theory, the following relationships were investigated in this study.

The study investigated whether there was a relationship between the independent variables number of roles and time spent in roles and the dependent variables life, marital and job satisfaction and turnover intention. Work-family and family-work conflict were expected to intervene in this relationship while the amount of received support was regarded as a moderator between the independent variables and the intervening variables.

The findings of the study will be aggregated in the following discussion. In the last section, the possible limitations of the study will be stated with recommendations for further research.

The first hypothesis of the study stated that work-family conflict and family-work conflict would increase as the number of roles increased (hypothesis 1a). The results related to the first hypothesis showed that there was no significant relationship between the number of roles and WFC. Contrary to the hypothesis, a negative relationship between number of roles and FWC was found. As the number of roles increased, FWC decreased. This finding may be explained through the theory of role accumulation. Studies show, that when the quality of the role is good, the individual may not feel exhaustion but enrichment from having multiple

roles (Barnett, Marshall, & Singer, 1992). The reason may rest in the elevated feeling of fulfillment that the individual feels, which leaves less room for conflicts. An individual may feel so fulfilled that she/he may not experience the conflicts as such. Shouldering and succeeding in having multiple roles may bring about an increased self-esteem and satisfaction which may function as a shield from negative experiences. For example, emotional support from family members may buffer work-related frustrations (Barnett & Hyde, 2001). The individual may also, as the number of roles at home increases, see the workplace as a place of escape from the responsibilities at home. As the paid employment gains in value, the employee may allow less interference from the family sphere in order to concentrate on the accomplishment of the work tasks better. Additionally, a woman who has got a child may actually be more motivated to perform well at work than a woman who does not have a child (Aycan, Eskin, & Yavuz, 2007). A recent study showed that participants who had marital and parental commitments were experiencing increased role enhancement and felt less strain. It seemed as if the extra-roles provided less costs than benefits (Graves, Ohlott, & Ruderman, 2007).

The second part of the first hypothesis (hypothesis 1b) was based on the fact that time is limited. The more time an individual spends in particular roles, the less time she/he will have for the fulfillment of other activities or roles. This may lead to conflict between the roles. It was thus hypothesized that as the time spent in roles increases WFC and FWC would increase.

The results of the analyses showed that there was no significant relationship between time spent in roles and WFC and FWC. The reason for this outcome may lie in the design of the distributed questionnaire. In the questionnaire, time spent in roles was computed out of the hours per week the participants stated that they spent in various roles such as paid employment, household chores and child rearing. The participants were asked to write down an estimate of how many hours per week they spent on the different tasks. The estimates done may not have reflected the truth in a very realistic way. The participants might not have been aware of exactly how much time they spend on different activities and they may therefore not have given information which mirrors their actual behavior. Furthermore, time can be a

very subjective measure. What seems to be very long for one person might not feel as long for another. The perception of time may also be distorted by the pleasure or discontent we feel when we are engaged in a certain role. For example, a parent who enjoys playing with his or her child very much might willingly put up time for this although the sacrificed time might have been taken from time to sleep or relax. As the individual enjoys spending time with the child, the spent amount of time will most probably not lead to an increase in conflict. Time spent in roles is also dependent on the support that may be received in another area. For instance, the role as manager might take up much time but if there is hired help at home who takes care of the household duties, at home the individual might not feel that the managerial role takes up too much time. The following findings will show how the combination of time spent in roles and the amount of received support affects the level of conflict experienced.

The second hypothesis of the study stated that the amount of help received would moderate the relationship between the roles (number and time) and work-family conflict. The findings of the hypothesis testing showed that this hypothesis was partly accepted. The variable number of roles, when combined with received support, had no explanatory power on neither WFC nor FWC. On the other hand, the variable time spent in roles when combined with received support led to a significant decrease in family-work conflict. This result was consistent with findings of other studies which have shown that support received from the family and spouse has a decreasing effect on the level of experienced family-work conflict (Adams, King, & King, 1996; Thomas & Ganster, 1995). Support received for the household chores and the children helps the individual to concentrate better and be less concerned about the family when at work. Received support balances the relationship between the time spent in roles and family-work conflict.

The research questions of the study were put forward in order to reveal gender differences. Previous research has shown that women and men react differently to work-family conflict and that they are affected in different ways (Brough & Kelling, 2002; Hill, 2005; Rothbard, 2001). The first research question of the study examined how much explanatory power work-family conflict (work to

family and family to work) had on well-being outcomes and turnover intention in women and men separately. The results show that work to family conflict plays a more important role for women than for men. Work-family conflict explains life satisfaction, turnover intention and job satisfaction for women. Women with increased levels of work-family conflict display lower life satisfaction and job satisfaction while they have increased turnover intentions. It is not difficult to understand the life and job satisfaction of women are affected when work matters conflict with responsibilities at home. Women bear the biggest responsibility for the household chores (Parasurman, Purohit, Godshalk, & Beutell, 1996) and therefore suffer more when the tasks at work become so time and energy consuming that their family life is affected. The sex role of the woman still burdens the mother with the role of the nurturing mother although the woman might be employed outside the home. According to the sex roles, the first responsibility of women should be towards the home (Fikret-Pasa, Kabasakal & Bodur, 2001). These beliefs are commonly spread and especially women who live in collectivistic societies may feel a social pressure of not being good mothers or housewives when they go to work (Ufuk & Ozgen, 2001). The social pressure may give working women a sense of guilt. Women feel that when they are employed they are neglecting tasks that everybody expects them to accomplish at home (Eby, Casper, Lockwood, Bordeaux & Brinley, 2005). Therefore women also tend to have higher turnover intentions than men. Men are expected to be the breadwinner and even though they also might experience work-family conflict they can not think about giving up their jobs as easily as women.

Apart from these findings, increased levels of family-work conflict lead to a decrease in the marital harmony for women. Having worries about the family at work may lead to an unsatisfactory job performance. This in return may lead to problems at work which might affect the individual in a negative manner. A woman having had a bad day at work because she has been worrying about responsibilities at home will most probably be stressed and less content with her partner. Increased levels of family-work conflict might also have their roots in an unsatisfactory sharing of the home responsibilities between the partners which also could be a reason for a

decrease in marital harmony. Studies have shown that household labor division is still such that women do a majority of the housework regardless of whether they are employed or not (Brines, 1993; Marini & Shelton, 1993). Married men are only performing 35% of the household chores giving way to a decrease in marital satisfaction of women (Presser, 1994; Shelton & John, 1996).

On the other hand, men experiencing family-work conflict have increased levels of turnover intentions. Being preoccupied with thoughts of the family at work might as already stated lead to a lower task performance which may trigger thoughts of changing the job. The employer might warn the employee that his performance is not in accordance with expectations and he might start thinking about looking for another job. The employee himself might also feel unsatisfied with the situation and therefore want to search for a new position.

The second research question was concerned with gender differences regarding the outcome variables. Results of the conducted analyses showed that there were only significant mean differences in the scores of turnover intention, job satisfaction and marital harmony. The level of turnover intention was higher in women than in men, while the levels of job satisfaction and marital harmony were higher in men than in women. As already discussed, women might be more prone to leave their jobs because of sex roles or lack of help with family tasks. It is therefore natural that they have higher turnover intentions than men. Men on the other hand, are more content with their jobs and marriages than women. An underlying reason for this finding might once again lie in sex roles. Men can concentrate better on their jobs and identify to a higher extent with their work roles because they are expected to be engaged in paid employment. They might therefore have higher scores of job satisfaction. Married men also seem to be happier than women. The explanation may lie in the household labor division. Men can come home from work and see the home as a place of relaxation while women see it as a second workplace. As studies have demonstrated that women work as much as two to three times more than men at home, it is clear to see that they might not be as content as their male counterparts (Bianchi, Milkie, Sayer & Robinson, 2000).

To sum up the findings, the study set out to test a model of work-family conflict. Results showed that the model based on the role strain theory could only be partially supported. The intervening role of work-family conflict between the roles (number and time) and the outcome variables could not be confirmed but the moderating role of support could at least be partially accepted. Results implied that the role accumulation theory seems to deliver a more plausible framework for understanding the mechanisms behind work-family conflict. Gender differences were found in how work-family concept affects the outcome variables. The situation of women especially drew attention as they showed lower scores of satisfaction and higher scores of discontent than men.

5.1. Limitations and Recommendations

Regarding the overall findings, there are at least two limitations of the study. In the first place, the measurement of the moderating variable, amount of received support, includes only the support that the individual receives at home from family, relatives or paid helpers. It does not include help at the workplace. Literature shows that support at the workplace in the form of flexible and family-friendly work policies and support from the manager and the colleagues is of major importance in terms of reducing felt stress (Bailyn, 1997; Galinsky & Stein, 1990). In this study, only support at home was measured, as the measurement of workplace support has many dimensions which might be difficult to cover in one questionnaire. Future studies, especially those focusing on support and its moderating role in the relationship between work-family conflict and other variables should try to include all forms of support in the measuring device.

A second limitation might have been about the design of certain questions of the survey. The variable time spent in roles was difficult to measure as the participants had to make estimates. Although in other studies this variable usually is measured through respondents' stating hours per week of activity, this might not be a satisfactory way of measuring the concept. Individuals are not always aware of how much time they spend on a certain activity and they might not be able to calculate an accurate average. Therefore, further surveys should be designed in

such a way that the data provided by the participants can be cross-checked before it is used in the analysis. This could be done through asking the participants about their allotment of time with more than one question and then compare the information given before evaluating the data.

Furthermore, a last limitation might have been the composition of the sample. The participants of this study were mainly university graduates of whom one might assume that they have financial means to arrange their lives in a more satisfactory way than people of lower education and financial means. They were also employed in various sectors making it difficult to make any comparisons of work conditions.

Future studies could either try to gather data from a more educationally diverse sample in order to compare groups who have a different educational background or distribute the surveys to employees of one or two particular sectors to investigate the unique characteristics of different sectors.

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APPENDIX 1

Bu araştırma bir yüksek lisans tezi çalışmasıdır. Araştırmanın amacı işiniz ve yaşamınıza dair bazı tutumlarınızı incelemektir. Araştırma için sağlayacağınız veriler sadece araştırmacıda saklı kalacak ve tamamen bilimsel amaçlarla değerlendirileceği için gizli tutulacaktır. Sizden kimliğinizle ilgili bilgiler istenmemektedir. Maddeleri eksiksiz doldurmanız araştırmanın sonuçlarının geçerliliği için oldukça önemlidir. Araştırmaya katılarak yardım ettiğiniz için teşekkür ederim.

Rana Tubin - Marmara Üniversitesi
İngilizce İşletme Bölümü Örgütsel Davranış Bilim Dalı

BÖLÜM 1

1. Yaşınız: _____ 2. Cinsiyetiniz: Kadın Erkek
2. En Son Aldığınız Diploma: İlkokul Ortaokul Lise Üniversite Lisansüstü
3. Çocuğunuz var mı?: Evet Hayır
4. Çocuğunuz var ise Sayısı _____ Yaş/ları _____
5. Tam zamanlı çalışıyor musunuz?: Evet Hayır
6. Toplam ne kadar süredir çalışıyorsunuz?: _____ yıl.
7. Şu anda çalıştığınız yerde ne kadar süredir çalışıyorsunuz?: _____ yıl
8. İşinizde yöneticilik rolünüz var mı? Evet Hayır
9. Hangi sektörde çalışıyorsunuz?: _____
10. Haftada kaç saat çalışıyorsunuz?: _____ saat
11. Rahatsız/hasta ve bakımı size bağlı olan akraba/yakınıınız var mı? Evet Hayır
12. Eğer var ise o akraba/yakınıınız ile haftada yaklaşık kaç saat ilgileniyorsunuz? _____ saat
13. Haftada yaklaşık kaç saatinizi ev işlerine (örneğin alışveriş, temizlik gibi) ayırıyorsunuz? _____ saat
14. Haftada yaklaşık kaç saatinizi çocuklarınıza ayırıyorsunuz? _____ saat
15. Haftada yaklaşık kaç saatinizi aile büyüklerinize ayırıyorsunuz? _____ saat
16. Ev işlerinde ve/veya çocuk bakımında yardım alıyor musunuz? Evet Hayır
17. Ev ve çocuk/lar ile ilgili yapılması gereken işleri 100 puan olarak düşünürseniz siz ve diğerleri bu işleri nasıl paylaşıyorsunuz? Lütfen kendiniz ve diğerleri için 0-100 puan arasında bir dağılım yapınız.

$$\frac{\quad}{\text{Kendiniz}} + \frac{\quad}{\text{Eşiniz}} + \frac{\quad}{\text{Yakın akraba}} + \frac{\quad}{\text{Ücret karşılığı}} + \frac{\quad}{\text{Diğer}} = 100$$

Aşağıdaki her bir ifadeyi dikkatle okuyup ne derece katılıp katılmadığınızı işaretleyiniz.

+

BÖLÜM 2

	Kesinlikle Katılmıyorum	Çok Az Katılıyorum	Biraz Katılıyorum	Kusmen Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
1. Pekçok yönden idealime yakın bir hayatım var.						
2. Hayat koşullarım mükemmel.						
3. Hayatımdan memnunum.						
4. Şu ana kadar hayatta önemli gördüğüm şeyleri elde ettim.						
5. Hayatımı bir daha yaşayabilseydim, neredeyse hiçbirşeyi değiştirmedim.						

BÖLÜM 3

	Kesinlikle Katılmıyorum	Çok Az Katılıyorum	Biraz Katılıyorum	Kusmen Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
1. İşden, eve geldiğimde yapmak istediğim şeyleri yapamayacak kadar yorgun oluyorum.						
2. İşde yapacak o kadar çok şey varki kişisel olarak yapmak istediklerimi yapamıyorum.						
3. Ailem/Arkadaşlarım, evdeyken benim sık sık işimle meşgul olmamdan şikayetçiler.						
4. İşim, ailem/arkadaşlarım ile geçirmek istediğim vakitten çalışıyor.						
5. Evde yapmak zorunda olduğum işlerden dolayı genellikle işde çok yorgun oluyorum.						
6. Kişisel/özel sorumluluklarım o kadar çok ki kendimi işime veremiyorum.						
7. İşyerinde, özel hayatımla meşgul olmam üstlerim ve iş arkadaşlarımı rahatsız ediyor.						
8. Özel hayatımdaki sorumluluklarım işe vermem gereken zamandan çalışıyor.						

BÖLÜM 4

	Kesinlikle Katılmıyorum	Çok Az Katılıyorum	Biraz Katılıyorum	Kusmen Katılıyorum	Oldukça Katılıyorum	Tamamen Katılıyorum
1. Şimdiki işimden ayrılmayı sık sık düşünüyorum.						
2. Şimdiki işimden ayrılmaya niyetim var.						
3. Sürekli olarak daha iyi bir iş arıyorum.						



BÖLÜM 5

	Kesinlikle Katılmıyorum	Çok Az Katılmıyorum	Biraz Katılmıyorum	Kusmen Katılmıyorum	Oldukça Katılmıyorum	Tamamen Katılmıyorum
1. İşimden memnunuz.						
2. İş yerimde çalışmaktan hoşnutum.						
3. Yapmakta olduğum işten hoşlanıyorum.						
4. İş yerimdeki çoğu insan işlerinden memnundur.						

BÖLÜM 6: Şu anda evli misiniz? EVET HAYIR

Evliyseniz kaç senedir evlisiniz? _____ yıl

Eşiniz çalışıyor mu? Tam zamanlı Yarı zamanlı Çalışmıyor

Eğer şu anda evli değilseniz lütfen bu bölümü değerlendirmeyiniz!

	Kesinlikle Katılmıyorum	Çok Az Katılmıyorum	Biraz Katılmıyorum	Kusmen Katılmıyorum	Oldukça Katılmıyorum	Tamamen Katılmıyorum
1. Eşim sevgi dolu ve şefkatlidir.						
2. Eşimin ve benim benzer istek ve amaçlarımız vardır.						
3. Eşimin ve benim evliliğimiz ile ilgili sorunlarımız vardır.						
4. Eşim beni sinir eder.						
5. Eşim ile iyi bir iletişimimiz vardır.						
6. Evliliğim birçok evlilikten daha kötü.						
7. Evliliğim beni çok mutlu eder.						
8. Eşim ile nadiren birlikte güleriz.						
9. Eşim ile boş zamanlarımızı nasıl geçireceğimiz konusunda hemfikiriz.						
10. Eşim ve ben sık sık mali konularda tartışırız.						
11. Eşim ile olan ilişkimden memnunuz.						
12. Evliliğimi bitirmeyi sıkça düşünüyorum.						
13. Eşimin ve benim birbirimizin akrabaları ile olan ilişkilerimizde bir sorun yoktur.						
14. Eşim genellikle anlayışlıdır.						
15. Eşim ile evişlerinin paylaşımında sorun yaşamıyoruz.						